



June 10, 2014

Lee Doney
Interim President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas St
Victoria, B.C.
V8W 2B7

Dear Lee,

Re: Attestation – CNC Compensation Policy Compliance

This letter confirms that the College of New Caledonia is in compliance with:

1. CNC's PSEC approved compensation plan;
2. The Management and Excluded Compensation Freeze Policy of September 2012 requiring a freeze on all management compensation; and
3. The board is aware of the executive compensation paid in the prior fiscal year and verify that compensation provided was within approved compensation plans.

All compensation is reported to PSEA by Evelyn Watt, Associate Director Human Resources.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Playfair'.

Keith Playfair
College of New Caledonia Board Chair

c Henry Reiser, President
Sandra Rossi, Executive Director of Human Resources



College of New Caledonia

Executive Compensation Disclosure Statement for 2013/2014

March 31, 2014

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 2013/2014.

Compensation Philosophy

The Board seeks to ensure that total compensation is competitive with comparable institutions within the 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, and direction from the Government with respect to relevant statutes and public policy.

For purposes of this report, total compensation includes: base salary, pension and other benefits, and perquisites.

A handwritten signature in black ink, appearing to read 'K. Playfair'.

Keith Playfair

College of New Caledonia Board Chair

Attached: Appendix A – Summary Compensation Table

Notes:

John Bowman, President & CEO	Left the institution in July, 2013
Bryn Kulmatyki, Interim President & CEO	Assumed role of Interim President/CEO in August, 2013