



June 19, 2014

Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, BC
V8W 2B7

Attention: Lee Doney, Interim President & CEO

Dear Mr. Doney:

RE: EXECUTIVE COMPENSATION DISCLOSURE STATEMENT FOR 2013/14 - JUNE 19, 2014

VCC'S COMPENSATION PHILOSOPHY:

Vancouver Community College strives to maintain an executive total compensation program which supports the College in attracting, developing and retaining highly qualified individuals.

In keeping with PSEC's reporting guidelines, the College's compensation philosophy supports VCC's mission by helping to recruit and retain individuals in executive roles who possess the knowledge and experience to ensure VCC effectively serves a diverse urban community by providing applied learning that prepares learners for direct entry into employment and for career advancement.

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 2013/14.

In determining the President's compensation, the VCC Board of Governors considers external market data provided by the Post-Secondary Employers Association, advice it may receive from independent compensation experts and direction from the Government with respect to relevant statutes and public policy.

Aside from the President's compensation, total executive compensation is determined with reference to the following:

- A job evaluation plan which reflects the level of responsibility, skills and qualifications required for the position.
- External market data provided by the Post-Secondary Employers Association, advice received from independent compensation experts and direction from the Government with respect to relevant statutes and public policy.
- Salary ranges and salary range progression based on the achievement of annual performance objectives.
- Benefit provisions as described in the 'VCC Excluded Employee Terms and Conditions of Employment' document. These are subject to change from time to time within the parameters approved by Government.

The President is responsible for making decisions on executive compensation.

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

DISCLOSURE OF EXECUTIVE COMPENSATION STATEMENT

This is to advise that the Board is aware of the executive compensation paid in fiscal 2012/13 and that the compensation provided was within approved compensation plans.

A handwritten signature in blue ink, appearing to read 'Eugene Hodgson', written over a horizontal line.

Eugene Hodgson
Chair, Vancouver Community College Board of Governors
19 June, 2014

Notes:

Kathy Kinloch, President	Kathy Kinloch's salary and compensation is for a portion of the year. She ended January 2, 2014.
Salvador Ferreras, VP, Education & Student Services	Sal Ferreras' salary and compensation is for a portion of the year. He ended August 31, 2013.
William Radford, VP, Community & Advancement	Bill Radford's salary and compensation include a 10% major additional responsibility stipend and travel allowance, as per the VCC Excluded Employees Terms & Conditions of Employment, for the period of June 17, 2013 to March 31, 2014. Bill's 'Annualized Base Salary' includes a January 1st step increase and 10% acting pay.
Linda Sanderson, Exec Director, Human Resources	Linda's 'Annualized Base Salary' includes a January 1st step increase.
Irene Young, VP, Finance & Administration	Irene's 'Annualized Base Salary' includes a January 1st step increase.
Catherine Clement, Exec Director, Marketing, Comm & Alumni	Catherine's 'Annualized Base Salary' includes a January 1st step increase.
Doug Callbeck, Interim President/Exec Dir Fndtn/Bus Case Proj Mgr/Int VP Fin	<p>Doug Callbeck in the position of President was a VCC employee from November 25, 2013 to March 31, 2014. Prior to his start date, Doug provided consulting services: July 2011 to October 2012 as Interim, VP, Finance & Administration; November 2012 to November 2013 Business Case Project Manager and April 2013 to November 2013 as Executive Director, Foundation.</p> <p>For the 2013/14 Fiscal Year he was paid \$61,645 in fees as Executive Director, Foundation and \$40,824 in fees as Business Case Project Manager. For the 2012/13 Fiscal Year he was paid \$66,326 in fees as Business Case Project Manager and \$147,003 in fees as Interim VP, Finance & Administration. For the 2011/12 Fiscal Year he was paid \$195,854 in fees as Interim VP, Finance and Administration.</p>
John Woudzia, VP, Education & Student Services	John Woudzia's salary and compensation is for a portion of the year. He started February 3, 2014.