Vancouver Community College

Statement of Financial Information

Schedules required by the Financial Information Act

For the year ended March 31, 2018

Vancouver Community College

Statement of Financial Information

Required under the Financial Information Act

For the Year Ended March 31, 2018

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Vancouver Community College

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*.

Mike Tourigny Acting Chair

Sept 26, 2018

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

Vancouver Community College

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 Sept 26, 2018

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

Schedule III

Vancouver Community College

Schedule of Debts

As at March 31, 2018, the balance of the capital lease agreement shared between the College and:

- BCIT was \$7,165,644, and
- CSI Leasing Canada Ltd was \$1,488,070.

Financial Statements of

VANCOUVER COMMUNITY COLLEGE

Year ended March 31, 2018

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 Finance and Audit Committee. The Finance and Audit Committee reviews the internal financial statements on a quarterly basis and external audited financial statements yearly. The Finance and Audit 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^vNunoda 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, Skills and Training, 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, 2018, 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 and fair presentation 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 judgement, 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 3 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 Province of British Columbia 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 \$0.4 million and deferred capital contributions of \$74.8 million, an understatement of opening accumulated surplus of \$77.5 million, and a current year overstatement of revenue of \$2.3 million. Accordingly, the current year surplus is overstated by \$2.3 million and net debt is overstated by \$75.2 million.

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 Vancouver Community College as at March 31, 2018, and the results of its operations, change in its net debt and its cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards.

Victoria, British Columbia May 31, 2018

Runs Jones

Russ Jones, FCPA, FCA Deputy Auditor General



Statement of Financial Position

March 31, 2018, with comparative information for 2017

	 2018	2017
Financial assets		
Cash and cash equivalents	\$ 21,488,320 \$	5 16,137,486
Investments (note 4)	237,500	237,500
Accounts receivable	1,867,191	2,026,416
Due from government and other government organizations (note 5)	1,104,386	1,188,328
Inventories for resale	969,696	808,379
	25,667,093	20,398,109
Liabilities		
Accounts payable and accrued liabilities (note 6)	15,905,499	12,706,907
Due to government and other government organizations (note 5)	168,216	151,755
Employee future benefits (note 7)	2,173,000	1,699,397
Deferred tuition fees (note 8)	6,251,895	5,560,535
Deferred revenue (note 9)	3,332,908	2,824,066
Deferred capital contributions (note 10)	75,734,721	78,625,405
Capital lease obligation (note 11)	8,653,713	8,095,530
	112,219,952	109,663,595
Net debt	(86,552,859)	(89,265,486
Non-financial assets		
Tangible capital assets (note 12)	104,973,826	106,929,921
Inventories held for use	121,447	112,893
Prepaid expenses	 403,827	263,443
	105,499,100	107,306,257
Accumulated surplus	\$ 18,946,241 \$	5 18,040,771

Contractual obligations (note 14) Contractual rights (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, 2018, with comparative information for 2017

	Budget	2018	2017	
	(note 2 j)			
Revenue				
Province of British Columbia grants and contributions	\$ 57,913,484	\$ 57,542,378	\$ 56,542,368	
Province of British Columbia contracts	673,524	1,633,265	1,613,082	
Federal Government grants and contracts	3,917,463	3,953,712	4,164,743	
Tuition and student fees	31,612,148	28,946,606	28,345,914	
Sales of goods and services	6,276,240	5,909,597	6,477,854	
Other grants and contracts	227,038	817,806	883,917	
Miscellaneous income	1,728,100	2,910,245	2,419,885	
Investment income	148,190	260,596	156,607	
Revenue recognized from deferred capital contributions	5,109,593	5,497,923	5,768,168	
	107,605,780	107,472,128	106,372,538	
Expenses (note 17)				
Instruction and instructional support	96,945,095	98,283,979	94,818,191	
Ancillary operations	6,856,176	6,602,478	7,059,029	
Special purpose funds	3,804,840	1,680,201	3,610,775	
	107,606,111	106,566,658	105,487,995	
Annual surplus (deficit)	\$ (331)	\$ 905,470	\$ 884,543	
Accumulated surplus, beginning of year	18,040,771	18,040,771	17,156,228	
Accumulated surplus, end of year	\$ 18,040,440	\$ 18,946,241	\$ 18,040,771	

See accompanying notes to financial statements.

Statement of Change in Net Debt

Year ended March 31, 2018, with comparative information for 2017

		Budget	2018	}	2017
		(note 2 j)			
Annual surplus (deficit)	\$	(331)	\$ 905,470	\$	884,543
(Acquisition) of tangible capital assets		(3,000,000)	(5,438,712))	(3,790,430)
Amortization of tangible capital assets Capital lease obligation		8,186,664 -	8,389,535 (994,728)		8,918,286 (957,584)
		5,186,664	1,956,095		4,170,272
(Acquisition) of inventories		-	(121,447))	(112,893)
(Acquisition) of prepaid expenses		-	(403,827))	(263,443)
Use of inventories		-	112,893		90,743
Use of prepaid expenses		-	263,443		170,580
		-	(148,938)		(115,013)
Decrease in net debt		5,186,333	2,712,627		4,939,802
Net debt, beginning of year	(89,265,486)	(89,265,486))	(94,205,288)
Net debt, end of year	\$ (84,079,153)	\$ (86,552,859)	\$	(89,265,486)

See accompanying notes to financial statements.

Statement of Cash Flows

Year ended March 31, 2018, with comparative information for 2017

		2018	2017
Cash provided by (used in):			
Operations:			
Annual surplus (deficit)	\$	905,470 \$	884,543
Items not involving cash:			
Amortization of tangible capital assets		8,389,535	8,918,286
Revenue recognized from deferred capital contributions		(5,497,923)	(5,768,168)
Change in employee future benefits		473,604	4,458
Change in non-cash operating working capital:			
(Increase) in accounts receivable		(15,175)	(470,100)
(Increase) in inventories for resale		(161,317)	(4,355)
(Increase) decrease in due from government and other			
government organizations		258,341	318,002
(Increase) in prepaid expenses		(140,384)	(92,863)
(Increase) decrease in inventories held for use		(8,554)	(22,150)
Increase (decrease) in accounts payable and accrued liabilities		3,198,592	(1,507,575)
Increase (decrease) in due to Province of British Columbia and c	other		
government organizations		16,461	(58,617)
Increase in deferred tuition fees		691,360	390,877
Increase (decrease) in deferred revenues		508,842	(1,145,052)
Net change in cash from operating activities		8,618,852	1,447,286
Capital activities:			
(Acquisition) of tangible capital assets		(5,438,712)	(3,790,430)
Net change in cash from capital activities		(5,438,712)	(3,790,430)
Financing activities:			
Principle (increase) capital lease obligation		(436,545)	(132,009)
Deferred capital contributions received		2,607,239	2,770,667
Net change in cash from financing activities		2,170,694	2,638,658
Net increase in cash and cash equivalents		5,350,834	295,514
Cash and cash equivalents, beginning of year		16,137,486	15,841,972
Cash and cash equivalents, end of year	\$	21,488,320 \$	16,137,486

See accompanying notes to financial statements.

Interest received during the year was \$260,596 (2017 - \$156,607). Interest paid during the year was \$339,395 (2017 - \$311,633).

Notes to Financial Statements

Year ended March 31, 2018

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 whom 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 deferred 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, 2018

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 Operations 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 a term deposit that is 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, 2018

2. Summary of significant accounting policies (continued):

(d) Inventories for resale:

Inventories held for resale, including books and school supplies, 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	Bas			
Buildings	30 - 50 years			
Building improvements	15 years			
Building under capital lease	30 years			
Furniture and equipment	5 years			
Leasehold improvements	remaining lease			
Computer hardware and software	4 years			
Leased computer equipment	3 - 5 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 for Annacis Island Building was based on the current government borrowing rates of 30 year term debts at that time. The discount rate used to determine the present value of the lease payments for computer leases is the lower of the College's rate for incremental borrowing or the interest rate implicit in the lease. The maximum-recorded value of the leased assets cannot exceed the leased property's fair value when determining the discount rate to be used. Note 11 provides a schedule of repayments and amount of interest on the leases. Depreciation for capital computer leases is charged over the lease term. Lease terms range from 3 to 5 years.

