



Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

MOUNT SAINT VINCENT UNIVERSITY

Year ended March 31, 2026

Independent auditor's report

To The Board of Governors of Mount Saint Vincent University

Opinion

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act of Mount Saint Vincent University (the "University") for the year ended March 31, 2026, and notes, including a summary of significant accounting policies (the "Statement").

In our opinion, the accompanying Statement for the year ended March 31, 2026 is prepared, in all material respects, in accordance with the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Statement* section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the Statement in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Statement, which describes the basis of accounting. The Statement is prepared to assist the University meet the requirements of the PSCD Act. As a result, the Statement may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Statement

Management is responsible for the preparation of the Statement in accordance with the financial provisions of the PSCD Act, and for such internal control as management determines is necessary to enable the preparation of the Statement that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the University's financial reporting process.

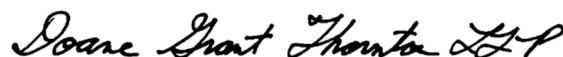
Auditor's Responsibilities for the Audit of the Statement

Our objectives are to obtain reasonable assurance about whether the Statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Statement.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Halifax, Canada
June 25, 2026

Chartered Professional Accountants

MOUNT SAINT VINCENT UNIVERSITY

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

Year Ended March 31, 2026

Section 3 of the *Public Sector Compensation Disclosure Act* of the Province of Nova Scotia, requires public sector bodies to publicly disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors and consultants.

Board Members, Officers and Employees, Contractors and Consultants

For the year ended March 31, 2026, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Joël Dickinson	Administration	328,204
Lori Francis	Administration	266,411
Peter Mombourquette	Faculty	261,072
Isabelle Nault	Administration	256,368
Jacqueline Gahagan	Administration	219,747
Antony Card	Administration	211,525
Carrie Dawson	Administration	210,816
Daniel Seguin	Faculty	205,631
Jeffrey Young	Faculty	199,091
Zachary Zimmer	Faculty	196,882
Andrew Manning	Faculty	191,881
Jamie Metsala	Faculty	190,886
Susan Trenholm	Administration	188,064
Deborah Norris	Faculty	187,671
Keltie Jones	Administration	183,424
Christopher Hattie	Administration	181,218
Amy Thurlow	Faculty	178,972
Genevieve Boulet	Faculty	175,003
Tamara Franz-Odendaal	Faculty	174,831
Derek Fisher	Faculty	174,643
Janice Keefe	Faculty	173,045
Ian Pottie	Faculty	172,944
Jeffrey MacLeod	Faculty	172,705
Meredith Ralston	Faculty	171,706
Karen White	Administration	171,612
Elizabeth Bowering	Faculty	169,663

Board Members, Officers, Employees, Contractors and Consultants

Name	Position	Compensation Paid (\$)
Michelle Eskritt-Keck	Faculty	169,593
Ardra Cole	Faculty	168,631
Cherif Matta	Faculty	168,631
Karen Blotnicky	Faculty	168,631
Gavin Kernaghan	Faculty	167,726
Shane Theunissen	Faculty	164,697
Susan Brigham	Faculty	163,618
Alex Khasnabish	Faculty	162,764
Donna Varga	Faculty	162,736
John Schellenberg	Faculty	162,133
Sharon Davis	Administration	160,002
Jean Bail	Administration	158,998
Frederick French	Faculty	157,428
DeNel Rehberg Sedo	Faculty	157,371
Sandra Findlay-Thompson	Faculty	156,154
Thomas Strapps	Administration	156,104
Tracy Moniz	Faculty	155,860
Karen Smyth	Administration	155,769
Gabrielle Durepos	Faculty	153,936
Patricia Gouthro	Faculty	152,871
Marnina Gonick	Faculty	152,871
Patricia Williams-Cotter	Faculty	152,871
Alla Kushniryk	Faculty	152,433
Mirwais Qaderi	Faculty	152,106
James Sawler	Faculty	152,083
Bohdan Luhovyy	Faculty	151,611
Gary Sneddon	Faculty	151,016
Tina Harriott	Faculty	149,920
Karen Macfarlane	Faculty	147,398
Sara King	Faculty	147,398
Nicholous Deal	Faculty	147,297
Nathaniel Shead	Faculty	146,328
Tammy Findlay	Faculty	146,066
Mary Jane Harkins	Faculty	145,634
Arron Fraser	Faculty	143,758
Christine Doe	Faculty	143,734
Melissa McGonnell	Faculty	143,623
Candace Blayney	Faculty	142,928
Jessie-Lee McIsaac	Faculty	141,698
Krista Ritchie	Faculty	141,616
Maria Matthews	Faculty	141,295
Juliette Valcke	Faculty	140,700
Fernando Nunes	Faculty	140,078

