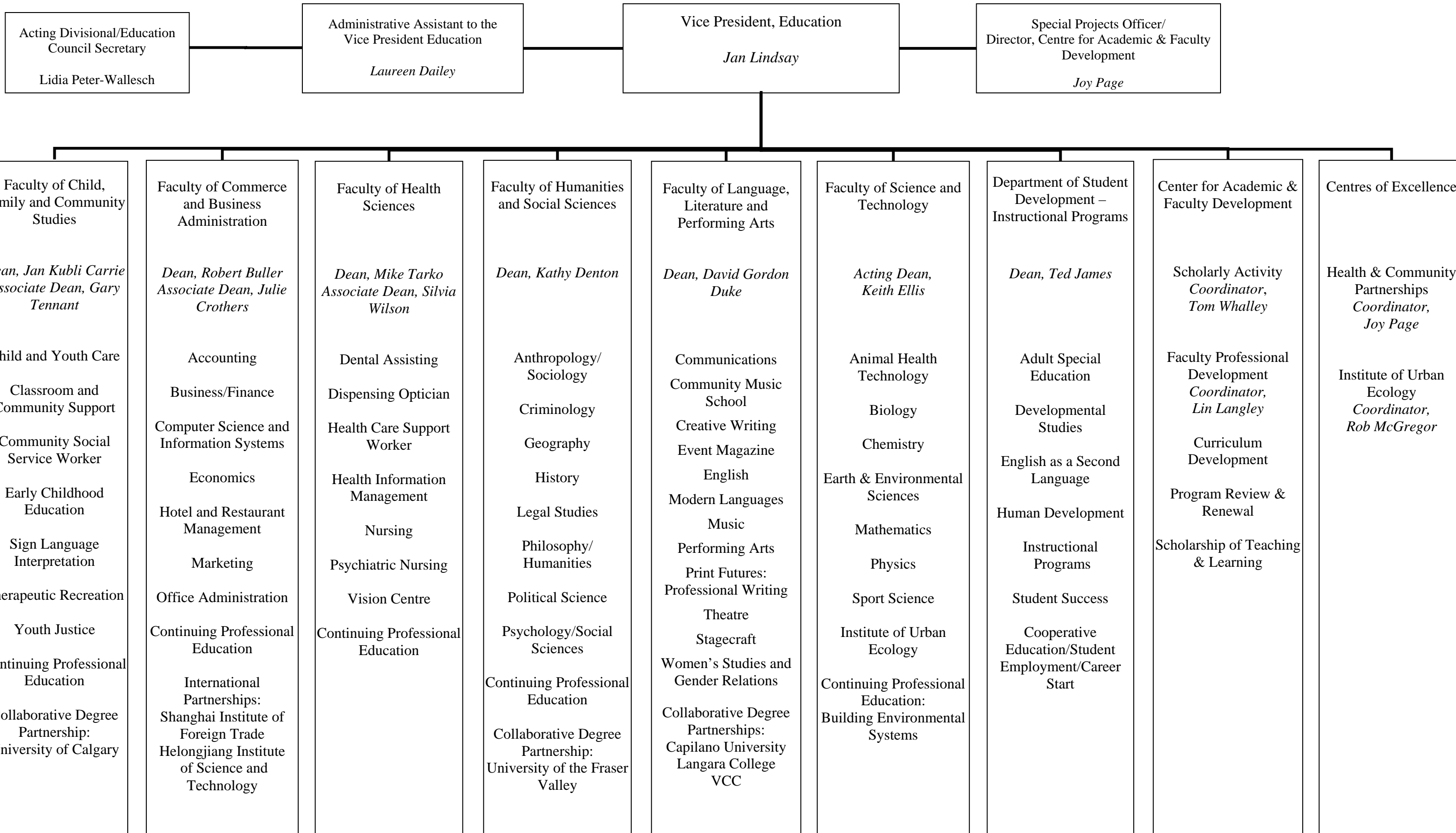


EDUCATION DIVISION

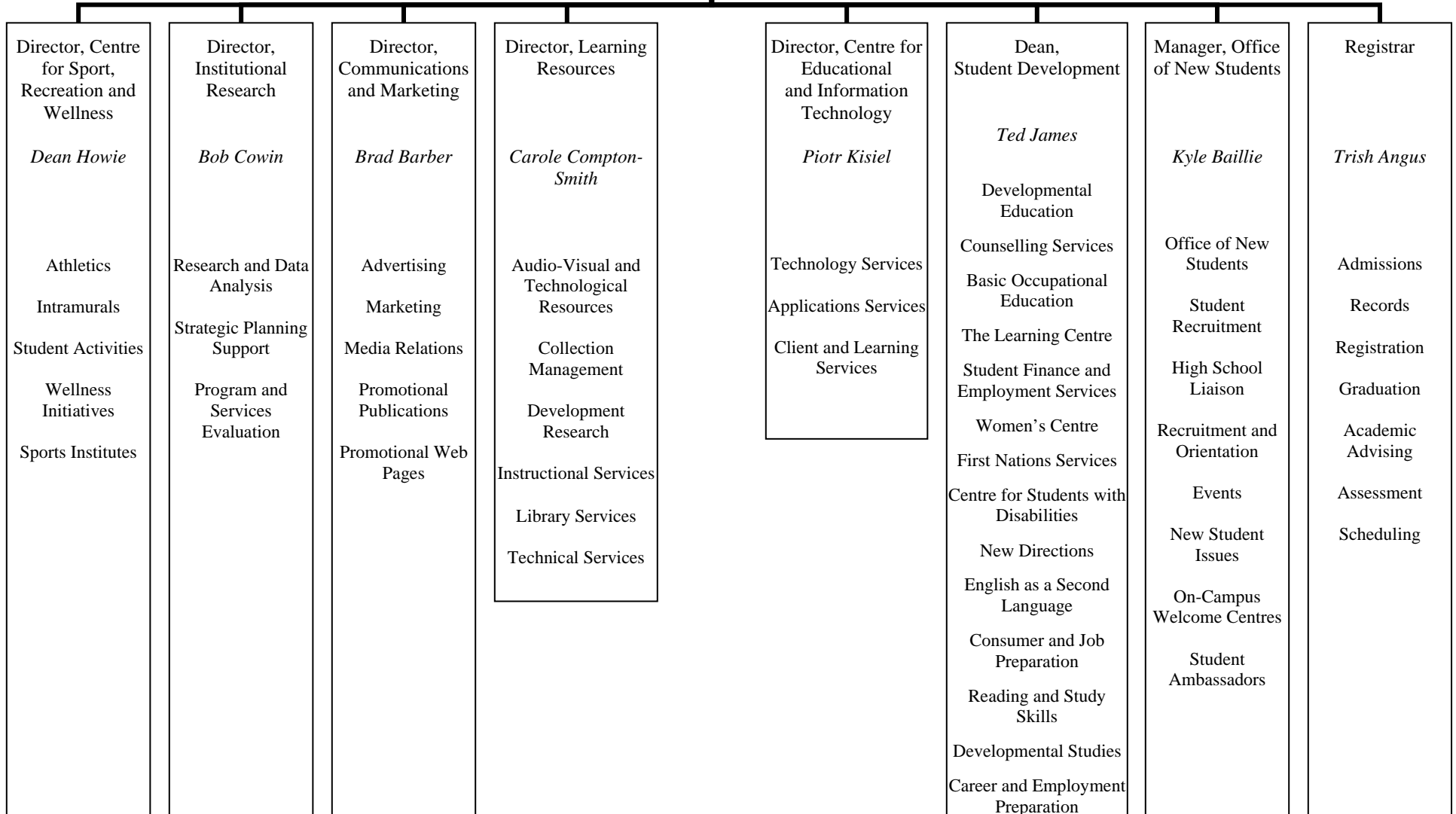


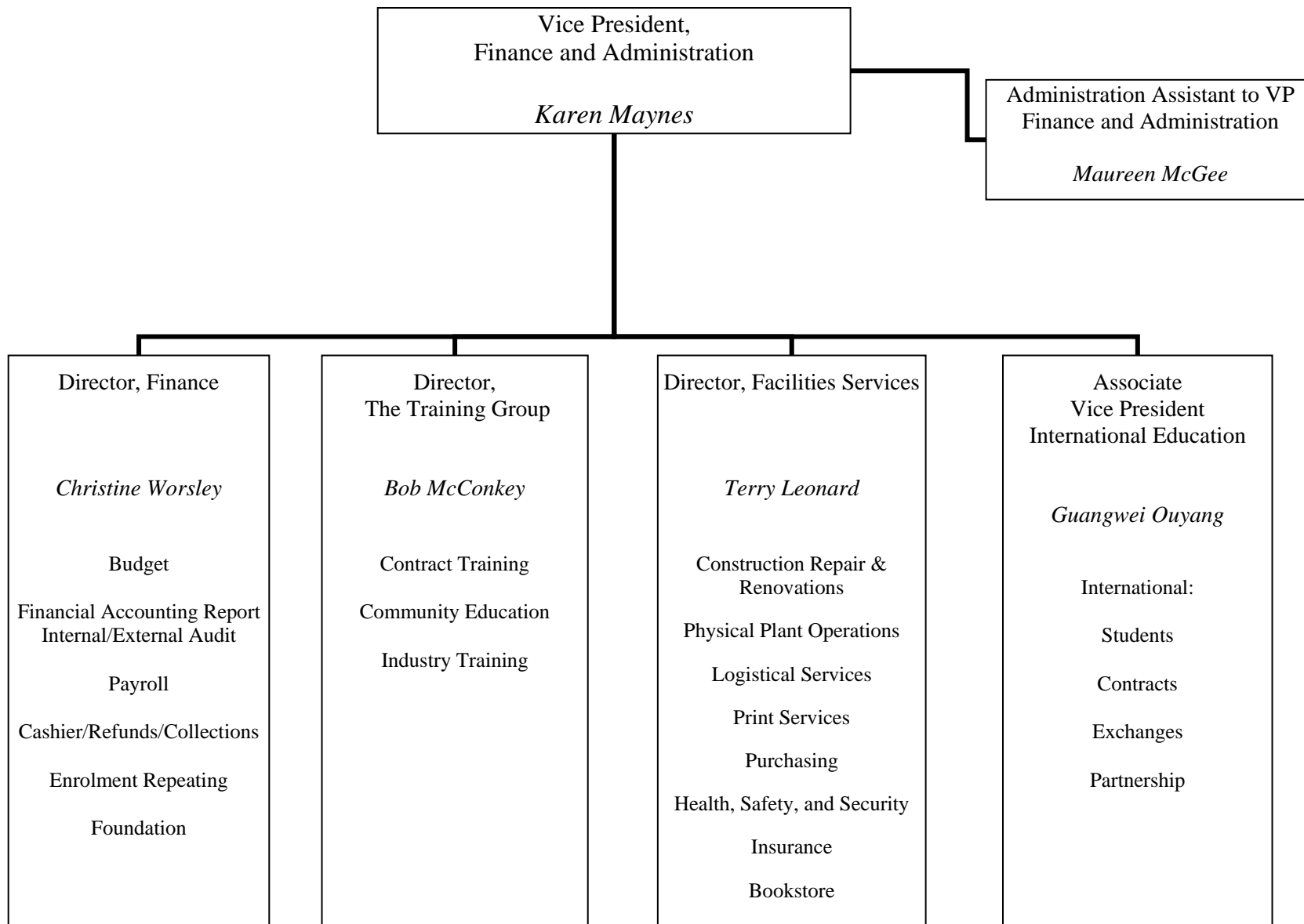
Vice President,
Educational Services

Blaine Jensen

Administration Assistant to VP
Educational Services

Sandra Bird





EMPLOYEE RELATIONS

**Associate Vice President
Employee Relations**

Marian Exmann

Collective Bargaining
 Collective Agreement Administration
 Collective Agreement Interpretation
 Grievances
 Employment Legislation
 Legal Issues (Employment)
 Excluded and Executive Compensation
 Excluded Working Conditions
 Harassment, Human Rights & Conduct Issues
 Organizational Development

**Administrative Assistant to
Associate Vice President**

Bette Cavanagh

Manager, Development

Victoria Acheson

Compensation
 Recruitment
 Training and Development
 New Employee Orientation
 Job Development and Descriptions
 Performance Management
 Grievance Handling
 Organizational Culture/Climate Issues

Manager, Benefits

Ross McKinnon

Pension Info and Advice
 Retirement Planning
 Benefits Claims Management
 Benefits Costing and Marketing
 Grievance Handling
 Attendance Awareness
 Employee Return to Work Plans
 Wellness Programmes

Manager, Systems

Kathy Potter

Banner HR
 ER Polices/Procedures
 Systems Training
 Analytical and/ Statistical Reporting
 Freedom of Information
 Research for grievances and bargaining
 Employee Relations Web Site Administrator
 Grievance Handling
 Salary & Benefits Calculations