Statement of Financial Information

Schedules required by the Financial Information Act

For the year ended March 31, 2016

Statement of Financial Information

Required under the Financial Information Act

For the Year Ended March 31, 2016

Index

	Schedule
Statement of Financial Information Approval	1
Management Report	II
Schedule of Debts	III
Financial Statements	IV
Schedule of Guarantee and Indemnity Agreement	V
Schedule of Remuneration and Expenses	VI
Schedule of Remuneration for Directors	VII
Schedule of Severance Agreements	VIII
Schedule of Payment to Suppliers Goods and Services	IX
Statement of Cash Flow – Capital Fund	Х

Statement of Financial Information Approval¹

The undersigned represents the Board of Directors of Vancouver Community College and approves all the statements and schedules included in this Statement of Financial Information produced under the *Financial Information Act*.

Pamela S. Ryan

Chair

September 28, 2016

¹ Prepared pursuant to the Financial Information Regulation, Schedule 1, section 9.

Management Report¹

The Financial Statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with generally accepted accounting principles, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all the statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Governors is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control and exercises this responsibility through the Finance and Audit Committee of the Board. The Finance and Audit Committee meets with management and the external auditors annually.

The external auditors, Office of the Auditor General, conduct an independent examination, in accordance with generally accepted auditing standards, and express their opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the Act. Their examination includes a review and evaluation of the College's systems of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly.

On behalf of Vancouver Community College,

Dr Peter Nunoda

President

September 28, 2016

¹ Prepared pursuant to the Financial Information Regulation, Schedule 1, section 9.

Schedule of Debts

As at March 31, 2016, balance of the capital lease agreement shared between the College and BCIT was \$7,269,957.

Financial Statements of

VANCOUVER COMMUNITY COLLEGE

Year ended March 31, 2016

Statement of Management Responsibility

The financial statements have been prepared by management in accordance with Section 23.1 of the *Budget Transparency and Accountability Act* of the Province of British Columbia. The integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes of the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements. A summary of the significant accounting policies are described in Note 2 to the financial statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced. The internal controls are designed to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and recorded in compliance with legislative and regulatory requirements, and reliable financial information is available on a timely basis for preparation of the financial statements.

The Vancouver Community College Board of Governors is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control, and exercises these responsibilities through the Audit and Finance Committee. The Audit and Finance Committee reviews the internal financial statements on a quarterly basis and external audited financial statements yearly. The Audit and Finance Committee also discuss any significant financial reporting or internal control matters prior to their approval of the financial statements.

The external auditors, the Office of the Auditor General of British Columbia conducts an independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of Vancouver Community College and meet when required. The accompanying Auditor's Report outlines their responsibilities, the scope of their examination and their opinion on the financial statements.

On behalf of Vancouver Community College

Dr. Peter Nunoda President Marlene Kowalski

VP, Administration & CFO



INDEPENDENT AUDITOR'S REPORT

To the Board of Governors of Vancouver Community College, and To the Minister of Advanced Education, Province of British Columbia

I have audited the accompanying financial statements of Vancouver Community College ("the entity"), which comprise the statement of financial position as at March 31, 2016, and the statements of operations, change in net debt and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

In my view, the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified audit opinion.

Basis for Qualified Opinion

As described in Note 2a to the financial statements, the entity's accounting treatment for contributions received from governments and for externally restricted contributions received from non-government sources is to initially record them as deferred revenue (a liability) and then recognize revenue in the statement of operations either on the same basis as the related expenditures occur or, in the case of funds for the purchase or construction of capital assets, to

recognize revenue on the same basis as the related assets are amortized. The entity was required to adopt this accounting policy as prescribed by Treasury Board Regulation 198/2011.

Under Canadian Public Sector Accounting Standards, the entity's method of accounting for contributions is only appropriate in circumstances where the funding meets the definition of a liability. Otherwise, the appropriate accounting treatment is to record contributions as revenue when they are received or receivable. In our opinion certain contributions of the entity do not meet the definition of a liability, and as such the entity's method of accounting for those contributions represents a departure from Canadian Public Sector Accounting Standards.

This departure has existed since the inception of the standard, which applies to periods beginning on or after April 1, 2012. When the cumulative effects of this departure to date are adjusted through opening accumulated surplus, the entity's records indicate that the effects of this departure on the current year financial statements is an overstatement of the liability for deferred revenue of \$98,461 and deferred capital contributions of \$81,364,838, an understatement of accumulated surplus, beginning year, of \$84,030,319, and a current year overstatement of revenue of \$2,567,020. Accordingly, the current year deficit is understated by \$2,567,020 and net debt is overstated by \$81,463,299.

Qualified Opinion

In my opinion, except for the effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of the entity as at March 31, 2016, and the results of its operations, changes in its net debt, and its cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards.

Other Matters

Without modifying my opinion, I advise the reader that I was not engaged to audit the comparative financial statements of Vancouver Community College as at March 31, 2015, for their fair presentation in accordance with Canadian Public Sector Accounting Standards. The financial statements of Vancouver Community College as at March 31, 2015 were audited by a professional accounting firm who previously reported on their compliance with Section 23.1 of the *Budget Transparency and Accountability Act* including Treasury Board Regulation 198/2011 prescribing the accounting policy for contributions. However, because that audit reported against a different framework than that of the current year, I must advise you that the comparative information in the financial statements and related disclosures were not audited in accordance with the Canadian Public Sector Accounting Standards framework adopted in the current year, but rather compliance with Section 23.1 of the *Budget Transparency and Accountability Act*.

Victoria, British Columbia June 10, 2016 Russ Jones, FCPA, FCA Deputy Auditor General



Statement of Financial Position

March 31, 2016, with comparative information for 2015

	2016	201
Financial assets		
Cash and cash equivalents	\$ 15,841,972	\$ 13,921,147
Investments (note 4)	237,500	239,345
Accounts receivable	1,556,316	1,844,599
Due from government and other government organizations (note 5)	1,506,330	2,071,264
Inventories for resale	804,024	1,023,802
	19,946,142	19,100,157
Liabilities		
Accounts payable and accrued liabilities (note 6)	14,214,480	10,601,472
Due to government and other government organizations (note 5)	210,372	187,360
Employee future benefits (note 7)	1,694,939	1,730,898
Deferred tuition fees (note 8)	5,169,658	5,327,598
Deferred revenue (note 9)	3,969,118	3,594,762
Deferred capital contributions (note 10)	81,622,906	84,322,739
Capital lease obligation (note 11)	7,269,957	7,318,803
	114,151,430	113,083,632
Net debt	 (94,205,288)	(93,983,475
Non-financial assets		
Tangible capital assets (note 12)	111,100,193	114,979,239
nventories held for use	90,743	119,073
Prepaid expenses	170,580	167,423
	111,361,516	115,265,735
Accumulated surplus (note 13)	\$ 17,156,228	21,282,260

Contractual obligations (note 15) Contingencies (note 16)

See accompanying notes to financial statements.

Approved on behalf of the Board:

President

Chair of the Board

Statement of Operations

Year ended March 31, 2016, with comparative information for 2015

	Budget	2016	2015
	(note 2 j)		
Revenue			
Province of British Columbia grants	\$ 53,992,008	\$ 56,226,936	\$ 61,182,207
Province of British Columbia contracts	-	1,224,940	2,787,689
Federal Government grants and contracts	4,557,688	4,661,193	4,971,201
Tuition and student fees	28,538,245	26,277,597	19,562,855
Sales of goods and services	6,383,101	6,385,777	6,435,176
Other grants and contracts	2,309,996	594,500	402,644
Miscellaneous income	1,340,955	2,217,640	1,536,610
Investment income	300,000	166,204	230,463
Revenue recognized from deferred capital contributions	5,048,268	5,224,000	4,786,019
	102,470,261	102,978,787	101,894,864
Expenses (note 17)			
Instruction and instructional support	94,953,935	95,649,865	98,888,944
Ancilliary operations	7,021,338	7,573,353	7,364,607
Special purpose funds	494,988	3,881,601	1,053,668
	102,470,261	107,104,819	107,307,219
Annual deficit	\$ -	\$ (4,126,032)	\$ (5,412,355)
Accumulated surplus, beginning of year	21,282,260	21,282,260	26,694,615
Accumulated surplus, end of year	\$ 21,282,260	\$ 17,156,228	\$ 21,282,260

See accompanying notes to financial statements.

Statement of Change in Net Debt

Year ended March 31, 2016, with comparative information for 2015

	Budget	2016	2015
	(note 2 j)		
Annual deficit	\$ - \$	(4,126,032) \$	(5,412,355)
(Acquisition) of tangible capital assets Amortization of tangible capital assets	(1,700,000) 8,736,828	(5,062,467) 8,941,513	(8,979,612) 8,844,010
Capital lease obligation	7,036,828	3,879,046	(7,350,333) (7,485,935)
(Acquisition) of inventories (Acquisition) of prepaid expenses	-	(90,743) (170,580)	(119,073) (167,423)
Use of inventories Use of prepaid expenses	- - -	119,073 167,423	125,764 557,627
- Coo di propara experiese	-	25,173	396,895
Decrease (increase) in net debt	7,036,828	(221,813)	(12,501,395)
Net debt, beginning of year	(93,983,475)	(93,983,475)	(81,482,080)
Net debt, end of year	\$ (86,946,647) \$	(94,205,288) \$	(93,983,475)

See accompanying notes to financial statements.

