
Schedule of employees with
compensation in excess of \$100,000
Public sector compensation
disclosure report
St. Francis Xavier University

March 31, 2018

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Independent Auditor's Report

To the management of St. Francis Xavier University

We have audited the accompanying Public Sector Compensation Disclosure Report of St. Francis Xavier University for the year ended March 31, 2018 and a summary of other explanatory information (the "Schedule"). The Schedule has been prepared by management based on Section 3 of the *Public Sector Compensation Disclosure Act, 2010*.

Management's Responsibility for the Schedule

Management is responsible for the preparation of the Schedule in accordance with Section 3 of the *Public Sector Compensation Disclosure Act, 2010* as disclosed in Note 1 to the Schedule, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the Schedule based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Schedule is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Schedule. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Schedule, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the Schedule in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the Schedule.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial information in the Public Sector Compensation Disclosure Report of St. Francis Xavier University for the year ended March 31, 2018, is prepared, in all material respects, in accordance with Section 3 of the *Public Sector Compensation Disclosure Act*.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the schedule, which describes the basis of accounting. The Schedule is prepared to enable management of St. Francis Xavier University to meet the requirements of the Public Sector Compensation Disclosure Act, 2010. As a result, the Schedule may not be suitable for another purpose.



Chartered Professional Accountants
June 26, 2018

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2018

Section 3 of the *Public Sector Compensation Disclosure Act, 2010* 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 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, contractors and consultants received compensation of \$100,000 or more:

Last Name	First Name	2018 Fiscal Total Compensation
ADAMS	CARL	116,810
ALEX	MARION	121,914
ANDERSON	ALAN	152,480
APALOO	JOSEPH	148,956
AQUINO	MANUEL	143,764
ARPIN	MAURICE	147,982
BALDNER	STEVE	151,425
BANTJES	RODERICK	145,632
BECKETT	ANDREW	214,734
BELL	KYLER	123,424
BELTRAMI	HUGO	160,632
BICKERTON	JAMES	141,340
BIGELOW	ANN	147,329
BOUCHER	JACQUES	118,150
BOYD	IAIN	101,184
BOYLE	TODD	153,660
BREBNER	KAREN	134,644
BROWN	DOUGLAS	108,280
BRUNKHORST	KEVIN	119,185
BUKSAITIS	TARA	105,052
BYRNE	CHRISTOPHER	121,914
CALLAGHAN	TARA	171,550
CAMERON	SUSAN	121,914
CHISHOLM	SHAUN	104,181
CHO	YOUNGWON	110,299
CLANCY	PETER	139,123
CLEMENT	CONNIE	148,647
COADY	MAUREEN	101,955
COMEAU	FRANK	103,207
CONNOLLY	DAPHNE	107,876
CORMACK	PATRICIA	131,467
CORMIER	JAMES	123,840
CUNNINGHAM	GORDON	107,327
D'ARCY	MICHAEL	105,492
DAVISON	PHIL	112,694
DE'BELL	KEITH	151,843
DELOREY	JOHN	105,052
DEMONT	EDWIN	154,960
DE VRIES	RANKE	104,175

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2018

DODARO	SANTO	126,164
ENGLISH	LEONA	142,799
FABIJANCIC	URSULA	101,765
FINBOW	STEPHEN	103,501
FORAN	ANDREW	144,565
FORESTELL	NANCY	124,632
FOSHAY	NEIL	122,529
FOX	ANN	123,188
FOX	JUSTIN	101,181
FRAZER	CHRISTOPHER	109,471
FULLER	MARK	104,385
GALLANT	LEO	100,284
GALWAY	MOIRA	113,192
GARBARY	DAVID	152,480
GHORE	YOGESH	101,437
GHOUMA	HATEM	107,916
GILLIS	DORIS	111,620
GRAHAM	LORI	117,678
GRENIER	YVON	146,244
GROARKE	LOUIS	128,635
HALE	ROBERT	135,406
HALLER	MIKAEL	100,167
HALPERIN	DONNA	119,469
HANSEN-KETCHUM	PATTI	121,914
HARLING STALKER	LYNDA	101,729
HAUF	PETRA	192,532
HOLLOWAY	STEVE	145,791
HYNES	TIMOTHY	162,309
ISNOR	RICHARD	160,722
JAIN	ANUJ	117,181
JENSEN	ELSA	114,199
KALMAN	SAMUEL	114,866
KARUNAKARAN	VELAUTHAM	133,469
KEARNS	LAURA-LEE	115,329
KELLMAN	LISA	132,847
KENNEDY	ROBERT	121,914
KHOURY	JOSEPH	110,815
KLAPSTEIN	DIETER	142,750
KOCAY	VICTOR	145,632
KOCH	ERIKA	110,293
KOLEN	ANGELA	122,968
KYTE	MURRAY	192,138
LALANDE	GUY	122,615
LANGDON	JONATHAN	100,904
LANGILLE	EDWARD	147,251
LANGLEY	WENDY	131,779
LEAIST	DEREK	156,021
LEBLANC	REJEANNE	123,259
LENT	MONICA	132,910
LEO	TENG W	100,838
LEPAGE	FELICIA	104,832
LIN	MAN	125,801
LINKLETTER	MICHAEL	101,084

