



## Statement of Financial Information

Pursuant to the Financial Information Act

For the year ended March 31, 2020

# Kwantlen Polytechnic University

## Statement of Financial Information Pursuant to the Financial Information Act For the year ended March 31, 2020

Statement of Financial Information Approval

Management Report

Financial Statements (Audited)

- Management’s Statement of Responsibility
- Independent Auditors’ Report
- Statement of Financial Position Statement 1
- Statement of Operations Statement 2
- Statement of Changes in Net Debt Statement 3
- Statement of Cash Flows Statement 4
- Statement of Remeasurement Gains and Losses Statement 5
- Notes to Financial Statements

Other Financial Information (Unaudited)

- Schedule of Board Remuneration and Expenses Attachment 1
- Schedule of Employee Remuneration and Expenses Attachment 2
- Schedule of Payments to Suppliers of Goods and Services Attachment 3
- Statement of Severance Agreements Attachment 4
- Schedule of Long Term Debt Attachment 5
- Schedule of Guarantee and Indemnity Agreements Attachment 6
- Reconciliation to Financial Statements Attachment 7

Financial Information Regulation (FIR), Schedule 1

# Kwantlen Polytechnic University

## Statement of Financial Information Approval

In accordance with the requirements of the Financial Information Act, all statements and schedules in this Statement of Financial Information have been reviewed and approved by the Kwantlen Polytechnic University Board of Governors.



---

Sandra Case  
Chair, Board of Governors

# Kwantlen Polytechnic University

## Management Report

The Financial Statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with Canadian generally accepted accounting principles or stated 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 fulfills its responsibilities for financial reporting and internal control, and exercises this responsibility through regular meetings with management. The Board meets with management and the external auditors once a year.

The external auditors, KPMG, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express an opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the *Financial Information Act*. Their examination includes a review and evaluation of the University's system of internal control with appropriate tests and procedures to provide reasonable assurance that the Financial Statements are presented fairly. The external auditors have full and free access to the Board of Governors and meet with it once a year or as needed.

On behalf of Kwantlen Polytechnic University

---

Dr. Alan Davis  
President and Vice-Chancellor

---

Tara Clowes, CPA, CA, MBA  
Vice-President, Finance and  
Administration



Financial Statements of

**KWANTLEN POLYTECHNIC UNIVERSITY**

And Independent Auditors' Report thereon

Year ended March 31, 2020

## MANAGEMENT'S STATEMENT OF RESPONSIBILITY

To the Board of Governors of Kwantlen Polytechnic University

Management is responsible for the preparation and presentation of the accompanying financial statements for the year ended March 31, 2020, including responsibility for significant accounting judgments and estimates in compliance with the accounting requirements of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of the financial statements.

The Board of Governors (the "Board") and the Finance and Audit Committee (the "Committee") are composed primarily of those who are neither management nor employees of the University. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities and for approving the financial statements. The Committee has the responsibility of meeting with management and external auditors to discuss the financial reporting process, auditing matters, financial reporting issues, and recommends approval of the financial statements to the Board. The Committee is also responsible for recommending the appointment of the University's external auditor.

KPMG LLP, an independent firm of Chartered Professional Accountants, is appointed by the Board to audit the financial statements and report directly to them through the Committee. The external auditor has full and free access to, and meets periodically and separately with, both the Committee and management to discuss their audit findings.

On behalf of Kwantlen Polytechnic University



Dr. Alan Davis  
President and Vice-Chancellor



Candice Gartry, CPA, CGA  
Interim Executive Director, Financial Services



KPMG LLP  
PO Box 10426 777 Dunsmuir Street  
Vancouver BC V7Y 1K3  
Canada  
Telephone (604) 691-3000  
Fax (604) 691-3031

## INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Kwantlen Polytechnic University, and  
To the Minister of the Ministry of Advanced Education, Skills & Training, Province of  
British Columbia

### *Opinion*

We have audited the financial statements of Kwantlen Polytechnic University (the "Entity"), which comprise:

- the statement of financial position as at March 31, 2020
- the statement of operations and accumulated surplus for the year then ended
- the statement of changes in net debt for the year then ended
- the statement of cash flows for the year then ended
- the statement of rereasurement gains and losses for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements as at and for the year ended March 31, 2020 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

### *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 "**Auditors' Responsibilities for the Audit of the Financial Statements**" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements 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 – Financial Reporting Framework***

We draw attention to Note 2(a) to the financial statements which describes the applicable financial reporting framework and the significant differences between that financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified in respect of this matter.

