

EXECUTIVE COMPENSATION DISCLOSURE

Kwantlen Polytechnic University

Summary Compensation Table at 2018

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2017/2018 Total Compensation	Previous Two Years Totals Total Compensation	
							2016/2017	2015/2016
Alan Davis, President & Vice Chancellor	\$ 202,787	-	\$ 10,089	\$ 20,786	\$ 11,161	\$ 244,823	\$ 238,860	\$ 236,146
Elizabeth Jane Fee, Vice Provost, Students	\$ 146,932	-	\$ 11,157	\$ 15,060	\$ 3,001	\$ 176,150	\$ 178,638	\$ 187,156
Salvador Ferreras, Provost & Vice President, Academic	\$ 172,382	-	\$ 15,222	\$ 18,093	\$ 76	\$ 205,773	\$ 202,922	\$ 204,261
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 132,499	-	\$ 13,927	\$ 13,581	\$ 4,153	\$ 164,160		
Jon Harding, Vice President, Finance and Administration	\$ 157,172	-	\$ 11,390	\$ 16,497	\$ 12,456	\$ 197,515	\$ 193,369	\$ 127,571
Abigail Thorsell, AVP, Human Resources	\$ 147,040	-	\$ 14,421	\$ 15,592	\$ 76	\$ 177,129		

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Notes

Alan Davis, President & Vice Chancellor	
Elizabeth Jane Fee, Vice Provost, Students	Other Note: EI Rebate
Salvador Ferreras, Provost & Vice President, Academic	Other Note: EI Rebate
Barbara Marlyn Graziano, Vice President, External Affairs	Other Note: EI Rebate
Jon Harding, Vice President, Finance and Administration	Other Note: EI Rebate
Abigail Thorsell, AVP, Human Resources	Other Note: Other compensation = EI Rebate