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2018

LITZ	STEFAN	111,426
LONG	BRADLEY	122,234
LUKEMAN	GREGORY	111,850
LUNNEY BORDEN	LISA	111,431
LYNES	DAVID	121,914
MACAULAY	KENNETH	142,392
MACCAULL	WENDY	154,125
MACDONALD	CATHY	125,323
MACDONALD	JOSEPH	123,424
MACDONALD	KENT	352,481
MACDONALD	LEO	135,433
MACGREGOR	HELEN	134,884
MACKENZIE	ANN	150,000
MACKENZIE	SASHO	108,330
MACLEAN	BRIAN	111,486
MACLEAN	KIM	119,669
MACLELLAN	LEON	140,985
MACLEOD	KATARIN	100,167
MACNEIL	MICHELLE	107,740
MACPHERSON	LEO	115,640
MADDEN	ROBERT	150,489
MAHAFFEY	THOMAS	138,367
MARANGONI	GERRY	166,465
MARQUIS	PAUL	138,044
MARSHALL	WILLIAM	127,370
MARZI	HOSEIN	115,171
MARZLIN	KARL-PETER	121,444
MATHIE	ALISON	123,423
MCCORMICK	PETER	130,458
MCGIBBON	ELIZABETH	137,889
MCGILLIVRAY	MARY	145,260
MCINNIS	PETER	126,924
MCKENNA	JOHN	121,914
MCMILLAN	LESLIE JANE	118,440
MELCHIN	MICHAEL	152,480
MEYER	MATTHEW	118,065
MITTON-KUKNER	JENNIFER	112,505
MORRISON	BOBBI	104,848
MOYNAGH	MAUREEN	137,133
MUKERJI	BHASKER	116,329
MUNROE	ELIZABETH	102,235
MURPHY	BRENDAN	161,769
MURRAY-ORR	ANN	116,139
OGUEJIOFOR	EMEKA	125,039
ORLOVA	GALINA	116,810
ORR	JEFFREY	188,799
OXNER	MARY	130,486
PALANISAMY	RAMARAJ	159,608
PENNER	KEN	101,514
PHYNE	JOHN	145,338
POOLE	PETER	136,120
POTTS	JASON	101,615
PROVOST	KATHLEEN	101,181

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2018

QUINN	WILLIE	129,348
RASMUSSEN	ROY	157,989
RILEY	SEAN	200,000
RISK	DAVID	132,838
ROBINSON	DANIEL	106,781
ROY	CAROLE	105,492
RUSHTON	CORY	114,721
SANDNESS	ADELA	109,886
SCROSATI	RICARDO	123,371
SEMPLE	RHONDA	107,574
SMITH	DOUGLAS	152,480
SMITH	GENE	164,385
SMITH-PALMER	TRUIS	147,329
STAN	LAVINIA	138,304
STANLEY-BLACKWELL	LAURIE	146,070
SWEET	WILLIAM	144,450
SWINEMAR-MURRAY	JENNIFER	126,065
TAYLOR	BARRY	123,699
TAYLOR	TARA	110,176
TKACZ	GREGOIRE	121,896
TOMPKINS	JOANNE	110,492
TYNAN	PAUL	117,964
VAN BOMMEL	MARTIN	127,836
VANDENHOOGEN	ROBERT	137,975
VANZYL	BRANDON	110,815
VERBERG	NORINE	134,991
VINCENT	SUSAN	127,091
VISHWAKARMA	VIJAY	119,954
VOSSSEN	DEBORAH	116,810
WADSWORTH	LAURIE	123,905
WAMSLEY	KEVIN	242,419
WANG	PING	153,058
WATT	MARGO	133,635
WEAVING	CHARLENE	115,331
WEBBER	JUNE	187,364
WHITE	ROBERT	108,258
WHITTY-ROGERS	JOANNE	111,541
WILLIAMS	JAMES	122,627
WILPUTTE	EARLA	152,480
WRIGHT	EDWARD	150,489
WYETH	RUSSELL	100,167
YANG	LAURENCE	122,858
YOUNG	DAVID	122,527
ZECKER	ROBERT	121,358
ZHOU	PING	112,115

1. Basis of accounting

The Schedule of Employees with Compensation in excess of \$100,000 has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The Act includes a definition of compensation in Section 2(b) as follows:

"Compensation" is defined as a 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, retirements 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.

Significant interpretations of the financial reporting provisions of the Act include:

- (a) The reporting period is the fiscal year ended March 31.
- (b) An employee is considered to be anyone to whom the Corporation issues a T4 or a T4A and also includes contractors or consultants that are a sole proprietors or incorporated individuals.

Compensation

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.