

# EXECUTIVE COMPENSATION DISCLOSURE

Kwantlen Polytechnic University

## 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
Alan Davis, President & Vice Chancellor	\$ 222,480	-	\$ 6,727	\$ 20,800	\$ 13,930	\$ 263,937	\$ 259,811	\$ 244,823
Steve Cardwell, Vice President, Students	\$ 167,181	-	\$ 14,736	\$ 17,286	-	\$ 199,203	-	-
Salvador Ferreras, Provost & Vice President, Academic	\$ 83,632	-	\$ 2,877	\$ 8,648	-	\$ 95,157	\$ 212,476	\$ 205,773
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 141,399	-	\$ 13,498	\$ 15,696	\$ 5,385	\$ 175,978	\$ 175,213	\$ 164,160
Jon Harding, Vice President, Finance and Administration	\$ 146,606	-	\$ 7,134	\$ 15,159	\$ 9,577	\$ 178,476	\$ 212,729	\$ 197,515
William Sass, Interim Vice President, Finance and Administration	\$ 139,711	-	\$ 13,041	\$ 14,446	\$ 548	\$ 167,746	-	-
Sandy Vanderburgh, Provost and Vice President, Academic	\$ 176,017	-	\$ 17,372	\$ 18,613	-	\$ 212,002	-	-

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## Summary Other Compensation Table at 2020

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Alan Davis, President & Vice Chancellor	\$ 13,930	-	\$ 9,715	-	\$ 4,215	-	-
Steve Cardwell, Vice President, Students	-	-	-	-	-	-	-
Salvador Ferreras, Provost & Vice President, Academic	-	-	-	-	-	-	-
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 5,385	-	\$ 5,385	-	-	-	-
Jon Harding, Vice President, Finance and Administration	\$ 9,577	-	\$ 9,577	-	-	-	-
William Sass, Interim Vice President, Finance and Administration	\$ 548	-	\$ 548	-	-	-	-
Sandy Vanderburgh, Provost and Vice President, Academic	-	-	-	-	-	-	-

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## Notes

Alan Davis, President & Vice Chancellor	
Steve Cardwell, Vice President, Students	<b>General Note:</b> Steve Cardwell was appointed Vice President, Students effective December 05, 2019. Prior to this date the individual was in the roles of Pro Tem, VP Students and AVP, Academic. The salary reported reflects the total amount paid to them as VP, Students, Pro Tem, VP Students and AVP Academic in this fiscal year.
Salvador Ferreras, Provost & Vice President, Academic	<b>General Note:</b> Salvador Ferreras was appointed Special Advisor to the President effective July 14, 2019. He retired from KPU effective August 31, 2019. The salary reported reflects the total amount paid as Provost & Vice President Academic and Special Advisor to the President in this fiscal year.
Barbara Marlyn Graziano, Vice President, External Affairs	
Jon Harding, Vice President, Finance and Administration	<b>General Note:</b> Jon Harding resigned from KPU effective January 10, 2020.
William Sass, Interim Vice President, Finance and Administration	<b>General Note:</b> William Sass was appointed Interim Vice President, Finance and Administration effective January 13, 2020. Prior to this date the individual was in the role of Executive Director, Financial Services. The salary reported reflects the total amount paid as Interim VP, Finance and Administration and Executive Director, Financial Services in this fiscal year.
Sandy Vanderburgh, Provost and Vice President, Academic	