



May 11, 2022

John Davison, President & CEO
PSEC Secretariat
Suite 210 - 880 Douglas Street Victoria, B.C. V8W 2B7

Dear Mr. Davison,

I confirm that the information contained in the attached report accurately states the executive compensation paid out in fiscal 2021-2022, and is in compliance with the compensation plans approved by PSEC.

Sincerely,

Sashia Leung
Board Chair

**NICOLA VALLEY
INSTITUTE OF
TECHNOLOGY**

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NVIT Total Compensation Philosophy

Overall Objective

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

Guiding Principles

Performance - Salary increases will be provided to employees on the basis of evaluations indicating that they are meeting or exceeding performance expectations.

Differentiation – Salary differentiation will only occur when the scope of a position held by two or more employees varies greatly within the institution.

Accountability – Compensation decisions at NVIT are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.

Transparent – NVIT's compensation programs will be clearly communicated to employees and relevant information will be made available publically as per FOIPOP guidelines.

Role of Total Compensation Elements

Compensation – NVIT will continue to work with PSEA and PSEC to ensure that excluded employee compensation is appropriately competitive within the sector.

Benefits – NVIT will provide a comprehensive benefit package to employees to include sick leave, short and long-term disability, extended health benefits, dental and MSP coverage.

Career Development – NVIT supports and encourages lifelong learning through the provision of professional development funds and leave time for employees. NVIT is also a proponent of employee advancement within the institution to encourage career development.

Work/Life – NVIT supports and encourages work/life balance by providing paid vacation and special leave to employees. Employees also have access to information and counselling in relation to work/life balance through the institution's health care providers.

Comparator Groups

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.

Governance and Administration

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

The NVIT Leadership Team is responsible for the day-to-day oversight and administration of the institute's compensation programs.

NVIT is BC's Indigenous Public Post-Secondary Institution with a mandate to address the post-secondary educational needs of Indigenous students and communities.

Summary Compensation Table for 2021/22

| Name and Position | Salary | Holdback/Bonus/ Incentive Plan Compensation | Benefits | Pension | All Other Compensation (expanded below) | 2021/2022 Total Compensation | Previous Two Years Totals Total Compensation | |
|---|------------|---|-----------|-----------|--|------------------------------------|---|-----------|
| | | | | | | | 2020/2021 | 2019/2020 |
| Ken Tourand, President & CEO | 204,487.51 | - | 14,103.35 | 21,888.48 | 7,400 | 247,879.34 | 242,418.95 | 234,676 |
| Verna Billy Minnabarriet, VP Strategic Partnerships | 107,503.46 | - | 3,217.68 | 11,115.90 | 17,837.85 | 139,674.89 | 178,553.18 | 163,283 |
| John Chenoweth, VP Academic | 138,116.94 | - | 12,131.39 | 14,281.32 | - | 164,529.65 | 155,028.01 | - |
| Sue Sterling-Bur, VP Students | 129,660.56 | - | 12,059.86 | 13,406.94 | 624 | 155,751.36 | - | - |
| Ernie Gran, Chief Financial Officer | 130,456.69 | - | 10,057.17 | 13,489.26 | 200 | 154,203.12 | - | - |

| Name And Position | All Other Compensation | Severance | Vacation payout | Leave payout | Vehicle / Transportation Allowance | Perquisites / other Allowances | Other |
|---|---------------------------|-----------|--------------------|-----------------|--|--------------------------------------|-----------|
| Ken Tourand, President & CEO | 7,400 | - | - | - | 7,200 | - | 200 |
| Verna Billy Minnabarriet, VP Strategic Partnerships | 17,837.85 | - | - | - | - | - | 17,837.85 |
| John Chenoweth, VP Academic | - | - | - | - | - | - | - |
| Sue Sterling-Bur, VP Students | 624 | - | - | - | - | 624 | - |
| Ernie Gran, Chief Financial Officer | 200 | - | - | - | - | - | 200 |

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|---|--|
| Ken Tourand, President & CEO | Other Note: fitness benefit reimbursement - \$200 ~This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. |
| Verna Billy Minnabarriet, VP Strategic Partnerships | Other Note: paid under separate employment agreements for instructing classes – not included in base salary or normal employment duties - \$7,135.14 + \$7,135.14 + \$3,567.57 ~This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. ~Retired effective December 31, 2021. This is the last year of reporting this position due to restructuring of positions. |
| John Chenoweth, VP Academic | ~This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a performance-based increase for the 2020/21 performance year. |

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|-------------------------------------|---|
| Sue Sterling-Bur, VP Students | Other Note: personal cellphone reimbursement - \$624 ~This is the first year this role has met the requirements for executive compensation disclosure. ~This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a performance-based increase for the 2020/21 performance year. |
| Ernie Gran, Chief Financial Officer | Other Note: fitness benefit reimbursement - \$200 ~This is the first year this role has met the requirements for executive compensation disclosure. ~This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a performance-based increase for the 2020/21 performance year. |