

BOARD OF GOVERNORS

June 4, 2024

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

Dear Mr. Davison:

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 2023/24 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 that reads "Patricia Trasolini".

Patricia Trasolini
Chair, Board of Governors

Cc: C. Fowler Vice President, Finance and Facilities

EXECUTIVE COMPENSATION DISCLOSURE

North Island College

Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Lisa Domae, President	\$ 226,261	-	\$ 19,591	\$ 23,385	\$ 99	\$ 269,336	\$ 256,148	\$ 269,161
Antonio Bellavia, Vice President, Academic	\$ 194,757	-	\$ 18,560	\$ 19,073	\$ 99	\$ 232,489	\$ 203,721	\$ 192,939
Ken Crewe, Associate Vice President, People, Equity & Inclusion	\$ 168,218	-	\$ 17,419	\$ 16,521	\$ 99	\$ 202,257	\$ 178,809	\$ 168,538
Colin Fowler, Vice President, Finance and College Services	\$ 194,044	-	\$ 18,625	\$ 18,799	\$ 99	\$ 231,567	\$ 194,403	\$ 186,199
Kathleen Kuhnert, Vice President, Students & Community Engagement	\$ 194,757	-	\$ 18,560	\$ 19,073	\$ 99	\$ 232,489	\$ 203,721	\$ 189,160

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Lisa Domae, President	Other Note: EI rebate
Antonio Bellavia, Vice President, Academic	Other Note: EI rebate
Ken Crewe, Associate Vice President, People, Equity & Inclusion	Other Note: EI rebate
Colin Fowler, Vice President, Finance and College Services	Other Note: EI rebate
Kathleen Kuhnert, Vice President, Students & Community Engagement	Other Note: EI rebate