

# EXECUTIVE COMPENSATION DISCLOSURE

Kwantlen Polytechnic University

## Summary Compensation Table at 2019

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2018/2019 Total Compensation	Previous Two Years Totals Total Compensation	
							2017/2018	2016/2017
Alan Davis, President & Vice Chancellor	\$ 212,569	-	\$ 9,358	\$ 21,788	\$ 16,096	\$ 259,811	\$ 244,823	\$ 238,860
Laurie Clancy, Interim AVP, Human Resources	\$ 136,017	-	\$ 13,593	\$ 13,942	-	\$ 163,552	n/a	n/a
Salvador Ferreras, Provost & Vice President, Academic	\$ 180,552	-	\$ 13,417	\$ 18,507	-	\$ 212,476	\$ 205,773	\$ 202,922
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 139,827	-	\$ 13,410	\$ 14,332	\$ 7,644	\$ 175,213	\$ 164,160	n/a
Jon Harding, Vice President, Finance and Administration	\$ 168,283	-	\$ 11,412	\$ 17,249	\$ 15,785	\$ 212,729	\$ 197,515	\$ 193,369
Abigail Thorsell, AVP, Human Resources	\$ 109,995	-	\$ 7,344	\$ 11,275	\$ 7,899	\$ 136,513	\$ 177,129	

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Summary Other Compensation Table at 2019

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Alan Davis, President & Vice Chancellor	\$ 16,096	-	\$ 14,019	-	\$ 2,077	-	-
Laurie Clancy, Interim AVP, Human Resources	-	-	-	-	-	-	-
Salvador Ferreras, Provost & Vice President, Academic	-	-	-	-	-	-	-
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 7,644	-	\$ 7,644	-	-	-	-
Jon Harding, Vice President, Finance and Administration	\$ 15,785	-	\$ 15,785	-	-	-	-
Abigail Thorsell, AVP, Human Resources	\$ 7,899	-	\$ 7,899	-	-	-	-

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## Notes

Alan Davis, President & Vice Chancellor	
Laurie Clancy, Interim AVP, Human Resources	<b>General Note:</b> Laurie Clancy was appointed Interim AVP, Human Resources effective December 13, 2018. Prior to this date the individual was in the role of Director, People Services. The salary reported reflects the total amount paid to them as Interim AVP, Human Resources and Director, People Services in this fiscal year.
Salvador Ferreras, Provost & Vice President, Academic	
Barbara Marlyn Graziano, Vice President, External Affairs	
Jon Harding, Vice President, Finance and Administration	
Abigail Thorsell, AVP, Human Resources	<b>General Note:</b> Abigail resigned from KPU effective December 12, 2018