

EXECUTIVE COMPENSATION DISCLOSURE

Northern Lights College

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Micheal Bryn Kulmatycki, President and Chief Executive Officer	\$ 200,791	-	\$ 4,033	\$ 13,556	\$ 13,805	\$ 232,185	\$ 229,472	\$ 213,553
Jonathan Todd Bondaroff, Associate Vice President, Student Services & Community Relations	\$ 146,048	-	\$ 8,716	\$ 15,101	-	\$ 169,865	\$ 162,061	\$ 160,591
Jessie Louise Drew, Associate Vice President, People & Institutional Strategy	\$ 146,048	-	\$ 8,716	\$ 15,101	\$ 100	\$ 169,965	\$ 163,638	\$ 165,585
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	\$ 166,200	-	\$ 8,742	\$ 17,185	\$ 150	\$ 192,277	\$ 181,989	\$ 174,593
Loren Lovegreen, Vice President, Academic and Research	\$ 166,200	-	\$ 6,851	\$ 17,185	-	\$ 190,236	\$ 179,947	\$ 179,269

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Notes

Micheal Bryn Kulmatycki, President and Chief Executive Officer	<p>General Note: Northern Lights College provided a 1% performance based increase effective July 1, 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Northern Lights College will forgo standard performance based increases for the 2020/21 performance year.</p> <p>Other Note: Compensation in lieu of benefits.</p>
Jonathan Todd Bondaroff, Associate Vice President, Student Services & Community Relations	<p>General Note: Northern Lights College provided a 5% performance based increase effective April 1, 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Northern Lights College will forgo standard performance based increases for the 2020/21 performance year.</p>
Jessie Louise Drew, Associate Vice President, People & Institutional Strategy	<p>General Note: Northern Lights College provided a 5% performance based increase effective April 1, 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Northern Lights College will forgo standard performance based increases for the 2020/21 performance year.</p> <p>Perquisite/Other Allowance Note: In recognition of being nominated for the CHRP HR Professional of the Year Award</p>
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	<p>General Note: Northern Lights College provided a 5% performance based increase effective April 1, 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Northern Lights College will forgo standard performance based increases for the 2020/21 performance year.</p> <p>Perquisite/Other Allowance Note: 10 year service award</p>
Loren Lovegreen, Vice President, Academic and Research	<p>General Note: Northern Lights College provided a 5% performance based increase effective April 1, 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Northern Lights College will forgo standard performance based increases for the 2020/21 performance year.</p>