Statement of Cash Flows

Year ended March 31, 2016, with comparative information for 2015

	2016	2015
Cash provided by (used in):		
Operations:		
Annual deficit	\$ (4,126,032) \$	(5,412,355)
Items not involving cash:	,	, , ,
Amortization of tangible capital assets	8,941,513	8,844,010
Revenue recognized from deferred capital contributions	(5,224,000)	(4,786,019)
Change in employee future benefits	(35,959)	(1,963,432)
Change in non-cash operating working capital:	, ,	, , ,
Decrease in accounts receivable	288,283	525,691
Decrease in inventories for resale	219,778	83,247
Decrease (increase) in due from government and other	,	•
government organizations	564,934	(1,059,325)
(Increase) decrease in prepaid expenses	(3,157)	390,204
Decrease in inventories held for use	28,330	6,691
Increase in accounts payable and accrued liabilities	3,613,009	685,068
Increase in due to Province of BC and other government	2,212,222	,
organizations	23,012	187,360
(Decrease) increase in deferred tuition fees	(157,940)	1,067,966
Increase (decrease) in deferred revenues	374,356	(6,832,371)
Net change in cash from operating activities	4,506,127	(8,263,265)
Capital activities:		
(Acquisition) of tangible capital assets	(5,062,467)	(8,979,612)
Net change in cash from capital activities	(5,062,467)	(8,979,612)
Financing activities:		
Principle reduction capital lease obligation	(48,847)	(31,530)
Deferred capital contributions received	2,524,167	5,819,134
Net change in cash from financing activities	2,475,320	5,787,604
Investing activities:		
Redemption of investments	1,845	3,687,285
·	1,845	3,687,285
Net increase (decrease) in cash and cash equivalents	1,920,825	(7,767,988)
Cash and cash equivalents, beginning of year	13,921,147	21,689,135
Cash and cash equivalents, end of year	\$ 15,841,972 \$	13,921,147

See accompanying notes to financial statements.

Interest received during the year was \$166,203 (2015 - \$230,463). Interest paid during the year was \$305,724 (2015 - \$204,936)

Notes to Financial Statements

Year ended March 31, 2016

1. Authority and Purpose:

Vancouver Community College (the "College") is a post-secondary educational institution funded in part by the Province of British Columbia and incorporated under the College and Institute Act on November 28, 1978. The College is a not-for-profit entity governed by a Board of Governors, the majority of which are appointed by the provincial government of British Columbia. The College is exempt from income taxes under Section 149 of the Income Tax Act.

The College serves a diverse urban community by providing excellent programs and services that prepare learners for ongoing education, direct entry into employment, career advancement and greater participation in the community.

2. Summary of significant accounting policies:

The financial statements of Vancouver Community College are prepared by management in accordance with the basis of accounting described below. Significant accounting policies are as follows:

(a) Basis of accounting:

The financial statements have been prepared in accordance with Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board.

The Budget Transparency and Accountability Act requires that the financial statements be prepared in accordance with the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Regulation 257/2010 requires all tax-payer supported organizations in the Schools, Universities, Colleges and Hospitals sectors to adopt Canadian public sector accounting standards without any PS4200 elections effective their first fiscal year commencing after January 1, 2012.

Regulation 198/2011 requires that restricted contributions received or receivable are to be reported as revenue depending on the nature of the restrictions on the use of the funds by the contributors. Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services. Contributions restricted for specific purposes other than those for the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the year in which the stipulation or restriction on the contributions have been met. For British Columbia tax-payer supported organizations, these contributions include government transfers and externally restricted contributions.

Notes to Financial Statements (continued)

Year ended March 31, 2016

2. Summary of significant accounting policies (continued):

(a) Basis of accounting (continued):

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of Canadian public sector accounting standards which requires government transfers, which do not contain a stipulation that creates a liability, be recognized as revenue by the recipient when approved by the transferor and the eligibility criteria have been met in accordance with public sector accounting standard PS3410. As a result, revenue recognized in the statement of operations and certain related deferred capital contributions would be recorded differently under Canadian Public Sector Accounting Standards.

(b) Cash and cash equivalents:

Cash and cash equivalents include highly liquid investments with a term to maturity of three months or less at the date of purchase.

(c) Financial instruments:

Financial instruments are classified into two categories: fair value or cost.

- (i) Fair value category: Portfolio investments in equity instruments that are quoted in an active market and derivative instruments are reflected at fair value as at the reporting date. Sales and purchases of investments are recorded on the trade date. Transaction costs related to the acquisition of investments is recorded as an expense. Unrealized gains and losses on financial assets are recognized in the Statement of Remeasurement Gains and Losses until such time that the financial asset is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the Statement of and related balances reversed from the Statement of Remeasurement Gains and Losses.
- (ii) Cost category: Gains and losses are recognized in the Statement of Operations when the financial asset is derecognized due to disposal or impairment. Sales and purchases of investments are recorded on the trade date. Transaction costs related to the acquisition of investments is included in the cost of the related investments.
- (iii) The College does not have any financial instruments that are recorded at fair value.
- (iv) The following items are included in the cost category and measured as follows:
 - (A) Accounts receivable are measured at amortized cost using the effective interest method.
 - (B) Investments are comprised of term deposits, bearer deposit notes, and bankers' acceptances that are capable of prompt liquidation. The investments are cashable on demand and are recorded at amortized cost based on the transaction price on the trade date. All interest income, gains and losses are recognized in the statement of operations in the period in which they arise.
 - (C) Accounts payable and accrued liabilities are measured at amortized cost using the effective interest method.

Notes to Financial Statements (continued)

Year ended March 31, 2016

2. Summary of significant accounting policies (continued):

(d) Inventories for resale and assets held for sale:

Inventories held for resale, including books and school supplies, and assets held for resale are recorded at the lower of cost or net realizable value. Cost includes the original purchase cost, plus shipping and applicable duties. Net realizable value is the estimated selling price less any costs to sell.

(e) Non-financial assets:

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

(i) Tangible capital assets:

Tangible capital assets are recorded at cost, which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. Interest during construction is capitalized whenever external debt is issued to finance the construction of tangible capital assets. The cost, less residual value, of the tangible capital assets, excluding land, are amortized on a straight line basis over their estimated useful lives shown below. Land is not amortized as it is deemed to have a permanent value.

Asset	Basis
Buildings	30 - 50 years
Building improvements	15 years
Building under capital lease	30 years
Furniture and equipment	5 years
Leasehold improvements	30 years
Computer hardware and software	4 years

Assets under construction are not amortized until the asset is available for productive use. Tangible capital assets are written down when conditions indicate that they no longer contribute to the College's ability to provide goods and services.

Leases of tangible capital assets which transfer substantially all the benefits and risks of ownership are accounted for as leased tangible capital assets. Capital lease obligations are recorded at the present value of the minimum lease payments excluding executor costs. The discount rate used to determine the present value of the lease payments was based on the current government borrowing rates of 30 year term debts at that time. Note 11 provides a schedule of repayments and amount of interest on the leases.

(ii) Inventories held for use:

Inventories held for use are recorded at the lower of cost and replacement cost.

Cost includes the original purchase cost, plus shipping and applicable duties. Replacement cost

Notes to Financial Statements (continued)

Year ended March 31, 2016

2. Summary of significant accounting policies (continued):

is the estimated current cost to replace the items.

(iii) Prepaid expenses:

Prepaid expenses are recorded at cost and amortized over the period where the service benefits are received.

(f) Employee future benefits:

- (i) The College and its employees make contributions to the College Pension and Municipal Pension Plans which are multi-employer joint trustee plans. These plans are defined benefit plans, providing a pension on retirement based on the member's age at retirement, length of service and highest earnings. Defined contribution plan accounting is applied because sufficient information is not available to apply defined benefit accounting. Contributions are expensed as they become payable.
- (ii) Sick leave benefits are also available to the College's employees. The costs of these benefits are actuarially determined based on length of service and best estimates of benefit usage, retirement ages and expected future salary and wage increases. The obligation under these benefit plans are accrued based on projected benefits as the employees render services necessary to earn the future benefits. Actuarial gains and losses are amortized over the expected employee average remaining service life. The accrued benefit obligation and the net periodic benefit cost were estimated by an actuarial valuation completed in March 31, 2015 and projected to March 31, 2016.
- (iii) The College provides long-service and gratuity benefits to the employees. The costs of these benefits are actuarially determined based on length of service and best estimates of benefit usage, retirement ages and expected future salary and wage increases. The obligation under these benefit plans are accrued based on projected benefits as the employees render services necessary to earn the future benefits. Actuarial gains and losses are amortized over the expected employee average remaining service life. The most recent valuation of the College's future employee benefits was completed March 31, 2015 and projected to March 31, 2016.
- (iv) Employees who are members of the Faculty Association who are retiring at age 55 or over and who receive pension under the provisions of the Pension Act, receive a benefit where the College pays for Group Life Insurance premiums equivalent to the lesser of \$10,000 or the coverage in effect immediately preceding retirement for five years. These benefits are recognized based on the net present value of the expected obligations.

(g) Revenue recognition:

(i) Fees for services:

Tuition fees are collected in advance and recognized as revenue at the time services are provided.

Student fees and sales of goods and services are reported as revenue at the time the services are provided or the products are delivered, and collection is reasonably assured.

Notes to Financial Statements (continued)

Year ended March 31, 2016

2. Summary of significant accounting policies (continued):

(ii) Contributions:

Unrestricted donations and grants are recorded as revenue when receivable if the amounts can be estimated and collection is reasonably assured.

Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are recorded in accordance with Regulation 198/2011 which requires that they be recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services.

Contributions restricted for specific purposes other than those for the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the year in which the stipulation or restriction on the contributions have been met.

(iii) Investment income:

Investment income includes interest recorded on an effective interest method, dividends recorded as declared, realized gains and losses on the sale of investments, and write-downs on investments where the loss in value is determined to be other-than-temporary.

(h) Asset retirement obligations:

The College recognizes asset retirement obligations in the period in which it incurs a legal obligation associated with the retirement of a tangible long-lived asset, including leased premises resulting from the acquisition, construction, development, and/or normal use of the asset. The fair value of the asset retirement cost is capitalized as part of the carrying value of the related long-lived asset and is amortized over the life of the asset. The liability may be changed to reflect the passage of time and changes in the fair value assessment of the retirement obligation.