Board Members, Officers, Employees, Contractors and Consultants

Name	Position	Compensation Paid (\$)
Hong Wang	Faculty	140,078
Adriana Benzaquen	Faculty	139,901
Alexandra Tsedryk	Faculty	139,801
Christine McLean	Faculty	139,483
Diane Piccitto	Faculty	139,369
Stanislav Orlov	Faculty	137,741
Kimberly Peitzsche	Administration	136,954
Elsie Henderson	Faculty	136,584
Ashwani Kumar	Faculty	136,445
Cornelia Schneider	Faculty	136,136
Jonathan Roberts	Faculty	136,136
Graham Fraser	Faculty	135,785
Rhonda Bursey	Faculty	135,633
Tianyuan Yu	Faculty	135,431
Martha Walls	Faculty	135,356
Angela Birt	Faculty	135,189
Sarah Reddington	Faculty	135,009
Corey Slumkoski	Faculty	134,804
Danielle Cox	Faculty	133,514
Michael Wood	Faculty	132,591
Nargess Kayhani	Faculty	132,591
Roni Gechtman	Faculty	132,591
Ian Reilly	Faculty	132,552
Catherine Baillie Abidi	Faculty	132,245
Maya Eichler	Faculty	132,136
Gillian Batten	Administration	131,394
Eddia Solas	Faculty	130,674
Tanya Piske	Administration	130,000
Denyse Rodrigues	Faculty	129,064
Christine Lackner	Faculty	128,684
Sherianne Landry	Faculty	127,933
Joan-Maki Motapanyane	Faculty	127,682
KelleyAnne Malinen	Faculty	126,221
Nathaniel Street	Faculty	126,145
Stephanie Hale	Administration	125,016
Nora Perry	Administration	123,968
Kyly Whitfield	Faculty	123,702
John Wadden	Faculty	123,456
Leighton Steele	Faculty	123,000
Mary Delaney	Faculty	122,550
Gregory Pretty	Administration	122,283
Germaine Chan	Faculty	120,684
Conor Barker	Faculty	120,587

Board Members, Officers, Employees, Contractors and Consultants

Name	Position	Compensation Paid (\$)
Andrea Fraser	Faculty	120,281
Angela Barrett-Jewers	Administration	120,208
Michael McGuire	Faculty	119,723
Lindsay Leighton	Faculty	119,289
Paula Crouse	Faculty	119,212
Johanathan Woodworth	Faculty	119,115
Douglas Whitaker	Faculty	118,084
Adrian Downey	Faculty	117,957
Jennifer Guy	Faculty	117,394
Albert Reyner	Administration	117,227
Lori Borgal	Faculty	117,052
Jennifer Khoury	Faculty	116,108
Phillip Joy	Faculty	115,664
Jeffrey McKinnon	Faculty	114,839
Tess Laidlaw	Faculty	114,705
Shuyue Huang	Faculty	114,683
William Kelleher	Faculty	114,539
Paulette Cormier-MacBurnie	Faculty	114,379
Amna Mirza	Faculty	113,664
Karyn McLellan	Faculty	112,633
Donna Thompson	Faculty	112,604
Eluned Jones	Faculty	112,308
Normand Gendron	Faculty	112,133
Emily Ballantyne	Administration	112,004
Irene Ogada	Faculty	111,198
Jamie Leach	Faculty	110,941
Gerald Tembrevilla	Faculty	110,457
Ellen Shaffner	Faculty	109,462
Bernadette Russo	Faculty	108,745
Mary Rita Holland	Faculty	108,273
Sandra Sawchuk	Faculty	107,507
Daniel Hartery	Administration	106,418
Svenja Huntemann	Faculty	105,895
David Awde	Faculty	105,357
Pamela Fancey	Administration	104,805
Sara Kunto	Administration	104,570
Krista Collier-Jarvis	Faculty	103,381
Amy Braye	Administration	103,249
Lindsey MacCallum	Faculty	102,813
Matthew Roby	Faculty	101,969
Amanda Mossman	Administration	100,745

Notes to the Statement of Compensation

1. Basis of Reporting

This statement has been prepared by Mount Saint Vincent University, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Disclosure Act (the "Act") of the Province of Nova Scotia.

The management of Mount Saint Vincent University is responsible for the preparation of this statement in accordance with the Act.

Section 4 of the Act requires that the information reported in this statement be disclosed in the body of the audited financial statements of Mount Saint Vincent University or in a statement prepared for the purposes of the Act and certified by its auditors.

2. Compensation

Section 2(b) of the Act defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing,

- (i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts,
- (ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,
- (iii) long-term incentive plan earnings and payouts,
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- (v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organizations, and
- (viii) the value of any other payment or benefit prescribed in the regulations.