



DURHAM COLLEGE STUDENTS INC.
(the “Corporation”)
EXECUTIVE REMUNERATION POLICY
(the “Policy”)

Effective Date: May 1, 2018	Last Review Date: March 1, 2018
Approved by: the Board of Directors	Authority Responsible: Board of Directors

ARTICLE I: PURPOSE

1.1 To ensure that wages of the Executive Officers reflect the changes in the cost of living.

ARTICLE II: DEFINITIONS

2.1 Any capitalized terms that are not defined herein shall have the same meaning as those defined in the By-Laws.

ARTICLE III: REMUNERATION

3.2 The General Manager shall:

- 3.2.1 Be compensated a gross salary of \$82,750 per annum; and
- 3.2.2 Receive full-time benefits in accordance with the Corporation’s Employee Benefit Plan

3.3 The Financial Controller shall:

- 3.3.1 Be compensated a gross salary of \$75,000 per annum; and
- 3.3.2 Receive full-time benefits in accordance with the Corporation’s Employee Benefit Plan.

3.4 The President shall:

- 3.4.1 Be compensated a gross salary of \$40,000.00 per annum; and
- 3.4.2 Receive full-time benefits in accordance with the Corporation’s Employee Benefit Plan.

3.5 The Vice-President Internal shall:

- 3.5.1 Work 20 hours a week;
- 3.5.2 Be compensated a gross wage of \$385.00 per week.
- 3.5.3 Notwithstanding subsection 3.5.1 above, the Vice-President Internal may work 40 hours a week in accordance with the By-laws.



3.6 The Vice-President External shall:

3.6.1 Work 20 hours a week;

3.6.2 Be compensated a gross wage of \$385.00 per week.

3.6.3 Notwithstanding subsection 3.6.1 above, the Vice-President Internal may work 40 hours a week in accordance with the By-laws.

ARTICLE III: WAGE INCREASES

The wage of the Executive Officers will be adjusted to CPI as of May 1st, each year;

Any wage increase not related to CPI for the Executive Officers, must be approved by a 2/3 vote of the Board.