

**BOARD OF GOVERNORS**



June 2, 2021

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

Dear Mr. Davison:

**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 2020/21 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,

  
Eric Mosley  
Chair, Board of Governors

Cc: C. Fowler Vice President, Finance and Facilities

# EXECUTIVE COMPENSATION DISCLOSURE

North Island College

## Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Total Compensation	
							2019/2020	2018/2019
John Bowman, President and CEO	\$ 200,261	-	\$ 14,633	\$ 21,257	\$ 5,476	\$ 241,627	\$ 224,366	\$ 218,721
Antonio Bellavia, Associate Vice President, Access And Regions	\$ 134,130	-	\$ 12,792	\$ 13,990	\$ 11,763	\$ 172,675		
Lisa Domae, Executive Vice President, Academic and COO	\$ 157,652	-	\$ 13,461	\$ 16,301	\$ 158	\$ 187,572	\$ 176,347	\$ 170,124
Colin Fowler, Vice President, Finance and Facilities	\$ 154,517	-	\$ 13,369	\$ 15,977	\$ 158	\$ 184,021	\$ 175,396	\$ 163,501
Randall Heidt, Vice President, Strategic Initiatives	\$ 147,364	-	\$ 13,153	\$ 15,237	\$ 4,292	\$ 180,046	\$ 166,663	\$ 160,580

# EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
John Bowman, President and CEO	\$ 5,476	-	-	-	-	-	\$ 5,476
Antonio Bellavia, Associate Vice President, Access And Regions	\$ 11,763	-	\$ 10,431	-	-	-	\$ 1,332
Lisa Domae, Executive Vice President, Academic and COO	\$ 158	-	-	-	-	-	\$ 158
Colin Fowler, Vice President, Finance and Facilities	\$ 158	-	-	-	-	-	\$ 158
Randall Heidt, Vice President, Strategic Initiatives	\$ 4,292	-	\$ 4,134	-	-	-	\$ 158

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

John Bowman, President and CEO	<p><b>General Note:</b> Retirement date: March 31, 2021</p> <p><b>Other Note:</b> Other - \$158 EI Rebate; Prior Year Correction to Salary \$5,318</p>
Antonio Bellavia, Associate Vice President, Access And Regions	<p><b>Other Note:</b> Other - \$158 EI rebate; \$1,174 Acting VP stipend</p>
Lisa Domae, Executive Vice President, Academic and COO	<p><b>General Note:</b> North Island College provided a 2.5% performance based increase effective date September 1 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at North Island College will forgo standard performance based increases for the 2020/21 performance year</p> <p><b>Other Note:</b> Other - \$158 EI rebate</p>
Colin Fowler, Vice President, Finance and Facilities	<p><b>General Note:</b> North Island College provided a 2.5% performance based increase effective date September 1 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at North Island College will forgo standard performance based increases for the 2020/21 performance year</p> <p><b>Other Note:</b> Other - \$158 EI rebate</p>
Randall Heidt, Vice President, Strategic Initiatives	<p><b>General Note:</b> North Island College provided a 2.5% performance based increase effective date September 1 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at North Island College will forgo standard performance based increases for the 2020/21 performance year</p> <p><b>Other Note:</b> Other - \$158 EI rebate</p>