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

March 31, 2019

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Independent Auditor's Report

To the management of St. Francis Xavier University

Opinion

We have audited the accompanying Public Sector Compensation Disclosure Report of St. Francis Xavier University (the "University") for the year ended March 31, 2019 (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 Public Sector Compensation Disclosure Report of the University for the year ended March 31, 2019, is prepared, in all material respects, in accordance with the 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 ("Canadian GAAS"). 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.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the Schedule which, which describes the basis of accounting. The Schedule is prepared to meet the requirements of the *Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1*, dated December 10, 2010. As a result, the Schedule may not be suitable for another purpose.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the *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 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 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 GAAS 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 GAAS, 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

Deloitte LLP

Chartered Professional Accountants
June 20, 2019

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2019

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, Employees, Contractors and Consultants

For the year ended March 31, 2019, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

Last Name	First Name	2019 Total Compensation
Alex	Marion	125,650
Alma	Eileen	102,578
Anderson	Alan	149,388
Apaloo	Joseph	155,136
Aquino	Manuel	144,745
Baldner	Steve	154,708
Bantjes	Roderick	148,936
Beckett	Andrew	220,381
Bell	Kyler	125,508
Beltrami	Hugo	165,615
Bickerton	James	154,708
Billington	Ryan	102,619
Bishop	Cory	104,210
Boucher	Jacques	114,719
Boyd	Iain	102,893
Boyle	Todd	154,908
Brebner	Karen	141,045
Brown	Douglas	117,285
Brunkhorst	Kevin	111,462
Buksaitis	Tara	122,396
Byrne	Christopher	125,650
Callaghan	Tara	162,251
Cameron	Susan	110,323
Casey	Amanda	101,503
Cash	Corrine	101,594
Chisholm	Riley	104,210
Chisholm	Shaun	105,889
Cho	Youngwon	113,077
Clement	Connie	146,485

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2019

Last Name	First Name	2019 Total Compensation
Coady	Maureen	104,210
Comeau	Frank	103,891
Cormack	Patricia	136,211
Cormier	James	127,729
Craig	Lisa	112,463
Cunningham	Gordon	110,719
D'arcy	Michael	105,832
Darwish	Linda	101,089
De Leebeeck	Jacqueline	100,086
De Vries	Ranke	107,945
De'Bell	Keith	143,181
Delorey	Denise	102,765
Delorey	John	110,548
Dobbin	Anne M	103,288
Dodaro	Santo	128,221
Edwards	Katherine	105,604
English	Leona	149,447
Fletcher	David	142,018
Foran	Andrew	171,462
Forestell	Nancy	131,782
Foshay	Neil	103,273
Fox	Ann	128,190
Fraser	Yvonne	107,026
Frazer	Christopher	113,358
Fuller	Mark	115,195
Galway	Moira	127,422
Garbary	David	153,029
Ghore	Yogesh	103,149
Ghouma	Hatem	110,403
Graham	Lori	119,029
Gregory	Sharon	111,498
Grenier	Yvon	154,708
Groarke	Louis	133,330
Hale	Robert	137,692
Halperin	Donna	119,635
Hansen-Ketchum	Patti	123,972

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2019

Last Name	First Name	2019 Total Compensation
Harling Stalker	Lynda	106,813
Hauf	Petra	166,632
Hynes	Timothy	167,413
Isnor	Richard	158,401
Kalman	Samuel	106,837
Karunakaran	Velautham	132,316
Kearns	Laura-Lee	113,417
Kellman	Lisa	136,252
Kennedy	Robert	123,971
Kenny	Karen	101,111
Khoury	Joseph	115,037
Kocay	Victor	150,615
Koch	Erika	118,772
Kolen	Angela	127,569
Kyte	Murray	195,381
Lalande	Guy	125,078
Langdon	Jonathan	104,472
Langille	Edward	148,608
Langley	Wendy	134,004
Latimer	Kevin	100,139
Leaist	Derek	155,717
Leblanc	Rejeanne	126,031
Lebris	Karine	104,210
Lent	Monica	148,479
Leo	Teng W	106,917
Levman	Jacob	100,295
Lin	Man	130,450
Linkletter	Michael	103,931
Litz	Stefan	116,031
Lomore	Christine	103,617
Long	Bradley	116,512
Lukeman	Gregory	126,727
Lunney Borden	Lisa	128,427
Lynes	David	135,346
MacAulay	Kenneth	151,823
MacCaull	Wendy	141,886

