

Office of the Board of Governors

June 17, 2013

Mr. Tom Vincent
Vice-President
Public Sector Employers' Council
PO Box 9400 Stn Prov Govt
Victoria, BC V8V 9V1

Dear Mr. Vincent:

Please find enclosed the Statement of Executive Compensation for Langara College.

College Management's Responsibility:

College Management is responsible for the preparation of the Statement of Executive Compensation. The College Board is advised by Management that this disclosure has been prepared in accordance with the Public Sector Executive Compensation Reporting Guidelines of the Public Sector Employers' Council Secretariat. Management is responsible for maintaining the necessary payroll and employee systems to provide a reliable basis for the preparation of the disclosure form.

College Board's Responsibility:

The College Board carries out its responsibility by setting the compensation philosophy and reviewing the Statement of Executive Compensation. The Board relies upon Management's representations contained in the disclosure form.

The College Board has reviewed the Statement of Executive Compensation and is aware of the executive compensation paid in the 2012/13 fiscal year and that the compensation provided was within approved compensation plans.

Yours sincerely,



Anne Lippert
Chair, Board of Governors

AL/dcf

Enclosure

pc Board Members
Roy Daykin, President and CEO (Interim)
Barry Coulson, Associate Vice-President, Administration and Finance
Dawn Palmer, Associate Vice-President, Human Resources

Langara College

Executive Compensation Disclosure Statement for 2012/13 June 17, 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 2012/13.

Executives Meeting Reporting Requirement

- David Ross – President and Chief Executive Officer
- Roy Daykin – Vice-President, Administration and Finance / President and Chief Executive Officer (Interim)
- Deanna Douglas – Vice-President, Administration and Finance / Vice-President, Enrolment Management (Interim)
- Martin Gerson – Vice-President, Academic and Provost
- Bradley O'Hara – Vice-President, Academic and Provost
- Linda Arnold – Associate Vice-President, Academic
- Ian Humphreys – Associate Vice-President, Student Development & Marketing (Interim) / Vice-President, Enrolment and Business Development
- Barry Coulson – Associate Vice-President, Administration & Finance
- Ken Jillings – Associate Vice-President, Human Resources
- Dawn Palmer – Associate Vice-President, Human Resources

Compensation Philosophy

Our philosophy is to provide an excluded compensation plan that:

- Facilitates the recruitment and retention of high caliber employees;
- Provides opportunity for increment progression to recognize employee growth in their position; and
- Rewards and motivates employees to attain the College's annual service and performance targets and longer term strategic goals.

(The implementation of this philosophy is subject to relevant government legislation, public policy and compensation guidelines.)

Compensation Maintenance

The College will ensure that total compensation (including salary) is competitive with comparable institutions within the post-secondary sector in Metro Vancouver. In order to be competitive, the market comparison target should normally be no less than P75. Where dictated by labour market pressures, compensation comparators may also include the broader B.C. public or private sector as well as other urban labour markets in Canada. These sectors are surveyed as and where necessary to ensure that local, regional, provincial, and national factors are reflected in compensation practices.

In implementing and ensuring alignment of compensation practices with its compensation philosophy, the College may consider external market data provided by the Post-Secondary Employers' Association and other sources, as well as advice it may receive from independent

compensation experts, and direction from the Government with respect to relevant statutes, public policy and compensation guidelines. Compensation reviews will be conducted as required and at least every three (3) years.

Total Compensation

For purposes of this report, total compensation includes: base salary, pension and other benefits, including health, welfare, and statutory benefits.

Compensation Determinants

Executive compensation is determined with reference to the job evaluation process and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government, and subject to change from time to time with the approval of Government.

Internal equity among positions of comparable value and competitiveness with appropriate external comparators and markets are also goals to be met via the application of the Compensation Philosophy.

Other factors that may influence individual employee compensation include performance, experience, and competency.

Where applicable and to the extent permissible by legislation and government public policy, the College shall maintain the integrity of the job evaluation plans and ensure their relevance to the salary structure.