Notes to Financial Statements (continued)

Year ended March 31, 2018

2. Summary of significant accounting policies (continued):

(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 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, 2018.
 - (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, 2018.
 - (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.
 - (v) Certain College employees are entitled to the continuation of health and dental benefits while on disability leave. The accrued benefit obligation for currently disabled employees was estimated by an actuarial valuation for accounting purposes at March 31, 2018. The costs of insured benefits reflected in these statements are the employer's portion of the insurance premiums owed for coverage of employees during the period.

Notes to Financial Statements (continued)

Year ended March 31, 2018

2. Summary of significant accounting policies (continued):

- (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.

(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 revenue 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

Notes to Financial Statements (continued)

Year ended March 31, 2018

2. Summary of significant accounting policies (continued):

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.

(j) Budget figures:

The budget figures have been derived from the 2017/18 Budget approved by the Board of Governors of the College on April 5, 2017. The budget is reflected in the Statement of Operations and the Statement of Changes in Net Debt.

(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 useful lives of tangible capital assets, amortization of related deferred capital contributions, 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) March 31, 2018 overstatement of the annual surplus by \$2,263,489 (March 31, 2017 overstatement of the annual surplus by \$3,222,596).
- (b) March 31, 2018 understatement of the beginning balance of accumulated surplus by \$77,449,820 and an overstatement of deferred operating contributions by \$353,851 and deferred capital contributions by \$74,832,480 (March 31, 2017 – understatement of the beginning balance of accumulated surplus by \$80,655,808 and an overstatement of deferred operating contributions by \$174,144 and deferred capital contributions by \$77,433,212).

Notes to Financial Statements (continued)

Year ended March 31, 2018

4. Investments:

Short-term investments consist of a GIC with an automatic monthly renewal that bears interest of 0.2%.

5. Due from / to government and other government organizations:

	2018	2017
Due from the Province of British Columbia Due from the Federal Government	\$ 125,021 979,365	\$ 208,848 979,480
	\$ 1,104,386	\$ 1,188,328
Due to the Province of British Columbia Due to BCIT	15,715 152,501	- 151,755
	\$ 168,216	\$ 151,755

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

6. Accounts payable and accrued liabilities:

	2018	2017
Accounts payable and accrued liabilities	\$ 4,742,178	\$ 4,182,941
Salaries and benefits payable	3,416,552	3,903,394
Accrued vacation payable	2,601,374	2,186,066
Student deposits	5,145,395	2,434,506
	\$ 15,905,499	\$ 12,706,907

7. Employee future benefits:

(a) 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 are based on a formula. As at August 31, 2017, the College Pension Plan has about 14,000 active members, and approximately 7,500 retired members. As at December 31, 2016, the Municipal Pension Plan has about 193,000 active members, including approximately 5,800 from colleges.

Every three years, an actuarial valuation is performed to assess the financial position of the plans and adequacy of plan funding. The actuary determines and appropriate combined employer and member contribution rate to fund the plans. The actuary's calculated contribution rate is based on the entry-age

Notes to Financial Statements (continued)

Year ended March 31, 2018

7. Employee future benefits (continued)

normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plans. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any funded actuarial liability.

The most recent actuarial valuation for the College Pension Plan as at August 31, 2015, indicated a \$67 million surplus for basic pension benefits on a going concern basis.

The most recent valuation for the Municipal Pension Plan as at December 31, 2015, indicated a \$2,224 million funding surplus for basic pension benefits on a going concern basis. As a result of the 2015 basic account actuarial valuation surplus and pursuant to the joint trustee agreement, \$1,927 million was transferred to the rate stabilization account and \$297 million of the surplus ensured the required contribution rates remained unchanged.

The College paid \$5,885,928 (2017 - \$5,540,185) for employer contributions to the plan in fiscal 2018.

The next valuation for the College Pension Plan will be as at August 31, 2018, with results available in 2019. The next valuation for the Municipal Pension Plan will be December 31, 2018, with results available in 2019.

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 each plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plans.

(b) Employee future benefits

	2018	2017
Sick leave Long-service and gratuity	\$ 1,382,000 308,000	\$ 1,120,000 579,397
Long term disability health & dental benefits	483,000	-
Accrued benefit liability, end of year	\$ 2,173,000	\$ 1,699,397

i. Certain employees of the College are entitled to sick leave benefits in accordance with the terms and conditions of their employement contracts. These include post-retirement benefits, benefits that are expected to be provided after employment but prior to retirement and which vest or accumulate during service; and compensated absence benefits, benefits paid during employment, including sick pay benefits that accumulate and are payable upon a future illness or injury-related absence. The benefit expense associated with the covered benefits attributed to the accounting period is included in the college's statement of operations and the accrued benefit liability for the benefits attributed to

Notes to Financial Statements (continued)

Year ended March 31, 2018

7. Employee future benefits (continued)

employee service to the accounting date are included in the College's statement of financial position. The accrued benefit obligation and the net periodic benefit costs were estimated by an actuarial valuation completed in March 2018.

- ii. Certain excluded employees (employed prior to August 2010) earn 3 days per year in addition to vacation in accordance with the terms and conditions of their employment contracts. The current gratuity plan for support staff ceased to accumulate as of December 31, 2016, and the balance of gratuity plan will not increase in the future. The accrued benefit obligation for long service days and gratuity plan was estimated by an actuarial valuation for accounting purposes as at March 31, 2018.
- iii. Certain employees of the College are entitled to the continuation of extended health, dental and Medical Service Plan (MSP) benefits in accordance with the terms and conditions of their employment contracts. Coverage is extended to disabled employees, their spouses and dependent children while on disability. Faculty and Exempt employees receive these benefits from their date of disability to the earlier of recovery from disability and return to work or age 65. The accrued benefit obligation for currently disabled employees was estimated by an actuarial valuation for accounting purposes as at March 31, 2018.

	2018	2017
Balance, beginning of the year	\$ 1,699,397 \$	1,694,939
Current benefit cost	550,000	536,458
Interest cost	62,000	63,000
Benefits paid	(252,000)	(600,000)
Plan amendment	(257,000)	-
Expense for long term disability health & dental benefits	483,000	-
Recognized actuarial (gain)/loss	(112,397)	5,000
Accrued benefit obligation, end of year	2,173,000	1,699,397
Accrued benefit obligation, end of year		
consists of:		
Accrued obligaion, end of year	\$ 2,101,000 \$	1,699,397
Unamortized actuarial gains/(losses)	72,000	-
Accrued benefit obligation, end of year	\$ 2,173,000 \$	1,699,397

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

	2018	2017
Discount rates	3.2%	3.0%
Expected future base wage and salary increases	2.50%	2.75%

Notes to Financial Statements (continued)

Year ended March 31, 2018

8. Deferred tuition fees:

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

			Receipts during Transferred to			
	Opei	ning balance		year	revenue	2018 Total
Deferred tuition	\$	5,560,535	\$	29,637,966	\$ (28,946,606)	\$ 6,251,895

			Rece	eipts during	Tr	ansferred to	
	Opei	ning balance		year		revenue	2017 Total
Deferred tuition	\$	5,169,658	\$	28,736,791	\$	(28,345,914) \$	5,560,535

9. Deferred revenue:

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

	Opening balance			ceipts during year	Transferred to revenue			2018 Total		
Deferred contract Deferred contributions	\$	493,074 2,330,992	\$	6,519,567 4,948,347	\$	(6,308,568) (4,650,504)	\$	704,073 2,628,835		
Deferred revenue and contribution	\$	2,824,066	\$	11,467,914	\$	(10,959,072)	\$	3,332,908		

	Opening balance			ceipts during year	Т	ransferred to revenue	2017 Total
Deferred contract Deferred contributions	\$	1,175,445 2,793,673	\$	5,878,869 9,999,771	\$	(6,561,240) (10,462,452)	\$ 493,074 2,330,992
Deferred revenue and contribution	\$	3,969,118	\$	15,878,640	\$	(17,023,692)	\$ 2,824,066

