



Nicola Valley Institute of Technology
Executive Compensation Disclosure Statement for 2012/2013
May 31, 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 ensure that total compensation is competitive with comparable institutions within the public post-secondary sector in British Columbia and other appropriate comparators subject to relevant statutes and public policy.

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

Given NVIT's mandate as BC's Aboriginal public post-secondary institution, the Board also seeks to ensure it is able to attract and retain executives who have the skills and attributes to provide effective leadership consistent with the institution's unique mandate and operating context.

Responsibility for determining executive compensation lies with the Board Chair in consultation with the Board Executive Committee, taking into consideration the factors described above.

Angela Wesley
Board Chair

Attached: 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
Ken Tourand, President & CEO	\$ 142,500	\$ -	\$ 11,972	\$ 14,261	\$ 7,200	\$ 175,933	\$ 171,271	\$ 156,357
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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: