



April 27, 2016

Christina Zacharuk  
Interim President & CEO of PSEC Secretariat  
Public Sector Employers' Council Secretariat  
2<sup>nd</sup> Floor, 880 Douglas St  
Victoria, B.C. V8W 2B7

Dear Christina,

Re: Attestation – CNC Compensation Policy Compliance

This letter from the College of New Caledonia is to confirm the following:

1. The board is aware of the executive compensation paid in the prior fiscal year.
2. The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with the employer.
3. It also includes the value of any pre or post-employment payments made during the 12 month period before or after the term of employment.
4. Verifying that compensation provided was within approved compensation plans and complies with these guidelines.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vince Prince', written in a cursive style.

Vince Prince  
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 2015/2016

March 31, 2016

*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 2015/2016.*

#### **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 'Vince Prince', written over a horizontal line.

Vince Prince

College of New Caledonia Board Chair

Attached: Appendix A – Summary Compensation Table

## Appendix A: Summary Compensation Table

(Reporting Period April 1/15 to March 31/16)

Summary Compensation Table at FISCAL, 2016								
Name and Position (a)	Salary (b)	Holdback / Bonus / Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2015/16 Total	Previous Two Years Totals	
							2014/15	2013/14
Henry Reiser, President & CEO	\$ 163,360	\$ -	\$ 9,416	\$ 16,775	\$ 6,000	\$ 195,551	\$ 166,133	\$ -

Summary Other Compensation Table at FISCAL, 2016							
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)
Henry Reiser, President & CEO	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -

**Perquisites:**

*Vehicle Allowance:* Employee provided vehicle for President & CEO position with an allowance of \$500 per month.