



**NICOLA VALLEY  
INSTITUTE OF  
TECHNOLOGY**

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May 12, 2025

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 2024 - 2025, and is in compliance with the compensation plans approved by PSEC.

Sincerely,

Lennard Joe  
Board Chair

**BC'S INDIGENOUS PUBLIC POST-SECONDARY INSTITUTE**  
**EXPERIENCE THE NVIT DIFFERENCE**

**MERRITT CAMPUS**  
4155 Belshaw St,  
Merritt, BC V1K 1R1

**VANCOUVER CAMPUS**  
200-4355 Mathissi Place,  
Burnaby, BC V5G 4S8



## **NVIT Total Compensation Philosophy**

### *Overall Objective*

Given NVIT's mandate as BC's Indigenous public post-secondary institution, the Board seeks 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.

**Equity and Fairness** – Compensation increases will be administered in a fair and equitable manner.

**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 publicly 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 and gymnasium use for employees to promote health and wellness. Information and counselling in relation to work/life balance is available through Human Resources as well as NVIT's health care providers.



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### *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 including local Indigenous organizations, 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 President's Office and Human Resources 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.

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# Summary Compensation Table for 2024/25

Name and Position	Salary	Holdback/Bonus / Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	Previous Two Years Totals Total Compensation	
							2023/2024	2022/2023
Ken Tourand, President & CEO	90,301.02	-	17,274.14	25,643.52	451,870	585,088.68	276,707.69	259,131.00
John Chenoweth, President & CEO	223,012.80	-	17,870.65	23,542.79	4,400	268,826.24	206,548.07	181,875.65
Paul Grewal, Chief Financial Officer	182,256.91	-	13,132.06	18,845.31	600	214,834.28	168,210.16	-
Aruna Gore, AVP, Academic	153,762.34	-	15,191.35	15,231.20	600	184,784.89	-	-
James Beck, AVP, Students	140,632.78	-	12,117.56	14,542.21	800	168,092.55	-	-

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Ken Tourand, President & CEO	451,870	361,204.06	76,965.94	-	13,500	-	200
John Chenoweth, President & CEO	4,400	-	-	-	4,400	-	-
Paul Grewal, Chief Financial Officer	600	-	-	-	-	-	600
Aruna Gore, AVP, Academic	600	-	-	-	-	-	600
James Beck, AVP, Students	800	-	-	-	-	-	800

Ken Tourand, President & CEO	<b>Other Note:</b> fitness benefit reimbursement - \$200 vehicle allowance - \$13,500 (April 1, 2024 – August 14, 2024 = \$2,700. August 15, 2024 – February 14, 2026 = \$10,800) vacation payout - \$76,965.94 (unused accrued vacation January 1, 2024 – August 14, 2024) salary continuance - \$361,204.06 (August 15, 2024 – February 14, 2026) This is the last time Ken Tourand will be reported under this process.
John Chenoweth, President & CEO	<b>Other Note:</b> vehicle allowance - \$4,400 (October 15, 2024 – March 31, 2025) April 1 - October 14, 2024   VP, Academic; October 15, 2024 - March 31, 2025   President & CEO
Paul Grewal, Chief Financial Officer	<b>Other Note:</b> personal cellphone reimbursement - \$600

Aruna Gore, AVP, Academic	<b>Other Note:</b> personal cellphone reimbursement - \$600 This is the first year reporting Aruna Gore. April 1 - May 15, 2024   Dean; May 16, 2024 - March 31, 2025   AVP, Academic
James Beck, AVP, Students	<b>Other Note:</b> fitness benefit reimbursement - \$200 personal cellphone reimbursement - \$600 This is the first year reporting James Beck. April 1 - July 21, 2024   Associate Dean; July 22, 2024 - March 31, 2025   AVP, Students