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

March 31, 2026

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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, 2026 (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, 2026, 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

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St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2026

Section 3 of the *Public Sector Compensation Disclosure Act, 2010* of the Province of Nova Scotia, requires public sector bodies to publicly 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, 2026, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

Last Name	First Name	2026 Total Compensation
Adams	Carl	\$150,306
Ahmed	Hossain	\$109,070
Alessandrini	Diana	\$114,637
Alex	Jennifer	\$121,895
Alex	Marion	\$105,511
Allen	Nathan	\$121,131
Allen	Frederick	\$105,555
Alma	Eileen	\$171,229
Al-Maini	Douglas	\$135,905
Anderson	Donna	\$115,682
Ankomah	William	\$100,352
Anthony	Denton	\$151,752
Apaloo	Joseph	\$203,340
Aquino	Manuel	\$124,555
Arnott	Marie	\$107,143
Aubrecht	Catherine	\$129,090
Austen	Erin	\$154,564
Baden-Clay	Adam	\$104,532
Bell	Kyler	\$144,152
Beltrami	Hugo	\$193,346
Benjamin	Kevin	\$104,718
Berrigan	Lindsay	\$122,045
Betker	Claire	\$168,706
Bickerton	James	\$178,311
Bimm	Morgan	\$100,333
Bishop	Cory	\$144,844
Blair	Shamus	\$108,233
Borras	Arnel	\$111,144
Boyle	Todd	\$179,386
Braid	James	\$118,534
Brebner	Karen	\$210,737
Brogden	Lace Marie	\$212,981
Bruce	David	\$128,724

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

Year ended March 31, 2026

Last Name	First Name	2026 Total Compensation
Brunkhorst	Kevin	\$146,604
Burnett	Kimberly	\$104,453
Butler	Amanda	\$100,298
Callaghan	Tara	\$165,532
Cameron	Susan	\$138,390
Campbell	Doug	\$118,165
Carter	Ellen	\$103,426
Carter-Rogers	Katelynn	\$114,291
Casey	Amanda	\$139,011
Chattopadhyay	Sutapa	\$103,666
Chiasson	Emilie	\$106,054
Cho	Youngwon	\$160,263
Clark	Matthew Graham	\$100,352
Clarke	Carolyn	\$103,243
Cockshutt	Amanda	\$241,990
Comeau	Frank	\$147,300
Corbit	John	\$132,219
Cormack	Patricia	\$179,949
Cosh	Christine	\$111,853
Cozzi	Regina	\$100,138
Craig	Lisa	\$164,824
Cupido	Kyran	\$103,487
D'Arcy	Michael	\$146,605
Darwish	Linda	\$132,785
Darwish	Tasneem	\$107,993
De Leebeeck	Jacqueline	\$125,427
De Leebeeck	Jeffrey	\$115,455
de Vries	Ranke	\$146,874
Debalke	Digafie	\$105,812
Delamer	Jean-Alexis	\$106,526
DeLorey	John	\$164,824
DeLorey	Carolyn	\$144,802
DeLorey	Denise	\$116,472
DeWolf	Darien	\$129,891
Dobbin	Anne M.	\$107,603
Dodaro	Santo	\$145,630
Doiron	Brian	\$104,306
Draper	Daniel	\$165,736
English	Marcia	\$136,243
Estill	Laura	\$145,621
Fairbrother	Michael	\$107,084
Fanjoy	Martha	\$134,093

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

Year ended March 31, 2026

Last Name	First Name	2026 Total Compensation
Fash	Michele	\$102,263
Finbow	Stephen	\$142,078
Fogarty	Megan L.	\$119,970
Foran	Andrew	\$179,022
Forestell	Nancy	\$183,333
Foster	Monica	\$221,010
Fraser	Jane	\$133,351
Fraser	Yvonne	\$124,672
Frazer	Christopher	\$186,253
Fuller	Mark	\$148,769
Fuller	Kaitlin	\$107,362
Galway	Moir	\$148,780
Garrod	Joel	\$102,188
Ghore	Yogesh	\$136,365
Gilham	Christopher	\$132,501
Girard	Catherine	\$111,461
Gondra	Iker	\$135,507
Graham	David	\$219,837
Gregory	Sharon	\$164,368
Grenier	Yvon	\$147,472
Groarke	Louis	\$178,587
Gulam Razul	Shah	\$135,419
Hadley	Greg	\$122,820
Hakin	Andrew	\$398,432
Hale	Robert	\$165,719
Hallaran	Amy	\$157,195
Haller	Mikael	\$143,203
Hallett-Tapley	Geniece	\$125,849
Halperin	Donna	\$170,552
Hanlon	Jacob	\$127,947
Hanscomb	Krista	\$103,534
Hansen-Ketchum	Patti	\$149,718
Harenberg	Sebastian	\$121,084
Harling Stalker	Lynda	\$155,897
Harvie	Ruth	\$103,376
Helpard	Heather	\$148,578
Hendra	Sionnach	\$110,856
Holmes	Christina	\$113,367
Hood	Michael J.	\$103,054
Hopkins	Shanna	\$117,519
Hughes	James	\$143,576
Hurst	Rachel	\$143,612