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2019

Last Name	First Name	2019 Total Compensation
MacDonald	Cathy	134,245
MacDonald	Joseph	125,508
MacDonald	Kent	359,328
MacDonald	Lara	115,554
MacDonald	Leo	137,413
Macdonnell	Amy	100,345
MacKenzie	Ann	158,737
MacKenzie	Sasho	110,048
MacLean	Brian	116,065
MacLean	Kim	120,708
MacLellan	Leon	144,202
MacLeod	Katarin	104,210
MacNeil	Michelle	112,807
MacPherson	Leo	117,593
Madden	Robert	153,029
Mahaffey	Thomas	153,130
Maltby	Neil	106,046
Marangoni	Gerry	172,246
Marmura	Stephen	102,531
Marquis	Paul	153,029
Marzlin	Karl-Peter	126,673
Mbugua	Joyce	116,955
McCormick	Peter	147,996
McGibbon	Elizabeth	141,211
McGillivray	Mary	146,929
McInnis	Peter	132,768
McIver	Rhonda	110,893
McKenna	John	130,471
McKinnon	Margaret	100,086
McMillan	Leslie Jane	120,285
Melchin	Michael	160,862
Mitton-Kukner	Jennifer	115,471
Morrison	Bobbi	116,479
Moynagh	Maureen	141,973
Mukerji	Bhasker	120,667
Murphy	Brendan	169,727

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2019

Last Name	First Name	2019 Total Compensation
Murray-Orr	Ann	122,208
Mwebi	Bosire	124,708
Nilges	Mathias	104,195
Oguejiofor	Emeka	123,971
Orlova	Galina	123,174
Orr	Jeffrey	188,025
Oxner	Mary	132,594
Palanisamy	Ramaraj	156,211
Penner	Ken	107,753
Peters	Randy	105,935
Phyne	John	154,708
Poole	Peter	147,889
Potts	Jason	108,781
Provost	Kathleen	113,841
Rasmussen	Roy	154,708
Riley	Sean	574,406
Risk	David	137,702
Robinson	Daniel	120,324
Roy	Carole	101,471
Rushton	Cory	109,727
Sandness	Adela	115,198
Scoggins	Anthony	106,021
Scrosati	Ricardo	127,569
Semple	Rhonda	111,501
Sheppard-Lemoine	Debra	105,739
Smith	Douglas	154,708
Smith-Palmer	Truis	148,122
Stan	Lavinia	142,103
Stanley-Blackwell	Laurie	146,929
Sweet	William	155,338
Swinemar-Murray	Jennifer	131,257
Taylor	Barry	125,650
Taylor	Tara	115,037
Tkacz	Gregoire	135,398
Tompkins	Joanne	150,553
Trembinski	Donna	105,238

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2019

Last Name	First Name	2019 Total Compensation
Tynan	Paul	121,807
Van Bommel	Martin	139,092
Vandehoogen	Robert	146,938
Verberg	Norine	132,150
Vincent	Susan	136,211
Vishwakarma	Vijay	129,113
Vossen	Deborah	123,174
Wamsley	Kevin	221,089
Wang	Ping	147,735
Watt	Margo	138,330
Weaver	Angela	103,796
Weaving	Charlene	115,386
Webber	June	194,417
White	Robert	120,193
Whitty-Rogers	Joanne	110,238
Wilputte	Earla	154,708
Wright	Edward	153,029
Wyeth	Russell	104,210
Yang	Laurence	121,807
Young	David	152,452
Zecker	Robert	125,650
Zhou	Ping	123,704

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 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 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,
- (iv) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (v) payments made for exceptional benefits not provided to the majority of employees,
- (vi) payments for memberships in recreational clubs or organizations, and
- (vii) 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.