### ***Responsibilities of Management and Those Charged with Governance for the Financial Statements***

Management is responsible for the preparation of the financial statements in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia, 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.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

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

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' 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 the financial statements.

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 financial statements, 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 Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- 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.

*KPMG LLP*

---

Chartered Professional Accountants

Vancouver, Canada  
May 27, 2020



# KWANTLEN POLYTECHNIC UNIVERSITY

## Statement of Financial Position

(in thousands of dollars)

As at March 31, 2020, with comparative information for 2019

		2020	2019
<b>Financial assets</b>			
Cash and cash equivalents	(Note 3)	\$ 72,217	\$ 26,258
Accounts receivable	(Note 4)	2,668	6,517
Inventories for resale		532	600
Investments	(Note 5)	27,946	28,880
		103,363	62,255
<b>Liabilities</b>			
Accounts payable and accrued liabilities	(Note 6)	44,229	27,398
Deferred revenue		30,957	13,495
Deferred contributions	(Note 8)	3,952	3,859
Deferred capital contributions	(Note 9)	155,789	159,328
Obligations under capital lease	(Note 10)	92	247
		235,019	204,327
Net debt		(131,656)	(142,072)
<b>Non-financial assets</b>			
Tangible capital assets	(Note 11)	249,005	255,381
Endowment investments	(Note 5)	2,817	2,817
Prepaid expenses and deposits		2,424	1,989
		254,246	260,187
Accumulated surplus		\$ 122,590	\$ 118,115
Accumulated surplus is comprised of:			
Accumulated surplus		\$ 122,536	\$ 117,864
Accumulated remeasurement gains		54	251
		\$ 122,590	\$ 118,115

Contractual obligations (Note 13)

Commitments and contingent liabilities (Note 14)

See accompanying notes to financial statements.

Approved on behalf of the Board:



Sandra Case  
Chair, Board of Governors



Candice Gartry, CPA, CGA  
Interim Executive Director, Financial Services

# KWANTLEN POLYTECHNIC UNIVERSITY

## Statement of Operations and Accumulated Surplus

(in thousands of dollars)

Year ended March 31, 2020, with comparative information for 2019

	Budget (Note 2(k))	2020	2019
<b>Revenue:</b>			
Province of British Columbia grants	\$ 74,922	\$ 73,511	\$ 71,045
Revenue recognized from deferred contribution (Note 8)	3,122	8,374	6,536
Tuition and student fees	123,980	107,463	118,451
Ancillary services	5,739	5,199	6,472
Other revenue	8,888	7,110	4,615
Revenue recognized from deferred capital contributions (Note 9)	9,078	8,616	7,612
	225,729	210,273	214,731
<b>Expenses:</b>			
Instruction, research and support (Note 18)	218,879	200,782	187,243
Ancillary operations	6,439	4,819	5,428
	225,318	205,601	192,671
Annual surplus	411	4,672	22,060
Accumulated surplus, beginning of year	117,864	117,864	95,804
Accumulated surplus, end of year	\$ 118,275	\$ 122,536	\$ 117,864

See accompanying notes to financial statements.

# KWANTLEN POLYTECHNIC UNIVERSITY

## Statement of Changes in Net Debt

(in thousands of dollars)

Year ended March 31, 2020, with comparative information for 2019

	Budget (Note 2(k))	2020	2019
Annual surplus	\$ 411	\$ 4,672	\$ 22,060
Acquisition of tangible capital assets	-	(12,098)	(46,109)
Amortization of tangible capital assets	18,860	18,474	16,661
	18,860	6,376	(29,448)
Net of (acquisition) use of prepaid expenses and deposits	-	(435)	2,369
Net remeasurement gains (losses)	-	(197)	826
Change in net debt	19,271	10,416	(4,193)
Net debt, beginning of year	(142,072)	(142,072)	(137,879)
Net debt, end of year	\$ (122,801)	\$ (131,656)	\$ (142,072)

See accompanying notes to financial statements.