Anne Lippert
Chair, Board of Governors
Langara College

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 |
| David Ross, President & CEO (resigned - last day of active duty: Mar 3) | \$ 166,180 | \$ - | \$ 4,738 | \$ 17,246 | \$ 13,848 | \$ 202,012 | \$ 215,858 | \$ 202,054 |
| Roy Daykin, President & CEO (Interim effective Jan 1) | \$ 149,961 | \$ - | \$ 9,663 | \$ 14,245 | \$ 26,842 | \$ 200,711 | \$ 160,439 | \$ 46,943 |
| Barry Coulson, Associate VP, Administration & Finance (start date Jan 7) | \$ 115,972 | \$ - | \$ 10,506 | \$ 11,127 | \$ 17,353 | \$ 154,958 | | |
| Bradley O'Hara, Vice President, Academic & Provost (start date: Aug 15) | \$ 97,465 | \$ - | \$ 9,092 | \$ 8,875 | \$ - | \$ 115,432 | | |
| Martin Gerson, Vice President, Academic & Provost (retired - last day of active duty: Sep 30) | \$ 70,979 | \$ - | \$ 3,500 | \$ 6,839 | \$ 67,903 | \$ 149,221 | \$ 162,399 | \$ 164,858 |
| Ian Humphreys, Vice President, Enrolment & Business Development (start date: Dec 14) | \$ 133,538 | \$ - | \$ 10,408 | \$ 12,672 | \$ - | \$ 156,617 | \$ 152,746 | \$ 134,640 |
| Deanna Douglas, Vice President, Enrolment Management (retired - last day of active duty: Sep 30) | \$ 68,249 | \$ - | \$ 6,731 | \$ 13,522 | \$ 73,708 | \$ 162,209 | \$ 162,532 | \$ 162,465 |
| Dawn Palmer, Associate VP, Human Resources (start date Jul 1) | \$ 97,545 | \$ - | \$ 11,158 | \$ 8,930 | \$ - | \$ 117,633 | * | * |
| Ken Jillings, Associate VP, Human Resources (retired May 31) | \$ 25,916 | \$ - | \$ 2,379 | \$ 2,040 | \$ 58,441 | \$ 88,776 | \$ 149,751 | * |

ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Summary Other Compensation Table at FISCAL, 2013

| Name and Position(a) | All Other Compensation | Severance (f) | Vacation payout (g) | Leave payout (h) | Vehicle / Transportation Allowance (i) | Perquisites / other Allowances (j) | Other (k) |
|--|------------------------|---------------|---------------------|------------------|--|------------------------------------|-----------|
| David Ross, President & CEO (resigned - last day of active duty: Mar 3) | \$ 13,848 | \$ - | \$ 13,848 | \$ - | \$ - | \$ - | \$ - |
| Roy Daykin, President & CEO (Interim effective Jan 1) | \$ 26,842 | \$ - | \$ 26,842 | \$ - | \$ - | \$ - | \$ - |
| Barry Coulson, Associate VP, Administration & Finance (start date Jan 7) | \$ 17,353 | \$ - | \$ 17,353 | \$ - | \$ - | \$ - | \$ - |
| Bradley O'Hara, Vice President, Academic & Provost (start date: Aug 15) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Martin Gerson, Vice President, Academic & Provost (retired - last day of active duty: Sep 30) | \$ 67,903 | \$ - | \$ 35,893 | \$ - | \$ - | \$ - | \$ 32,010 |
| Ian Humphreys, Vice President, Enrolment & Business Development (start date: Dec 14) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Deanna Douglas, Vice President, Enrolment Management (retired - last day of active duty: Sep 30) | \$ 73,708 | \$ - | \$ 26,268 | \$ - | \$ - | \$ - | \$ 47,439 |
| Dawn Palmer, Associate VP, Human Resources (start date Jul 1) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Ken Jillings, Associate VP, Human Resources (retired May 31) | \$ 58,441 | \$ - | \$ 32,614 | \$ - | \$ - | \$ - | \$ 25,828 |

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Notes:

Roy Daykin - VP Administration & Finance to 31 December 2012. Increase in total compensation over prior year due to change in roles as well as a vacation pay out in 2013.

Barry Coulson - Director of Finance to 06 January 2013.

Ian Humphreys - Associate VP, Student Development & Marketing to 13 December 2012.

Martin Gerson - "other" payment was a payout of Long Service Days earned.

Deanna Douglas - "other" payment was a payout of Long Service Days earned.

Ken Jillings - "other" payment was a payout of Long Service Days earned.

Linda Arnold, included in last year's disclosure, retired on July 31, 2012