10. Deferred capital contributions:

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

Notes to Financial Statements (continued)

Year ended March 31, 2018

10. Deferred capital contributions (continued)

	2018	2017		
Balance at beginning of the year Contributions received Less amortization to revenue	\$ 78,625,405 \$ 2,607,239 (5,497,923)	81,622,906 2,770,667 (5,768,168)		
	\$ 75,734,721 \$	78,625,405		

Deferred capital contributions are comprised of the following:

	2018	2017		
Unamortized capital contributions Unspent contributions	\$ 74,832,480 902,241	\$	77,259,067 1,366,338	
	\$ 75,734,721	\$	78,625,405	

11. Obligations under capital lease

(a) Annacis Island Campus

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. The future minimum lease payments are as follows:

2019	\$ 354,698
2020	378,466
2021	390,350
2022	390,350
2023	390,350
Therafter	10,483,070
Total minimum lease payments	12,387,284
Less amounts representing interest (at 4.19% per annum)	(5,221,640)
Present value of net minimum capital lease payments	\$ 7,165,644
Total interest on the capital lease for the year	\$ 301,451

Notes to Financial Statements (continued)

Year ended March 31, 2018

11. Obligations under capital lease (continued)

(b) Computer equipment

During 2017/18, the College has entered into various capital leases for computer equipment. The future minimum lease payments for all computer equipment capital lease is as follows:

2019	\$ 497,825
2020	482,401
2021	374,596
2022	184,295
2023	33,141
Therafter	-
Total minimum lease payments	1,572,258
Less amounts representing interest (Nil to 1.85% per annum)	(84,188)
Present value of net minimum capital lease payments	\$ 1,488,070
Total interest on the capital lease for the year	\$ 37,944

Total interest on leases for the year was \$339,395 (2017 - \$311,633).

Notes to Financial Statements (continued)

Year ended March 31, 2018

12. Tangible capital assets:

2018		Land	Buildings	im	Building provements	uilding under capital lease	I	Furniture and equipment	in	Leasehold nprovements	h	Computer ardware and software	u	Computer equipment Inder capital lease	2018 Tota
Cost															
Opening balance	\$	7,744,768	\$ 144,414,647	\$	8,888,987	\$ 7,350,333	\$	73,868,911	\$	4,202,525	\$	25,517,462	\$	957,584	\$ 272,945,218
Additions		-	-		3,389,811	-		1,418,643		-		630,258		994,728	6,433,440
Disposals		-	-		-	-		(50,086,329)		-		(9,240,250)		-	(59,326,579)
Ending		7,744,768	144,414,647		12,278,798	7,350,333		25,201,225		4,202,525		16,907,470		1,952,312	220,052,079
Accumulated amo	ortiza	ation													
Opening balance		-	71,262,087		1,660,900	653,365		68,478,045		364,893		23,511,368		84,639	166,015,297
Amortization		-	3,609,864		705,593	245,012		2,230,816		140,085		1,059,440		398,725	8,389,535
Disposals		-	-		-	-		(50,086,329)		-		(9,240,250)		-	(59,326,579)
Closing balance		-	74,871,951		2,366,493	898,377		20,622,532		504,978		15,330,558		483,364	115,078,253
Net book value	\$	7,744,768	\$ 69,542,696	\$	9,912,305	\$ 6,451,956	\$	4,578,693	\$	3,697,547	\$	1,576,912	\$	1,468,948	\$ 104,973,826

					Building		ilding under	F	urniture and		Leasehold	h	Computer ardware and	u	Computer equipment Inder capital	
2017		Land	Buildings	im	provements	C	capital lease		equipment	i	mprovements		software		lease	2017 Total
Cost																
Opening balance	\$	7,744,768	\$ 144,414,647	\$	6,751,285	\$	7,350,333	\$	72,721,469	\$	4,202,525	\$	25,012,177	\$	-	\$ 268,197,204
Additions		-	-		2,137,702		-		1,147,442		-		505,285		957,584	4,748,014
Ending		7,744,768	144,414,647		8,888,987		7,350,333		73,868,911		4,202,525		25,517,462		957,584	272,945,218
Accumulated amo	ortiza	ation														
Opening balance		-	67,652,241		1,068,302		408,352		65,714,212		224,798		22,029,106		-	157,097,011
Amortization		-	3,609,846		592,598		245,013		2,763,833		140,095		1,482,262		84,639	8,918,286
Closing balance		-	71,262,087		1,660,900		653,365		68,478,045		364,893		23,511,368		84,639	166,015,297
Net book value	\$	7.744.768	\$ 73.152.560	\$	7,228,087	\$	6,696,968	\$	5.390.866	\$	3,837,632	\$	2.006.094	\$	872.945	\$ 106,929,921

13. 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:

	2018	2017
Foundation contributed awards and bursaries to the College Foundation provided project funding and equipment to the College	\$ 635,677 \$ 68,329	451,618 76,994
Foundation reimbursed the College for salaries expenses	367,552	281,038
College contributed grants to the Foundation for operating expenses	407,552	313,206

As of March 31, 2018, the College had accounts receivable from the Foundation of \$11,521 (2017 - \$4,681) for expenses that were paid for by the College on behalf of the Foundation. At March 31, 2018, the Foundation had net assets of \$14.1 million (2017 - \$13.9 million).

Notes to Financial Statements (continued)

Year ended March 31, 2018

13. Related organization (continued)

For the year ended March 31, 2018, gift in kind donations from the Foundation to the College were \$64,940 (2017 - \$13,312) of which \$0 (2017 - \$0) was recorded as tangible capital assets.

14. 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 term deposit 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 from a third party. As part of this lease, land has been segregated as an operating lease. The term is 30 years commencing August 1, 2014.

Payments required under this lease are as follows:

2019	\$ 115,799
2020	123,558
2021	127,438
2022	127,438
2023	127,438
Thereafter	3,422,371
Total minimum lease payments	\$ 4,044,042

(c) Service contracts:

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

2019 2020 2021 2022	\$ 2,107,048 1,161,515 1,003,200
2023 Thereafter	-
	\$ 4,271,763

Notes to Financial Statements (continued)

Year ended March 31, 2018

15. Contractual rights

Contractual rights are rights to economic resources arising from contracts or agreements that will result in revenues and assets in the future. The College's contractual rights arise because of contracts entered into to lease building space and to provide educational services. The following table summarize the contractual rights of the College for future assets:

2019 2020 2021 2022 2023	\$ 4,244,711 3,688,421 125,000 125,000 -
	\$ 8,183,132

16. Contingent liabilities:

The Collge is currently engaged in or party to certain pending matters. A reasonable estimate of these future liabilities has been made 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:

	2018	2017
Salaries and benefits	\$ 76,669,687	\$ 73,409,369
Supplies and services	11,213,858	12,538,825
Building and telecom	6,562,006	6,231,372
Cost of goods sold	3,731,572	4,390,143
Amortization	8,389,535	8,918,286
	\$ 106,566,658	\$ 105,487,995

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.

Notes to Financial Statements (continued)

Year ended March 31, 2018

18. Financial risk management: (continued)

(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.

Vancouver Community College

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 2017/18 fiscal year was 25.

