

EXECUTIVE COMPENSATION DISCLOSURE

Northern Lights College

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Micheal Bryn Kulmatycki, President and Chief Executive Officer	\$ 178,858	-	\$ 4,282	-	\$ 186,667	\$ 369,807	\$ 232,185	\$ 229,472
Jonathan Todd Bondaroff, Vice-President of Student Services & Community Relations	\$ 148,378	-	\$ 9,766	\$ 15,342	\$ 100	\$ 173,586	\$ 169,865	\$ 162,061
Jessie Louise Drew, Vice-President of People & Institutional Strategy	\$ 146,129	-	\$ 9,589	\$ 15,110	-	\$ 170,828	\$ 169,965	\$ 163,638
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	\$ 166,292	-	\$ 9,606	\$ 17,195	-	\$ 193,093	\$ 192,277	\$ 181,989
Loren Lovegreen, Senior Vice-President of Academic and Research	\$ 166,292	-	\$ 6,314	\$ 17,195	-	\$ 189,801	\$ 190,236	\$ 179,947

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Notes

<p>Micheal Bryn Kulmatycki, President and Chief Executive Officer</p>	<p>General Note: On February 2, 2022, NLC ended its employment relationship with Bryn Kulmatycki effective February 11, 2022. Payments to Bryn Kulmatycki were as follows: Severance (\$134,208.44), Vacation payout (\$13,623.83), and In-lieu for pension contributions (\$13,877.07). This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Perquisite/Other Allowance Note: 5 year service award (\$100) and retirement gift (\$500)</p> <p>Other Note: Compensation in lieu of benefits.</p>
<p>Jonathan Todd Bondaroff, Vice-President of Student Services & Community Relations</p>	<p>General Note: Actual base salary includes \$2,248 substitution pay (8% of base salary, paid bi-weekly) to serve as acting President & CEO starting January 14, 2022. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Perquisite/Other Allowance Note: 5 year service award</p>
<p>Jessie Louise Drew, Vice-President of People & Institutional Strategy</p>	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p>
<p>Anndra Elizabeth Graff, Vice President, Finance and Corporate Services</p>	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p>
<p>Loren Lovegreen, Senior Vice-President of Academic and Research</p>	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p>