



**Nicola Valley Institute of Technology**  
**Executive Compensation Disclosure Statement for 2011/2012**  
**May 31, 2012**

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 2011/2012.

**Compensation Philosophy**

*The Board seeks to ensure that total compensation is competitive with comparable institutions within the public post-secondary sector in British Columbia and other appropriate comparators subject to relevant statutes and public policy.*

*The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.*

*Given NVIT's mandate as BC's Aboriginal public post-secondary institution, the Board also seeks to ensure it is able to attract and retain executives who have the skills and attributes to provide effective leadership consistent with the institution's unique mandate and operating context.*

*Responsibility for determining executive compensation lies with the Board Chair in consultation with the Board Executive Committee, taking into consideration the factors described above.*

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Angela Wesley  
Board Chair

Attached: Appendix A – Compensation Summary Table

**PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)**

Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid (\$)	Benefits* (\$)	Pension (\$)	All Other Compensation** (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
<b>Name Ken Tourand</b> <i>President &amp; CEO</i>	\$ 137,499.96	\$ -	\$ 12,767.91	\$ 13,802.74	Severance:	\$ -	\$ 171,270.61	<b>2009-10</b> \$ -
					Unused Vacation Payouts:	\$ -		
					Unused Leave Payouts:	\$ -		
					Perquisites:	\$ 7,200.00		
					Other:	\$ -		

\* Benefits refer to the sum of employer premiums for: Employment Insurance, Canada Pension Plan, Workers Compensation, Extended Health and Dental, Group Life and Accidental Death and Dismemberment benefits available to all employees, Long-term disability and Short-term disability, and Medical Service Plan premiums.

\*\* Perquisite shown is monthly vehicle allowance.