



THE HOME OF ABORIGINAL PUBLIC  
POST-SECONDARY EDUCATION IN BC

**NVIT:SHARING  
KNOWLEDGE-  
PREPARING  
LEADERS**

June 3, 2014

Mr. Lee Doney  
President and CEO  
PSEC

Dear Mr. Doney:

I confirm that the information contained in the attached report accurately states the executive compensation paid out in fiscal 2014 and is in compliance with the compensation plans approved by PSEC.

Sincerely,

Angela Wesley  
Board Chair

**MERRITT CAMPUS:**  
4155 Belshaw Street  
Merritt, BC V1K 1R1  
Phone: 1-250-378-3300  
Fax: 1-250-378-3332  
Toll Free: 1-877-682-3300

**VANCOUVER CAMPUS:**  
200-4355 Mathissi Place  
Burnaby, BC V5G 4S8  
Phone: 1-604-602-9555  
Fax: 1-604-602-3400  
[WWW.NVIT.CA](http://WWW.NVIT.CA)



PSEC Secretariat  
2<sup>nd</sup> Floor, 880 Douglas Street  
Victoria, BC V8W 2B7

**Nicola Valley Institute of Technology**  
**Executive Compensation Disclosure Statement for 2013/2014**  
**June 3, 2014**

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 2013/2014.

**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.*

---

Angela Wesley  
Board Chair





**Notes:**

Ken Tourand, President & CEO