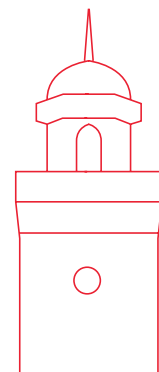


Acadia University

Schedule of Nova Scotia Public Sector Annual Compensation Disclosure

March 31, 2021



Independent auditor's report

Grant Thornton LLP
Nova Centre, North Tower
Suite 1000, 1675 Grafton Street
Halifax, NS
B3J 0E9

T +1 902 421 1734
F +1 902 420 1068

The Board of Governors of

Acadia University

Opinion

We have audited the Schedule of employee compensation for Acadia University for the year ended March 31, 2021, and the notes, including a summary of significant accounting policies ("the Schedule").

In our opinion, the accompanying Schedule for the year ended March 31, 2021 is prepared, in all material respects, in accordance with the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the University meet the requirements of the PSCD Act. As a result, the Schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the financial reporting provisions of the PSCD Act, 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.

Those charged with governance are responsible for overseeing the University's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The logo for Grant Thornton LLP, featuring the company name in a stylized, cursive script font.

Halifax, Canada
June 18, 2021

Chartered Professional Accountants

Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2021

Name	Compensation
Abela, Paul	123,068
Adam, Mark	109,667
Ahern, Stephen	117,160
Alexander, Cynthia	142,923
Anderson, Barbara	111,526
Arnold, Paul	111,213
Avery, Trevor	109,922
Aylward, Marie	127,685
Banks, Jeffrey	155,714
Barr, Sandra	162,374
Bennett, Craig	153,815
Benoit, Darcy	134,735
Biro, Andrew	128,851
Bishop, Claude-Mark	110,799
Bissix, Glyn	159,257
Bonner, Claudine	104,712
Brickner, Rachel	108,291
Brittain, James	102,507
Brodeur, Darlene	131,188
Callaghan, Edith	139,326
Callaghan, Michael	121,947
Callbeck, Christopher	175,244
Campbell, Wanda	146,617
Carlsson, Liesel	100,215
Champod, Anne	100,948
Charke, Derek	126,889
Chipman, Hugh	153,797
Clarke, Nancy	132,209
Cohen, Alice	101,301
Colton, John	149,355
Coombs, Melanie	100,074
Corbett, Michael	134,984
Cunningham, Richard	130,644
Currie, Suzanne	162,477
Curry, Eva	119,875
Dahringer, Heather	131,699
Delpeche, Bernard	140,948
Dennis, Michael	144,525



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2021

Name	Compensation
D'Entremont, Helene	101,590
Devine, Michael	130,787
Dickie, Kevin	130,294
Doerr, Paul	133,525
Doucette, Gary	112,628
Duguay, Scott	144,671
Duke, David	126,291
Durant, Matthew	143,642
Dye, Kelly	138,344
Dyment, Janet	133,175
Easy, Russell	106,153
Ellis, Bobby	112,220
Elshof, Leo	121,430
Evans, Rodger	140,675
Falkenham, Marcel	123,330
Faraone, Nicoletta	126,770
Feltmate, Ian	133,663
Fowles, Jonathon	161,357
Frank, Lesley	131,775
Gibson, Glenys	142,131
Grant, James	109,015
Guiney Yallop, John	108,204
Handrigan, Nancy	132,303
Hansen, John	127,226
Hemming, Heather	178,866
Henderson, T. Stephen	109,121
Hillier, Neil	161,945
Holmberg, Diane	149,444
Holt, Jason	127,300
Hooper, Jeffrey	174,300
Hopkins, Mark	125,548
Huestis, Leigh	104,725
Jha, Amitabh	143,497
Kapoor, Harish	135,078
Karsten, Richard	136,649
Kayahan, Cevat	126,977
Keefe, Clifford	195,467
Kieft, Anna	108,102



