



College of the Rockies
Executive Compensation Disclosure Statement for 2012/2013
April 30, 2013

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2012/2013.

Compensation Philosophy

The Board seeks to attract and retain high caliber executives who through the achievement of service and performance targets are able to meet the long term strategic mandate of the College of the Rockies. The Board strives to ensure that total compensation for the President is competitive with other comparable Colleges within the post-secondary sector in British Columbia and other appropriate comparators subject to the relevant statutes and public compensation policies of the BC Government. The Board reviews external market compensation data provided by the Post-Secondary Association, advice from other external compensation consultants and direction from the Government with respect to Executive Compensation guidelines. For the purposes of this report total compensation includes: base salary, pension and other benefits and prerequisites.

A handwritten signature in black ink, appearing to read "Orest Federko".

Orest Federko, Chair

College of the Rockies Board of Governors

Attached: Appendix A – Compensation Summary Table

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Nicholas Rubidge, CEO, President	\$ 175,000	\$ -	\$ 9,205	\$ 16,757	\$ -	\$ 200,962	\$ 200,748	\$ 199,693
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ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Notes:

Dr. Rubidge does not receive a car allowance.