

# EXECUTIVE COMPENSATION DISCLOSURE

Northern Lights College

## Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Previous Two Years Totals Total Compensation	
							2021/2022	2020/2021
Jonathan Todd Bondaroff, President & CEO	\$ 194,659	-	\$ 12,244	\$ 20,128	-	\$ 227,031	\$ 173,586	\$ 169,865
Scott Spencer Clerk, Acting Vice-President, Student Services & Community Relations	\$ 128,316	-	\$ 11,362	\$ 13,268	\$ 2,286	\$ 155,232		
Jessie Louise Drew, Vice-President of Community Relations and Institutional Strategy	\$ 155,509	-	\$ 11,495	\$ 16,080	\$ 3,715	\$ 186,799	\$ 170,828	\$ 169,965
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	\$ 174,608	-	\$ 11,372	\$ 18,054	-	\$ 204,034	\$ 193,093	\$ 192,277
Tara Diane Hyland-Russell, Vice-President, Academic & Research	\$ 15,923	-	\$ 1,954	\$ 1,646	-	\$ 19,523		
Loren Lovegreen, Senior Vice-President of Academic and Research	\$ 155,202	-	\$ 6,839	\$ 16,048	\$ 83,461	\$ 261,550	\$ 189,801	\$ 190,236

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**Summary Other Compensation Table at 2023**

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Jonathan Todd Bondaroff, President & CEO	-	-	-	-	-	-	-
Scott Spencer Clerk, Acting Vice-President, Student Services & Community Relations	\$ 2,286	-	\$ 2,286	-	-	-	-
Jessie Louise Drew, Vice-President of Community Relations and Institutional Strategy	\$ 3,715	-	\$ 3,715	-	-	-	-
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	-	-	-	-	-	-	-
Tara Diane Hyland-Russell, Vice-President, Academic & Research	-	-	-	-	-	-	-
Loren Lovegreen, Senior Vice-President of Academic and Research	\$ 83,461	\$ 14,135	\$ 326	-	-	\$ 500	\$ 68,500

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### Notes

Jonathan Todd Bondaroff, President & CEO	<p><b>General Note:</b> From April 1, 2022 to May 31, 2022, Jonathan Todd Bondaroff was Vice President of Student Services and Community Relations earning \$26,977.68. During this time, he received an additional \$2,158.04 substitution pay (8% of base salary, paid bi-weekly, included in actual base salary) to serve as acting President &amp; CEO. As of June 1, 2022, he moved into the President position earning \$165,523.05 for June 1, 2022 to March 31, 2023.</p>
Scott Spencer Clerk, Acting Vice-President, Student Services & Community Relations	<p><b>General Note:</b> For the full year April 1, 2022 to March 31, 2023, Scott Clerk was in the role of Acting Vice-President, Student Services &amp; Community Relations. His base position, Director of International Education, paid \$118,810.55 plus he received an 8% stipend of \$9,505.00 for the Acting role.</p>
Jessie Louise Drew, Vice-President of Community Relations and Institutional Strategy	<p><b>General Note:</b> Performance based salary increase was provided for the 2021/2022 performance year. From April 1, 2022 to September 6, 2022, Jessie Drew was Vice-President of People &amp; Institutional Strategy earning \$87,403.22. On September 7, 2022, she became Vice-President of Community Relations and Institutional Strategy, with added scope of responsibility, earning \$68,105.29 from September 7, 2022 to March 31, 2023.</p>
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	<p><b>General Note:</b> Performance based salary increase was provided for the 2021/22 performance year.</p>
Tara Diane Hyland-Russell, Vice-President, Academic & Research	<p><b>General Note:</b> New hire February 21, 2023.</p>
Loren Lovegreen, Senior Vice-President of Academic and Research	<p><b>General Note:</b> Performance based salary increase was provided for the 2021/22 performance year. Loren Lovegreen's employment was ended on September 27, 2022. She received a \$14,134.80 lump sum severance, in addition to salary continuance. Of the \$155,201.63 salary earned by Loren Lovegreen during this reporting period, \$86,702.03 was earned as salary while \$68,499.60 was earned as salary continuance following the conclusion of her appointment. Loren Lovegreen will continue to receive salary continuance until October 27, 2023. The estimated amount of salary continue to be paid between April 1, 2023 and October 27, 2023 is \$114,676.37, including \$10,523.15 in pension contributions and \$2,379.42 in benefits. This will be the final year of reporting for Loren Lovegreen.</p> <p><b>Perquisite/Other Allowance Note:</b> Departure gift card of \$500</p> <p><b>Other Note:</b> 5 months salary continuance</p>