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

Employee	Remuneration	Other Expense
Adams, Virginia	91,740	1,966
Aghakian, Patris	85,004	6,363
Aitken, Robert	89,692	544
Arellano, Jose	88,572	2,521
Aro, Susan	92,879	3,935
Au-Wong, Elaine	89,692	2,970
Aulakh, Surinder	118,173	4,389
Austin, Pat	89,692	457
Avery, Wayne	89,692	549
Bach, Donald	89,692	555
Baily, Nancy	89,692	5,528
Balagopal, Raji	88,031	0
Balandy, Ali	76,055	0
Barbati, Pam	89,692	6,297
Barclay, Heather	86,947	591
Barillaro, Francesco	83,275	555
Barnes, Aileen	77,410	835
Barnes, Laurie	80,283	305
Barnes, William	89,692	130
Bauden, Bonnie	89,692	1,705
Beacham, Brian	118,173	6,519
Beauchamp, Robert	89,692	545
Bedford, Timothy	82,511	475
Beerwald, Denise	92,879	1,679
Bekirov, Aydan	76,840	637
Belton, Susan	89,692	535
Bestard, Stacy	79,089	3,180
Beveridge, Lisa	89,692	595
Bhimji, Azeem	89,942	250
Black, Meridy	89,692	2,514
Boras, Susan	82,690	4,824
Bouchard, Lee	75,917	214
Boulanger, Paula	84,022	1,057
Brandwood, Linda	89,692	4,960
Branter, David	89,692	555
Brooke, Karen	89,692	705
Brown, Ben	89,692	555
Brown, Michael	86,676	0
Brunt, Caroline	89,692	1,197
Buchanan, Gina	103,808	938
Buckham, Jill	89,942	129