The College has determined that there were no significant asset retirement obligations to be recognized.

(i) Foreign currency translation:

The College's functional currency is the Canadian dollar. Transactions in foreign currencies are translated into Canadian dollars at the exchange rate in effect on the transaction date. Monetary assets and liabilities denominated in foreign currencies and non-monetary assets and liabilities which were designated in the fair value category under the financial instrument standard are reflected in the financial statements in equivalent Canadian dollars at the exchange rate in effect on the statement of financial position date. Any gain or loss resulting from a change in rates between the transaction date and the settlement date or statement of financial position date is recognized in the Statement of Operations.

Notes to Financial Statements (continued)

Year ended March 31, 2016

2. Summary of significant accounting policies (continued):

(j) Budget figures:

The budget figures have been derived from the 2015/16 Budget approved by the Board of Governors of the College on June 29, 2015. The budget is reflected in the Statement of Operations and the Statement of Changes in Net Financial Assets.

(k) Measurement uncertainty:

The preparation of the financial statements in accordance with Canadian public sector accounting standards requires management to make estimates and assumptions. These estimates and assumptions affect the reported amounts of assets, liabilities, and related disclosures. Key areas where management has made estimates and assumptions include those related to the net realizable value of inventories for resale, useful lives of tangible capital assets, the present value of employee future benefits, and provisions for contingencies and commitments. Where actual results differ from these estimates and assumptions, the impact will be recorded in future periods when the difference becomes known.

3. Impact of accounting for government transfers in accordance with Section 23.1 of the Budget Transparency and Accountability Act:

As noted in the significant accounting policies, Section 23.1 of the Budget Transparency and Accountability Act and its related regulations require the College to recognize all government transfers provided to purchase capital assets into revenue on the same basis as the related amortization expense. In addition, all government transfers related to restricted contributions for purposes other than purchasing capital assets are to be deferred by the College and included in revenue in the period when the transfer restriction has been met.

Canadian public sector accounting standards would require these grants to be fully recognized into revenue when received by the College unless they contain a stipulation that meets the definition of a liability. This departure has resulted in an:

- (a) Year-ended March 31, 2016 understatement of the annual deficit by \$2,567,020 (March 31, 2015 understatement of the annual deficit by \$1,010,279).
- (b) March 31, 2016 understatement of the beginning balance of accumulated surplus by \$84,030,319 and an overstatement of deferred operating contributions by \$98,461 and deferred capital contributions by \$81,364,838 (March 31, 2015 understatement of the beginning balance of accumulated surplus by \$83,020,039 and an overstatement of deferred operating contributions by \$83,653 and deferred capital contributions by \$83,946,665).

4. Investments:

Short-term investments consist of a term deposit, due November 1, 2016 that bears interest of 0.05%.

Notes to Financial Statements (continued)

Year ended March 31, 2016

5. Due from (to) the government and other government organizations:

	2016	2015
Due from the Province of BC Due from the Federal government	\$ 299,434 1,206,896	\$ 821,269 1,249,995
	\$ 1,506,330	\$ 2,071,264
Due to BCIT	210,372	187,360
	\$ 210,372	\$ 187,360

The amounts are due on demand and are non-interest bearing.

6. Accounts payable and accrued liabilities:

	2016	2015
Accounts payable and accrued liabilities Salaries and benefits payable Accrued vacation pay and earned time off Student deposits	\$ 3,526,382 \$ 6,594,203 1,942,374 2,151,521	2,709,381 3,974,071 1,994,470 1,923,550
	\$ 14,214,480 \$	10,601,472

7. Employee future benefits:

(i) Pension plan

The College and its employees contribute to the College Pension Plan and Municipal Pension Plan (jointly trusteed pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits provided are based on a formula. As at August 31, 2015, the College Pension Plan has about 14,000 active members, and approximately 6,500 retired members. As at December 31, 2014, the Municipal Pension Plan has about 185,000 active members, including approximately 5,800 from colleges.

Notes to Financial Statements (continued)

Year ended March 31, 2016

7. Employee future benefits (continued):

The most recent actuarial valuation for the College Pension Plan as at August 31, 2012, indicated a \$105 million funding deficit for basic pension benefits. The next valuation will be August 31, 2015, with results available in 2016. The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2012, indicated a \$1,370 million funding deficit for basic pension benefits. The next valuation will be December 31, 2015, with results available in 2016.

Employers participating in the plans record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plans record accrued liabilities and accrued assets for the plans in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plans.

The College paid \$5,371,825 (2015 - \$5,626,783) for employer contributions to the plan in fiscal 2016.

(ii) Employee future benefits

Sick lea			Lor	ng-service and gratuity	2016 Total
Balance March 31, 2015 Current service cost Interest cost Benefits paid	\$	1,113,000 495,000 43,000 (534,000)	\$	617,898 20,041 20,000 (80,000)	\$ 1,730,898 515,041 63,000 (614,000)
Balance March 31, 2016	\$	1,117,000	\$	577,939	\$ 1,694,939

	S	Sick leave		Sick leave Long-service and gratuity			2015 Total
Balance March 31, 2014	\$	890,000	\$	741,923	\$ 1,631,923		
Current service cost		482,000		32,975	514,975		
Interest cost		35,000		25,000	60,000		
Benefits paid		(461,000)		(79,000)	(540,000)		
Net actuarial loss (gain)		167,000		(103,000)	64,000		
Balance March 31, 2015	\$	1,113,000	\$	617,898	\$ 1,730,898		

The significant actuarial assumptions adopted in measuring the College's accrued benefit obligation are as follows:

Notes to Financial Statements (continued)

Year ended March 31, 2016

7. Employee future benefits (continued):

	2016	2015
Discount rates	3.0%	3.0%
Expected future inflation rates	2.0%	2.0%
Expected wage and salary increases	2.75%	2.75%

8. Deferred tuition fees:

Deferred tuition includes tuition received in advance of the related activity performed.

			Rec	eipts during	T	ransferred to	
	Oper	ning balance		year		revenue	2016 Total
Deferred tuition	\$	5,327,598	\$	26,119,657	\$	(26,277,597) \$	5,169,658

9. Deferred revenue:

Deferred revenue includes grants, contract fees and miscellaneous income received in advance of the related activity performed.

			Re	ceipts during	T	ransferred to	
	Ope	ning balance		year		revenue	2016 Total
Deferred Contract Deferred Contribution	\$	331,053 3,263,709	\$	7,123,400 10,893,073	\$	(6,404,008) (11,238,109)	\$ 1,050,445 2,918,673
Deferred revenue	\$	3,594,762	\$	18,016,473	\$	(17,642,117)	\$ 3,969,118

10. Deferred capital contributions:

Deferred capital contributions represent the unamortized amount of externally restricted grants and other funding received for the purchase of capital assets. Amortization of deferred capital contributions is recorded as revenue in the statement of operations over the useful life of the related asset.

	2016	2015
Balance at beginning of the year Contributions received Less amortization to revenue	\$ 84,322,739 \$ 2,524,167 (5,224,000)	83,289,624 5,819,134 (4,786,019)
	\$ 81,622,906 \$	84,322,739

Notes to Financial Statements (continued)

Year ended March 31, 2016

10. Deferred capital contributions (continued):

Deferred capital contributions are comprised of the following:

	2016	2015
Unamortized capital contributions Unspent contributions	\$ 80,913,879 709,027	\$ 83,593,084 729,655
	\$ 81,622,906	\$ 84,322,739

11. Obligations under capital lease

During 2014/15, Vancouver Community College and BCIT entered into a Memorandum of Understanding to share a facility space on Annacis Island in Delta, British Columbia. As part of this arrangement, Vancouver Community College and BCIT entered into a joint lease agreement for a building with a third party. The term of the lease is 30 years and commenced August 1, 2014.

2017	\$ 354,663
2018	354,663
2019	354,663
2020	378,434
2021	390,318
Therafter	11,263,810
Total minimum lease payments	13,096,551
Less amounts representing interest (at 4.19% per annum)	(5,826,723)
Present value of net minimum capital lease payments	\$ 7,269,957
Total interest of the capital lease for the year	\$ 305,724

Total interest on leases for the year was \$305,724 (2015 – \$204,936).

Notes to Financial Statements (continued)

Year ended March 31, 2016

12. Tangible capital assets:

2016		Land	Buildings	Building improvements	uilding under capital lease	ı	Furniture and equipment	i	Leasehold mprovements	Computer hardware and software	2016 Total
Cost											
Opening balance	\$	7,744,768	\$ 144,414,647	\$ 4,597,705	\$ 7,350,333	\$	71,102,402	\$	4,202,525	\$ 23,722,357	\$ 263,134,737
Additions		-	-	2,153,580	-		1,619,067		-	1,289,820	5,062,467
Ending		7,744,768	144,414,647	6,751,285	7,350,333		72,721,469		4,202,525	25,012,177	268,197,204
Accumulated am	ortiza	ation									
Opening balance		-	64,042,346	690,002	163,341		62,861,024		84,714	20,314,071	148,155,498
Amortization		-	3,609,895	378,300	245,011		2,853,188		140,084	1,715,035	8,941,513
Closing balance		-	67,652,241	1,068,302	408,352		65,714,212		224,798	22,029,106	157,097,011
Net book value	\$	7,744,768	\$ 76,762,406	\$ 5,682,983	\$ 6,941,981	\$	7,007,257	\$	3,977,727	\$ 2,983,071	\$ 111,100,193

2015		Land	Buildings	i	Building mprovements	uilding under capital lease	Furniture and equipment	iı	Leasehold nprovements	Computer ardware and software	2015 Total
Cost											
Opening balance	\$	7,744,768	\$ 144,414,647	\$	3,725,662	\$ -	\$ 68,122,589	\$	-	\$ 22,797,126	\$ 246,804,792
Additions		-	-		872,043	7,350,333	2,979,813		4,202,525	925,231	16,329,945
Ending		7,744,768	144,414,647		4,597,705	7,350,333	71,102,402		4,202,525	23,722,357	263,134,737
Accumulated am	ortiz	ation									
Opening balance		-	60,432,486		267,333	-	60,087,566		-	18,524,103	139,311,488
Amortization		-	3,609,860		422,669	163,341	2,773,458		84,714	1,789,968	8,844,010
Closing balance		-	64,042,346		690,002	163,341	62,861,024		84,714	20,314,071	148,155,498
Net book value	\$	7.744.768	\$ 80.372.301	\$	3.907.703	\$ 7.186.992	\$ 8.241.378	\$	4.117.811	\$ 3.408.286	\$ 114.979.239

Notes to Financial Statements (continued)

Year ended March 31, 2016

13. Accumulated surplus:

	2016	2015
Accumulated surplus is comprised of: Invested in tangible capital assets Unrestricted	\$ 20,398,681 \$ (3,242,453)	24,067,352 (2,785,092)
	\$ 17,156,228 \$	21,282,260

14. Related organization:

The Vancouver Community College Foundation ("the Foundation") is a separate society formed to raise funds to further the interests of the College and to provide scholarships and bursaries for students of the College. The College does not control the Foundation; therefore, the Foundation's assets, liabilities, revenues and expenses are not included in these financial statements.