# KWANTLEN POLYTECHNIC UNIVERSITY

## Statement of Cash Flows

(in thousands of dollars)

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Cash provided by (used in):		
Operating activities:		
Annual surplus	\$ 4,672	\$ 22,060
Items not involving cash:		
Amortization of tangible capital assets	18,474	16,661
Revenue recognized from deferred capital contributions	(8,616)	(7,612)
Change in non-cash operating working capital:		
Accounts receivable	3,849	1,710
Prepaid expenses and deposits	(435)	2,369
Inventories for resale	68	20
Accounts payable and accrued liabilities	16,831	(10,278)
Deferred revenue	17,462	(6,682)
Deferred contributions	93	60
Net change from operating activities	52,398	18,308
Capital activities:		
Cash used to acquire tangible capital assets	(12,098)	(45,998)
Net change from capital activities	(12,098)	(45,998)
Financing activities:		
Contributions received for tangible capital assets	5,077	7,836
Principal payments on capital lease obligations	(155)	(297)
Net change from financing activities	4,922	7,539
Investing activities:		
Decrease in investments	934	9,160
Net remeasurement gains (losses)	(197)	826
Net change from investing activities	737	9,986
Net change in cash and cash equivalents	45,959	(10,165)
Cash and cash equivalents, beginning of year	26,258	36,423
Cash and cash equivalents, end of year	\$ 72,217	\$ 26,258
Non-cash transaction:		
Tangible capital assets acquired and financed by capital leases	\$ -	\$ 111

See accompanying notes to financial statements.

# KWANTLEN POLYTECHNIC UNIVERSITY

## Statement of Remeasurement Gains and Losses

(in thousands of dollars)

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Accumulated remeasurement gains (losses), beginning of year	\$ 251	\$ (575)
Unrealized gains (losses) generated during the year from:		
Fixed income investments	(21)	270
Mortgage-backed securities and mutual funds	1	15
Foreign currency translation	(37)	(6)
Remeasurement (gains) losses realized and reclassified to the Statement of Operations and Accumulated Surplus from:		
Fixed income investments	(186)	497
Mortgage-backed securities and mutual funds	(5)	15
Foreign currency translation	51	35
Net remeasurement gains (losses) for the year	(197)	826
Accumulated remeasurement gains, end of year	\$ 54	\$ 251

See accompanying notes to financial statements.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements  
(in thousands of dollars)

Year ended March 31, 2020

---

## 1. Authority and purpose

Kwantlen Polytechnic University ("the University") operates under the authority of the University Act of British Columbia. The University is a not-for-profit entity governed by a Board of Governors, the majority of which are appointed by the provincial government of British Columbia. The University is exempt from income taxes under section 149 of the Income Tax Act.

The University offers career, vocational, developmental and academic programs from its Richmond, Langley and three Surrey campuses located in southwestern British Columbia. The academic governance of the University is vested in the Senate.

On March 11, 2020, the COVID-19 outbreak was declared a pandemic by the World Health Organization. The University temporarily closed campuses to students as of March 16, 2020 based on public health recommendations with a transition to virtual courses, and has not reopened its campuses as of the date of these financial statements were approved. The University has transitioned to a work from home approach for employees that are able to do so, along with the implementation of social distancing policies for employees that remain on campuses. The ultimate duration of the pandemic, related public health measures and their impact on the economy and the financial effect on the University are not known at this time.

## 2. Summary of significant accounting policies

### (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 are comprised of generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that are comprised of generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Government Organization Accounting Standards Regulation 257/2010 requires all taxpayer supported organizations in the schools, universities, colleges and hospitals sectors to adopt the Canadian Public Sector Accounting Standards ("PSAS") without any public sector ("PS") 4200 elections, effective their first fiscal year commencing after January 1, 2012.

