

**BOARD OF GOVERNORS**

June 22, 2022

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 2021/22 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 College Services

# EXECUTIVE COMPENSATION DISCLOSURE

North Island College

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Lisa Domae, President	\$ 199,628	-	\$ 15,948	\$ 20,633	\$ 32,952	\$ 269,161	\$ 187,572	\$ 176,347
Antonio Bellavia, Vice President, Academic	\$ 156,501	-	\$ 14,229	\$ 16,733	\$ 5,476	\$ 192,939	\$ 172,675	
Ken Crewe, Associate Vice President, People, Equity & Inclusion	\$ 140,561	-	\$ 13,452	\$ 14,525	-	\$ 168,538		
Colin Fowler, Vice President, Finance and College Services	\$ 156,217	-	\$ 13,829	\$ 16,153	-	\$ 186,199	\$ 184,021	\$ 175,396
Randall Heidt, Vice President, Strategic Initiatives	\$ 46,988	-	\$ 2,604	\$ 4,740	\$ 10,411	\$ 64,743	\$ 180,046	\$ 166,663
Kathleen Kuhnert, Vice President Student and Community Engagement	\$ 158,472	-	\$ 14,311	\$ 16,377	-	\$ 189,160		



## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Lisa Domae, President	<b>General Note:</b> Formerly the Executive Vice President and Chief Operating Officer. Appointed as President effective April 12th 2021. Actual base salary includes both the former and current positions.
Antonio Bellavia, Vice President, Academic	<b>General Note:</b> Formerly the Vice President of Access & Regions. On June 28th 2021, the administrative and executive roles underwent a reorganization, new roles and titles were created and salary changes occurred. Actual base salary includes both the former and current positions. <b>Other Note:</b> \$5,476 stipend as acting VP Academic and COO (April 2021 - June 2021)
Ken Crewe, Associate Vice President, People, Equity & Inclusion	<b>General Note:</b> Formerly the Director, Human Resources & Organizational Development. On June 2nd 2021, the administrative and executive roles underwent a reorganization, new roles and titles were created and salary changes occurred. Actual base salary includes both the former and current positions.
Colin Fowler, Vice President, Finance and College Services	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Randall Heidt, Vice President, Strategic Initiatives	<b>General Note:</b> Employment terminated
Kathleen Kuhnert, Vice President Student and Community Engagement	<b>General Note:</b> Formerly the Associate Vice-President, Student Services And Registrar. On June 2nd 2021, the administrative and executive roles underwent a reorganization, new roles and titles were created and salary changes occurred. Actual base salary includes both the former and current positions.