

Office of the Board of Governors

July 10, 2014

Lee Doney
Interim President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas St.
Victoria, BC V8W 2B7

Dear Mr. Doney,

Please find enclosed the Statement of Executive Compensation for Langara College.

College Management's Responsibility:

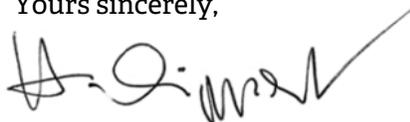
College Management is responsible for the preparation of the Statement of Executive Compensation. The College Board is advised by Management that this disclosure has been prepared in accordance with the Public Sector Executive Compensation Reporting Guidelines of the Public Sector Employers' Council Secretariat. Management is responsible for maintaining the necessary payroll and employee systems to provide a reliable basis for the preparation of the disclosure form.

College Board's Responsibility:

The College Board carries out its responsibility by setting the compensation philosophy and reviewing the Statement of Executive Compensation. The Board relies upon Management's representations contained in the disclosure form.

The College Board has reviewed the Statement of Executive Compensation and is aware of the executive compensation paid in the 2013/14 fiscal year and that the compensation provided was within approved compensation plans.

Yours sincerely,



Anne Lippert
Chair, Board of Governors

AL/DF

Enclosure

pc Board Members
Lane Trotter, President and CEO
Roy Daykin, Vice-President, Administration and Finance
Dawn Palmer, Associate Vice-President, Human Resources

Langara College

Executive Compensation Disclosure Statement for 2013/2014

July 10, 2014

The following report provides an accurate representation of all compensation provided to the five most senior employees in the fiscal year 2013/14.

Executives Meeting Reporting Requirement

- Lane Trotter – President and Chief Executive Officer
- Roy Daykin – Vice-President, Administration and Finance / President and Chief Executive Officer (Interim)
- Bradley O'Hara – Vice-President, Academic and Provost
- Ian Humphreys – Vice-President, Enrolment and Business Development
- Dawn Palmer – Associate Vice-President, Human Resources
- Deanna Douglas – Vice-President, Enrolment Management
- David Ross – President and Chief Executive Officer

Compensation Philosophy

Our philosophy is to provide an excluded compensation plan that:

- Facilitates the recruitment and retention of high caliber employees;
- Provides opportunity for increment progression to recognize employee growth in their position; and
- Rewards and motivates employees to attain the College's annual service and performance targets and longer term strategic goals.

(The implementation of this philosophy is subject to relevant government legislation, public policy and compensation guidelines.)

Compensation Maintenance

The College will ensure that total compensation (including salary) is competitive with comparable institutions within the post-secondary sector in Metro Vancouver. In order to be competitive, the market comparison target should normally be no less than P75. Where dictated by labour market pressures, compensation comparators may also include the broader B.C. public or private sector as well as other urban labour markets in Canada. These sectors are surveyed as and where necessary to ensure that local, regional, provincial, and national factors are reflected in compensation practices.

In implementing and ensuring alignment of compensation practices with its compensation philosophy, the College may consider external market data provided by the Post-Secondary Employers' Association and other sources, as well as advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes, public policy and compensation guidelines. Compensation reviews will be conducted as required and at least every three (3) years.

Langara.

THE COLLEGE OF HIGHER LEARNING.

Total Compensation

For purposes of this report, total compensation includes: base salary, pension and other benefits, including health, welfare, and statutory benefits.

Compensation Determinants

Executive compensation is determined with reference to the job evaluation process and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government, and subject to change from time to time with the approval of Government.

Internal equity among positions of comparable value and competitiveness with appropriate external comparators and markets are also goals to be met via the application of the Compensation Philosophy.

Other factors that may influence individual employee compensation include performance, experience, and competency.

Where applicable and to the extent permissible by legislation and government public policy, the College shall maintain the integrity of the job evaluation plans and ensure their relevance to the salary structure.



Anne Lippert
Chair, Board of Governors
Langara College

Notes:

Lane Trotter, President & CEO	Has access to leased vehicle for business use
Roy Daykin, Vice President, Administration & Finance	Interim President & CEO from 1 January 2013 to 18 January 2014; Has access to leased vehicle for business use
Bradley O'Hara, Vice President, Academic & Provost	2012/13: start date of 15 August 2012
Ian Humphreys, Vice President, Enrolment & Business Development	2012/13: Associate VP, Student Development & Marketing to 13 December 2012
Dawn Palmer, Associate VP, Human Resources	2012/13: start date of 1 July 2012
David Ross, President & CEO (resigned - last day of active duty: Mar 3, 2013)	
Deanna Douglas, Vice President, Enrolment Management (retired - last day of active duty: Sep 30, 2012)	