

NORTH QUEENS NURSING HOME INC.
Public Sector Compensation Disclosure Report
Schedule of employees with compensation in excess of \$100,000
Year Ended March 31, 2022

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INDEPENDENT AUDITOR'S REPORT

To the Directors of North Queens Nursing Home Inc.

Opinion

We have audited the accompanying statement of compensation of North Queens Nursing Home Inc. for the year ended March 31, 2022, and a summary of other explanatory information (together, the "Schedule"). The Schedule has been prepared by management based on the Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1.

In our opinion, the accompanying Schedule for the year ended March 31, 2022 is prepared, in all material respects, in accordance with Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1.

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 Organization in accordance with 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.

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 assist the Organization to meet the requirements of the Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1., and as such, the Schedule may not be suitable for another purpose. Our report is intended solely for the Organization and the Province of Nova Scotia and should not be used by parties other than the Organization and Province of Nova Scotia.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1, and for such internal control as management determines is necessary to enable the preparation of schedule that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule 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 Organization'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.

Belliveau Veinotte Inc.

Liverpool, Nova Scotia
August 31, 2022

CHARTERED PROFESSIONAL ACCOUNTANTS

**Statement of Compensation
Year Ended March 31, 2022**

BOARD MEMBERS, OFFICERS AND EMPLOYEES

For the year ended March 31, 2022, the following board members, officers and employees received compensation of \$100,000 or more:

NAME	POSITION	COMPENSATION
Gallant, Lisa	Executive Director	\$ 104,073

See note to the statement of compensation

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 c. 43, s. 1. (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 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 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 Commission issues a T4 or 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.