Bui, Tammy 76,607 0 Burke, Melanie 102,624 555 Burnyeat, Elizabeth 77,016 1,200 Buton, Margaret 93,206 362 Caglayan, Alper 89,692 276 Caldwell, Robert 88,658 0 Candela, Andrew 78,485 3,146 Capper, Matthew 84,973 0 Cavenalle, Gordon 89,692 5555 Chan, Bonnie 75,322 2,613 Chane, Norman 96,937 1,382 Chauvet, Vincent 92,032 1,426 Choi, NaYoung 18,173 3,919 Chow, Carol 84,062 0 Chow, Carol 84,062 0 Chow, Carol 89,692 3,062 Chavet, Wincel 89,692 3,026 Chavet, Setty 89,692 3,026 Chow, Carol 89,692 3,026 Chow, Carol 89,692 3,026 Chow, Setty 89,692 3,026 Ch	Employee	Remuneration	Other Expense
Burnyeat, Elizabeth 77,016 1,200 Burton, Margaret 33,206 362 Calgayan, Alper 38,652 276 Caldwell, Robert 88,658 00 Candela, Andrew 88,658 00 Candela, Andrew 78,485 3,146 Capper, Matthew 84,973 00 Carvenaile, Gordon 89,692 555 Chan, Bonnie 75,222 2,613 Chane, Norman 96,937 1,382 Chaney, Norman 96,937 1,382 Chony, NaYoung 118,173 3,919 Chong, Fionna 90,066 5,336 Chow, Carol 89,692 0,628 Chow, Carol 89,692 0,628 Chow, Carol 89,692 5,626 Christie, Judith 92,879 2,698 Charde, Mirhee 89,692 5,626 Cardwan Frice 89,692 5,626 Cardwan Frice 89,692 5,626 Cardwan Frice 89,692 5,655 <td>Bui, Tammy</td> <td>76,607</td> <td>0</td>	Bui, Tammy	76,607	0
Buxton, Margaret 93,206 362 Caglayan, Alper 89,692 276 Caldwell, Robert 88,658 0 Caldaghan, Stephanie 81,007 0 Cardela, Andrew 78,485 3,146 Capper, Matthew 89,692 555 Chan, Bonnie 75,322 2,613 Chan, Pauline 101,270 349 Chang, Norman 96,937 1,382 Chauvet, Vincent 92,022 1,426 Choy, NaYoung 118,173 3,919 Chong, Fionna 90,066 5,336 Chow, Louis 89,692 1,655 Christe, Judith 92,879 2,698 Chubey, Betty 89,692 5,022 Clarke, Shirley 89,692 5,055 Cord, Michael 6,053 2,429	Burke, Melanie	102,624	555
Caglayan, Alper 89,692 276 Caldwell, Robert 88,658 0 Caldwell, Robert 81,007 0 Candela, Andrew 81,007 0 Candela, Andrew 81,007 0 Carnela, Andrew 84,973 0 Cavenaile, Gordon 89,692 555 Chan, Bonnie 75,322 2,613 Chan, Pauline 101,270 349 Chang, Norman 96,937 1,382 Chavet, Vincent 92,022 1,426 Chavet, Vincent 92,022 1,265 Chavet, Vincent 92,022 1,565 Chow, Carol 80,692 0 Chow, Louis 89,692 3,269 Chavet, Vincent 98,692 3,269 Chavet, Shirley 89,692 3,269 Chow, Louis 89,692 3,269 Chavet, Winch 92,879 2,989 Chavet, Winch 89,692 3,669 Chow, Louis 89,692 3,609	Burnyeat, Elizabeth	77,016	1,200
Caldwell, Robert 88,658 0 Caldghan, Stephanie 81,007 0 Candela, Andrew 78,485 3,146 Capper, Matthew 84,973 0 Cavenaile, Gordon 89,692 555 Chan, Bonnie 75,322 2,613 Chan, Bonnie 73,222 2,613 Chan, Bonnie 92,022 1,426 Chan, Norman 96,937 1,382 Chang, Norman 92,022 1,426 Choi, NaYoung 11,173 3,919 Chong, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chw, Louis 89,692 5,022 Clarkson, Bruce 89,692 5,022 Clarkson, Bruce 89,692 3,069 Coard, Marnie 89,692 3,069 Collins, John 86,926 2,859 Colombo, Greg 89,692 3,609 Corbett, Jennifer 96,512 40 Corbett, Jennifer 96,550 255	Buxton, Margaret	93,206	362
Callaghan, Stephanie 81,007 0 Candela, Andrew 78,845 3,146 Capper, Matthew 84,973 0 Cavenaile, Gordon 89,692 555 Chan, Bonnie 75,322 2,613 Chan, Pauline 101,270 349 Chany, Norman 96,937 1,382 Chavex, Vincent 92,022 1,426 Choi, NaYoung 118,173 3,919 Chow, Carol 84,022 0 Chow, Carol 89,692 1,565 Christie, Judith 92,879 2,698 Chow, Carol 89,692 3,269 Clarke, Shirley 89,692 3,061 Codd, Marrine 89,692 3,061 Codd, Marrine 89,692 3,061 </td <td>Caglayan, Alper</td> <td>89,692</td> <td>276</td>	Caglayan, Alper	89,692	276
Candela, Andrew 78,485 3,146 Caper, Matthew 88,973 0 Cavenaile, Gordon 89,692 555 Chan, Bonnie 75,322 2,613 Chan, Pauline 101,270 349 Chang, Norman 92,022 1,426 Choi, NaYoung 118,173 3,919 Choor, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Carol 89,692 1,565 Christie, Judith 92,879 2,698 Chabey, Betty 89,692 3,269 Clarkos, Bruce 89,692 3,269 Clarkos, Bruce 89,692 0 Coden, Jason 89,692 2,955 Cortol, John 86,952 2,191 Corbe, Jason 89,692 3,600 Cortol, Jason 89,692 3,601 Corbol, Greg 89,692 3,601 Corbol, Greg 89,692 3,601 Corbol, Greg 89,692 3,602 <td< td=""><td>Caldwell, Robert</td><td>88,658</td><td>0</td></td<>	Caldwell, Robert	88,658	0
Capper, Matthew 84,973 0 Cavenaile, Gordon 89,692 555 Chan, Bonnie 75,322 2,613 Chan, Pauline 101,270 349 Chang, Norman 96,937 1,382 Chauvet, Vincent 92,022 1,426 Choi, NaYoung 118,173 3,919 Chow, Carol 84,022 0 Chow, Carol 84,022 0 Chuve, Voines 89,692 1,565 Christie, Judith 29,879 2,698 Chubey, Betty 89,692 5022 Clarke, Shirley 89,692 5022 Clarke, Shirley 89,692 5022 Clarke, Shirley 89,692 5022 Clarke, Shirley 89,692 5055 Coard, Michael 78,631 0 Cohen, Jason 89,692 2191 Collins, John 86,926 285 Copeland, Jason 86,073 242 Corbet, Jennifer 96,124 0 <t< td=""><td>Callaghan, Stephanie</td><td>81,007</td><td>0</td></t<>	Callaghan, Stephanie	81,007	0
Cavenaile, Gordon 89,692 555 Chan, Bonnie 75,322 2,613 Chan, Pauline 101,270 349 Chang, Norman 69,6937 1,382 Chauvet, Vincent 92,022 1,426 Choi, NaYoung 118,173 3,919 Chong, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Carol 89,692 1,565 Christie, Judith 92,879 2,698 Chubey, Betty 89,692 3,269 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 2022 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 2022 Codard, Marnie 89,692 21,91 Collins, John 86,692 285 Collins, John 86,692 255 Corbed, Jason 86,692 255 Corbed, Jason 86,692 255 <t< td=""><td>Candela, Andrew</td><td>78,485</td><td>3,146</td></t<>	Candela, Andrew	78,485	3,146
Chan, Bonnie 75,322 2,613 Chan, Pauline 101,270 349 Chang, Norman 96,937 1,382 Chauvet, Vincent 92,022 1,426 Choi, NaYoung 118,173 3,919 Chog, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Louis 89,692 1,565 Chubey, Betty 89,692 5,022 Charke, Shirley 89,692 5,022 Clarkson, Bruce 89,692 5022 Coard, Marnie 89,692 5022 Coard, Michael 78,631 0 Colem, Jason 89,692 5055 Copeland, Jason 86,926 285 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Crawford, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,861 945 Crawf	Capper, Matthew	84,973	0
Chan, Pauline 101,270 349 Chang, Norman 96,937 1,382 Chauvet, Vincent 92,022 1,426 Choi, NaYoung 118,173 3,919 Chong, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Carol 84,022 0 Chow, Cuis 89,692 1,565 Christie, Judith 92,879 2,698 Chubey, Betty 89,692 3,269 Clarke, Shirley 89,692 3,269 Coard, Marnie 89,692 3,269 Coard, Michael 78,631 0 Cohen, Jason 86,673 242 Corbet, Jason 86,073 242 Corbet, Jeonifer 96,650 250	Cavenaile, Gordon	89,692	555
Chang, Norman 96,937 1,382 Chauvet, Vincent 92,022 1,426 Choi, NaYoung 118,173 3,919 Chong, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Louis 89,692 1,565 Christie, Judith 92,879 2,698 Chubey, Betty 89,692 5,022 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 3,695 Coad, Marnie 89,692 2,191 Colins, John 86,973 242 Colmbo, Greg 89,692 360 Corteit, Jennifer 96,124 0 Cory, Paul 81,144 28 <	Chan, Bonnie	75,322	2,613
Chauvet, Vincent 92,022 1,426 Choi, NaYoung 118,173 3,919 Chong, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Carol 84,022 0 Chow, Carol 89,692 1,565 Christie, Judith 92,879 2,698 Chubey, Betty 89,692 5,022 Clarks, Shirley 89,692 3,269 Clarkson, Bruce 89,692 0 Cod, Marnie 89,692 0 Cod, Marnie 89,692 0 Colmb, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 360 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,661 945 Crowie, Tanya	Chan, Pauline	101,270	349
Choi, NaYoung 118,173 3,919 Chong, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Louis 89,692 1,565 Christie, Judith 92,879 2,698 Chubey, Betty 89,692 3,269 Clarke, Shirley 89,692 3,269 Clarkson, Bruce 89,692 0 Coad, Marnie 89,692 0 Coad, Marnie 89,692 2,191 Colene, Jason 89,692 2,191 Colins, John 86,926 285 Colened, Jason 89,692 360 Contois, Theresa 89,692 355 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,962 0 Credico, Randall 89,692 0 Credico, Randall 89,692 0 Cunningham, Margaret 97,923<	Chang, Norman	96,937	1,382
Chong, Fionna 90,066 5,336 Chow, Carol 84,022 0 Chow, Louis 89,692 1,555 Christie, Judith 92,879 2,698 Chubey, Betty 89,692 5,022 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 0 Coad, Marnie 89,692 595 Coard, Michael 78,631 0 Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Copeland, Jason 86,692 360 Cortotis, Theresa 89,692 555 Copeland, Jason 86,073 242 Corthett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Corwie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Crons, David 92,879 3,297 Cunningham, M	Chauvet, Vincent	92,022	1,426
Chow, Carol 84,022 0 Chow, Louis 89,692 1,565 Christie, Judith 92,879 2,688 Chubey, Betty 89,692 5,022 Clarke, Shirley 89,692 3,269 Clarkson, Bruce 89,692 0 Coad, Marnie 89,692 055 Coard, Michael 78,631 0 Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 360 Corbet, Jason 242 0 Corbet, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Credico, Randall 89,692 0 Cunningham, Margaret 97,923 0 Cunningham, Margaret <td>Choi, NaYoung</td> <td>118,173</td> <td>3,919</td>	Choi, NaYoung	118,173	3,919
Chow, Louis 89,692 1,565 Christie, Judith 92,879 2,698 Chubey, Betty 89,692 5,022 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 3,269 Clarke, Shirley 89,692 0 Coad, Marnie 89,692 595 Coard, Michael 78,631 0 Cohen, Jason 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 360 Coroty, Faul 86,073 242 Corbert, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Credico, Randall 89,692 0 Cunningham, Margaret 97,923 0 Cunningh	Chong, Fionna	90,066	5,336
Christie, Judith 92,879 2,698 Chubey, Betty 89,692 5,022 Clarke, Shirley 89,692 3,269 Clarkson, Bruce 89,692 0 Coad, Marnie 89,692 595 Coard, Michael 78,631 0 Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 360 Corbett, Jennifer 96,124 0 Corv, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,661 945 Crawford, Paul 89,692 0 Cross, David 92,879 3,297 Crunngham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087	Chow, Carol	84,022	0
Chubey, Betty 89,692 5,022 Clarke, Shirley 89,692 3,269 Clarkson, Bruce 89,692 0 Coad, Marnie 89,692 595 Coard, Michael 78,631 0 Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 555 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 92,879 3,287 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cury, Soleille 92,873 328	Chow, Louis	89,692	1,565
Clarke, Shirley 89,692 3,269 Clarkson, Bruce 89,692 0 Coad, Marnie 89,692 595 Coard, Michael 78,631 0 Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 360 Corbett, Jennifer 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Crawford, Paul 84,661 945 Crawford, Paul 84,061 945 Crawford, Paul 84,062 0 Crocos, Frank 96,650 250 Crawford, Paul 84,061 945 Crawford, Paul 84,022 0 Crocos, Frank 92,879 3,297 Crup, Tyra 92,879 3,297 Crup, Tyra 92,879 3,297 Cunningham, Margaret 97,923 0 <tr td=""> 24,022 250</tr>	Christie, Judith	92,879	2,698
Clarkson, Bruce 89,692 0 Coad, Marnie 89,692 595 Coard, Michael 78,631 0 Cohen, Jason 78,631 0 Colins, John 86,926 2,85 Colombo, Greg 89,692 360 Contois, Theresa 89,692 360 Corbett, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,661 945 Crawford, Paul 84,622 0 Credico, Randall 89,692 0 Cross, David 84,97 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Chubey, Betty	89,692	5,022
Coad, Marnie 89,692 595 Coard, Michael 78,631 0 Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 355 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,661 945 Crawford, Paul 84,9692 0 Cross, David 92,879 3,297 Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,232 2,262	Clarke, Shirley	89,692	3,269
Coard, Michael 78,631 0 Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 555 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,661 945 Crawford, Paul 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,232 2,262	Clarkson, Bruce	89,692	0
Cohen, Jason 89,692 2,191 Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 555 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 92,879 3,297 Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,879 1,087	Coad, Marnie	89,692	595
Collins, John 86,926 285 Colombo, Greg 89,692 360 Contois, Theresa 89,692 555 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 92,879 3,297 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Coard, Michael	78,631	0
Colombo, Greg 89,692 360 Contois, Theresa 89,692 555 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 89,692 0 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Cohen, Jason	89,692	2,191
Contois, Theresa 89,692 555 Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 89,692 0 Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Collins, John	86,926	285
Copeland, Jason 86,073 242 Corbett, Jennifer 96,124 0 Cory, Paul 81,144 28 Cosco, Frank 96,650 250 Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 92,879 3,297 Crunng, Tyra 84,973 78 Curry, Patrick 89,692 0 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,879 1,087	Colombo, Greg	89,692	360
Corbett, Jennifer96,1240Cory, Paul81,14428Cosco, Frank96,650250Cowie, Tanya84,661945Crawford, Paul84,0220Credico, Randall89,6920Cross, David92,8793,297Crump, Tyra84,97378Cunningham, Margaret97,9230Cyr, Richard92,8791,087Cyr, Soleille92,3232,262	Contois, Theresa	89,692	555
Cory, Paul81,14428Cosco, Frank96,650250Cowie, Tanya84,661945Crawford, Paul84,0220Credico, Randall89,6920Cross, David92,8793,297Crump, Tyra84,97378Cunningham, Margaret97,9230Cyr, Richard92,8791,087Cyr, Soleille92,3232,262	Copeland, Jason	86,073	242
Cosco, Frank96,650250Cowie, Tanya84,661945Crawford, Paul84,0220Credico, Randall89,6920Cross, David92,8793,297Crump, Tyra84,97378Cunningham, Margaret97,9230Curry, Patrick89,692250Cyr, Richard92,8791,087Cyr, Soleille92,3232,262	Corbett, Jennifer	96,124	0
Cowie, Tanya 84,661 945 Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 92,879 3,297 Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Cory, Paul	81,144	28
Crawford, Paul 84,022 0 Credico, Randall 89,692 0 Cross, David 92,879 3,297 Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Cosco, Frank	96,650	250
Credico, Randall 89,692 0 Cross, David 92,879 3,297 Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Cowie, Tanya	84,661	945
Cross, David 92,879 3,297 Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Crawford, Paul	84,022	0
Crump, Tyra 84,973 78 Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Credico, Randall	89,692	0
Cunningham, Margaret 97,923 0 Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Cross, David	92,879	3,297
Curry, Patrick 89,692 250 Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Crump, Tyra	84,973	78
Cyr, Richard 92,879 1,087 Cyr, Soleille 92,323 2,262	Cunningham, Margaret	97,923	0
Cyr, Soleille 92,323 2,262	Curry, Patrick	89,692	250
	Cyr, Richard	92,879	1,087
Dannhauer, Louise 90,704 1,555	Cyr, Soleille	92,323	2,262
	Dannhauer, Louise	90,704	1,555

