



**BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY**

Board of Governors
3700 Willingdon Avenue
Burnaby, British Columbia
Canada V5G 3H2

bcit.ca

May 25, 2026

John Davidson
President & CEO
PSEC Secretariat
Suite 210 – 880 Douglas Street
VICTORIA, BC
V8W 2B7

Dear Mr. Davidson,

On behalf of the Board of Governors for the British Columbia Institute of Technology (BCIT), please find attached BCIT's Executive Compensation Disclosure Statement for the 2025/26 fiscal year and the Institute's Excluded Management Compensation Philosophy.

I confirm that the Board is aware of the compensation paid to the members of the executive as outlined in the attached statement and that the compensation provided is within BCIT's approved compensation plan and complies with the B.C. Public Sector Executive Compensation Disclosure Guidelines.

Sincerely,

Michael Bonshor (Gixkan'dzi), CPA
Board Chair

*Copy: Jeff Zabudsky, President
Chris Hudson, Vice President, People, Culture & Inclusion*



BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

TOTAL COMPENSATION PHILOSOPHY

Objectives

British Columbia Institute of Technology (BCIT) employees contribute to the economic, social, and environmental prosperity of British Columbia through their applied research initiatives, entrepreneurial pursuits, and commitment to teaching excellence. BCIT's total compensation package, including salary, group benefits, pension and other programs and services are designed in a fiscally responsible manner to help us recruit and retain a diverse group of qualified staff to support the Institute's goals and culture of excellence. BCIT's programs are designed with flexibility for responsiveness to market conditions within industry.

Guiding Principles

BCIT's Management Compensation Plan supports and promotes a performance based organizational culture to ensure that management salaries are sufficiently competitive in the market place. Differentiation of salary is supported where there are differences in the scope of positions within an organization, and/or due to superior individual contributions. Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates accountability and the appropriate expenditure of public funds. BCIT's compensation programs are designed, managed and communicated in a manner that ensures programs are clearly understood by employees and the public while protecting individual personal information.

BCIT's management compensation plan is designed to:

1. attract and retain a high calibre of staff and remain competitive in the labour market;
2. recognize the growth of individuals as they assume the full scope and responsibilities of their position through increment progression; and
3. recognize employees for work performed based on level of performance and contribution to the strategic objectives of the organization.

Regular surveys of management compensation in other marketplaces are conducted to ensure BCIT salaries are competitive.

Some features of the compensation policy include flexibility in the new hire placement, performance-based progression through the salary range, and the ability for continued merit recognition up to the maximum of the salary range. Merit recognition is achieved through performance by consistently meeting or exceeding expectations. All recommendations for merit increases must be reviewed and approved by Human Resources.

Individual performance is measured on the core competencies related to the following:

- Inspiring Shared Vision
- Delivering Quality Excellence
- Building Talent



- Fostering Collaboration
- Championing Change and Innovation
- Mobilizing People

Overall employee performance is rated as: Exceptional contributor; Strong contributor; Effective contributor; Emerging contributor; Limited contributor. Individuals may earn a salary increase based on performance, dependent upon where their individual compensation falls within the range, subject to the Public Sector Employers' Council (PSEC) guidelines. Key opportunities for development and a learning plan are developed with the manager and employee during the performance appraisal process, and are measured over the year leading up to the next appraisal period.

(Excerpts taken from Section 5- BCIT Management Terms and Conditions, approved by the BCIT Board of Governors).

Total Compensation Elements

BCIT's total compensation program includes integrated programs and benefits in recognition of our employee's contributions. The programs include four main elements:

Compensation – BCIT provides fair compensation for the scope and breadth of job responsibilities and the education, competencies, and experience that employees bring to their roles.

Health and Wellness plans – BCIT's benefits package is a competitive, cost-effective program to provide security and protection to employees and their families and includes a defined benefit pension plan, employee and family assistance program and an organizational health and wellness program.

Professional Development – BCIT is committed to the professional development of our employees. Professional and leadership development programs are encouraged and supported.

Work / Life Balance – BCIT provides a generous vacation package and other paid time off to support employees with work life balance.

Comparator Groups

Our comparator group includes organizations where we can attract qualified employees from and are at risk of losing qualified employees to. Our core competitor group includes similar post-secondary and other public sector organizations in BC. For jobs where talent is required from specific industries or outside the public sector, a secondary comparator group may be used.

Internal Equity

BCIT considers 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.

Target Pay Positioning

Our total compensation programs are targeted at approximately the 50th percentile of our comparator group. A differentiated strategy may be used for highly specialized roles.



Governance and Administration

BCIT's Board of Governors approves recommendations for changes to our total compensation plan. The HR department, is responsible for the day-to-day oversight and administration of the programs. The programs may be amended from time to time with approval from the Board and PSEC. In addition, BCIT recognizes that the compensation philosophy is governed by PSEC and the Public Sector Executive Compensation Reporting Guidelines.

British Columbia Institute of Technology

Summary Compensation Table

Name and Position	Salary	Benefits	Pension	Vacation Payout	Transportation/Vehicle Allowance	Total Compensation
Jeff Zabudsky, President	\$ 366,242	\$ 24,120	\$ 38,147		\$ 5,980	\$ 434,489
Jennifer Figner, Provost and Vice President, Academic	\$ 269,973	\$ 22,951	\$ 27,915		\$ 5,980	\$ 326,819
Chris Hudson, Vice President, People, Culture, and Inclusion	\$ 259,110	\$ 22,603	\$ 26,792		\$ 5,980	\$ 314,486
Cynthia Petrie, Vice President, External	\$ 269,233	\$ 22,920	\$ 27,839		\$ 5,980	\$ 325,972
Navida Suleman, Chief Financial Officer and Vice President, Administration	\$ 267,811	\$ 26,708	\$ 27,692		\$ 5,865	\$ 328,076
Trish Pেকেles, Chief Financial Officer and Vice President, Administration	\$ 1,074	\$ 156	\$ 111	\$ 5,908	\$ 23	\$ 7,272

Period Extract Coverage

PP#8 2025 (March 29 - April 11th, 2025)

PP#7 2026 (March 14 - March 27th, 2026)

Differences to last year report

Trish Pেকেles resigned from her position March 2025

Navida Suleman commenced her position March 2025