

June 11, 2014

Mr. Lee Doney
Interim President & CEO
Public Sector Employer's Council Secretariat
Suite 210, 880 Douglas Street
Victoria, B.C. V8W 2B7

Dear Mr. Doney:

As part of the required documentation associated with the 2013-2014 reporting and filing of Executive Compensation Disclosure, I provide the following attestation with respect to Kwantlen Polytechnic University's submission:

The Board of Governors is aware of the executive compensation paid in the fiscal year 2013–2014.

The compensation information disclosed is accurate and includes all compensation paid by Kwantlen Polytechnic University, its' foundations, subsidiaries, and any other organization related to or associated with the university. It also includes the value of all pre and post-employment payments made during the 12 month period before or after the term of employment.

The Board of Governors further attests that the compensation paid in the fiscal year 2013-2014 complies with the compensation parameters established by Government.

Yours truly,



Shane King
Chair, Board of Governors

**Kwantlen Polytechnic University
Executive Compensation Disclosure Statement for 2013/2014**

June 11, 2014

The following report provides an accurate representation of all compensation provided to the CEO and the next four named executive officers (NEOs) whose compensation was \$125,000 or greater in the fiscal year 2013/2014.

Compensation Philosophy

Kwantlen Polytechnic University strives to maintain an executive total compensation program designed to support the institution to attract, develop and retain highly qualified individuals, and to remunerate and reward such individuals appropriately.

Presidential compensation is subject to total compensation parameters established by the Government, subject to change from time to time as approved by Government. The Board of Governors is responsible for oversight of presidential compensation. Through delegated authority by the Board, the President & Vice Chancellor is responsible for determining the compensation of other executive members.

The executive total compensation program is determined with reference to:

- A job evaluation plan which reflects based on a composite of skill, effort, responsibility and working conditions required to perform the work.
- Relevant external comparators, including post-secondary institutions.
- External market data provided by appropriate resources, advice received from independent compensation experts and direction from the Government with respect to relevant statutes and public policy.
- Salary ranges and salary range progression based on the attainment of satisfactory performance.
- The benefit provisions established in the administrative policies and subject to change from time to time within the parameters approved by Government.

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12666-72 Ave, Surrey, BC

Canada V3W 2M8

Summary Compensation Table at FISCAL, 2014

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2013/14 Total	Previous Two Years Totals	
							2012 / 13 (s)	2011 / 12 (t)
Gordon Lee, Pro Tem Provost & VP Academic	\$ 116,596	\$ -	\$ 14,606	\$ 16,709	\$ 61,248	\$ 209,159	\$ 202,719	\$ 179,719
Alan Davis, President	\$ 191,760	\$ -	\$ 15,346	\$ 19,120	\$ 17,038	\$ 243,264	\$ 140,548	\$ -
Harry Gray, VP, Pro Tem Finance & Administration	\$ 153,267	\$ -	\$ 14,225	\$ 15,213	\$ 75	\$ 182,780	\$ 172,694	\$ -
Salvador Ferreras, Provost & VP Academic	\$ 91,538	\$ -	\$ 13,557	\$ 8,888	\$ -	\$ 113,983	\$ -	\$ -
Jeffery Norris, CAO & CEO KPU Foundation	\$ 137,643	\$ -	\$ 14,180	\$ 13,609	\$ 11,344	\$ 176,776	\$ 150,982	\$ 146,820
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

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Summary Other Compensation Table at FISCAL, 2014

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Gordon Lee, Pro Tem Provost & VP Academic	\$ 61,248	\$ -	\$ 9,808	\$ 50,346	\$ -	\$ -	\$ 1,094
Alan Davis, President	\$ 17,038	\$ -	\$ 16,963	\$ -	\$ -	\$ -	\$ 75
Harry Gray, VP, Pro Tem Finance & Administration	\$ 75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 75
Salvador Ferreras, Provost & VP Academic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Jeffery Norris, CAO & CEO KPU Foundation	\$ 11,344	\$ -	\$ 11,269	\$ -	\$ -	\$ -	\$ 75
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Notes:

 Gordon Lee, Pro Tem Provost &
VP Academic

Annual Stipend (\$5000) as Deputy Vice Chancellor (rec'd \$1019 in Fiscal 14); Salary as Pro Tem Provost April 1-Sept 14/13:\$85,000; Salary on Paid Leave Sept 15-Dec 31/13: \$50,346; Salary as VP Jan 1-Mar 31/14: \$31,596 + \$1019 (Other: Stipend for Deputy Vice Chancellor)

Alan Davis, President

Has access to a leased fleet vehicle.

 Harry Gray, VP, Pro Tem Finance
& Administration

Salary as Pro Tem VP April 1 - Dec 31/13: \$123,478; Salary as AVP Jan 1- Mar 31/14: \$29,789

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Salvador Ferreras, Provost & VP
Academic

At end of appointment he will be entitled to a paid 12 month administrative leave to undertake scholarly activity in order to return to a Faculty position. 2013/14 estimate: \$170,000

Jeffery Norris, CAO & CEO KPU
Foundation

Jeffery Norris: Salary as CAO & Exec Director External April 1 - Sept 30/13: \$65,084; Salary Oct 1/13 to March 31/14 as CAO & CEO KPU Foundation: \$72,559.

*Senior Administrators may have access to funds to reimburse approved Professional Development activities that are for the benefit of KPU.



Shane King
Chair, Board of Governors