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

March 31, 2021

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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, 2021 (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, 2021, 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 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 8, 2021

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2021

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

Last Name	First Name	2021 Total Compensation
Abelson	Donald	195,636
Adams	Carl	129,103
Alex	Jennifer	102,158
Alex	Marion	129,696
Alma	Eileen	105,291
Anderson	Alan	159,698
Anthony	Denton	107,980
Apaloo	Joseph	150,599
Aquino	Manuel	164,051
Arnott	Marie	101,278
Aubrecht	Catherine	100,419
Austen	Erin	107,549
Baldner	Steve	159,664
Bantjes	Roderick	153,392
Beckett	Andrew	210,089
Bell	Kyler	128,430
Belliveau	Daniel	165,505
Beltrami	Hugo	176,831
Betker	Claire	148,840
Bickerton	James	154,020
Billington	Ryan	107,549
Bishop	Cory	103,131
Boyd	Iain	105,275
Boyle	Todd	141,693
Brebner	Karen	150,716
Brunkhorst	Kevin	126,043
Buksaitis	Tara	134,358
Callaghan	Tara	159,664
Cameron	Susan	128,047

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2021

Last Name	First Name	2021 Total Compensation
Casey	Amanda	110,344
Cash	Corrine	107,450
Chisholm	Riley	110,491
Cho	Youngwon	134,226
Coady	Maureen	113,115
Comeau	Frank	107,276
Connolly	Daphne	106,682
Cormack	Patricia	139,811
Cormier	James	129,362
Craig	Lisa	131,404
Cunningham	Gordon	137,375
D'arcy	Michael	118,727
De Leebeeck	Jacqueline	105,281
De Vries	Ranke	118,727
De'Bell	Keith	159,664
Delorey	Denise	116,867
Delorey	John	124,903
Dodaro	Santo	115,080
English	Leona	172,391
Estill	Laura	103,598
Finbow	Stephen	124,083
Foran	Andrew	162,551
Forestell	Nancy	133,464
Fox	Ann	132,874
Frazer	Christopher	124,340
Fuller	Mark	124,328
Galway	Moira	134,704
Ghore	Yogesh	110,184
Ghouma	Hatem	105,175
Gondra	Iker	128,497
Graham	Deborah	101,740
Gregory	Sharon	127,074
Grenier	Yvon	159,698
Groarke	Louis	143,532
Hakin	Andrew	280,082
Hale	Robert	140,894

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2021

Last Name	First Name	2021 Total Compensation
Haller	Mikael	111,491
Halperin	Donna	141,954
Hanlon	Jacob	100,224
Hansen-Ketchum	Patti	162,990
Harling Stalker	Lynda	111,392
Helpard	Heather	107,881
Hurst	Rachel	109,695
Hynes	Timothy	181,104
Isnor	Richard	163,045
Iverson	Sandra	138,264
Kalman	Samuel	131,665
Kane	Daniel	106,762
Karunakaran	Velautham	139,640
Kearns	Laura-Lee	124,652
Kellman	Lisa	139,821
Kennedy	Robert	128,833
Khoury	Joseph	124,333
Kocay	Victor	159,696
Koch	Erika	129,103
Kolen	Angela	149,366
Kyte	Murray	199,902
Lalande	Guy	128,019
Landry	Janice	100,150
Langdon	Jonathan	107,185
Langille	Edward	156,218
Langley	Wendy	137,121
Latimer	Kevin	103,253
Leaist	Derek	159,801
Leblanc	Rejeanne	230,363
Lebris	Karine	113,140
Leo	Teng Wah	109,789
Leung	Opal	104,449
Levman	Jacob	108,223
Lin	Man	125,314
Linkletter	Michael	115,353
Litz	Stefan	118,740

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2021

Last Name	First Name	2021 Total Compensation
Long	Bradley	123,183
Lukeman	Gregory	146,872
Lukeman	Ryan	108,595
Lunney Borden	Lisa	118,973
Lynes	David	128,019
MacAulay	Kenneth	162,837
MacDonald	Alexis	101,273
MacDonald	Cathy	132,113
MacDonald	Lara	120,390
MacDonald	Leo	147,863
MacIntosh	Pauline	106,132
MacKenzie	Sasho	119,768
MacLean	Brian	125,464
MacLean	Kim	128,046
MacLellan	Leon	147,554
MacLellan	Mary Jessie	102,406
MacLeod	Katarin	112,491
MacNeil	Michelle	112,608
MacPherson	Leo	120,334
Madden	Robert	158,015
Mahaffey	Thomas	158,015
Mallory	Peter	105,900
Maltby	Neil	118,455
Mansell	Deborah	103,106
Marangoni	Gerry	159,698
Marmura	Stephen	113,140
Marquis	Paul	158,015
Marzlin	Karl-Peter	135,935
Mattie	David	105,766
Mbugua	Joyce	129,323
McCormick	Peter	161,382
McGibbon	Elizabeth	135,028
McGillivray	Mary	158,015
McInnis	Peter	124,607
McIver	Rhonda	131,926
McKenna	John	128,047

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2021

Last Name	First Name	2021 Total Compensation
McKinnon	Margaret	105,281
McMillan	Leslie Jane	119,489
Melchin	Michael	153,392
Mitton-Kukner	Jennifer	117,344
Morrison	Bobbi	124,697
Morse	Wendy	101,261
Moynagh	Maureen	146,537
Mukerji	Bhasker	123,183
Murphy	Brendan	188,972
Murray-Orr	Ann	134,235
Nguyen	Yen	102,520
Nilges	Mathias	126,794
Oguejiofor	Emeka	128,047
Orlova	Galina	129,696
Orr	Jeffrey	197,548
Oxner	Mary	136,615
Palanisamy	Ramaraj	167,788
Parikh	Bhavik	108,074
Paz	Maria	100,706
Penner	Ken	119,388
Peters	Randy	119,474
Phyne	John	279,140
Poole	Peter	159,698
Potts	Jason	115,165
Price	Shelley	105,895
Provost	Kathleen	122,159
Purvis	Janet	106,662
Rasmussen	Roy	158,015
Risk	David	131,658
Robinson	Daniel	129,369
Rosborough	Jonathan	105,900
Roy	Carole	119,743
Rushton	Cory	109,524
Scoggins	Anthony	114,235
Scrosati	Ricardo	137,614
Semple	Rhonda	127,113

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2021

Last Name	First Name	2021 Total Compensation
Smith	Douglas	157,672
Stan	Lavinia	155,831
Stanley-Blackwell	Laurie	112,312
Sweet	William	162,485
Swinemar-Murray	Jennifer	143,636
Taylor	Barry	128,019
Taylor	Tara	125,717
Throop-Robinson	Evan	101,247
Tkacz	Gregoire	150,683
Tokarz	Wojciech	115,930
Tompkins	Joanne	139,389
Trembinski	Donna	115,933
Tynan	Paul	131,665
Van Bommel	Martin	149,512
Vandehoogen	Robert	152,518
Verberg	Norine	130,192
Vincent	Susan	149,018
Vishwakarma	Vijay	125,159
Vossen	Deborah	128,047
Wamsley	Kevin	256,458
Wang	Ping	165,435
Watt	Margo	142,736
Weaver	Angela	112,549
Weaving	Charlene	132,585
Whitty-Rogers	Joanne	101,976
Williams	Monica	118,036
Wilputte	Earla	159,698
Withey	Patrick	105,443
Wright	Edward	158,015
Wyeth	Russell	113,140
Yang	Laurence	131,665
Yeo	Elizabeth	184,387
Young	David	135,125
Zecker	Robert	131,665
Zhou	Ping	138,939

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.