May 27, 2026

John Davison, President & CEO
PSEC Secretariat
Suite 210-880 Douglas Street
Victoria, B.C. V8W 2B7

Subject: Attestation - Compensation Policy Compliance

As the Chair of the Okanagan College Board of Governors, I can confirm that the Board is aware of the executive compensation paid in fiscal 2025/2026 and that Okanagan College is in compliance with:

1) The Okanagan College PSEC approved compensation plan; and,

2) The Accountable Compensation Direction

Sincerely,

Dustyn Baulkham
Chair, Board of Governors

Executive Compensation Disclosure Statement for 2025/2026

Prepared: May 7, 2026

The following report provides an accurate representation of all compensation provided to the Chief Executive Officer (CEO) and the next four highest ranking/paid executives with decision-making authority earning an annualized base salary of $125,000 or more in the fiscal year 2025/2026.

Compensation Philosophy:

Okanagan College provides exempt employees with a total compensation program that is designed to attract and retain qualified staff. The program aligns with the College's Mission, Vision and Values.

The College's subscribes to the following guiding principles:

1. *Performance* – compensation programs support and promote a performance based organizational culture.
2. *Differentiation* – salary differentiation is supported where there are differences in the scope of the position within the College, and/or due to superior individual or team contributions.
3. *Accountability* – compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.
4. *Transparency* – compensation programs are designed, managed and communicated in a manner that ensures the programs are clearly understood by employees and the public while protecting personal information.

Exempt compensation is targeted at approximately the 50th percentile (median) of the core BC post-secondary and public sector comparator groups. The College's core comparator group includes similar post-secondary and other public sector organizations in British Columbia. When considering other public sector organizations, emphasis will be given to those within the BC Public Service. A secondary comparator group may be used in certain circumstances. The relative scope, responsibilities, and complexities of jobs are considered to ensure compensation levels are fair and equitable. Market competitiveness is balanced with internal equity to ensure that the relative internal value of the work is fairly recognized.

The compensation program is fiscally responsible and ensures that costs are affordable and sustainable over time.

Total Compensation:

The College's Total compensation program includes four main elements:

1. *Compensation* – fair and equitable compensation based on the scope and breadth of job responsibilities and the education, experience and competencies the employee brings to the position.
2. *Benefits* – pension and group benefit programs for the well-being of employees and their families.
3. *Career Development* – support for skill, professional and career development.
4. *Work/Life Balance* – paid/unpaid leave and other programs to help employees balance their work and personal demands, as well as community service roles.

Total compensation programs may be amended from time to time, as determined by the College, and as approved by the Government. For the purposes of this report, total compensation includes: base salary, performance pay, pension, group insurance benefits and other perquisites (e.g. RRSP).

Process:

President: The President's performance management and compensation is the responsibility of the Board's Human Resource and Compensation Committee as outlined in their Terms of Reference. This Committee is responsible for conducting the President's annual performance evaluation, establishing goals for the coming year and making recommendations to the full Board on any changes to the compensation. Any changes to compensation are in alignment with the guidelines set forth by the Public Sector Employers' Council (PSEC).

The annual process involves (1) annual performance evaluation (performance on previous year's goals, including self-assessment by President and assessment by the Human Resource and Compensation Committee), (2) establishment of new goals for forthcoming years including actions, performance measures, targets and constraints and discussion of any changes to compensation package, and (3) the Committee provides a report on the evaluation, compensation recommendations and the draft President's goals for the upcoming year. The Board considers and approves the recommendation(s).

Vice-Presidents: The President is responsible for the performance management of the Vice Presidents, which includes setting annual goals including measurements and targets. Any changes in compensation are in alignment with the framework put forth by PSEA.

Relation of Goals to Compensation: Compensation change is dependent on performance in meeting previous year's performance measures and targets, including PSFS enrolment targets and institutional budget.

Performance Pay: Performance increases were provided for the 2025/2026 year that are in alignment with the Provincial Excluded Compensation Framework.

Sincerely,

Dustyn Baulkham
Chair, Board of Governors

Attached: 2025-26 Compensation Table

Okanagan College

Summary Compensation Table at 2026

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2025/2026 Total Compensation	Previous Two Years Totals Total Compensation	
							2024/2025	2023/2024
Neil Fassina, President & CEO	$ 269,833	-	$ 20,509	$ 27,901	$ 12,105	$ 330,348	$ 367,926	$ 311,005
Jennifer Goodwin, Vice President Enrolment & College Relations	$ 222,323	-	$ 19,459	$ 22,988	$ 6,082	$ 270,852	$ 269,199	$ 243,208
Gillian Henderson, Associate VP, People Services	$ 198,226	-	$ 18,318	$ 20,497	$ 60	$ 237,101	$ 235,911	$ 218,681
Samantha Lenci, Provost & VP Academic	$ 244,554	-	$ 19,998	$ 25,287	$ 6,082	$ 295,921	$ 290,576	$ 94,922
Curtis Morcom, CFO & Vice-President Corporate Services	$ 221,803	-	$ 19,455	$ 22,934	$ 6,082	$ 270,274	$ 268,876	$ 250,407

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Neil Fassina, President & CEO	$ 12,105	-	-	-	$ 12,045	-	$ 60
Jennifer Goodwin, Vice President Enrolment & College Relations	$ 6,082	-	-	-	$ 6,022	-	$ 60
Gillian Henderson, Associate VP, People Services	$ 60	-	-	-	-	-	$ 60
Samantha Lenci, Provost & VP Academic	$ 6,082	-	-	-	$ 6,022	-	$ 60
Curtis Morcom, CFO & Vice-President Corporate Services	$ 6,082	-	-	-	$ 6,022	-	$ 60

Notes

Neil Fassina, President & CEO	**General Note:** The higher actual base reflects prorated payroll amounts related to fiscal year-end timing. **Other Note:** EI Rebate
Jennifer Goodwin, Vice President Enrolment & College Relations	**General Note:** 2025 performance-based increases were not implemented in FY2025/26. A performance-based increase of up to 2% for 2025 will be implemented in April 2026. The higher actual base reflects prorated payroll amounts related to fiscal year-end timing **Other Note:** EI Rebate
Gillian Henderson, Associate VP, People Services	**General Note:** 2025 performance-based increases were not implemented in FY2025/26. A performance-based increase of up to 2% for 2025 will be implemented in April 2026. The higher actual base reflects prorated payroll amounts related to fiscal year-end timing **Other Note:** EI Rebate
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Curtis Morcom, CFO & Vice-President Corporate Services	**General Note:** 2025 performance-based increases were not implemented in FY2025/26. A performance-based increase of up to 2% for 2025 will be implemented in April 2026. The higher actual base reflects prorated payroll amounts related to fiscal year-end timing **Other Note:** EI Rebate