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2021

Name	Compensation
Kruisselbrink, L. Darren	133,674
Landgraf, Diemo	119,647
Landry, Scott	123,621
Larocque, Lance	121,344
Lauzon, Paul	122,043
Lu, Wilson	120,215
Lukeman, Matthew	131,485
MacDonald, Jennifer	109,804
MacKinnon, Gregory	142,938
MacLean, Stephen	107,838
MacLeod, James	160,481
MacVicar, Mary	145,651
Maitzen, Stephen	134,346
Mallory, Mark	155,941
McMullin, David	109,913
McSweeney, Matthew	103,714
Mendivil, Franklin	141,525
Migliarisi, Anna	143,282
Mitchell, Andrew	125,460
Morley, Catherine	114,178
Morrison, George	190,459
Moussa, Hassouna	160,378
Murimboh, John	124,124
Murphy, Rene	152,402
Murray, Ian	128,203
Mutlu, Can	101,021
Narbeshuber, Lisa	121,789
Newman, Randy	120,732
O'Driscoll, Nelson	138,375
Patterson, Erin	122,243
Peng, Jianan	134,687
Piper, David	118,567
Price, Lisa	132,861
Provencal, Vernon	148,323
Quema, Anne	141,500
Raeseide, Robert	166,298
Ramsay, Marc	120,908
Rand, Jennie	122,155



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2021

Name	Compensation
Redden, Anna	149,673
Richard, Jennifer	133,288
Ricketts, Peter	341,305
Rigg, Patricia	140,155
Robertson, Michael	141,595
Robicheau, Wendy	113,310
Robinson, Laura	154,318
Rudrum, Sarah	101,751
Rushton, Christianne	123,697
Saklofske, Jon	125,247
Sanford, James	113,057
Seale, Robert	121,093
Seaman, Roxanne	157,606
Seamone, Donna	121,219
Sears, Donna	110,974
Sedgwick, James	101,629
Semenenko, Igor	114,086
Shakshuki, Elhadi	138,294
Sheppard, Michael	108,652
Shields, Christopher	138,413
Silver, Daniel	148,523
Slights, Jessica	113,226
Smith, Ann	113,394
Smith, Todd	119,223
Spooner, Ian	166,536
Stanley, Clifford	143,991
Stewart, Donald	143,314
Stokesbury, Michael	127,818
Symons, Douglas	157,322
Tango, Martin	121,141
Taylor, Philip	151,083
Teismann, Holger	132,119
Thomas, Christian	109,374
Tinkham, Jennifer	103,852
Tong, Anthony	116,178
Townsend, Patricia	141,048
Trofanenko, Brenda	102,311
Trudel, Andre	137,076



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2021

Name	Compensation
Trudel, Cynthia	121,238
Van Blarcom, Brian	142,236
Vibert, Ann	155,797
Vibert, Conor	179,412
Vincent, Kerry	106,609
Walker, Allison	105,624
Wang, Xiaoting	103,720
Wang, Yinglei	124,757
Weatherbee, Terrance	130,257
Wentzell, Janna	101,849
Whetter, Kevin	130,136
Whidden, James	127,702
Whitehall, Geoffrey	133,565
Wilks, Ian	133,284
Williams, Peter	158,403
Wilson, Brian	136,238
Yang, Jun	122,978
Zamlynnny, Volodymyr	109,563
Zhang, Haiyi	122,178
Zhang, Ying	132,956



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2021

1) BASIS OF ACCOUNTING

The Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The management of Acadia University 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 Acadia University or in a statement prepared for the purposes of the Act and certified by its auditors.

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 accommodation provided or any subsidy with respect to the living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organization, 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 University issues a T4 or a T4A.

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.

2) COMMENTARY ON REPORTED COMPENSATION

Certain payments made during the 12 months ending March 31, 2021 resulted in reported compensation being greater than the employee's annual contracted compensation as follows:

- a) On July 1, 2015, the University transitioned its pension plan to the Public Service Superannuation Plan. As part of this transition, employees would receive annual transitional payments over eight years.