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2026

Last Name	First Name	2026 Total Compensation
Husband	Marc	\$134,559
Hynes	Timothy	\$208,321
Jamieson	Jennifer	\$124,961
Johnston	Alice	\$100,333
Jutras	Michael	\$120,440
Kalman	Samuel	\$163,691
Kane	Daniel	\$134,709
Kearns	Laura-Lee	\$151,185
Kellman	Lisa	\$162,563
Kennedy	Robert	\$148,267
Khakpour	Mahasti	\$109,021
Khan	Sergiy	\$105,432
Khoury	Joseph	\$170,518
Kikkert	Peter	\$109,628
Kocay	Victor	\$179,869
Koch	Erika	\$150,456
Kolen	Angela	\$176,533
Lajeunesse	Adam	\$117,915
Lalande	Guy	\$147,530
Lam	Melanie	\$120,039
Lambe	Laura	\$110,376
Landry	Julien	\$121,087
Langdon	Jonathan	\$149,800
Langley	Wendy	\$153,872
Latimer	Kevin	\$107,587
Laybolt	Angelica	\$102,379
Layden	Faith	\$114,938
Lee	Derrick	\$111,000
Leo	Teng W.	\$144,316
Lepage	Felicia	\$123,638
Leung	Opal	\$130,921
Levin	Jamie	\$109,580
Levman	Jacob	\$125,094
Lin	Man	\$177,028
Linkletter	Michael	\$147,087
Litz	Stefan	\$157,991
Lively	Christopher	\$100,352
Livingston	Shari	\$112,771
Lomore	Christine	\$163,014
Long	Bradley	\$146,384
Lukeman	Gregory	\$177,485
Lukeman	Ryan	\$150,565

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2026

Last Name	First Name	2026 Total Compensation
Lunney Borden	Lisa	\$158,523
MacAulay	Kenneth	\$172,177
MacDonald	Cathy	\$204,446
MacDonald	Donna	\$137,193
MacDonald	Aaron	\$118,165
MacDonald	Jeslyn	\$115,222
MacDonald	Alexis	\$114,390
MacDonald	Lara	\$111,461
MacDonald	Kimberly	\$105,126
MacDonnell	Amy	\$114,561
MacDougall	Andrew	\$118,909
MacGrath	Joel	\$103,764
MacIntosh	Pauline	\$125,910
MacIsaac	Chantal	\$107,210
Mack	Abede	\$108,364
MacKenzie	Sasho	\$155,996
MacKenzie	Kathleen	\$126,594
MacKey	Wendy	\$130,477
MacLean	Brian	\$155,591
MacLellan	Mary Jessie	\$118,165
MacLeod	Katarin	\$145,465
MacNeil	Michelle	\$118,712
MacNeil	David	\$102,838
MacPherson	Leo	\$143,600
Mahaffey	Thomas	\$111,306
Mallory	Peter	\$137,565
Malloy	Brandon	\$115,816
Maltby	Neil	\$144,812
Marangoni	Gerry	\$173,856
Marmura	Stephen	\$147,343
Marzlin	Peter	\$166,995
Matheson	Laurinda	\$107,653
Mattie	David	\$141,860
Maykut	Colleen	\$113,859
Mazerolle	Erin	\$109,628
McCaig	Melanie	\$109,108
McCormick	Peter	\$178,223
McGibbon	Elizabeth	\$169,241
McGillivray	Mary	\$154,155
McInnis	Peter	\$134,192
McIver	Rhonda	\$133,703
McKercher	Asa	\$115,816

