

EXECUTIVE COMPENSATION DISCLOSURE

Northern Lights College

Summary Compensation Table at 2019

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2018/2019 Total Compensation	Previous Two Years Totals Total Compensation	
							2017/2018	2016/2017
Micheal Bryn Kulmatycki, President and Chief Executive Officer	\$ 184,762	-	\$ 4,761	\$ 18,945	\$ 5,085	\$ 213,553	\$ 197,912	\$ 193,577
Jonathan Todd Bondaroff, Associate Vice President, Student Services & Community Relations	\$ 136,874	-	\$ 9,683	\$ 14,034	-	\$ 160,591		
Jessie Louise Drew, Associate Vice President, People & Institutional Strategy	\$ 137,040	-	\$ 8,626	\$ 14,051	\$ 5,868	\$ 165,585		
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	\$ 149,859	-	\$ 9,368	\$ 15,366	-	\$ 174,593	\$ 156,571	\$ 154,061
Loren Lovegreen, Vice President, Academic and Research	\$ 150,560	-	\$ 7,473	\$ 15,438	\$ 5,798	\$ 179,269	\$ 156,962	\$ 152,042

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Summary Other Compensation Table at 2019

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Micheal Bryn Kulmatycki, President and Chief Executive Officer	\$ 5,085	-	\$ 5,085	-	-	-	-
Jonathan Todd Bondaroff, Associate Vice President, Student Services & Community Relations	-	-	-	-	-	-	-
Jessie Louise Drew, Associate Vice President, People & Institutional Strategy	\$ 5,868	-	\$ 2,098	-	-	-	\$ 3,770
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	-	-	-	-	-	-	-
Loren Lovegreen, Vice President, Academic and Research	\$ 5,798	-	\$ 5,798	-	-	-	-

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Notes

Micheal Bryn Kulmatycki, President and Chief Executive Officer	
Jonathan Todd Bondaroff, Associate Vice President, Student Services & Community Relations	General Note: Actual base salary includes \$510 paid out in 2018/19 for amounts owed from the 2017/18 fiscal year.
Jessie Louise Drew, Associate Vice President, People & Institutional Strategy	General Note: Actual base salary includes \$676 paid out in 2018/19 for amounts owed from the 2017/18 fiscal year. Other Note: Approved fees & expenses related to MBA.
Anndra Elizabeth Graff, Vice President, Finance and Corporate Services	General Note: Actual base salary includes \$1,650 paid out in 2018/19 for amounts owed from the 2017/18 fiscal year.
Loren Lovegreen, Vice President, Academic and Research	General Note: Actual base salary includes: A) \$1,650 paid out in 2018/19 for amounts owed from the 2017/18 fiscal year B) \$701 substitution pay to serve as acting President & CEO