Employee	Remuneration	Other Expense
Dauke, Wolfgang	89,692	0
David, Regeline	83,552	670
Davies, Mandy	83,876	292
Dawe, Laura	87,710	555
Defert, Ingrid	92,879	2,174
Della-Savia, Maurice	89,692	62
Delparte, Linda	89,692	0
Demeulemeester, John	89,692	534
Dennett, Margaret	112,741	6
Desbiens, Sarah	89,692	1,456
Dilek, Rita	92,879	3,012
Doak, Sherry	84,835	3,765
Dobko, Alan	89,692	260
Doherty, Anne	87,710	1,607
Donaldson, Sheetal	83,470	3,729
Dong, Tania	85,670	2,678
Duke, David	89,842	0
Eberl, Bonita	89,692	430
Enders, Tim	81,659	0
Espinoza, Lorena	92,879	700
Farley, Richard	89,692	555
Feist, Bob	89,692	0
Findlay, Susan	90,254	4,967
Finley, Alayna	92,040	0
Fisette, Jaclyn	89,692	835
Fournie, James	88,609	1,412
Franceschini, Gary	89,692	555
Frith, Brendan	84,022	432
Fukuyama, Emiko	85,937	3,005
Gaffney, Scarlet	88,647	892
Gallagher, Zoe	87,788	0
Galy, Glenn	89,692	1,417
Garofano, Jodi	89,026	4,815
Gates, Kathryn	89,692	436
Gibson, Sally	89,692	2,679
Gilbert, Julie	92,879	3,490
Gill, Collin	92,879	4,499
Gill, Kirandeep	84,197	2,451
Gin, Karen	84,022	0
Glatts, Linda	76,953	728
Gordon, Joyce	89,692	305
Gossen, Jennifer	100,345	25,315

Employee	Remuneration	Other Expense
Gregorowicz, Peter	99,318	132
Griffith, Lucy	81,188	5,605
Griffith, Toby	83,470	4,646
Griffiths, Brett	114,598	6,791
Guspie, Jerry	118,173	240
Hamend, Moreah	91,740	1,085
Hamill, Patrick	89,692	474
Hardy, Amanda	84,973	1,079
Harrison, Jacqueline	89,692	5,282
Heaps, Marilyn	96,650	3,694
Henderson, Gregory	89,692	746
Hills, Karen Jane	91,483	449
Hooley, Eleanor	86,878	410
Horn, Steven	80,410	0
Horvat, Lynn	87,909	643
Howrigan, Cheryl	89,942	690
Innes, Dennis	118,174	6,372
lvits, Shantel	76,727	250
Jang, Elizabeth	89,692	4,986
Jordan, Donald	78,264	3,554
Jovanovic, Katarina	83,301	474
Kakushkin, Gabriela	89,692	5,105
Kaplan, Belinda	90,418	250
Karavas, Costa	92,879	5,505
Karlstrom, Kevin	82,006	544
Keddis, Andu	89,692	705
Kee, Ronald	92,879	801
Kelbert, Maureen	91,740	2,267
Keshvardoost, Maasoumeh	80,775	0
Khayambashi, Hassan	89,692	4,870
Kimoto, Carmen	89,692	2,178
Ko, Wayne	89,692	0
Kosa, Esther	89,692	66
Kotko, Michelle	77,562	149
Kowalski, Marlene	163,756	32,651
Kremer, Paula	89,692	0
Krentz, Keith	84,022	555
Kunka, Robert	92,879	755
Kuzmina, Elena	91,740	515
Laliberte, Shari	84,022	778
Lam, Ellen	89,692	920
Larson, Cathy	89,692	691

Employee	Remuneration	Other Expense
Latter, Janet	85,004	7,654
Lau, Paul	89,692	0
Law, Karen	89,692	4,852
Lawrence, Gary	89,692	555
Lee, Ryan	89,692	635
Lefaivre, Jillian	90,332	50
Leggatt, Carrie	92,879	1,052
Lenz, Erin	77,132	219
Lew, Shirley	118,173	1,127
Lewis, John	92,728	163
Lie, Phillip	89,692	277
Liew, Denis	78,264	196
Lin, Nana	75,950	690
Lin, Shiow	87,786	607
Lo Yan, Pik Ling	85,256	5,191
Lui, Louis	89,692	685
Luk, Cindy	89,692	4,973
Lunn, Barbara	89,692	1,124
MacKenzie, Edith	89,692	807
MacKenzie, Michele	89,692	5,111
Macdonald, Christie	104,119	1,996
Macdonald, Tobias	84,022	440
Maddern, Trevor	95,091	2,718
Major, Lorne	89,692	500
Makarewicz, Judith Petra	89,692	450
Makhmour, Asal	89,148	1,437
Malecot, Jacques	89,692	555
Mandryk, Natasha	84,022	363
Manning, Garth	96,650	3,847
Martin, Julie	90,548	0
Mathern, Mishele	89,692	334
Mauger, Douglas	92,879	479
McDonald, Pamela	85,900	1,244
McGarvie, Bruce	91,355	1,662
McIntosh, Malcolm	85,316	1,185
McIntyre, Gordon	89,692	555
McIvor, Gordon	116,794	79
McKay, Sandra	89,692	555
McKenna, Brian	84,022	0
McLeod, Michele	77,615	0
McLeod, Morna	79,134	173
McMorris, Kenneth	91,546	305

