

Date: December 20, 2016

Executive Compensation Program Philosophy

At Huron University College we strive to attract, recruit and retain the best and brightest faculty and staff to support the achievement our mission to provide a university education of the highest standards through our undergraduate degree programs in the Arts, Social Science, and Theology and graduate and professional degree programs.

Huron's total compensation package is designed to support these goals; recognize the skills, experience and strengths that our faculty and staff possess; maintain internal pay equity; and comply with government and legislative requirements. We do this by providing a comprehensive compensation package that includes: Salary, Group Benefits, Pension, Vacation, Tuition Allowance, and other benefits and services.

Huron offers a compensation package that is competitive, balanced and fair while acknowledging our responsibility to strive towards a diverse and equitable employment environment that recognizes the inherent worth and dignity of every person.

Executive compensation at Huron is designed to reward the work, leadership and responsibility required to maintain and grow Huron University College as one of the leading Liberal Arts and Theological institutions in Canada.

Executive Compensation Program

In keeping with the Compensation Framework established through the Broader Public Sector Executive Compensation Act, 2014 (BPSECA) and the Executive Compensation Framework established by the Ontario Regulation 304/16, Huron University has established the following Executive Compensation Program.

For purposes of the Huron Executive Compensation Program, the designated executive positions at Huron are:

Principal

Vice Principal, Finance and Administration

Vice Principal, University Advancement, Enrolment and Student Engagement

Comparator Executive Positions and Institutions

As per Ontario Regulation 304/16, calculation of maximum salary and performance related pay that a designated employer may provide to a designated executive or class of executives shall be calculated by selecting at least eight comparator organizations [subsection (2)] and performing prescribed calculations [subsections (3) and (4)] of the regulation. The designated executives hold the senior executive level administrative positions at Huron University College and the executive positions at the comparator organizations have been selected based on the same criteria. In addition, as Huron University College is a post-secondary institution in Southern Ontario the comparator institutions have been selected from the same industry in the same geographic region.

Comparator organizations selected for Huron are based on the following factors described in Ontario Regulation 304/16:

- The scope of responsibilities of the organizations executives
- The type of operations the organization engages in
- The industries within which the organization competes for executives
- The location of the organization (in Huron's case, Southern Ontario was considered outside of the GTA)

Based on the factors above, the following organizations are selected as comparators:

Kings University College
Brock University
Trent University
University of Guelph
University of Waterloo
Laurier University
University of Western Ontario
University of Windsor

Calculation of Executive Compensation

The positions at comparator organizations used in the calculation of executive compensation include:

President and/or Principal

Vice President and/or Vice Principal Finance and Administration

Vice President and/or Vice Principal Advancement, Student Life/Services and Enrolment as applicable. The salary information of those position at comparator institutions was obtained through the Ontario Public Sector Salary Disclosure reporting system and directly from the various organizations

Principal:

(a) Maximum amount of salary and performance-related pay:	\$540,500.00
(b) 50% of (a)	270,250.00

Vice Principal, Finance and Administration

(a) Maximum amount of salary and performance-related pay:	\$370,875.00
(b) 50% of (a)	185,437.50

Vice Principal, University Advancement, Enrolment and Student Engagement

(a) Maximum amount of salary and performance-related pay:	\$328,625.00
(b) 50% of (a)	164,312.50
(c) Performance related stipend (at Huron)	15,687.50
(d) b) + c)	180,000.00

Compensation for the named executive positions is capped at the (b) rates above and subject only to the annual increases made available to the rest of the employees of Huron University College. The annual increase does not apply to any performance related stipend (c) noted above. The performance related stipend is made available as compensation related to achieving goals set for annual fundraising and fundraising campaigns.