

May 23, 2025

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 2024/25 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

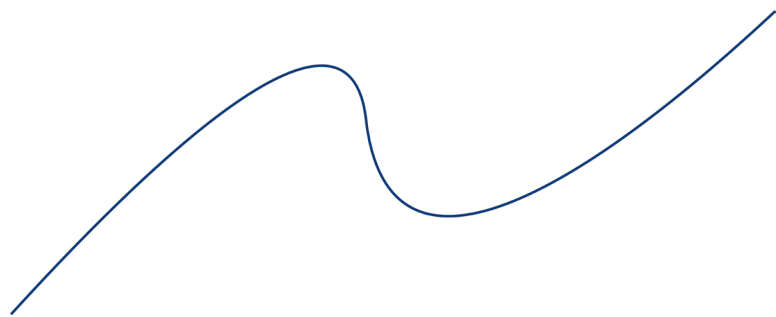
Please let me know if there is anything more required to show compliance.

Sincerely,

A handwritten signature in black ink, appearing to read "Trasolini", written in a cursive style.

Patricia Trasolini  
Chair, Board of Governors

Cc: C. Fowler Vice President, Finance and Facilities



EXECUTIVE COMPENSATION DISCLOSURE

North Island College

Summary Compensation Table at 2025

| Name and Position   | Salary     | Holdback/Bonus/<br>Incentive Plan<br>Compensation | Benefits  | Pension   | All Other<br>Compensation<br>(expanded<br>below) | 2024/2025<br>Total<br>Compensation | Total Compensation |            |
|---|------------|---|-----------|-----------|--|------------------------------------|--------------------|------------|
|   |            |   |           |           |  |                                    | 2023/2024          | 2022/2023  |
| Lisa Domae, President   | \$ 237,578 | -   | \$ 25,494 | \$ 24,326 | -  | \$ 287,398                         | \$ 269,336         | \$ 256,148 |
| Antonio Bellavia, Vice President, Academic                        | \$ 199,737 | -   | \$ 23,739 | \$ 20,565 | -  | \$ 244,041                         | \$ 232,489         | \$ 203,721 |
| Ken Crewe, Associate Vice President, People, Equity & Inclusion   | \$ 172,099 | -   | \$ 22,055 | \$ 17,725 | -  | \$ 211,879                         | \$ 202,257         | \$ 178,809 |
| Colin Fowler, Vice President, Finance and College Services        | \$ 199,877 | -   | \$ 23,708 | \$ 20,580 | -  | \$ 244,165                         | \$ 231,567         | \$ 194,403 |
| Kathleen Kuhnert, Vice President, Students & Community Engagement | \$ 199,737 | -   | \$ 23,739 | \$ 20,565 | -  | \$ 244,041                         | \$ 232,489         | \$ 203,721 |

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2025

| Name and Position   | All Other Compensation | Severance | Vacation Payout | Paid Leave | Vehicle / Transportation Allowance | Perquisites / Other Allowances | Other |
|---|------------------------|-----------|-----------------|------------|------------------------------------|--------------------------------|-------|
| Lisa Domae, President   | -                      | -         | -               | -          | -                                  | -                              | -     |
| Antonio Bellavia, Vice President, Academic                        | -                      | -         | -               | -          | -                                  | -                              | -     |
| Ken Crewe, Associate Vice President, People, Equity & Inclusion   | -                      | -         | -               | -          | -                                  | -                              | -     |
| Colin Fowler, Vice President, Finance and College Services        | -                      | -         | -               | -          | -                                  | -                              | -     |
| Kathleen Kuhnert, Vice President, Students & Community Engagement | -                      | -         | -               | -          | -                                  | -                              | -     |

EXECUTIVE COMPENSATION DISCLOSURE

Notes

|   |  |
|---|--|
| Lisa Domae, President   |  |
| Antonio Bellavia, Vice President, Academic                        |  |
| Ken Crewe, Associate Vice President, People, Equity & Inclusion   |  |
| Colin Fowler, Vice President, Finance and College Services        |  |
| Kathleen Kuhnert, Vice President, Students & Community Engagement |  |