

# Summary Compensation Table

Kwantlen Polytechnic University

April 1, 2010 to March 31, 2011

A	B	C	D	E	F	G	H
Name and Principal Position	Annual Base Salary	Bonus	Incentive Plan compensation paid	Pension	All Other Compensation	Total Compensation	Prior 2 Year Total Compensation
Atkinson, David - President <i>Effective July 1, 2008</i>	189,754.24			17,957.98	43,271.79	250,984.01	2008/09 = 148,497.09 2009/10 = 256,719.16
Harkin, Deborah - Vice President, Human Resource Services - <i>Retired June 30, 2010</i>	41,132.73			3,790.74	28,141.83	73,065.30	2008/09 = 173,574.99 2009/10 = 176,455.75
Lee, Gordon - Vice President, Finance & Administration	146,500.12			13,783.88	31,220.02	191,504.02	2008/09 = 175,930.39 2009/10 = 188,990.69
McGillivray, Judith - Provost & Vice President, Academic Services - <i>Retired August 31, 2010</i>	65,925.05			6,149.13	20,158.21	92,232.39	2008/09 = 174,174.76 2009/10 = 168,832.23
McKendry, Norman John - Acting Provost & Vice President, Academic Services <i>Effective July 19, 2010</i>	101,317.37			0.00	55,764.46	157,081.83	

*Other Compensation includes statutory employer contributions for CPP, EI, WCB and where applicable, employer contributions for non-statutory benefits including EHC, Dental, Group Life, AD&D, MSP and LTD as well as unused vacation pay and retro.*

*Other Compensation for McKendry, Norman John also includes earnings while on Contract from April 1/10 to July 18/10 plus 4% vacation pay (total \$40,868.34)*