

EXECUTIVE COMPENSATION DISCLOSURE

Kwantlen Polytechnic University

Summary Compensation Table at 2017

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2016/2017 Total Compensation	Previous Two Years Totals Total Compensation	
							2015/2016	2014/2015
Alan Davis, President & Vice Chancellor	\$ 192,497	-	\$ 10,011	\$ 19,368	\$ 16,984	\$ 238,860	\$ 236,146	\$ 232,917
Elizabeth Jane Fee, Vice Provost, Students	\$ 147,064	-	\$ 10,759	\$ 14,923	\$ 5,892	\$ 178,638	\$ 187,156	\$ 176,235
Salvador Ferreras, Provost & Vice President, Academic	\$ 170,654	-	\$ 14,976	\$ 17,171	\$ 121	\$ 202,922	\$ 204,261	\$ 201,935
Harry Gray, Associate Vice President, Human Resource Services	\$ 130,160	-	\$ 8,933	\$ 13,094	\$ 23,198	\$ 175,385	\$ 179,437	\$ 175,293
Jon Harding, Vice President, Finance and Administration	\$ 153,736	-	\$ 11,213	\$ 15,469	\$ 12,951	\$ 193,369	\$ 127,571	
Shelley Wrean, General Counsel	\$ 147,064	-	\$ 13,665	\$ 14,797	\$ 2,951	\$ 178,477		

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Summary Other Compensation Table at 2017

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Alan Davis, President & Vice Chancellor	\$ 16,984	-	\$ 15,120	-	\$ 1,802	-	\$ 62
Elizabeth Jane Fee, Vice Provost, Students	\$ 5,892	-	\$ 4,508	-	-	-	\$ 1,384
Salvador Ferreras, Provost & Vice President, Academic	\$ 121	-	-	-	-	-	\$ 121
Harry Gray, Associate Vice President, Human Resource Services	\$ 23,198	\$ 14,932	\$ 8,266	-	-	-	-
Jon Harding, Vice President, Finance and Administration	\$ 12,951	-	\$ 12,817	-	-	-	\$ 134
Shelley Wrean, General Counsel	\$ 2,951	-	\$ 2,817	-	-	-	\$ 134

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Notes

Alan Davis, President & Vice Chancellor	Other Note: Parking taxable benefit.
Elizabeth Jane Fee, Vice Provost, Students	Other Note: \$72.03 EI Rebate; \$61.66 Parking taxable benefit; \$1250.03 Campus Principal Allowance.
Salvador Ferreras, Provost & Vice President, Academic	Other Note: \$72.03 EI Rebate; \$49.32 Parking taxable benefit.
Harry Gray, Associate Vice President, Human Resource Services	General Note: Salary continuance from May 4, 2016 to February 19, 2017.
Jon Harding, Vice President, Finance and Administration	General Note: Increase in total compensation due to last year being a partial year. Other Note: \$72.03 EI Rebate; \$61.66 Parking taxable benefit.
Shelley Wrean, General Counsel	Other Note: \$72.03 EI Rebate; \$61.66 Parking taxable benefit.