



**College of the Rockies**  
**Executive Compensation Disclosure Statement for 2010/2011**  
**May 31, 2011**

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2010/2011.

**Compensation Philosophy**

The Board seeks to attract and retain high caliber executives who through the achievement of service and performance targets are able to meet the long term strategic mandate of the College of the Rockies. The Board strives to ensure that total compensation for the President is competitive with other comparable Colleges within the post-secondary sector in British Columbia and other appropriate comparators subject to the relevant statutes and public compensation policies of the BC Government. The Board reviews external market compensation data provided by the Post-Secondary Association, advice from other external compensation consultants and direction from the Government with respect to Executive Compensation guidelines. For the purposes of this report total compensation includes: base salary, pension and other benefits and prerequisites.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, is positioned above a solid horizontal line.

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Alex Jensen, Chair  
College of the Rockies Board of Governors

Attached: Appendix A – Compensation Summary Table

**PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2010-11)**

*NOTE: Comments and notes should be reported as footnotes*

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
							2008-09	2009-10	2008-09
<b>Name</b> Nicholas Rubidge CEO, President	\$ - 175,000.08	\$ -	\$ -	\$ - 16,537.84	\$ - 8,155.29	\$ - 199,693.21	\$ - 200,799.62	\$ - 181,143.88	\$ -
<b>Name</b> Position Title - NEO 1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Name</b> Position Title - NEO 2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Name</b> Position Title - NEO 3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Name</b> Position Title - NEO 4	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

NOTE: Please be advised that "All Other Compensation" includes all statutory employer payments (CPP, EI and WCB) and all health & welfare benefits (other than pension).