

EXECUTIVE COMPENSATION DISCLOSURE

Northern Lights College

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Micheal Bryn Kulmatycki, President and Chief Executive Officer	\$ 196,910	-	\$ 4,918	\$ 20,361	\$ 7,283	\$ 229,472	\$ 213,553	\$ 197,912
Jonathan Todd Bondaroff, Associate Vice President, Student Services & Community Relations	\$ 138,399	-	\$ 9,352	\$ 14,310	-	\$ 162,061	\$ 160,591	
Jessie Louise Drew, Associate Vice President, People & Institutional Strategy	\$ 138,399	-	\$ 8,689	\$ 14,310	\$ 2,240	\$ 163,638	\$ 165,585	
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	\$ 156,370	-	\$ 9,450	\$ 16,169	-	\$ 181,989	\$ 174,593	\$ 156,571
Loren Lovegreen, Vice President, Academic and Research	\$ 156,370	-	\$ 7,408	\$ 16,169	-	\$ 179,947	\$ 179,269	\$ 156,962

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Micheal Bryn Kulmatycki, President and Chief Executive Officer	
Jonathan Todd Bondaroff, Associate Vice President, Student Services & Community Relations	
Jessie Louise Drew, Associate Vice President, People & Institutional Strategy	Perquisite/Other Allowance Note: 5 year service award
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	
Loren Lovegreen, Vice President, Academic and Research	