

**PHOENIX YOUTH PROGRAMS**  
**Statement of Compensation**  
**Required Pursuant To The Public Sector Compensation Disclosure Act**  
Year Ended March 31, 2018

Section 3 of the *Public Sector Compensation Disclosure Act* of the Province of Nova Scotia, requires public sector bodies to publically disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors and consultants.

**Board Members, Officers and Employees, Contractors and Consultants**

For the year ended March 31, 2018, the following board members, officers and employees received compensation of \$100,000 or more:

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Board Members, Officers, Employees, Contractors and Consultants.

Last Name, First Name	Compensation Paid
Crooks, Timothy	\$135,159.00

**Basis of Reporting**

This statement has been prepared by Phoenix Youth Programs, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Disclosure Act (the Act) of the Province of Nova Scotia.

The management of Phoenix Youth Programs is responsible for the preparation of this statement in accordance with the Act.

Section 4 of the Act requires that the information reported in this statement be disclosed in the body of the audited financial statements of Phoenix Youth Programs or in a statement prepared for the purposes of the Act and certified by its auditors.

**Compensation**

Section 2(b) of the Act defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing.

- (i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts,
- (ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,
- (iii) long-term incentive plan earnings and payouts,
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- (v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organizations, and
- (viii) the value of any other payment or benefit prescribed in the regulations.

Name: Iryna Rak  
Position: Finance Director

  
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Signature

Date: June 29, 2018