Government Organization Accounting Standards Regulation 198/2011 requires that restricted contributions received or receivable for acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are to be deferred and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded.



# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

---

## 2. Summary of significant accounting policies (continued)

### (a) Basis of accounting (continued)

Regulation 198/2011 also requires that the 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 period when the stipulation or restriction on the contributions have been met.

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of PSAS 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 PS 3410. Externally restricted contributions are recognized in revenue in the period when the resources are used for the purpose specified in accordance with PS 3100.

As a result, revenue recognized in the Statement of Operations and Accumulated Surplus and certain related deferred capital contributions would be recorded differently under PSAS.

### (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: The University manages and reports performance for groups of financial assets on a fair-value basis. Cash and cash equivalents and investments 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 are recorded as an expense. Unrealized gains and losses on financial assets except for those related to restricted endowments 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 Accumulated Surplus and related balances reversed from the Statement of Remeasurement Gains and Losses. Unrealized gains and losses on endowment investment assets, where earnings are restricted as to use, are recorded as deferred contributions and recognized in revenue when disposed and when the related expenses are incurred.

(ii) Cost category: Amounts receivable are measured at cost less any amount for valuation allowance. Valuation allowances are made when collection is in doubt.

### (d) Inventories for resale

Inventories for resale, including new and used textbooks, course manuals, stationary, art supplies, clothing, crested and non-crested giftware are recorded at the lower of cost or net realizable value.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

---

## 2. Summary of significant accounting policies (continued)

### (d) Inventories for resale (continued)

Cost includes the original purchase cost, plus shipping and applicable duties. Net realizable value is the estimated proceeds on sale less any costs to sell. Inventories are written down to net realizable value when the cost of inventories is estimated not to be recoverable.

When circumstances that previously caused inventories to be written down below cost no longer exist, the amount of write-down previously recorded is reversed.

### (e) Contaminated sites

A liability for contaminated sites is recognized when the following criteria are met:

- (i) An environmental standard exists;
- (ii) Contamination exceeds the environmental standard;
- (iii) The University is directly responsible or accepts responsibility;
- (iv) It is expected that future economic benefits will be given up; and
- (v) A reasonable estimate of the amount can be made.

The liability is recognized as management's estimate of the cost of post-remediation including operation, maintenance and monitoring that are an integral part of the remediation strategy for a contaminated site.

### (f) 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 asset acquisitions are recorded at cost, which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. The cost, less residual value, of the tangible capital assets, excluding land and air space parcels, 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. Work in progress is not amortized until the asset is available for productive use.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

## 2. Summary of significant accounting policies (continued)

### (f) Non-financial assets (continued)

#### (i) Tangible capital assets (continued)

	Term
Buildings	40 years
Major site improvements	10 years
Major equipment	10 - 20 years
Library holdings	10 years
Technology infrastructure	8 years
Furniture and equipment	5 years
Computing equipment	3 years
Leased capital assets	shorter of 5 years or lease term

Tangible capital assets are written down when conditions indicate that they no longer contribute to the University's ability to provide goods and services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value.

#### (ii) Leased tangible capital assets

Leases which transfer substantially all of the benefits and risks incidental to ownership of property are accounted for as obligations under capital lease and are reflected as part of tangible capital assets in the financial statements. All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

#### (g) Employee future benefits

The University and its employees make contributions to the College and Municipal pension plans which are multi-employer joint trustee pension 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 averaged over five years. Inflation adjustments are contingent upon available funding. As the assets and liabilities of the plans are not segregated by institution, the plans are accounted for as defined contribution plans and any contributions of the University to the plans are expensed as incurred.

The University's sick leave benefits do not vest or accumulate and related costs are expensed as incurred.

#### (h) Revenue recognition

Tuition and 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.

Unrestricted donations and grants are recorded as revenue if the amounts can be estimated and collection is reasonably assured. Pledges from donors are recorded as revenue when payment is received by the University or the transfer of property is completed.



# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

---

## 2. Summary of significant accounting policies (continued)

### (h) Revenue recognition (continued)

Restricted donations and grants are reported as revenue depending on the nature of the restrictions on the use of the funds by the contributors as follows:

- (i) Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or in the form of a depreciable tangible capital asset, in each case for use in providing services, are recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the 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.
- (ii) Contributions restricted for specific purposes other than for those to be held in perpetuity or 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 contribution have been met.
- (iii) Contributions restricted to be retained in perpetuity, allowing only the investment income earned thereon to be spent are recorded as endowment donations and as deferred contributions for any unspent restricted investment income earned thereon.

Investment income is reported as part of Other Revenue on the Statement of Operations and Accumulated Surplus and includes interest recorded on an accrual basis, dividends recorded as declared, and realized gains and losses on the sale of investments.

### (i) Use of estimates

In accordance with PSAS, the preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, related disclosures, and the disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Key areas where management has made estimates and assumptions include those related to the determination of useful lives of tangible capital assets for amortization and the amortization of related deferred capital contributions, accrued liabilities, valuation of accounts receivable, and provisions for contingencies. Where actual results differ from these estimates and assumptions, the impact will be recorded in future periods when the difference becomes known.

### (j) Foreign currency translation

The University'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 are designated in the fair value category under the financial instrument standard are reflected in the financial statements in equivalent Canadian dollars at the exchange rate in effect on the Statement of Financial Position date.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

---

## 2. Summary of significant accounting policies (continued)

### (j) Foreign currency translation (continued)

Any gains or losses 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 Remeasurement Gains and Losses. In the period of settlement, the related cumulative remeasurement gain/loss is reversed in the Statement of Remeasurement Gains and Losses and the exchange gains or losses in relation to the exchange rate at the date of the item's initial recognition is recognized in the Statement of Operations and Accumulated Surplus.

### (k) Budget figures

Budget figures have been provided for comparative purposes and have been derived from the 2019-2020 University Budget approved by the Board of Governors on March 27, 2019. The budget is reflected in the Statement of Operations and Accumulated Surplus and the Statement of Changes in Net Debt.

### (l) Expense Functions

Expense functions have been identified based upon the functional lines of service provided by the University. The University's services are provided by departments and their activities are reported by functional area in the Statement of Operations and Accumulated Surplus. The functional lines, along with the services they provide, are as follows:

- (i) Instruction, research, and support: This function includes activities related to delivering education. This includes instruction, education administration, student support, general administration, and the cost of space, safety, and equipment.
- (ii) Ancillary: This function includes the activities of the ancillary operations. An ancillary operation is one that is generally outside of the normal functions of instruction, research, and support, and provides goods and services to students, staff or others, and that charges a fee directly related to the cost of providing the goods or services. Ancillary operations include parking, food services, and bookstores. Costs associated with this function include function related contracts and general and financial administration and support costs.



# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

## 3. Cash and cash equivalents

	2020	2019
Cash	\$ 70,085	\$ 15,891
Cash equivalents	2,132	10,367
	\$ 72,217	\$ 26,258

## 4. Accounts receivable

	2020	2019
Accounts receivable	\$ 5,467	\$ 8,038
Allowance for doubtful accounts	(2,799)	(1,521)
	\$ 2,668	\$ 6,517

## 5. Investments and endowment investments

Investments and endowment investments recorded at fair value are comprised of the following:

	2020	2019
Fixed income investments	\$ 25,491	\$ 28,716
Mortgage-backed securities and mutual funds	5,272	2,981
	30,763	31,697
Endowment investments	2,817	2,817
Investments	\$ 27,946	\$ 28,880

All fixed income investments held at March 31, 2020 mature at various dates to September 2077 (2019 – September 2077) and bear interest at rates varying from 1.30% to 6.63% (2019 – 1.30% to 6.46%).