The College had the following transactions with the Foundation:

	2016	2015
Foundation contributed awards and bursuaries to Students Foundation provided project funding and equipment to the College Foundation reimbursed the College for salaries expenses College contributed grants to the Foundation for operating expenses	\$ 575,876 125,396 290,211 250,000	\$ 350,107 68,529 88,281 85,151

As of March 31, 2016, the College had accounts receivable from the Foundation of \$3,092 (2015 - \$Nil) for expenses that were paid for by the College on behalf of the Foundation as well as capital campaign donations. At March 31, 2016, the Foundation had net assets of \$12.86 million (2015 - \$12 million).

For the year ended March 31, 2016, gift in kind donations from the Foundation to the College were \$64,830 (2015 - \$63,185) of which \$0 (2015 - \$0) was recorded as capital assets.

15. Contractual obligations:

(a) Building construction contracts:

During the year ended March 31, 2009, the College completed construction of a new campus building. At year end, the College has an outstanding letter of credit with the City of Vancouver, secured by a short-term GIC for \$237,500. This letter of credit will be held until Phase II of the campus redevelopment has been completed.

(b) Operating lease land

In 2014/15, Vancouver Community College entered into a partnership with BCIT to share a joint facility. As part of this lease, land has been segregated as an operating lease. The term is 30 years commencing August 1, 2015.

Notes to Financial Statements (continued)

Year ended March 31, 2016

15. Contractual obligations (continued):

Payments required under this lease are as follows:

2017	\$ 115,799
2018	115,799
2019	115,799
2020	123,558
2021	127,438
Thereafter	3,677,246
Total minimum lease payments	\$ 4,275,639

(c) Service contracts:

The College entered into a number of long term service contracts for equipment rentals and service contracts with expected payments as follows:

2017	\$ 2,111,140
2018	1,983,542
2019	747,168
2020	153,767
2021	16,000
	\$ 5,011,617

16. Contingent liabilities:

The College is currently engaged in or party to certain pending matters. A reasonable estimate of these future liabilities has been made where possible and is recorded in the financial statements as a liability. Where the outcomes of amounts or losses are uncertain, no amounts have been recorded.

17. Expenses by object:

The following is a summary of expenses by object:

	2016	2015
Salaries and benefits	\$ 74,717,547 \$	76,294,051
Supplies and services	12,529,326	10,505,631
Building and telecom	6,377,500	7,168,808
Cost of goods sold	4,538,933	4,494,719
Amortization	8,941,513	8,844,010
	\$ 107,104,819 \$	107,307,219

Notes to Financial Statements (continued)

Year ended March 31, 2016

17. Expenses by object (continued):

Salaries and benefits include one-time restructuring costs, early retirement incentives, and voluntary departure incentives paid to its eligible faculty, CUPE employees and college administration. These costs were incurred due to lower enrolment in a number of programs resulting from a change in funding structure from government grants to tuition based programming. These one-time costs amount to \$3,061,507.

18. Financial risk management:

The College has exposure to the following risks from its use of financial instruments: credit risk, market risk and liquidity risk.

The Board of Governors ensures that the College has identified its major risks and ensures that management monitors and controls them.

(a) Credit risk:

Credit risk is the risk of financial loss to the College if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Such risks arise principally from certain financial assets held by the College consisting of investments and accounts receivable. The College assesses these financial assets, on a continuous basis for any amounts that are not collectible or realizable.

(b) Market risk:

Market risk is the risk that changes in market prices, such as interest rates, will affect the College's income. The objective of market risk management is to control market risk exposures within acceptable parameters while optimizing the return on risk.

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in the market interest rates.

It is management's opinion that the College is not exposed to significant market or interest rate risk arising from its financial instruments.

(c) Liquidity risk:

Liquidity risk is the risk that the College will not be able to meet its financial obligations as they become due.

The College manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated investing and financing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the College's reputation.

19. Comparative figures:

Certain comparative figures have been restated to conform to current year's presentation

Schedule of Guarantee and Indemnity Agreements¹

The number of financial guarantee and indemnity agreements in force which require government approval prior to being given under the Financial Administration Act Guarantees and Indemnities Regulation during the 2015/16 fiscal year was 29.

-

¹Prepared pursuant to the Financial Information Regulation, Schedule 1, section 5.

Employee	Remuneration	Other Expense
Adams, Virginia	87,488.66	2,866
Aghakian, Patris	82,536.89	931
Aitken, Robert	87,105.91	21
Allen, Sarah	87,105.91	240
Anderson, Del	81,599.55	865
Aro, Susan	90,199.47	1,440
Au-Wong, Elaine	92,478.98	2,895
Aulakh, Surinder	113,757.83	-
Austin, Pat	87,105.91	240
Avery, Wayne	88,779.03	440
Avis, Wendy	98,242.30	-
Bach, Donald	83,144.84	-
Baily, Nancy	87,105.91	3,330
Barbati, Pam	87,105.91	1,790
Barnes, Aileen	89,094.62	1,832
Barnes, William	87,105.91	110
Bauden, Bonnie	87,105.91	1,177
Beacham, Brian	121,671.45	-
Beauchamp, Robert	88,955.55	240
Bebel, Dariusz	90,199.48	1,689
Beerwald, Denise	89,286.14	725
Belton, Susan	87,105.91	177
Ben-Itzhak, Susan	87,105.91	440
Bhimji, Azeem	87,105.91	240
Bingley, Alan	87,105.91	-
Black, Meridy	85,943.74	725
Bonkowski, Harald	87,105.91	434
Boulanger, Paula	87,512.78	1,077
Brandwood, Linda	87,105.91	3,946
Branter, David	87,105.91	1,513
Brooke, Karen	80,281.79	440
Brown, Ben	87,105.91	240
Brunt, Caroline	83,265.90	3,453
Buckham, Jill	86,667.56	3,100
Burcescu, Cecilia	87,105.91	600
Burnyeat, Elizabeth	76,740.30	-
Caglayan, Alper	87,583.31	2,673
Caldwell, Robert	87,105.91	-
Campbell, Kathleen	97,147.46	725
Carefoot, Sharon	110,596.11	379
Carlos, Roberto	77,243.96	738

Employee	Remuneration	Other Expense
Cavenaile, Gordon	87,105.91	440
Chauvet, Vincent	87,105.91	2,496
Chernen, Joann	88,829.40	360
Choi, NaYoung	108,681.88	-
Chong, Fionna	90,199.48	4,021
Chow, Carol	87,724.99	-
Chow, Louis	89,286.14	1,005
Chow, Tina	112,803.34	1,270
Christie, Judith	89,302.73	734
Chu, Eugenia	86,100.43	1,038
Chubey, Betty	87,105.91	2,815
Clarke, Shirley	87,105.91	2,693
Coad, Marnie	75,453.28	-
Cohen, Jason	87,105.91	2,104
Colettis, Joanna	80,344.30	440
Colombo, Greg	98,876.55	270
Contois, Theresa	97,700.09	-
Copp Mokkonen, Alicia	83,985.81	240
Cosco, Frank	93,860.58	240
Cowie, Tanya	86,652.21	200
Cox, Eleanor	87,105.91	421
Credico, Randall	87,105.91	-
Cross, David	90,199.48	536
Cunningham, Margaret	75,340.42	-
Curry, Patrick	87,105.91	-
Cyr, Richard	101,930.13	2,313
Dannhauer, Louise	87,105.91	636
Dauke, Wolfgang	84,545.39	-
Defert, Ingrid	87,715.71	920
Della-Savia, Maurice	87,105.91	200
Demeulemeester, John	85,478.70	440
Dennett, Margaret	87,105.91	412
Der, Lily	87,105.91	400
Desbiens, Sarah	79,700.30	780
Devisser, Jason	93,123.77	3,001
Dilek, Rita	89,830.32	3,080
Dobko, Alan	87,105.91	206
Dong, Tania	81,994.30	1,365
Duarte, Linda	85,529.09	115
Duke, David	87,105.91	-
Duncan, Deirdre	87,105.91	1,708
Eberl, Bonita	90,221.68	369

