

BOARD OF GOVERNORS



August 14, 2023

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 2022/23 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,

A handwritten signature in blue ink that reads "Jane Atherton".

Jane Atherton
Chair, Board of Governors

Cc: C. Fowler Vice President, Finance and Facilities

EXECUTIVE COMPENSATION DISCLOSURE

North Island College

Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Total Compensation	
							2021/2022	2020/2021
Lisa Domae, President	\$ 216,397	-	\$ 17,431	\$ 22,320	-	\$ 256,148	\$ 269,161	\$ 187,572
Antonio Bellavia, Vice President, Academic	\$ 170,482	-	\$ 15,620	\$ 17,619	-	\$ 203,721	\$ 192,939	\$ 172,675
Ken Crewe, Associate Vice President, People, Equity & Inclusion	\$ 148,669	-	\$ 14,777	\$ 15,363	-	\$ 178,809	\$ 168,538	
Colin Fowler, Vice President, Finance And College Services	\$ 162,316	-	\$ 15,313	\$ 16,774	-	\$ 194,403	\$ 186,199	\$ 184,021
Kathleen Kuhnert, Vice President, Students & Community Engagement	\$ 170,482	-	\$ 15,620	\$ 17,619	-	\$ 203,721	\$ 189,160	