

April 29, 2015

Christina Zacharuk, Interim President & CEO  
PSEC Secretariat  
2nd Floor, 880 Douglas Street  
Victoria, BC V8W 2B7

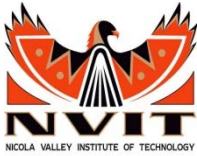
Dear Ms. Zacharuk:

I confirm that the information contained in the attached report accurately states the executive compensation paid out in fiscal 2015 and is in compliance with the compensation plans approved by PSEC.

Sincerely,

A handwritten signature in black ink, appearing to read 'A. Wesley', written in a cursive style.

Angela Wesley  
Board Chair



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

**Nicola Valley Institute of Technology**  
**Executive Compensation Disclosure Statement for 2014/2015**  
**April 29, 2015**

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 2014/2015.

**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