McMullen, David 111,304 1,3 McNaughton, Kathryn 164,109 7,7	
	71
McNeill, Kimberly 89,692 5	00
McPherson, Ross 100,024 3,1	57
McRae, Nancy 89,692 3	72
Menzies, Julia 79,935 5	60
Messenger, Sherry 89,692 6	91
Mew, Keith 76,079 3	07
Miletic, Susan 89,692 5,4	90
Morlin, Maria 89,692 6	93
Morrison, Ken 92,140 2	44
Mui, Gary 89,692 6	19
Munn, Lorrin 89,692 8	16
Murphy, Caroline 89,692 1,1	34
Nagai-Price, Chikage 89,057 2,8	25
Najarian, Bahman 75,281 1,0	70
Nesbitt, Nancy 101,479	0
Nikolai, Bill 89,692	22
Niksic, Kata 90,192 2	50
Novak, Signy 87,953 5,5	71
Nunoda, Peter 174,930 23,0	56
Odgers, Katharine 89,692 3	46
Oldenburg, Kristina 89,692 3	01
Olijnek, Darcie 96,654 2	62
Orimaco, Helen 84,022 2	50
Otto, Margaret 103,158 2,6	92
Overton, Catherine 89,692 4,3	54
Paassen, Monique 90,711 4,0	51
Parisotto, Heidi 92,879 5,5	16
Parker, Jane 87,112 5	55
Patterson, John 89,692 4,5	19
Pavlovic, Sicilija 91,250 2	50
Perras, Laurent 92,573 1,7	34
Petrone, Albert 76,918	0
Pfaff, Roland 89,692	0
Phillips, Brian 89,692 3	20
Pierce, Tami 95,189 2,6	18
Pitton, Carla 90,192 5	55
Popow, Robin 89,692 12,2	31
Potter, Chris 89,692 3	56
Propp, Trina 78,929 1,1	43
Radivojevic, Vesna93,7112	50

Employee	Remuneration	Other Expense
Rahmati, Nadia	99,781	336
Railton, Shannon	100,639	1,326
Randall, Daniela	84,022	845
Rastan, Mandana	88,801	507
Ravensbergen, lan	89,692	555
Ready, Nora	90,267	264
Regan, Kendal	87,123	249
Regeczi, Agnes	91,284	1,384
Rehnby, Lorraine	81,952	0
Reimer, Bonnie	88,145	250
Richards, Skye	89,692	0
Riquelme, Robert	83,912	0
Ritchie, Alexander	89,692	305
Roberts, Helen	92,879	736
Rogers, Sean	89,692	942
Romashenko, Alex	89,692	265
Rosko, Michelle	91,740	4,191
Rossol, Pamela	92,248	326
Rowlatt, Todd	121,624	242
Rubner, Wayne	89,692	135
Rudat, Tanya	84,152	843
Ruppe, Herbert	88,392	87
Ryan, David	89,692	305
Salimian, Hamid	84,022	0
Sam, Andrea	92,422	0
Samnani, Karima	80,987	4,350
Samson, Rosalyn	89,692	1,378
Sandhu, Herraj	90,695	430
Sargent, Debbie	118,174	2,625
Sartori, Clodine	124,834	2,979
Sauve, Claire	77,196	1,943
Sawkins, Tanis	103,301	3,556
Schappert, Janita	89,692	736
Schubert, Allison	84,344	646
Scott, Nigel	83,092	214
Sellwood, Andy	96,650	2,978
Seremba, Bwanika	82,787	777
Shehadeh, Jacqueline	92,917	555
Shin, Jane	110,124	3,927
Shorter, Dennis	89,692	0
Shortt, Karen	96,650	436
Sigmund, Diana	87,833	555

Employee	Remuneration	Other Expense
Sigston, Janice	77,379	0
Simpson, Emily	81,487	188
Singh, Ron	79,929	927
Snyder Lowe, Catherine	82,027	1,540
Spitz, Ashlea	89,692	210
Sproston, Derek	89,692	0
Squires, Ellen	86,176	512
Sran, Gurpreet	89,692	5,854
Stafford, Stephen	89,692	1,005
Steele, Michael	89,692	555
Steele, Natalie	86,977	386
Sucloy, Lorraine	89,692	285
Sukic, Ysabel	91,740	4,160
Supeene, Lisa	89,692	1,437
Szeto, Ann	89,692	1,429
Tada, Rose	89,692	250
Talbot, Linda	90,670	1,135
Tanaka, Marcia	89,936	1,408
Tetrault, Jennifer	76,792	5,083
Theny, Janet	92,879	436
Thomson, Taryn	91,148	342
Ting, Elle	96,650	1,469
Tittel, Michael	92,879	9,095
To, Naomi	89,692	1,323
Touahria, Suzanne	92,879	4,598
Trettenero, Mario	89,716	0
Tsang, Barry	90,396	0
Tunnah, Michael	89,692	954
Van, Diem Ly	92,879	250
Vera, Maria De La Paz	91,740	2,168
Verschoor, Katrina	81,093	867
Wagner, Lisa	85,126	188
Wakabayashi, Pamela	81,501	4,052
Wallace, Judith	89,692	0
Wansink, Elmer	108,404	7,617
Wells, David	118,266	1,410
Westerman, Tate	88,476	0
Wheatley, Aimee	89,692	1,518
Wheatley, Matthew	89,692	250
Wiik, Maija-Liisa	84,022	548
Wilson, Karen	124,047	19,784
Wiwchar, Sheri	96,533	0

Employee	Remuneration	Other Expense
Wong, Doreen	84,022	160
Wong, Jennifer	84,784	0
Woods, Alison	89,413	431
Workman, Doug	89,942	3,907
Worrall, Blair	82,024	0
Wright, Julie	89,692	4,695
Xun, Jianhui	91,790	7,196
Yee, Susan	89,692	250
Yoneda, Sharon	79,740	3,705
Young, Barbara	89,692	721
Yue, Chung-Bun	86,213	3,538
Zakoor, Jo-Ellen	91,307	5,581
Zalezsak, Ella-Fay	91,740	121
Zemp, Luzia	89,692	5,485
Total paid to employees with remuneration more than \$75,000	31,601,656	622,342
Total paid to employees with remuneration less than \$75,000	30,159,847	205,379
Total paid to all employees	61,761,503	827,721
Other Salary costs *	14,908,186	
Total Salaries and benefits & restructuring costs	76 660 689	077 771
per Financial Statements	76,669,688	827,721

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

Schedule VII

Vancouver Community College Schedule of Remuneration and Expenses For the Board of Directors For the year ended March 31, 2018

	Position	Remuneration	Other Expenses
Ahuja, Sumit*	Board Member	352.49	
Aynsley, Brenda	Board Member	950.21	
Crawford, Janet	Board Member	873.57	
Grant, Howard	Board Member	1,532.59	
Hashemi, Zahra	Board Member	789.28	
Klis, Erin	Board Member	-	1,138.63
Kong, Danica	Board Member	383.14	
Kukucha, Stephen*	Board Member	773.95	
Lau, Chloe	Board Member	1,915.74	
Manning, Garth	Board Member	-	
Nicolas, Rene-John	Board Member	459.78	
Puri, Tarun	Board Member	789.29	
Rowlatt, Todd	Board Member	-	
Ryan, Pam*	Board Member	2,490.53	1,138.63
Tourigny, Richard	Board Member	1,915.74	
		13,226.31	2,277.26

* Board Members have waived their board remuneration partially or fully

Information from board renumberation disclosure statement based on Treasury Board Directive 3/11

Schedule VIII

Vancouver Community College

Statement of Severance Agreements¹

There were no severance agreements under which payments commenced between the College and its non-unionized staff during Fiscal 2017/2018.

