John Davison, President & CEO
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Coast Mountain College
Executive Compensation Disclosure Statement 2025/2026

The following report provides an accurate representation of all compensation provided to all executive employees whose base salary was $125,000 or greater in the fiscal year 2025/2026.

Compensation Philosophy

Coast Mountain College (CMTN) seeks to attract and retain the leaders in every position to ensure that the College is able to successfully respond to the needs of learners and to fulfill the Board of Governors' Strategic Plan as successfully as possible.

Coast Mountain College understands that to do their best on the job, employees need to strike a work-life balance that enables them to focus on their health and well-being, as well as have adequate time with their families, and to be active members of the community they live in.

The compensation plan offers financial remuneration as well as the following:

1. For managers hired after October 1, 2014, vacation allotment of twenty (20) days with an additional five (5) to sixteen (16) days thereafter depending on job classification and years of service;
2. For managers hired prior to October 1, 2014 vacation allotment of twenty-one (21) days with executive benefit days comprising of five (5) to fifteen (15) days depending on years of service to compensate for work performed above and beyond the standard work week;
3. Fifteen (15) professional development days;
4. Industry standard benefits packages including sick days, long-term disability, dental care, eye care, extended health care, life and disability insurance.

The CMTN job evaluation plan is based on the Watson Wyatt Job Evaluation Plan approved by PSEA. The evaluation is conducted by the job evaluation committee. The plan evaluates every job on four (4) key elements: skill, responsibility, effort and working conditions, broken down into ten (10) factors for a total of forty (40) rated items. The most recent approved job evaluation was completed and approved by PSEA in 2019.

The starting salary for the employee will be within the approved salary range for the specific position. If the employee is promoted or the job becomes reclassified, the incumbent will be placed on the new salary range, as determined by the employer at the time. Starting salary rarely exceeds the control point of the new salary range.

The President & CEO compensation package is negotiated with the Board of Governors and falls within the parameters established by Government.

CJ Butcher
CJ Butcher (May 12, 2026 20:09:44 AKDT)

CJ Butcher
Chair, CMTN Board of Governors

TOTAL COMPENSATION PHILOSOPHY (EXEMPT EMPLOYEES)

Policy Name:	Total Compensation Philosophy	**Approved By:**	President's Council (PC)
Policy Number	HMR - 015	**Amendment Date:**	May 3, 2019
Approval Date:	December 8, 2015	**Policy Holder:**	Human Resources

Purpose / Rationale

The College's compensation program is intended to assist in recruiting, motivating and retaining a qualified management and exempt group, by providing tangible rewards to enable the College to attain its corporate goals and objectives.

Scope

This policy applies equally to all exempt employees of Coast Mountain College excluded from membership in a bargaining unit.

Objectives

Coast Mountain College's compensation program objectives are:

- to attract competent and capable management and exempt staff that share a passion for education;
- to assist in retaining the services of a high-quality management and exempt group;
- to provide compensation that encourages superior performance;
- to promote individual and team performance and the overall achievement of the College's strategic plan;
- to provide fair and equitable compensation in accordance with the authority and accountability of the employee's position;
- to assist the College in reinforcing its commitment to professional development for its exempt staff for succession planning, retention and other purposes

Governance and Administration

The Board of Governors is responsible for approving the College's overall compensation framework. The President's Council (PC) is responsible for the daily administration of the programs and for making recommendations for the Board's endorsement.

Principles

Coast Mountain College's exempt staff members are responsible for leading the College's major functions and ensuring the overall effectiveness and efficiency of a wide range of service delivery, to its student body and the broader communities in which it represents. The College endeavors to provide the opportunity to its employees to gain fulfillment in important and rewarding careers, recognizing that the College operates in a competitive environment where qualified and competent staff are valued by many organizations.

The College's compensation practices follow these guiding principles:

- *Performance-Related*: Coast Mountain College values the contribution of its entire exempt staff toward the attainment of its strategic and operating objectives and provides compensation that is commensurate with such contributions. The College's compensation program supports and promotes a performance-based organizational culture.

- *Differentiation and Flexibility*: A primary feature of the College's compensation program is to align individual managers and operating units with the College's overall strategy. Within a broad framework, the College's compensation program provides it with the necessary flexibility to make compensation decisions consistent with the need for internal equity, the variation in scope and authority for positions, as well as the need to adapt to changes in the external market.

