



Nunavut Tunngavik Inc.

EXECUTIVE COMPENSATION POLICY

*Approved by the Board of Directors in September 2007
Last Amended in November 2016*

I. BACKGROUND AND APPLICATION

The NTI Executive Committee consists of the President and Vice-President of NTI and the Presidents of three Regional Inuit Associations. NTI President and Vice-President are elected at large from the whole of Nunavut for a fixed term. The President is expected during his or her term of office to work from the NTI office in Iqaluit, and is often expected to relocate to assume the duties of office. The Vice-President is expected to work from one of NTI offices in Nunavut, and is also expected to relocate to assume the duties of office. Due to the temporary nature of an elected position, it is reasonable for the President or Vice-President to maintain his or her home in and connection to his or her home communities.

It is desirable for NTI to encourage qualified candidates to participate in its elections and to serve as the President and the Vice-President. Compensation for these positions should reflect this consideration.

It is also necessary for NTI to provide a reasonable allowance to departing presidents and vice-presidents to recognize their service to NTI and the beneficiaries, and assist them to re-adjust into private life.

This policy does not apply to an Executive Committee member who holds a position at the Board of Directors of a Regional Inuit Association. These members of the Executive Committee may be reimbursed for reasonable expenses under NTI's Travel Policy and be paid reasonable remuneration under NTI's Honoraria Policy while attending to NTI businesses.

II. SALARY AND BENEFITS

- 2.1 The salary for the President shall be a fixed amount set at the maximum of the current NTI salary grids for the position or an amount as decided by the Executive Committee or the Board of Directors.
- 2.2 The salary for the Vice-President shall be a fixed amount based on the current NTI salary grids for the position or an amount as decided by the Board of Directors or the Executive Committee.

- 2.3 The salary may be adjusted for cost of living on April 1st of each year at the discretion of the Executive Committee.
- 2.4 The President and Vice-President shall receive the normal benefits received by NTI employees which includes (without limitation) Northern Housing Allowance, Northern Settlement Allowance, Vacation Travel Allowance (calculated from their initial home communities), Group Insurance, Group Registered Retirement Savings Plan and/or pension plan pursuant to NTI's Human Resources Manual.

III. TRANSITIONAL ALLOWANCE

- 3.1 NTI President and Vice-President shall receive a transitional allowance upon leaving office. However, the transitional allowance shall stop accruing after the President or Vice-President is enrolled in the pension plan.
- 3.2 The amount of transitional allowance shall be determined by his or her length of service to NTI.
- 3.3 The maximum amount of transitional allowance shall be one (1) year's salary, which is earned by serving two (2) full terms (8 years).
- 3.4 A President or Vice-President serving less than two (2) full terms shall receive a transitional allowance on a pro-rata basis.
- 3.5 A President or Vice-President who resigns his or her office voluntarily during their term of office, who is requested by the Board of Directors to resign, or who is removed from the office by NTI Members, is not eligible to receive the transitional allowance. The Board of Directors may, at its discretion, choose to award the transitional allowance, or a portion thereof, to a President or Vice-President who resigns due to illness or other circumstances deemed acceptable by the Board of Directors.
- 3.6 NTI President and Vice-President who assume office after January 1, 2017 and are eligible to enroll in the pension plan shall be enrolled in the pension plan.

IV. ACCOMMODATIONS

- 4.1 NTI President or Vice-President who is resident of a community other than Iqaluit (including Apex) shall receive accommodations paid by NTI or a monetary allowance as decided by the Executive Committee.
- 4.2 Where accommodation is chosen, the full cost including utilities will be borne by NTI. The selection and appropriateness of the accommodation shall be determined by the Chief Executive Officer.
- 4.3 Where the President or Vice-President receives a monetary allowance, all utilities and maintenance expenses relating to the accommodation shall be the responsibility of the President or Vice-President. Utilities include without limitation power, water, fuel, sewage and garbage, etc., and maintenance includes without limitation snow clearing, repairs and tune ups, etc.

- 4.4 When the President or Vice-President is required to travel and work in either his home or office communities, he or she is not entitled to claim any travel expenses (accommodations, per diems, meals or vehicle).

V. HOME TRAVEL

- 5.1 For NTI President or Vice-President who has to relocate to Iqaluit from his or her home community, NTI shall reimburse the President or Vice-President for up to twelve (12) round trip airfare tickets per year between Iqaluit and his or her home community.
- 5.2 The tickets are to be used by the President or Vice-President and his or her immediate family members (as defined in NTI's Human Resources Manual, as amended from time to time). The benefit is not intended and shall not be used to pay for extended family (grandchildren, siblings, in-laws, non-dependent children, etc.). Nor is the benefit intended for the President or Vice-President to travel, with or without family members, to destinations other than his or her home community.
- 5.3 The value of the tickets that are used by the President's or Vice-President's immediate family members will be considered ordinary income and subject to statutory deductions from the President's or Vice-President's salary.

VI. SPOUSAL TRAVEL

- 6.1 Spouse of the President or Vice-President may, at NTI expense, accompany the President or Vice-President on approved business trips if the attendance of the spouse or common law spouse at an official function is deemed necessary for reasons of protocol and the spouse enhances the conduct of the function. The travel shall be approved in advance by at least two (2) Executive Committee members or NTI director(s) whose spouse(s) will not travel on the same trip.