Espinoza, Lorena 84,884.67 4,470 Farley, Richard 87,105.91 440 Feist, Bob 87,105.91 440 Felicella, John-Carlo 82,237.10 - Findlay, Susan 101,026.00 795 Fisette, Jadlyn 84,620.11 714 Franceschini, Gary 82,236.02 590 Frias, Andrew 78,797.50 - Frith, Brendan 81,598.47 167 Fukuyama, Emiko 90,199.48 200 Gaffrey, Scarlet 83,034.32 - Galy, Glenn 90,199.48 200 Galy, Glenn 90,199.48 200 Galy, Glenn 87,105.91 1,436 Gibson, Sally 87,105.91 1,436 Gibson, Sally 87,105.91 1,94 Gill, Collin 75,429.45 756 Gin, Karen 81,599.38 219 Gojevic, Anita 81,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Saren 87,105.91<	Employee	Remuneration	Other Expense
Feist, Bob 87,105.91 440 Felicella, John-Carlo 82,237.10 - Findlay, Susan 101,026.00 795 Fisette, Jaclyn 84,620.11 714 Fraceschini, Gary 82,236.02 590 Frith, Brendan 81,598.47 167 Frith, Brendan 81,598.47 167 Fukuyama, Emiko 90,199.48 1,798 Gaffney, Scarlet 83,034.32 - Galy, Glenn 90,199.48 200 Gates, Kathryn 87,105.91 1,436 Gibson, Sally 87,105.91 1,202 Gill, Collin 75,229.45 756 Gir, Karen 81,599.33 219 Girjer, Anita 87,	Espinoza, Lorena	84,884.67	4,470
Felicella, John-Carlo 82,237.10 - Findlay, Susan 101,026.00 795 Fisette, Jaclyn 84,620.11 714 Franceschini, Gary 82,236.02 590 Frias, Andrew 78,797.50 - Frith, Brendan 81,598.47 167 Fukuyama, Emiko 90,199.48 1,798 Gaffney, Scarlet 83,034.32 - Galy, Glenn 90,199.48 200 Gates, Kathyn 87,105.91 1,436 Gibson, Sally 87,105.91 1,436 Gilbcri, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gil, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 3,203 Gregorowicz, Peter 91,469.70 - Griffiths, Brett 86,039.66 3,740 Griffiths, Srett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,40 Griffiths, Karen	Farley, Richard	87,105.91	440
Findlay, Susan 101,026.00 795 Fisette, Jaclyn 84,620.11 714 Franceschini, Gary 82,236.02 590 Frith, Brendan 81,598.47 167 Frith, Brendan 81,598.47 167 Fukuyama, Emiko 90,199.48 1,798 Gaffney, Scarlet 83,034.32 - Galy, Glenn 90,199.48 200 Gates, Kathryn 87,105.91 504 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gill, Collin 75,429.45 756 Gil, Karen 81,599.38 219 Gordon, Joyce 87,105.91 3,03 Gordon, Joyce 87,105.91 20 Griffith, Brett 86,039.66 3,740 Griffiths, Karen 87,05.91 1,40 Griffiths, Karen 87,105.91 1,40 Griffiths, Karen 87,295.71 528 Hamend, Moreah 82,295.71 528 Hammel, Moreah 87,	Feist, Bob	87,105.91	440
Fisette, Jaclyn 84,620.11 714 Franceschini, Gary 82,236.02 590 Fritk, Brendan 81,598.47 167 Fukuyama, Emiko 90,199.48 1,798 Gaffney, Scarlet 83,034.32 - Galy, Glenn 90,199.48 200 Gates, Kathryn 87,105.91 1,436 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gil, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,03 Gordon, Joyce 87,105.91 2,00 Gregorowicz, Peter 91,469.70 - Griffiths, Brett 86,039.66 3,740 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,44 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 52 Hammend, Moreah 82,905.71 2,03 Hammend, Moreah 83,904.62 629 Hamill, Patrick	Felicella, John-Carlo	82,237.10	-
Franceschini, Gary \$2,36.02 590 Frias, Andrew 78,797.50 - Frith, Brendan \$1,598.47 167 Fukuyama, Emiko 90,199.48 1,798 Gaffney, Scarlet 83,034.32 - Galy, Glenn 90,199.48 200 Gates, Kathryn 87,105.91 1,436 Gibson, Sally 87,105.91 504 Gill, Collin 75,429.45 756 Gill, Collin 75,429.45 756 Gil, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,03 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Saren 86,039.66 3,740 Griffiths, Saren 87,105.91 1,440 Guspie, Jerry 112,803.34 70 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Harrison, Jacqueline 87,105.91 2,40 Harrison, Jacqueline <	Findlay, Susan	101,026.00	795
Frias, Andrew 78,797.50 - Frith, Brendan 81,598.47 167 Fukuyama, Emiko 90,199.48 1,798 Gaffney, Scarlet 83,034.32 - Gally, Glenn 90,199.48 200 Gates, Kathryn 87,105.91 1,436 Gibson, Sally 87,105.91 504 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gir, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 111 Griffiths, Karen 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,993.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 240 Hawkins, Margery	Fisette, Jaclyn	84,620.11	714
Frith, Brendan 81,598.47 167 Fukuyama, Emiko 90,199.48 1,798 Gaffnery, Scarlet 83,034.32 - Gally, Glenn 90,199.48 200 Gibson, Sally 87,105.91 1,436 Gibson, Sally 87,105.91 504 Gillect, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gin, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 3,203 Gorgorowicz, Peter 91,469.70 - Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hammel, Moreah 89,094.62 629 Hamil, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 2,71 Heaps, Marilyn	Franceschini, Gary	82,236.02	590
Fukuyama, Emiko 90,199.48 1,798 Gaffney, Scarlet 83,034.32 - Galy, Glenn 90,199.48 200 Gates, Kathryn 87,105.91 1,436 Gibson, Sally 87,105.91 504 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gil, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,40 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hammend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.15 3,740 Holls, Karen Jane	Frias, Andrew	78,797.50	-
Galfrney, Scarlet 83,034.32 - Galte, Glenn 90,199,48 200 Gates, Kathryn 87,105.91 504 Gibson, Sally 87,105.91 504 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gin, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Baret 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hammend, Moreah 82,295.71 528 Hammend, Moreah 82,095.62 629 Hamil, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn	Frith, Brendan	81,598.47	167
Galey, Glenn 90,199.48 200 Gates, Kathryn 87,105.91 1,436 Gibson, Sally 37,105.91 504 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gin, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 91,469.70 - Grigorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Heaps, Marilyn 90,617.10 2,039 Howellerson, Gregory	Fukuyama, Emiko	90,199.48	1,798
Gates, Kathryn 87,105.91 1,436 Gibson, Sally 87,105.91 504 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 75 Gin, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 82,295.71 52 Hamend, Moreah 89,094.62 629 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,03 Heaps, Marilyn 90,617.10 2,03 Heaps, Marilyn 88,302.76 - Holls, Karen Jane	Gaffney, Scarlet	83,034.32	-
Gibson, Sally 87,105.91 504 Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gin, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,40 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hammed, Moreah 89,094.62 629 Harrison, Jacqueline 87,105.91 4,271 Harrison, Jacqueline 87,105.91 2,039 Henderson, Gregory 87,105.91 2,039 Heligs, Brianna 88,302.76 - Hilg, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 7,23 Horrischen 76,800.88 170 Horry, Steven </td <td>Galy, Glenn</td> <td>90,199.48</td> <td>200</td>	Galy, Glenn	90,199.48	200
Gilbert, Julie 90,199.48 1,942 Gill, Collin 75,429.45 756 Gin, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 2,000 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hammell, Moreah 89,094.62 629 Hammell, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Heaps, Marilyn 90,617.10 2,039 Heigins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleano	Gates, Kathryn	87,105.91	1,436
Gill, Collin 75,429.45 756 Gin, Karen 81,599.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 20 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hammeld, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Heigins, Brianna 88,302.76 - Hilgs, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 73 Horn, Steven 76,800.88 170 Horryat, Lynn 90,176.87 335 Howeright, Michael	Gibson, Sally	87,105.91	504
Gin, Karen 81,59.38 219 Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 90,617.10 2,039 Heaps, Marilyn 90,617.10 2,039 Heaps, Marilyn 90,617.10 2,039 Helagins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horry, Steven 76,800.88 170 Horyat, Lynn 90,176.87 335 Howgham, Shannon 87,105.91 200 Howgam, Cheryl 87,105.91 200 Howgam, Cheryl 78,2	Gilbert, Julie	90,199.48	1,942
Gojevic, Anita 87,105.91 3,203 Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Heiggins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horr, Steven 76,800.88 170 Hovrat, Lynn 90,176.87 335 Hougham, Shannon 87,105.91 200 Howrigan, Cheryl 87,105.91 200 Huenefeld,	Gill, Collin	75,429.45	756
Gordon, Joyce 87,105.91 200 Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,995.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 3,940 Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horryat, Lynn 90,176.87 335 Howrigan, Cheryl 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, D	Gin, Karen	81,599.38	219
Gregorowicz, Peter 91,469.70 - Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Hills, Karen Jane 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hoove, Eleanor 76,800.88 170 Horry, Steven 76,800.88 170 Horry, Steven 90,176.87 335 Howrigan, Cheryl 87,105.91 200 Howgham, Shannon 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, D	Gojevic, Anita	87,105.91	3,203
Griffith, Toby 79,465.47 110 Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Hougham, Shannon 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 87,105.91 1,200	Gordon, Joyce	87,105.91	200
Griffiths, Brett 86,039.66 3,740 Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Holey, Eleanor 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Howrigan, Cheryl 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 37,05.91 5,905 Jang, Elizabeth 87,105.91 1,200	Gregorowicz, Peter	91,469.70	-
Griffiths, Karen 87,105.91 1,440 Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Holey, Eleanor 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Howrigan, Cheryl 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 37,05.91 5,905 Jang, Elizabeth 87,105.91 1,200	Griffith, Toby	79,465.47	110
Guspie, Jerry 112,803.34 709 Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Hougham, Shannon 87,105.91 138 Howrigan, Cheryl 87,105.91 20 Huenefeld, Michael 78,299.00 - Innes, Dennis 87,105.91 1,200 Jang, Elizabeth 87,105.91 1,200	Griffiths, Brett	86,039.66	3,740
Hackett, Karen 82,295.71 528 Hamend, Moreah 89,094.62 629 Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horry Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Hougham, Shannon 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Griffiths, Karen	87,105.91	1,440
Hamend, Moreah89,094.62629Hamill, Patrick92,763.64206Harrison, Jacqueline87,105.914,271Hawkins, Margery93,593.43-Heaps, Marilyn90,617.102,039Henderson, Gregory87,105.91240Higgins, Brianna88,302.76-Hills, Karen Jane87,105.913,940Hooley, Eleanor82,440.58723Horr, Steven76,800.88170Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Guspie, Jerry	112,803.34	709
Hamill, Patrick 92,763.64 206 Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Hougham, Shannon 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Hackett, Karen	82,295.71	528
Harrison, Jacqueline 87,105.91 4,271 Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Hougham, Shannon 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Hamend, Moreah	89,094.62	629
Hawkins, Margery 93,593.43 - Heaps, Marilyn 90,617.10 2,039 Henderson, Gregory 87,105.91 240 Higgins, Brianna 88,302.76 - Hills, Karen Jane 87,105.91 3,940 Hooley, Eleanor 82,440.58 723 Horn, Steven 76,800.88 170 Horvat, Lynn 90,176.87 335 Hougham, Shannon 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Hamill, Patrick	92,763.64	206
Heaps, Marilyn90,617.102,039Henderson, Gregory87,105.91240Higgins, Brianna88,302.76-Hills, Karen Jane87,105.913,940Hooley, Eleanor82,440.58723Horn, Steven76,800.88170Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Harrison, Jacqueline	87,105.91	4,271
Henderson, Gregory87,105.91240Higgins, Brianna88,302.76-Hills, Karen Jane87,105.913,940Hooley, Eleanor82,440.58723Horn, Steven76,800.88170Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Hawkins, Margery	93,593.43	-
Higgins, Brianna88,302.76-Hills, Karen Jane87,105.913,940Hooley, Eleanor82,440.58723Horn, Steven76,800.88170Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Heaps, Marilyn	90,617.10	2,039
Hills, Karen Jane87,105.913,940Hooley, Eleanor82,440.58723Horn, Steven76,800.88170Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Henderson, Gregory	87,105.91	240
Hooley, Eleanor82,440.58723Horn, Steven76,800.88170Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Higgins, Brianna	88,302.76	-
Horn, Steven76,800.88170Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Hills, Karen Jane	87,105.91	3,940
Horvat, Lynn90,176.87335Hougham, Shannon87,105.91138Howrigan, Cheryl87,105.91200Huenefeld, Michael78,299.00-Innes, Dennis122,828.555,905Jang, Elizabeth87,105.911,200	Hooley, Eleanor	82,440.58	723
Hougham, Shannon 87,105.91 138 Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Horn, Steven	76,800.88	170
Howrigan, Cheryl 87,105.91 200 Huenefeld, Michael 78,299.00 - Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Horvat, Lynn	90,176.87	335
Huenefeld, Michael 78,299.00 - Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Hougham, Shannon	87,105.91	138
Innes, Dennis 122,828.55 5,905 Jang, Elizabeth 87,105.91 1,200	Howrigan, Cheryl	87,105.91	200
Jang, Elizabeth 87,105.91 1,200	Huenefeld, Michael	78,299.00	-
	Innes, Dennis	122,828.55	5,905
	Jang, Elizabeth	87,105.91	1,200
Jordan, Donald 76,008.75 642	Jordan, Donald	76,008.75	642

