



Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

MOUNT SAINT VINCENT UNIVERSITY

Year ended March 31, 2021



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INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Mount Saint Vincent University

Opinion

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Mount Saint Vincent University (the "Entity") for the year ended March 31, 2021 and notes. (Hereinafter referred to as the "statement").

In our opinion, the accompanying statement for the year ended March 31, 2021 of the Entity is prepared, in all material respects, in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

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 "**Auditors' Responsibilities for the Audit of the Schedule**" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the statement 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 – Financial Reporting Framework

We draw attention to Basis of Reporting note in the statement, which describes the applicable financial reporting framework and the purpose of the statement.

The statement is prepared to meet the requirements of the Public Sector Compensation Disclosure Act dated December 31, 2010. As a result, the statement 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 Statement

Management is responsible for the preparation of the statement in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010. This includes determining that the applicable financial reporting



framework is an acceptable basis for the preparation of the statement in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a statement that is free from material misstatement, whether due to fraud or error.

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

Auditors' Responsibilities for the Audit of the Statement

Our objectives are to obtain reasonable assurance about whether the statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' 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 the 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 statement, 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 Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- 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.

A handwritten signature in black ink that reads 'KPMG LLP' in a cursive, slightly slanted font. A horizontal line is drawn underneath the signature.

Chartered Professional Accountants
Halifax, Canada
June 28, 2021

MOUNT SAINT VINCENT UNIVERSITY

Statement of Compensation Required Pursuant to the Public Sector

Compensation Disclosure Act

Year Ended March 31, 2021

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, 2021, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Mary Bluechardt	Administration	551,412
Julie McMullin	Administration	226,143
Mustansar Nadeem	Administration	219,457
Andrew Manning	Faculty	195,700
Peter Mombourquette	Faculty	194,425
C. Kelly Gallant	Administration	187,303
Jeffrey Young	Faculty	174,683
Zachary Zimmer	Faculty	171,137
Kim Kienapple	Administration	169,330
Carrie Dawson	Administration	169,137
Antony Card	Administration	169,097
Gayle MacDonald	Administration	165,045
Jamie Metsala	Faculty	161,919
Daniel Seguin	Faculty	159,984
Paula Barry Mercer	Administration	158,484
Daphne Lordly	Faculty	157,426
Karen Blotnicky	Faculty	153,400
Katherine Darvesh	Administration	153,171
Suzanne Seager	Faculty	151,517
Donovan Plumb	Faculty	150,739
Hui Li	Faculty	149,767
Randi Warne	Faculty	149,717
John Schellenberg	Faculty	149,517
Robert Kenny	Faculty	149,517
Anna Smol	Faculty	149,517
Patricia Gouthro	Faculty	149,517
Robert Berard	Faculty	149,517
Francois-Xavier Eygun	Faculty	149,517
Amy Thurlow	Faculty	149,014
Janet Conway	Faculty	148,830
Janice Keefe	Faculty	148,228
DeNel Rehberg Sedo	Faculty	146,248
Deborah Norris	Faculty	145,785
Patricia Williams	Faculty	145,748

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Grand Total
Stephen Perrott	Faculty	145,467
Meredith Ralston	Faculty	144,614
Michelle Eskritt-Keck	Faculty	144,048
Sandra Findlay-Thompson	Faculty	143,424
Derek Fisher	Administration	142,817
Arthur McCalla	Faculty	142,743
Michelle Forrest	Faculty	142,743
Sharon Davis	Administration	142,453
Ardra Cole	Faculty	142,169
Marnina Gonick	Faculty	140,339
Ian Pottie	Faculty	139,738
Tanja Harrison	Administration	139,675
Genevieve Boulet	Faculty	139,188
Donna Varga	Faculty	138,364
Linda Mann	Faculty	138,355
Joan Turner	Faculty	138,070
Tamara Franz-Odendaal	Faculty	136,961
Susan Brigham	Faculty	136,734
Karen Smyth	Administration	135,923
Nathaniel Shead	Faculty	134,821
Donald Shiner	Faculty	134,188
Laurie Sinclair	Faculty	132,267
Jeffrey MacLeod	Faculty	132,057
Candace Blayney	Faculty	131,213
Elizabeth Bowering	Faculty	130,855
Alex Khasnabish	Faculty	130,735
Aine Humble	Faculty	130,497
Gavin Kernaghan	Faculty	130,239
Cherif Matta	Faculty	129,901
Elizabeth Church	Faculty	129,841
Cornelia Schneider	Faculty	129,524
Elizabeth Hicks	Faculty	129,288
Nargess Kayhani	Faculty	128,863
Mary Jane Harkins	Faculty	128,719
Tina Harriott	Faculty	128,313
Aibing Xia	Faculty	127,853
Kim Healy	Administration	126,378
James Sawler	Faculty	126,063
Leighton Steele	Faculty	125,088
Gary Sneddon	Faculty	124,409
Roni Gechtman	Faculty	124,188
Rhoda Zuk	Faculty	124,188
Michael Wood	Faculty	124,188

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Grand Total
Frederick French	Faculty	124,188
Adriana Benzaquen	Faculty	124,188
Melissa McGonnell	Faculty	123,209
Tammy Findlay	Faculty	120,635
Karen Macfarlane	Faculty	119,832
Alla Kushniryk	Faculty	119,821
Jonathan Roberts	Faculty	119,150
Elsie Henderson	Faculty	118,885
Bohdan Luhovyy	Faculty	118,695
Albert Reyner	Administration	118,604
Sara King	Faculty	118,576
Shane Theunissen	Faculty	117,935
Mary Delaney	Faculty	117,880
Hong Wang	Faculty	117,880
Mirwais Qaderi	Faculty	117,567
Scott MacMillan	Faculty	117,415
June Lumsden	Administration	116,863
Paul Cantelo	Administration	116,863
Gabrielle Durepos	Faculty	115,409
Robert Farmer	Faculty	114,284
Fernando Nunes	Faculty	114,121
Juliette Valcke	Faculty	113,401
Corey Slumkoski	Faculty	111,405
Christine Doe	Faculty	110,801
Stanislav Orlov	Faculty	110,384
Ashwani Kumar	Faculty	110,363
Jonathon Medrano	Faculty	109,768
Denyse Rodrigues	Administration	109,376
Jeffrey McKinnon	Faculty	108,704
Maya Eichler	Faculty	107,740
Paulette Cormier-MacBurnie	Faculty	107,093
Germaine Chan	Faculty	106,871
Alexandra Tsedryk	Faculty	106,595
Graham Fraser	Faculty	106,520
Bruce MacNeil	Administration	106,274
Krista Ritchie	Faculty	106,116
Christine McLean	Faculty	106,106
Brenda Hattie-Longmire	Faculty	105,693
Reina Green	Faculty	105,207
Valda Leighteizer	Faculty	105,204
Sarah Reddington	Faculty	103,430
Martha Walls	Faculty	103,008
Gillian Batten	Administration	102,870

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Grand Total
Denise Green	Administration	102,870
Paula Crouse	Faculty	102,404
Tracy Moniz	Faculty	100,407
Ned Kelleher	Faculty	100,204

**Notes to the Statement of Compensation
Basis of Reporting**

This statement has been prepared by Mount Saint Vincent University, 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 Mount Saint Vincent 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 Mount Saint Vincent University 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.