- *Accountability*: The College makes its compensation decisions objectively using clear and well documented rationale to ensure the appropriate expenditure of public funds.

- *Openness and Transparency*: The College communicates the basic principles and mechanics of its compensation program in an open, honest and direct manner. This principle does not involve the distribution of specific market survey data, or making personal and individual compensation information public unless directed by the College executive or government.

- *Affordability and Sustainability*: The College's total compensation programs are designed and administered in a fiscally responsible manner that ensures that costs are affordable and sustainable over time, and balanced against market forces.

Comparator Groups:

Coast Mountain College recognizes that a compensation policy needs to consider all elements of a total compensation program and believes that it is important to consider both internal and external factors when making compensation decisions.

Internally, importance is placed on recognition of job value and content through a formal job evaluation methodology, as well as assessments of individual leader's demonstrated competencies and performance, to ensure that the relative internal value of work is fairly recognized.

Externally, Coast Mountain College monitors first, the Provincial Public Service and similar post-secondary and other public sector labour markets to continually assess compensation trends and levels, with a focus on those organizations with which it competes for talent. Second, in specific circumstances and programs, the College may review compensation trends in targeted industry or other sectors, or other provinces and geographic jurisdictions.

Typically, positions within the exempt group are reviewed annually within the context of the Post Secondary Employers' Association (PSEA) Exempt Compensation Guidelines so as to maintain a competitive salary structure.

Total Compensation

The Terms and Conditions of Employment for Exempt Employees established by the College are:

- *Compensation* – providing fair compensation for the scope and breadth of job responsibilities and the education, competencies, and experiences that employees bring to their roles;
- *Benefits* – providing security and protection for employees and their families;
- *Career Development* – providing support for skill development, upgrades and other career development activities; and
- *Work-life Balance* – providing paid time off and other programs to help employees balance their work and personal demands.

Exempt employees are placed in salary pay ranges that reflect their duties and responsibilities as evaluated by the PSEA Exempt Compensation Guidelines.

Total compensation programs may be amended from time to time, as determined by the College, and as approved by the Minister. Wage rates associated with exempt salary pay ranges are adjusted consistent with direction from the Public Sector Employers Council.

Legislated References and Collective Agreements

College and Institute Act [RSBC 1996] c. 52

Public Sector Employers Act [RSBC 1996] c. 384

Links to Supporting Forms, Documents, Websites, Related Policies

N/A

Coast Mountain 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
Laurie Waye, President & CEO	$ 244,093	-	$ 25,054	$ 25,240	-	$ 294,387	$ 288,339	$ 264,353
Michael Doyle, Vice President, Corporate Services & CFO	$ 214,262	-	$ 24,734	$ 22,155	-	$ 261,151	$ 255,832	$ 241,844
Titilope Kunkel, Vice President Academic, Students, and International	$ 214,286	-	$ 24,297	$ 22,158	-	$ 260,741	$ 252,781	$ 234,928

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Laurie Waye, President & CEO	-	-	-	-	-	-	-
Michael Doyle, Vice President, Corporate Services & CFO	-	-	-	-	-	-	-
Titilope Kunkel, Vice President Academic, Students, and International	-	-	-	-	-	-	-

Notes

Laurie Waye, President & CEO	**General Note:** Dr. Laurie Waye received a 2% performance-based salary increase effective April 1, 2025. For our institution, we count each work day (Monday to Friday) within the April 1st to March 31st fiscal. So 5 days x 52 weeks = 260 paid days. This means that sometimes there is an additional day in the fiscal to make the total 261 (like in fiscal 2026 and 2025).
Michael Doyle, Vice President, Corporate Services & CFO	**General Note:** Michael Doyle received a 2% performance-based salary increase effective April 1, 2025. For our institution, we count each work day (Monday to Friday) within the April 1st to March 31st fiscal. So 5 days x 52 weeks = 260 paid days. This means that sometimes there is an additional day in the fiscal to make the total 261 (like in fiscal 2026 and 2025).
Titilope Kunkel, Vice President Academic, Students, and International	**General Note:** Dr. Titilope Kunkel received a 2% performance-based salary increase effective October 6, 2025.