Employee	Remuneration	Other Expense
Kaan, Raymond	81,419.52	-
Kakushkin, Gabriela	87,105.91	1,045
Kaplan, Belinda	93,997.29	473
Karavas, Costa	90,199.48	4,128
Keddis, Andu	87,105.91	863
Kee, Ronald	87,105.91	337
Kelbert, Maureen	89,080.18	-
Khayambashi, Hassan	87,105.91	1,314
Khinda, Paramjit	75,682.32	1,672
Kimoto, Carmen	87,105.91	1,329
Ko, Wayne	87,105.91	-
Kosa, Esther	114,144.22	339
Kotko, Michelle	78,345.19	240
Kowalski, Marlene	75,464.12	9,813
Kremer, Paula	87,105.91	-
Krentz, Keith	81,599.55	440
Kunka, Robert	87,678.39	490
Kuzmina, Elena	87,489.36	7,240
Kwadzovia, Thomas	111,707.75	560
LaFontaine, Sarah	79,309.92	-
Laliberte, Shari	79,135.39	791
Lang, Shawn	85,720.38	313
Larson, Cathy	87,105.91	469
Latter, Janet	82,500.81	493
Lau, Paul	87,980.25	200
Law, Karen	87,105.91	919
Lawrence, Gary	87,105.91	440
Lee, Ryan	83,482.48	465
Lefaivre, Jillian	83,137.81	-
Leggatt, Carrie	90,071.50	222
Lew, Shirley	108,681.88	2,106
Lie, Phillip	95,355.04	521
Liew, Denis	79,564.28	-
Lillyman, Keith	87,105.91	200
Lo Yan, Pik Ling	85,478.70	430
Lu, Jackie	76,744.55	-
Lui, Louis	87,105.91	425
Luk, Cindy	87,105.91	516
Lukits, Stefan	86,360.51	1,440
Lunn, Barbara	87,105.91	1,297
MacKenzie, Edith	87,105.91	440
MacKenzie, Michele	87,105.91	499

Employee	Remuneration	Other Expense
Macdonald, Tobias	81,598.47	3,740
Maddern, Trevor	79,234.90	200
Major, Lorne	87,105.91	-
Makarewicz, Petra	87,105.91	440
Malecot, Jacques	86,906.80	440
Mandryk, Natasha	81,598.47	240
Manning, Garth	93,860.59	791
Martin, Julie	90,176.87	2,037
Mathern, Mishele	87,105.91	347
Mauger, Douglas	87,105.91	887
McGarvie, Bruce	78,046.84	673
McGuigan, Robert	112,803.34	97
McIntyre, Gordon	87,105.91	440
McKay, Sandra	87,105.91	440
McKenna, Brian	77,830.90	-
McLeod, Morna	87,105.91	1,048
McNaughton, Kathryn	93,575.51	13,527
McNeill, Kimberly	86,854.18	440
McNiven, Wayne	87,105.91	4,412
McPherson, Ross	78,025.50	1,420
McRae, Nancy	87,105.91	1,287
Menzies, Julia	77,033.49	-
Messenger, Sherry	87,105.91	611
Moody, Shona	77,602.58	240
Mooney, Hope	87,105.91	1,856
Morlin, Maria	87,105.91	1,104
Morrison, Ken	90,176.87	-
Mui, Gary	87,105.91	505
Munn, Lorrin	84,080.36	1,982
Murphy, Caroline	87,105.91	4,542
Nederend, Wilma	88,329.72	440
Nesbitt, Nancy	91,445.59	-
Niessen, David	93,138.81	806
Niksic, Kata	84,282.90	200
Nunoda, Peter	170,494.22	21,998
O'Donnell, Kathy	89,591.07	3,344
Odgers, Katharine	89,357.73	249
Oldenburg, Kristina	97,712.26	-
Olson, James	86,360.01	-
Otto, Margaret	100,938.35	-
Overton, Catherine	87,105.91	1,063
Oxtoby, Mary Jo	86,110.38	422

