

**BOARD OF GOVERNORS**

May 27, 2020

Christina Zacharuk  
President & CEO  
Public Sector Employers' Council Secretariat  
Suite 210, 880 Douglas Street  
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

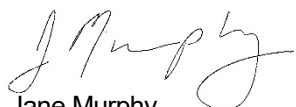
**Re: Attestation – Compensation Policy Compliance**

This letter confirms that North Island College Board of Governors is aware of the executive compensation paid in Fiscal Year 2019/20 and verifies that the College is in compliance with:

- The North Island College PSEC approved compensation plan and complies with the guidelines; and
- The disclosed information is accurate and includes all compensation paid by the employer

Please let me know if there is anything more required to show compliance.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Murphy", written over a light blue circular stamp.

Jane Murphy  
Chair, Board of Governors

Cc: C. Fowler, Vice President, Finance and Facilities

EXECUTIVE COMPENSATION DISCLOSURE

North Island College

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
John Bowman, President and CEO	\$ 190,725	-	\$ 13,920	\$ 19,721	-	\$ 224,366	\$ 218,721	\$ 210,196
Lisa Domae, Executive Vice President, Academic and COO	\$ 150,405	-	\$ 10,390	\$ 15,552	-	\$ 176,347	\$ 170,124	\$ 182,420
Colin Fowler, Vice President, Finance and Facilities	\$ 147,414	-	\$ 12,740	\$ 15,242	-	\$ 175,396	\$ 163,501	\$ 154,824
Randall Heidt, Vice President, Strategic Initiatives	\$ 141,712	-	\$ 10,298	\$ 14,653	-	\$ 166,663	\$ 160,580	\$ 157,558
Mark Herringer, Executive Director, International Education	\$ 131,047	-	\$ 12,387	\$ 13,550	-	\$ 156,984	\$ 108,155	

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2020

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
John Bowman, President and CEO	-	-	-	-	-	-	-
Lisa Domae, Executive Vice President, Academic and COO	-	-	-	-	-	-	-
Colin Fowler, Vice President, Finance and Facilities	-	-	-	-	-	-	-
Randall Heidt, Vice President, Strategic Initiatives	-	-	-	-	-	-	-
Mark Herringer, Executive Director, International Education	-	-	-	-	-	-	-

EXECUTIVE COMPENSATION DISCLOSURE

Notes

John Bowman, President and CEO	
Lisa Domae, Executive Vice President, Academic and COO	
Colin Fowler, Vice President, Finance and Facilities	
Randall Heidt, Vice President, Strategic Initiatives	
Mark Herringer, Executive Director, International Education	<b>General Note:</b> F20 is a full year of employment. The prior year was a partial year (7-23-18 to 03-31-19)