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

Vendor	Amount
9957413 Canada Inc. (Bumper to Bumper auto parts)	29,003
AKZENTZ Professional Nail Products	33,803
Al Scott Lock And Safe	55,662
Alberta Sales Auto-Quip Sales & Service LTD	28,968
Albion Fisheries	54,534
Alsco Canada	200,407
Alvis Tsui (FSS) Inc.	26,493
Amazon - Pcard	27,327
Aoki Enterprises Ltd.	26,160
Apple Canada Inc. C3120	40,845
Arctic Snow Removal & Salting Service	55,212
Associated Health Systems	43,975
Bank of Canada (CSB)	86,364
BC Hydro & Power Authority	834,708
BCIT	185,944
BCNet	555,588
Bell Canada	44,285
Best Service Pros Ltd	1,135,733
Black & McDonald	3,114,240
Broadway Refrigeration	88,039
BSIbio Packaging Solutions	71,169
C3M Construction Group Inc	377,900
Cam Clark Ford (Richmond)	47,040
Camosun College	62,155
Canada Post Corporation	31,019
Canadian Edge International Corp.	47,874
Canadian Federation Of Students	164,740
CARE Pest & Wildlife Control Ltd	30,648
Chef's Hat Inc	133,245
Chernoff Thompson Architects	43,619
Children's Arts Umbrella Association	189,814
Chubb Edwards a UTC Fire & Security Co	74,863
Citrix Systems Inc	102,086
City Elevator Ltd	83,078
City Of Vancouver	142,205
Claudette Carracedo Photo	31,867
Columbia Dentoform Corp.	28,658
Commissioner Of College Superannuation	8,705,865
Commissioner Of Municipal Superannuation	2,588,331
Concept Finishes Ltd.	29,229

Vendor	Amount
Concord Security Corp	62,722
Consulab Educatech Inc	80,383
Cornerstone Planning Group	50,039
Corporate Express Canada Inc	105,772
Creative Energy Vancouver Platforms Inc.	123,298
CSI Leasing Canada Ltd.	449,914
CUPE Local 4627	315,087
Dannyco Professional	51,873
Dawn Sign Press	26,579
Deluxe Seafood Vancouver	103,853
Dentsply Canada Ltd	46,204
Dermalogica	27,393
EBSCO	27,281
E-CARD ID Products Ltd	34,267
Editions du Renouveau Pedagogiques	60,387
Elemental Architecture and Interiors Inc.	33,462
Ellucian Technologies Canada ULC	143,854
EM Bakery Equipment BC Ltd	35,327
Emco Corporation	50,583
Eminence Organic Skin Care	50,245
EMS Software, LLC.	110,697
ESC Automation	121,338
eSchool Solutions LLC	33,279
Ferry Market Ltd	25,281
Finning International Inc	167,846
Fisher Scientific Ltd	46,341
Flynn Canada Ltd	992,631
FortisBC Natural Gas	54,862
Fraser Health Authority	38,400
Free Daily News Group Inc	35,402
Freshpoint Foodservice	262,931
Fusion Security Inc.	110,516
GBS Construction Managers Inc.	546,762
Go Go Canada Enterprise Ltd	30,151
GOOGLE - Pcard	52,500
Gordon Food Service Canada Ltd.	243,320
Graphic Office Interiors	121,401
Gregg Distributors (B.C.) Ltd.	91,624
Henry Schein/ Zahn Canada	47,334
Heritage Food Service Group of Canada Ltd.	31,107
Heritage Office Furnishings	135,711

HSK Travel Specialists - Pcard37,742Hu-Friedy Mig Co LLC27,571LSC Education Group29,379InfoSpec Systems29,961info-tech research group25,358J & K Poultry Ltd78,921JD Education Ltd32,356John Wiley And Sons Canada Ltd130,017Jones And Bartlett Learning LLC (U.S.A.)33,674Kao Canada Inc.87,844Kilgore International Inc35,936Kim Okran ISC (Vancouver Head Office)35,162Kingdom Beauty Supplies Ltd113,084Lamar Companies33,109Leepfrog Technologies Inc.54,389Logi Brothers Canada133,533Long View Systems Corporation314,782Lordco Parts Ltd56,784Medadow Valley Meats98,159Medical Services Plan898,1512Millennium Computer Systems Ltd56,504Millen Num Corporation32,367Moster Of Finance22,2625Mitel Networks Corporation92,364Millen Store Plan33,090Native Education Cellege36,000Native Education College36,000Netor Shepell Ltd53,551Need Coll Concert2,232,977Netor Native Education College36,000Netor Shepell Ltd53,551Netor Shepell Ltd53,551Netor Shepell Ltd53,551Netor Shepel Ltd53,551Netor Shepel Ltd53,551Netor Shepel Ltd53,551Netor Shepel Ltd53,551	Vendor	Amount
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MMM Group Limited132,371Monte Cristo Bakery93,626Morneau Shepell Ltd53,959Musqueam Indian Band30,000Native Education Centre2,232,947NEC-Native Education College36,000Nelson Education Ltd197,508Newton's High Quality Meats Ltd53,551Noel Asmar Uniforms Inc.29,979Norton Rose Fulbright Canada LLP101,171Oriac Trading Co Ltd53,489Outfront Media Canada LP37,639Pacific Blue Cross3,294,706Pacific Community Resources Society27,300	Minister of Finance	422,625
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Norton Rose Fulbright Canada LLP101,171Oriac Trading Co Ltd53,489Outfront Media Canada LP37,639Pacific Blue Cross3,294,706Pacific Community Resources Society27,300	Newton's High Quality Meats Ltd	53,551
Oriac Trading Co Ltd53,489Outfront Media Canada LP37,639Pacific Blue Cross3,294,706Pacific Community Resources Society27,300	Noel Asmar Uniforms Inc.	29,979
Oriac Trading Co Ltd53,489Outfront Media Canada LP37,639Pacific Blue Cross3,294,706Pacific Community Resources Society27,300	Norton Rose Fulbright Canada LLP	101,171
Outfront Media Canada LP37,639Pacific Blue Cross3,294,706Pacific Community Resources Society27,300	-	53,489
Pacific Community Resources Society 27,300	Outfront Media Canada LP	37,639
Pacific Community Resources Society 27,300	Pacific Blue Cross	3,294,706
	Pacific Community Resources Society	27,300
		80,227

Vendor	Amount
Pacific Restaurant Supply, Inc.	107,198
Paladin Security Group Ltd	605,714
Paladin Technologies Inc.	25,322
Patterson Dental	149,449
Pattison Outdoor Advertising	60,501
Pearson Education Canada	153,850
PeopleAdmin Inc	32,647
Pepsi Bottling Group	80,555
PJS Systems	51,925
Postmedia Network Inc.	28,271
Prince	38,000
Prism Engineering Ltd	128,366
ProQuest LLC (CAD)	47,707
QM LP	64,291
R E D Real Estate Design	114,376
RCABC Roofing Contractors Association of British Columbia	34,784
Receiver General For Canada	16,380,753
Regroup (USA)	41,214
Revolution Resource Recovery Inc.	107,762
RF Bakery Equipment Systems	92,680
RFS Canada	186,639
Ricoh Canada Inc	171,658
Roper Greyell LLP	95,169
Russell Food Equipment Ltd.	123,893
Russell Hendrix Foodservice Equipment	81,071
Sable Industries Inc	35,802
Saputo Foods Limited	159,077
SFU - BC Electronic Library Network	117,862
SFU - Electronic Health Library of BC	35,145
Shell Energy North America (Canada) Inc.	77,935
Snap-on Tools of Canada Ltd	85,540
Snow Cap Enterprises Ltd	166,871
Spicers Canada ULC	59,882
Standard Life	628,667
Steeves and Associates	44,625
Stevens Company Ltd	61,198
Sto:Lo Aboriginal Skills & Employment	418,568
Students' Union of VCC	1,041,351
Sun Life Assurance Of Canada	1,187,492
Sundown Consulting Services	44,462
Sunlife Of Canada	37,981

Vendor	Amount
Sysco Vancouver	441,465
TELUS Mobility	60,684
The Chair Academy	26,878
Total Energy Systems Ltd	28,910
Transcontinental Printing	66,908
Translink - U-Pass	1,908,603
Unilogik Systems Inc.	74,995
UVANU Recruit Canada	28,788
VCC Faculty Association	779,210
VCC Foundation	454,147
Veritiv Canada Inc.	89,356
VFW Management Inc.	29,400
Victorinox-Switzerland	50,822
Western Compensation & Benefits Consultants	54,586
WHG Design Ltd	42,640
White & Peters Ltd	180,198
Worksafe BC	226,540
X10 Networks	28,534
Total paid to vendors greater than \$25,000	62,122,524
Total paid to vendors \$25,000 or less	4,853,530
Grand Total	66,976,054
Employee and Employer Deduction Payments	-33,954,246
Capital Asset Additions/Depreciation	1,956,088
Flow Through Payments	-7,220,262
Accruals and Other	2,139,337
Total Operating Expenses per Financial Statements	29,896,971

Vancouver Community College

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.