Passen, Monique 84,431.02 - Parisotto, Heidl 87,105.91 3,80 Parker, Jane 87,105.91 3,410 Patresson, John 87,607.22 3,931 Payne, Regeline 75,866.60 508 Pedersen, Gregory 87,105.91 - Perras, Laurent 78,372.59 1,165 Pfaff, Roland 77,107.79 110 Pittor, Carla 81,906.29 1,455 Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Pozanaski, Christine 81,650.20 3,690 Prop, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Raddall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Rastan, Mandana 86,686.96 635 Rasyansbergen, Ian 98,791.6 331 Regar, Kendal 81,320.56 522 Regan, Kendal 81,320.56 52 Regan, Kendal	Employee	Remuneration	Other Expense
Parker, Jane 87,105.91 3,410 Patterson, John 87,607.22 3,931 Payne, Regeline 75,866.60 509 Pedersen, Gregory 87,105.91 Perras, Laurent 78,527.59 1,165 Paff, Roland 79,342.91 Phillips, Brian 77,107.79 110 Pierce, Tami 81,906.29 1,455 Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Radcliffe, Sharon 79,488.49 440 Radcliffe, Sharon 89,879.16 331 Ravensbergen, Jan 86,866.96 635 Rastan, Mandana 86,686.96 635 Rastan, Mandana 86,686.96 635 Regezi, Agnes 78,700.16 -3 Regezi, Jagnes 78,601.6 -2 Regezi, Agnes	Paassen, Monique	84,431.02	-
Patterson, John 87,607.22 3,931 Payne, Regeline 75,866.60 509 Pedersen, Gregory 87,105.91 - Perras, Laurent 78,527.59 1,165 Paff, Roland 79,342.91 - Phillips, Brian 77,107.79 11 Pictre, Tami 81,906.29 1,455 Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Potter, Chris 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, Ian 98,779.16 331 Ready, Nora 89,871.15 - Regan, Kendal 81,320.56 532 Reger, Rendal 81,320.56 532 Reger, Sen 86,442.23 240 Richards, Skye 86,714.07 - Richards, Skye 86,714.07 <td>Parisotto, Heidi</td> <td>87,105.91</td> <td>380</td>	Parisotto, Heidi	87,105.91	380
Payne, Regeline 75,866.60 509 Pedersen, Gregory 87,105.91 - Perras, Laurent 78,527.59 1,165 Pfaff, Roland 79,342.91 - Phillips, Brian 77,107.79 110 Piliton, Carla 81,906.29 1,455 Pitton, Carla 87,805.91 264 Poznarski, Christine 81,650.20 3,690 Poznarski, Christine 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Rastan, Mandana 86,686.96 635 Regan, Kendal 81,320.56 532 Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Seperah 86,442.23 240 Rider, Linda 87,105.91 - Roberts, Helen 95,863.27 1,419 Roberts, Helen	Parker, Jane	87,105.91	3,410
Pedersen, Gregory 87,105.91	Patterson, John	87,607.22	3,931
Perras, Laurent 78,527.59 1,165 Pfaff, Roland 79,342.91 - Phillips, Brian 77,107.79 110 Pierce, Tami 81,906.29 1,455 Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Rastan, Mandana 86,686.96 635 Rastan, Mandana 86,686.96 635 Ravensbergen, Ian 98,779.16 331 Reager, Kendal 81,320.56 532 Regear, Kendal 81,320.56 532 Regezi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 40 Richards, Skye 86,742.07 - Richards, Zeporah 86,442.23 240 Richer, Juda 87,105.91 - Richer, Juda 87,105.91 - Rogers, Nicole 98,863.	Payne, Regeline	75,866.60	509
Pfaff, Roland 79,342.91 - Phillips, Brian 77,107.79 110 Pierce, Tami 81,906.29 1,455 Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, lan 89,879.16 331 Ready, Nora 89,851.15 - Regezi, Agnes 78,760.16 - Regezi, Agnes 87,105.91 440 Richards, Skye 86,774.07 - Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Richer, Linda 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 93,267.05 712 Rosgers, Sean 81,599.5	Pedersen, Gregory	87,105.91	-
Phillips, Brian 77,107.79 110 Pierce, Tami 81,906.29 1,455 Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, Ian 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Richards, Skye 86,774.07 - Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,669 Rogers, Sean 81,505.91 72 Rossol, Pamela 87,10	Perras, Laurent	78,527.59	1,165
Pierce, Tami 81,906.29 1,455 Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, Ian 98,779.16 331 Reddy, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Rege, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,	Pfaff, Roland	79,342.91	-
Pitton, Carla 78,391.69 440 Potter, Chris 87,105.91 264 Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, lan 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Skye 86,742.23 240 Rider, Linda 87,105.91 - Rider, Linda 87,105.91 - Rider, Linda 87,105.91 - Rider, Linda 87,105.91 - Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rosko, Michelle 90,198.39	Phillips, Brian	77,107.79	110
Potter, Chris 87,105.91 264 Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, lan 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Sean 81,599.51 374 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 - Rubner, Wayne 87,1	Pierce, Tami	81,906.29	1,455
Poznanski, Christine 81,650.20 3,690 Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, lan 98,779.16 331 Ready, Nora 89,851.15 - Regard, Kendal 81,320.56 532 Regezci, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 497 Richer, Belen 95,863.27 1,419 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rossol, Pamela 87,105.91 20 Rossol, Pamela 87,105.91 20 Roudat, Tanya	Pitton, Carla	78,391.69	440
Propp, Trina 76,315.30 2,772 Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, lan 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 40 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 20 Rowlatt, Todd 75,992.7 23 Rubner, Wayne 87,105.9	Potter, Chris	87,105.91	264
Radcliffe, Sharon 79,488.49 440 Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, lan 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 497 Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rossol, Pamela 87,105.91 20 Rossol, Pamela 87,105.91 - Rowlatt, Todd 75,992.72 231 Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 <td>Poznanski, Christine</td> <td>81,650.20</td> <td>3,690</td>	Poznanski, Christine	81,650.20	3,690
Randall, Daniela 80,980.47 450 Rastan, Mandana 86,686.96 635 Ravensbergen, Ian 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Richer, Blene 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rossol, Pamela 87,105.91 20 Rossol, Pamela 87,105.91 - Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 303 Salimian, Hamid 82,358.20 - Sam, Andrea 87,463.69	Propp, Trina	76,315.30	2,772
Rastan, Mandana 86,686.96 635 Ravensbergen, lan 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,60.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Rossol, Pamela 87,105.91 20 Rossol, Pamela 87,105.91 20 Rossol, Pamela 87,105.91 - Rudat, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,05.91 30 Sallis, Christine 87,355.91	Radcliffe, Sharon	79,488.49	440
Ravensbergen, lan 98,779.16 331 Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Rosso, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallis, Christine 87,355.91 440 Sam, Andrea 87,453.69 - Sam, Andrea 87,453.69 <	Randall, Daniela	80,980.47	450
Ready, Nora 89,851.15 - Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 49 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 30 Ryan, David 87,105.91 30 Salliis, Christine 87,355.91 440 Sam, Andrea 87,355.91 40 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58	Rastan, Mandana	86,686.96	635
Regan, Kendal 81,320.56 532 Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 49 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 30 Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sam, Andrea 87,463.69 - Sargent, Debbie 120,178.96 -	Ravensbergen, lan	98,779.16	331
Regeczi, Agnes 78,760.16 - Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rossol, Pamela 87,105.91 200 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Ready, Nora	89,851.15	-
Reimer, Bonnie 87,105.91 440 Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Salliis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Regan, Kendal	81,320.56	532
Richards, Skye 86,774.07 - Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Salliis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Regeczi, Agnes	78,760.16	-
Richards, Zeporah 86,442.23 240 Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallimian, Hamid 82,358.20 - Sam, Andrea 87,463.69 - Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Reimer, Bonnie	87,105.91	440
Rider, Linda 87,105.91 - Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallinian, Hamid 82,358.20 - Sam, Andrea 87,463.69 - Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Richards, Skye	86,774.07	-
Ritchie, Alexander 87,105.91 497 Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Richards, Zeporah	86,442.23	240
Roberts, Helen 95,863.27 1,419 Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rider, Linda	87,105.91	-
Rogers, Nicole 98,996.29 1,069 Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Ritchie, Alexander	87,105.91	497
Rogers, Sean 81,599.55 374 Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Roberts, Helen	95,863.27	1,419
Romashenko, Alex 93,267.05 712 Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Sallimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rogers, Nicole	98,996.29	1,069
Rosko, Michelle 90,198.39 1,296 Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rogers, Sean	81,599.55	374
Rossol, Pamela 87,105.91 200 Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Romashenko, Alex	93,267.05	712
Rowlatt, Todd 75,992.72 231 Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rosko, Michelle	90,198.39	1,296
Rubner, Wayne 87,105.91 - Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rossol, Pamela	87,105.91	200
Rudat, Tanya 86,607.86 449 Ryan, David 87,105.91 303 Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rowlatt, Todd	75,992.72	231
Ryan, David 87,105.91 303 Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rubner, Wayne	87,105.91	-
Salimian, Hamid 82,358.20 - Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Rudat, Tanya	86,607.86	449
Sallis, Christine 87,355.91 440 Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Ryan, David	87,105.91	303
Sam, Andrea 87,463.69 - Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Salimian, Hamid	82,358.20	-
Sanderson, Linda 156,965.38 58 Sargent, Debbie 120,178.96 -	Sallis, Christine	87,355.91	440
Sargent, Debbie 120,178.96 -	Sam, Andrea	87,463.69	-
-	Sanderson, Linda	156,965.38	58
Sawkins, Tanis 97,694.74 4,960	Sargent, Debbie	120,178.96	-
	Sawkins, Tanis	97,694.74	4,960

Employee	Remuneration	Other Expense
Schappert, Janita	79,947.38	2,461
Schubert, Allison	88,088.98	2,861
Scott, Nigel	79,873.04	-
Sellwood, Andy	89,591.08	440
Semeniuk, Orest	87,105.91	98
Shorter, Dennis	87,105.91	-
Shortt, Karen	93,860.58	420
Simpson, Emily	77,688.10	1,014
Smith, Linda	79,913.38	-
Snyder Lowe, Catherine	78,299.00	50
Squires, Ellen	77,321.77	1,664
Sran, Gurpreet	87,105.91	1,097
Stafford, Stephen	87,105.91	846
Steele, Michael	89,080.18	393
Stefanowicz, Margaret	87,105.91	440
Stewart, Lillian	87,105.91	4,503
Sucloy, Lorraine	87,105.91	200
Sukic, Ysabel	87,105.91	440
Supeene, Lisa	88,019.23	2,780
Szeto, Ann	87,105.91	1,443
Talbot, Linda	83,193.93	1,735
Tanaka, Marcia	87,105.91	1,657
Terpstra, Lisa	87,105.91	449
Theny, Janet	90,199.48	1,640
Thomson, Taryn	90,199.48	21
Ting, Elle	92,696.25	2,009
Tippett, Debbie	87,105.91	2,503
Tittel, Michael	90,130.32	1,478
To, Naomi	87,105.91	782
Touahria, Suzanne	87,105.91	1,538
Trettenero, Mario	87,105.91	176
Tsang, Barry	77,658.14	240
Tunnah, Michael	87,105.91	292
Turone, Ellen	75,272.58	-
Valchev, Stefan	82,295.71	540
Van, Diem Ly	77,894.15	440
Vera, Maria De La Paz	89,094.62	240
Verschoor, Katrina	75,487.03	3,959
Wakabayashi, Pamela	79,699.42	1,288
Wallace, Judith	87,105.91	-
Wansink, Elmer	85,967.27	614
Webb, Michael	87,355.91	-

Employee	Remuneration	Other Expense
Webber, Graham	78,094.62	246
Wells, David	107,724.76	286
Wheatley, Aimee	81,221.81	4,857
Wheatley, Matthew	87,105.92	866
Wiik, Maija-Liisa	81,599.55	2,777
Wilson, Karen	89,914.18	388
Wilson, Kory	102,748.59	3,402
Wong, Doreen	81,599.55	3,925
Wong, Eugenie	82,055.12	-
Woods, Alison	88,888.16	240
Workman, Doug	87,105.91	2,081
Wright, Julie	87,105.91	1,673
Wutke, Tom	87,105.91	554
Xun, Jianhui	78,760.16	341
Yang, Chee Kwong	76,911.86	278
Yee, Susan	87,105.91	-
Yoneda, Sharon	87,105.91	1,191
Young, Barbara	87,105.91	1,005
Young, Irene	156,965.38	4,480
Yue, Chung-Bun	92,487.94	238
Zakoor, Jo-Ellen	87,105.91	889
Zalezsak, Ella-Fay	87,488.66	-
Zemp, Luzia	80,750.53	1,985
Zhang, Dan	87,105.91	240
de Sousa, Patrick	81,598.47	408
Total paid to employees with remuneration more than \$75,000	27,970,657	347,074
Total paid to employees with remuneration less than \$75,000	29,733,065	242,440
Total paid to all employees	57,703,723	589,514
Other Salary costs *	17,013,824	-
Total Salaries and benefits & restructuring costs		
per Financial Statements	74,717,547	589,514

^{*} Other Salary costs include employers' portion of employee benefits, accrued salary costs, voluntary departure incentive and severance.

