Summary Compensation Table at FISCAL, 2016

Name and Position (a)	Salary (b)	Holdback / Bonus / Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2015/16 Total	Previous Two Years Totals 2014/15	2013/14
Gordon Lee, VP, Finance and Administration	$ 156,192	$ -	$ 9,986	$ 16,564	$ 5,039	$ 187,781	$ 205,862	$ 209,159
Alan Davis, President	$ 193,235	$ -	$ 10,418	$ 19,924	$ 12,569	$ 236,146	$ 232,918	$ 243,264
Harry Gray, AVP, Administration	$ 147,627	$ -	$ 16,701	$ 15,041	$ 68	$ 179,438	$ 175,293	$ 182,780
Salvador Ferreras, Provost & VP Academic	$ 171,308	$ -	$ 15,260	$ 17,625	$ 68	$ 204,261	$ 201,935	$ 113,983
Elizabeth Jane Fee, Vice Provost, Students	$ 147,627	$ -	$ 11,253	$ 15,779	$ 12,497	$ 187,156	$ 176,235	$ -
Jon Harding, VP, Finance and Administration	$ 105,305	$ -	$ 11,795	$ 10,403	$ 68	$ 127,571	$ -	$ -
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Summary Other Compensation Table at FISCAL, 2016

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Gordon Lee, VP, Finance and Administration	$ 5,039	$ -	$ -	$ -	$ -	$ -	$ 5,039
Alan Davis, President	$ 12,569	$ -	$ 12,538	$ -	$ 3,074	$ -	$ 31
Harry Gray, AVP, Administration	$ 68	$ -	$ -	$ -	$ -	$ -	$ 68
Salvador Ferreras, Provost & VP Academic	$ 68	$ -	$ -	$ -	$ -	$ -	$ 68
Elizabeth Jane Fee, Vice Provost, Students	$ 12,497	$ -	$ 6,198	$ -	$ -	$ -	$ 6,299
Jon Harding, VP, Finance and Administration	$ 68	$ -	$ -	$ -	$ -	$ -	$ 68
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Notes:

Gordon Lee, VP, Finance and Administration	Salary continuance from December 17, 2014 to June 16, 2016. Annual Stipend ($5000) as Deputy Vice Chancellor.
Alan Davis, President	(i) Value of taxable benefit for access to a leased vehicle.
Harry Gray, AVP, Administration	
Salvador Ferreras, Provost & VP Academic	At end of appointment, Dr. Ferreras will be entitled to a paid 12 month administrative leave to undertake scholarly activity in order to return to a KPU faculty position.
Elizabeth Jane Fee, Vice Provost, Students	Increase in total compensation due to Dr. Fee receiving a vacation payout for the amount of $6198.. Annual Stipend ($5000) as Langley Campus Principal. Received $6,231 in FY 2016: $4,692 for FY 2015/16 and $1,538 for January 1, 2015 to March 31, 2015 as retroactive pay. Received $3,846 in Fiscal 2014/15.
Jon Harding, VP, Finance and Administration	Commenced position July 20, 2015.