



OKANAG Total Compensation: For the purposes of this report, total compensation includes base salary, bonus, group insurance benefits and other perquisites (e.g. RRSP).

Philosophy: Executive compensation is determined with reference to the job evaluation process and positions and benefits established by the Human Resource Policy approved by the Board of Governors (updated time to time with the approval of the Government).

Process:

President: The President's performance management and compensation is the responsibility of the Human Resource Committee under the leadership of the Board Chair. This Committee is lead by the Board Chair and Vice-Chair of the Human Resource Committee. This Committee is responsible for reviewing and recommending compensation levels to the Board of Governors.

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2010-11)								
A	B	C	D	E	F	G	H	I
Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	*All Other Compensation (\$)	**Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	