Vancouver Community College Schedule of Remuneration and Expenses For the Board of Directors For the year ended March 31, 2016

	Position	Remuneration	Other Expenses
Ahuja, Sumit*	Board Member	76.63	
Choi, Chloe	Board Member	1,992.38	
Haggerty, Jennifer	Board Member	1,264.39	
Hodgson, Eugene*	Chair	766.32	
Jaff, Shaima	Board Member	727.98	
Marshall, Claire	Board Member	1,992.38	
Ryan, Pam*	Chair	-	
Simonella, Ambra	Board Member	750.96	
Stokes, Richard	Board Member	1,264.39	
Storie, James*	Board Member	239.47	
Vandervalk, Kara	Board Member	727.98	
Klis, Erin*	Board Member	-	
Manning, Garth*	Board Member	-	
Rowlatt, Todd*	Board Member	-	
Aynsley, Brenda*	Board Member	-	
Tourigny, Mike*	Board Member	-	
Dhaliwal, Dee*	Board Member		
		9,802.88	

^{*} Board Members have waived all or a portion of their board remuneration Information from board renumberation disclosure statement based on Treasury Board Directive 3/11

Statement of Severance Agreements¹

There was two (2) severance agreements under which payments commenced between the College and its non-unionized staff during Fiscal 2015/2016.

This agreements were for payment of six months pay.

_

¹ Prepared under the Financial Information Regulation, Schedule 1, subsection 6(7)

Vendor	Amount
Air Canada	30,474
Al Scott Lock And Safe	41,862
Alsco Canada	122,818
Alvis Tsui (FSS) Inc.	33,363
Amethyst Education Services Inc.	27,583
Apple Canada Inc. C3120	75,361
Arts Umbrella	170,225
Associated Health Systems	33,825
Bank of Canada (CSB)	179,998
Bargreen Ellingson	148,772
BC 0831478 BC Ltd.	27,048
BC Hydro & Power Authority	856,728
BCIT	317,317
BCNet	503,317
Bell Canada	127,857
Best Service Pros Ltd	1,090,426
Bigsby, Kathleen	33,994
Black & McDonald	3,027,835
Boulangerie La Parisienne Ltd	26,946
Branch McMaster LLP	88,500
Broadway Refrigeration	47,216
Bull Housser & Tupper LLP	103,300
C & C BSI Holdings Ltd	55,858
Cambridge University Press	39,722
Camosun College	97,197
Canada Post Corporation	33,166
Canadian Federation Of Students	96,223
Canbridge Business Group Ltd.	27,427
Canem Systems Ltd	30,281
Capilano University	156,162
CARE Pest & Wildlife Control Ltd	55,335
Chef's Hat Inc	94,765
Cherwell Software	25,832
Citrix Systems Inc	96,259
City Elevator Ltd	204,009
City Of Vancouver	133,122
Clark Wilson LLP	35,925
Coca-Cola Refreshments Canada Company	97,590
College Of New Caledonia	86,037
Colleges and Institutes Canada	28,215

Vendor	Amount
Columbia Dentoform Corp.	27,749
Commissioner Of College Superannuation	7,863,835
Commissioner Of Municipal Superannuation	2,650,921
Compugen Inc	77,019
Concept Finishes Ltd.	31,136
Concord Security Corp	713,866
Coriolis Consulting Corp	38,521
Corporate Express Canada Inc	85,099
Creative Energy Vancouver Platforms Inc.	178,804
CUPE Local 4627	307,991
Dawn Sign Press	25,523
Dean Evans & Associates Inc.	25,648
Deluxe Seafood Vancouver	135,559
Dias, Inc., d/b/a Regroup	35,068
EBSCO	39,318
Economic Modeling Specialist Intl.	29,792
Editions du Renouveau Pedagogiques	73,126
Ektron Inc.	26,180
Ellucian Technologies Canada ULC	75,565
EM Bakery Equipment BC Ltd	93,098
Eminence Organic Skin Care	39,027
ESC Automation	100,431
Excel Career College	58,494
Farris Management Ltd	26,637
Fidelity Investments	42,000
Fisher Scientific Ltd	28,450
Food Supplies	25,483
FortisBC Natural Gas	60,892
Fraser Health	47,550
Fraser Litigation Group	29,267
Free Daily News Group Inc	92,211
Freshpoint Foodservice	250,676
Georgia Street Media	30,975
GOOGLE	75,301
Gordon Food Service Canada Ltd.	536,609
Grand And Toy	27,863
Graphic Office Interiors	45,620
Gregg Distributors (B.C.) Ltd.	87,828
Guangson Consulting	27,190
Harris & Company LLP	133,679
Hendrix Restaurant Equipment and Supplies	78,498

Vendor	Amount
Henry Schein/ Zahn Canada	36,544
Homewood Health Inc.	28,094
Hu-Friedy Mfg Co LLC	57,172
Intercity Packers Ltd	79,942
Island Key Computer Ltd	363,222
J & K Poultry Ltd	77,948
John Wiley And Sons Canada Ltd	56,227
Kilgore International Inc	33,551
Kingdom Beauty Supplies Ltd	213,244
KPMG LLP T4348	44,310
Laerdal Medical Canada Ltd	31,549
Lamar Companies	31,752
Login Brothers Canada	118,014
Long View Systems Corporation	225,619
Lordco Parts Ltd	56,461
Mainland Information Systems Ltd.	75,382
McGillivray	106,781
McGraw-Hill Ryerson Ltd	38,290
MCM Interiors Ltd	26,590
Meadow Valley Meats	130,364
Medical Services Plan	989,335
Microserve V8205	70,774
Minister of Finance	441,347
Mitel Networks Corporation	104,073
Monte Cristo Bakery	74,373
Mount Pleasant Neighbourhood House	29,600
Musqueam Indian Band	30,000
Native Education Centre	1,932,947
NEC-Native Education College	61,500
Nelson Education Ltd	137,157
Newton's High Quality Meats Ltd	93,650
Northern Lights College	36,390
Okanagan College	50,815
Oriac Trading Co Ltd	26,640
Outfront Media Canada LP	52,307
Oxford University Press Canada	26,932
Pacific Blue Cross	2,834,863
Pacific Community Resources Society	27,300
Pacific Parts Ltd	50,409
Pacific Restaurant Supply, Inc.	166,398
Patterson Dental	44,482

Vendor	Amount
Pattison Outdoor Advertising	105,520
Pearson Education Canada	296,399
PeopleAdmin Inc	30,006
PJS Systems	141,951
PowerHouse Data Centre Group Inc.	27,556
Powerland Computers	235,288
Praxair Canada Inc.	35,636
Pre-Think Strategic Negotiations Inc	61,992
Prince, Anne	30,700
Prism Engineering Ltd	115,684
ProQuest LLC (CAD)	55,378
Prosedium Consulting Inc.	25,267
R E D Real Estate Design	29,157
Receiver General For Canada	15,245,589
Revolution Resource Recovery Inc.	93,552
RFS Canada	249,661
Ricoh Canada Inc	174,201
Ritchie Bros. Auctioneers (Canada) Ltd.	184,716
Rogers Wireless Inc. (cellular)	90,611
Russell Food Equipment Ltd	348,457
Sable Industries Inc	44,196
Saputo Foods Limited	150,518
Scalar Decisions Inc	78,343
SFU - BC Electronic Library Network	106,292
SFU - Electronic Health Library of BC	26,539
Shell Energy North America (Canada) Inc.	99,135
Showmax Event Production Services	25,269
Sitka Solutions Inc.	42,432
Snap-on Tools of Canada Ltd	80,371
Snow Cap Enterprises Ltd	141,451
Spicers Canada ULC	72,823
Standard Life	591,547
Steeves and Associates	54,141
Sto:Lo Aboriginal Skills & Employment	98,400
Students' Union of VCC	955,125
Sun Life Assurance Of Canada	1,153,122
Sun Media Corporation	57,908
Sunlife Of Canada	45,710
Sysco Vancouver	402,458
Terminal City Club Inc.	25,742
The Chair Academy	77,514

Vendor	Amount
The Governance Counsel	29,118
The Integral Business Leadership Group	43,754
ThyssenKrupp Elevator	30,534
Total Energy Systems Ltd	34,019
Transcontinental Printing	130,146
Translink - U-Pass	1,870,542
UAP INC	36,967
Unilogik Systems Inc.	45,506
Unisource	106,745
Vancouver Island University (VIU)	33,963
VCC Faculty Association	736,826
VCC Foundation	443,368
Veronica Madore	30,045
Victorinox-Switzerland	39,833
White & Peters Ltd	58,614
Worksafe BC	198,841
Total paid to vendors greater than \$25,000	57,773,917
Total paid to vendors \$25,000 or less	3,877,310
Grand Total	61,651,227
Employee and Employer Deduction Payments	-31,615,763
Capital Asset Additions	-5,062,466
Flow Through Payments	-6,202,408
Accruals and Other	4,675,170
Total Operating Expenses per Financial Statements	23,445,759

Statement of Cash Flows for Capital Fund¹

Please refer to Vancouver Community College's Financial Statements, Statement of Cash Flows and Statement of Net Debt for cash flow information related to the Capital Fund.

¹Prepared pursuant to the Financial Information Regulation, Schedule 3, subsection 4.