

BOARD OF GOVERNORS



May 23, 2019

Christina Zacharuk
President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

Re: Attestation – Compensation Policy Compliance

This letter confirms that North Island College Board of Governors is aware of the executive compensation paid in Fiscal Year 2018/19 and verifies that the College is in compliance with:

- The North Island College PSEC approved compensation plan and complies with the guidelines; and
- The disclosed information is accurate and includes all compensation paid by the employer

Please let me know if there is anything more required to show compliance.

Sincerely,



Jane Murphy
Chair, Board of Governors

Cc: C. Fowler Vice President, Finance and Facilities

EXECUTIVE COMPENSATION DISCLOSURE

North Island College

Summary Compensation Table at 2019

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2018/2019 Total Compensation	Previous Two Years Totals Total Compensation	
							2017/2018	2016/2017
John Bowman, President and CEO	\$ 185,881	-	\$ 13,711	\$ 19,053	\$ 76	\$ 218,721	\$ 210,196	\$ 200,044
Lisa Domae, Executive Vice-President, Academic and COO	\$ 141,262	-	\$ 12,583	\$ 14,647	\$ 1,632	\$ 170,124	\$ 182,420	\$ 9,441
Colin Fowler, Vice President, Finance and Facilities	\$ 136,882	-	\$ 12,513	\$ 14,030	\$ 76	\$ 163,501	\$ 154,824	\$ 108,569
Randall Heidt, Vice President, Strategic Initiatives	\$ 134,654	-	\$ 12,048	\$ 13,802	\$ 76	\$ 160,580	\$ 157,558	\$ 150,458
Mark Herringer, Executive Director, International Education	\$ 87,232	-	\$ 11,906	\$ 8,941	\$ 76	\$ 108,155		

EXECUTIVE COMPENSATION DISCLOSURE

Notes

John Bowman, President and CEO	Other Note: \$76 EI Rebate
Lisa Domae, Executive Vice-President, Academic and COO	Other Note: 1,632 paid out in 2018/19 for amounts owed from the 2017/18 fiscal year \$ 76 EI Rebate
Colin Fowler, Vice President, Finance and Facilities	Other Note: \$76 EI Rebate
Randall Heidt, Vice President, Strategic Initiatives	Other Note: \$76 EI Rebate
Mark Herringer, Executive Director, International Education	Other Note: \$76 EI Rebate