May 28, 2026

John Davison
President & CEO
Public Sector Employers' Council Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison:

Re: Executive Compensation Disclosure Statement for 2025/2026

Vancouver Community College (VCC) strives to maintain an executive total compensation program that helps retain and attract qualified individuals in executive roles that will support the college in achieving its vision and work in alignment with its values and culture. VCC adheres to the college's compensation philosophy that accompanies this annual disclosure and is aligned with the public sector compensation guidelines.

The following report provides an accurate representation of all compensation for the President and the next four highest ranking/paid executive positions with an annualized base salary of $125,000 or greater during the 2025/2026 fiscal year. For the purposes of this disclosure, compensation includes base salary, statutory and health benefits, pension contributions and other allowances/perquisites as identified in the attached Executive Compensation Disclosure.

Sincerely,

Mahin Rashid

Mahin Rashid
Chair, Board of Governors
Vancouver Community College

CC: VCC Board of Governors
Kate Dickerson, Vice President, People Services

DISCLOURE OF EXECUTIVE COMPENSATION STATEMENT

This is to advise that the Board of Governors is aware of the executive compensation paid in the 2025/2026 fiscal year and that the compensation provided was within approved compensation plans and complies with the Public Sector Executive Compensation guidelines.

Mahin Rashid

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Mahin Rashid
Chair, Board of Governors
Vancouver Community College

TOTAL COMPENSATION PHILOSOPHY
VANCOUVER COMMUNITY COLLEGE
EFFECTIVE JANUARY 1, 2016

OVERALL OBJECTIVE

Vancouver Community College's total compensation programs help us retain and attract qualified staff that will support the College in achievement of our mission, vision and work in alignment with our values and culture. The programs are designed in a manner that is fiscally responsible and provides us with flexibility to respond to changing and unique circumstances.

GUIDING PRINCIPLES

Our compensation programs will be characterized by the following:

- Promotion of a performance-based culture – employees are expected to meet expectations in order to move through the range or receive an increment step. Determining whether an employee's performance meets expectations will be done through an annual performance review conducted by the employee's manager.
- Clear communication to employees and the public – information describing the total compensation programs is clearly communicated in documents that are made available to all employees and the public.
- Differentiation based on scope of responsibility – individual jobs are classified based on their scope of responsibilities and qualifications required.

Decisions based on evidence – decisions on changes to the College's total compensation programs are supported by well documented business rationales, based on objective data and take into consideration fiscal accountability.

ROLE OF TOTAL COMPENSATION ELEMENTS

Our total compensation program includes four main elements:

1. Compensation – Employees are provided with fair compensation for the scope and breadth of their job responsibilities and the education, competencies and experience they bring to their roles.
2. Benefits – Employees receive a benefit package that provides security and protection for themselves and their families.

3. Career Development – Employees are provided with support for skill development, upgrading and other career development opportunities.
4. Work/Life – Employees are provided with time off and flexible time arrangements to help them balance their work and personal demands.

COMPARATOR GROUPS

Our comparator group includes organizations where we can attract qualified employees from and to whom we are at risk of losing qualified employees. Our core comparator group includes similar post-secondary and other public sector organizations in B.C. For other jobs where talent may be needed from out-of province and jobs that require skills from specific industries or from outside of the public sector, a secondary comparator group may be used.

TARGET PAY POSITIONING

Our total compensation programs are targeted at approximately the 50th percentile of our comparator group.

INTERNAL EQUITY

We consider the relative scope, responsibilities, and complexities of jobs to ensure that compensation levels are fair and equitable. Market competitiveness is balanced with internal equity to ensure that the relative internal value of work is fairly recognized.

AFFORDABILITY AND SUSTAINABILITY

Our total compensation programs are designed and administered in a fiscally responsible manner that ensures that costs are affordable and sustainable over time.

GOVERNANCE AND ADMINISTRATION

The Board of Governors is responsible for approving our overall compensation philosophy and programs. The executive team is responsible for the day-to-day oversight and administration of the programs.

Total Compensation programs may be amended from time to time as determined by the College in alignment with PSEA compensation guidelines and as approved by the VCC Board of Governors.

EXECUTIVE COMPENSATION DISCLOSURE

Vancouver Community College

Summary Compensation Table at 2026

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2025/2026 Total Compensation	Previous Two Years Totals Total Compensation	
							2024/2025	2023/2024
Ajay Patel, President	$ 285,733	-	$ 21,906	$ 29,432	$ 12,000	$ 349,071	$ 346,074	$ 330,613
Kate Dickerson, Vice President, People Services	$ 221,467	-	$ 15,989	$ 22,812	-	$ 260,268	$ 257,403	$ 238,956
Ian Humphreys, Vice President Administration and International Development	$ 245,089	-	$ 13,394	-	-	$ 258,483	$ 257,112	$ 240,919
Jane Shin, Vice President, Students and Community Development	$ 244,187	-	$ 25,152	$ 24,807	-	$ 294,146	$ 288,106	$ 272,198
David Jonathan Peters Wells, Vice President, Academic	$ 243,998	-	$ 25,133	$ 25,133	-	$ 294,264	$ 287,898	$ 271,006

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Ajay Patel, President	$ 12,000	-	-	-	$ 12,000	-	-
Kate Dickerson, Vice President, People Services	-	-	-	-	-	-	-
Ian Humphreys, Vice President Administration and International Development	-	-	-	-	-	-	-
Jane Shin, Vice President, Students and Community Development	-	-	-	-	-	-	-
David Jonathan Peters Wells, Vice President, Academic	-	-	-	-	-	-	-

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Ajay Patel, President	**General Note:** 2025 performance based increase is still to be assessed for Ajay Patel.
Kate Dickerson, Vice President, People Services	**General Note:** Kate Dickerson has received a 2% as annual increase for 2024/25, effective July 1, 2025. It will be paid out retroactively in June 2026 and therefore will reflect in next years' Executive Compensation Disclosure.
Ian Humphreys, Vice President Administration and International Development	**General Note:** Ian Humphreys has received a 2% as annual increase for 2024/25, effective July 1, 2025. It will be paid out retroactively in June 2026 and therefore will reflect in next years' Executive Compensation Disclosure.
Jane Shin, Vice President, Students and Community Development	**General Note:** Jane Shin has received a 2% as annual increase for 2024/25, effective July 1, 2025. It will be paid out retroactively in June 2026 and therefore will reflect in next years' Executive Compensation Disclosure.
David Jonathan Peters Wells, Vice President, Academic	**General Note:** David Wells has received a 2% as annual increase for 2024/25, effective July 1, 2025. It will be paid out retroactively in June 2026 and therefore will reflect in next years' Executive Compensation Disclosure.