

11 May 2026

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 2025/26 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

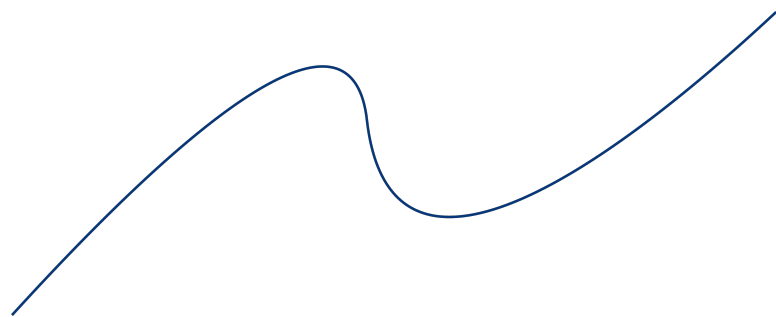
Please let me know if there is anything more required to show compliance.

Sincerely,

A handwritten signature in blue ink, reading "Nancy Arsenault", with a stylized flourish at the end.

Dr. Nancy Arsenault
Chair, Board of Governors

Cc: C. Fowler Vice President, Finance and College Services



EXECUTIVE COMPENSATION DISCLOSURE

North Island College

Covering Fiscal Year 2025.04.01 to 2026.03.31

Summary Compensation Table at 2026

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2025/2026 Total Compensation	Total Compensation	
							2024/2025	2023/2024
Lisa Domae, President	\$ 246,975	-	\$ 26,446	\$ 24,596	\$ 9,000	\$ 307,017	\$ 287,398	\$ 269,336
Antonio Bellavia, Vice President, Academic	\$ 210,664	-	\$ 24,872	\$ 21,067	-	\$ 256,602	\$ 244,041	\$ 232,489
Colin Fowler, Vice President, Finance and College Services	\$ 203,989	-	\$ 25,408	\$ 21,082	-	\$ 250,479	\$ 211,879	\$ 202,257
Kathleen Kuhnert, Vice President, Students & Community Engagement	\$ 203,846	-	\$ 25,400	\$ 21,067	-	\$ 250,313	\$ 244,165	\$ 231,567
Kathleen Haggith, Associate Vice President, College Experience	\$ 180,796	-	\$ 23,128	\$ 18,079	-	\$ 222,003	\$ 244,041	\$ 232,489