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

Year ended March 31, 2026

Last Name	First Name	2026 Total Compensation
McMillan	Leslie Jane	\$179,384
McNichol	Jesse	\$100,333
Michelli	Antonio	\$106,877
Mitton	Jennifer	\$142,225
Morrison	Bobbi	\$150,794
Morton	Erin	\$217,674
Moynagh	Maureen	\$172,064
Mukerji	Bhasker	\$180,924
Murphy	Gillian	\$109,391
Nanji	Shafik	\$100,326
Neustaeter	Robin	\$113,121
Nguyen	Yen	\$131,000
Nilges	Mathias	\$152,709
Norman	Mark	\$100,581
Nzindukiyimana	Ornella	\$122,983
Oguejiofor	Emeka	\$148,501
Oickle	Dianne	\$108,404
Olstead	Laurell	\$147,797
Omae	Kenji	\$123,450
Oxner	Mary	\$170,860
Ozkok	Zeynep	\$109,112
Palanisamy	Ramaraj	\$203,133
Panagopoulos	Wendy	\$107,616
Parikh	Bhavik	\$127,594
Parks	Sara	\$109,021
Paz	Maria	\$135,329
Penner	Ken	\$171,474
Perry	Adam	\$111,102
Perry	Jennifer	\$106,392
Peters	Randy	\$154,172
Poole	Peter	\$173,856
Popp	Jessica	\$101,122
Potts	Jason	\$145,991
Purvis	Janet	\$118,132
Pye	Ian	\$120,093
Reid	Laura	\$111,427
Reid	Ryan	\$109,628
Rice	Julien	\$112,392
Risk	David	\$204,029
Roach	Mari	\$118,165
Robinson	Daniel	\$179,708
Robinson	Ingrid	\$123,489

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

Year ended March 31, 2026

Last Name	First Name	2026 Total Compensation
Rodela	Tamara	\$111,072
Romkey	Philip	\$108,456
Rosborough	Jonathan	\$135,886
Ruco	Arlinda	\$111,075
Rushka	Paul	\$107,351
Rushton	Cory	\$138,695
Russell	Hayley C.	\$109,004
Sampson	Virginia	\$102,056
Sampson	Alison	\$101,353
Scott	Jillian	\$102,959
Scrosati	Ricardo	\$171,959
Seaboyer	Craig	\$103,121
Semple	Rhonda	\$141,120
Shoikhedbrod	Igor	\$106,133
Sinha	Sarika	\$119,789
Smith	Douglas	\$180,001
Smith	Taylor J.	\$103,371
Stan	Lavinia	\$198,942
Steele	Christina	\$118,567
Summerfield	Fraser	\$115,816
Sweet	William	\$186,104
Tasneem	Nafisa	\$100,351
Taylor	Tara	\$162,914
Thompson	Kara	\$175,935
Thompson	Paul	\$117,900
Throop-Robinson	Evan	\$122,044
Tkacz	Gregoire	\$189,914
Tokarz	Wojciech	\$207,962
Toxopeus	Jantina	\$109,426
Trembinski	Donna	\$142,209
Tucker	Allison	\$156,212
Turniawan	Marian	\$101,475
Tynan	Paul	\$159,823
van Bommel	Martin	\$178,209
van den Hoogen	Robert	\$188,902
Venedam	Luc	\$128,839
Verberg	Norine	\$144,793
Vermeyden	Lydia	\$113,085
Vincent	Susan	\$178,289
Vishwakarma	Vijay	\$153,541
Wallace	Rebecca	\$101,632
Walters	William	\$127,760

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2026

Last Name	First Name	2026 Total Compensation
Wang	Ping	\$121,607
Waterman	Gary	\$101,168
Watson	Lisa	\$152,767
Weaver	Angela	\$145,413
Weaving	Charlene	\$179,183
Wilputte	Earla	\$182,752
Withey	Patrick	\$153,282
Wright	Kailin	\$123,990
Wyeth	Russell	\$149,746
Yeo	Elizabeth	\$221,010
Young	David	\$188,767
Zecker	Robert	\$163,672
Zhou	Ping	\$171,548
Zuschlag	Anna	\$108,510

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,
- (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.

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 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.

2. Commentary on reported compensation

Certain payments made during the 12 months ending March 31, 2026 resulted in reported compensation being greater than the employee's annual contracted compensation as follows:

- (1) Upon signing the Collective Agreement effective July 1, 2022, certain employees received a retro salary payment related to fiscal 2025.