PSAS defines the fair value of a financial instrument as the amount of the consideration that would be agreed upon in an arm's length transaction between knowledgeable, willing parties who are under no compulsion to act. The University uses the following methods and assumptions to estimate the fair value of each class of financial instruments for which the carrying amounts are included in the Statement of Financial Position under the following captions:

- Cash and cash equivalents, accounts receivable, and accounts payables and accrued liabilities – the carrying amounts approximate fair value because of the short maturity of these instruments.
- Investments – the carrying amounts are shown at fair value based on quoted prices (unadjusted) in active markets.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

## 5. Investments and endowment investments (continued)

The financial instruments measured at fair value held within each investment are classified according to a hierarchy which includes three levels, reflecting the reliability of the inputs involved in the fair value determination. The different levels are defined as follows:

- Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities
- Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices)
- Level 3: Inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The University's investments are all considered to be level 1 financial instruments for which the fair value is determined based on quoted prices in active markets. Changes in fair valuation methods or in the availability of market observable inputs may result in a transfer between levels. During the year there were no significant transfers of securities between the different levels.

## 6. Accounts payable and accrued liabilities

	2020	2019
Accounts payable and accrued liabilities	\$ 26,291	\$ 13,338
Salaries and wages payable	7,043	3,439
Accrued vacation payable	10,895	10,621
	\$ 44,229	\$ 27,398

## 7. Employee future benefits

### (a) Pension benefits

The University and its employees contribute to the College Pension Plan and Municipal Pension Plan (jointly trustee 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, 2019, the College Pension Plan has about 15,025 active members, and approximately 8,414 retired members. As at December 31, 2018, the Municipal Pension Plan has about 205,000 active members, including approximately 6,000 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 an appropriate combined employer and member contribution rate to fund the plans. The actuary's calculated contribution rate is based on the entry-age 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 unfunded actuarial liability.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

---

## 7. Employee future benefits (continued)

### (a) Pension benefits (continued)

The most recent actuarial valuation for the College Pension Plan as at August 31, 2018, indicated a \$303,000 surplus for basic pension benefits on a going concern basis.

The most recent valuation for the Municipal Pension Plan as at December 31, 2018, indicated a \$2,866,000 funding surplus for basic pension benefits on a going concern basis. The University paid \$10,416 for employer contributions to the plans in the fiscal year 2020 (2019 - \$10,095).

The next valuation for the College Pension Plan will be as at August 31, 2021, with results available in 2022. The next valuation for the Municipal Pension Plan will be December 31, 2021, with results available in 2022.

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) Maternity or parental leave

The University provides supplemental employee benefits for faculty, staff and administration on maternity or parental leave. For the duration of the leave, employees on maternity or parental leave receive a supplemental payment added to employment insurance benefits. Employer-paid benefits also continue to be paid on the employees' behalf. The University has expensed \$691 in the current year (2019 – \$559). As at March 31, 2020, the University has an obligation of \$783 (2019 – \$357) which has been included in salaries and wages payable.



# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

## 8. Deferred contributions

Deferred contributions represent the unspent externally restricted grants and contributions that will be used in future periods for academic programming and student awards, as specified by the contributor.

	2019	Amounts received	Recognized as revenue	2020
Provincial	\$ 2,790	\$ 6,179	\$ (6,319)	\$ 2,650
Federal	453	1,125	(1,030)	548
Other sources	616	1,163	(1,025)	754
	\$ 3,859	\$ 8,467	\$ (8,374)	\$ 3,952

## 9. Deferred capital contributions

Changes in deferred capital contributions balance are as follows:

	2019	Amounts received	Recognized as revenue	2020
Provincial	\$ 134,570	\$ 4,565	\$ (7,206)	\$ 131,929
Federal	9,984	342	(734)	9,592
Other sources	14,774	170	(676)	14,268
	\$ 159,328	\$ 5,077	\$ (8,616)	\$ 155,789

## 10. Obligations under capital lease

The University has entered into capital leases to finance computers and equipment at an estimated cost of borrowing of 3.38% (2019 – 3.10%) per annum. The principal and interest payments are as follows:

	2020	2019
2020	\$ -	\$ 161
2021	61	61
2022	24	24
2023	10	10
Total minimum capital lease payments	95	256
Less amounts representing interest	(3)	(9)
Present value of net minimum capital lease payments	\$ 92	\$ 247

Total interest payment on capital leases for the year was \$5 (2019 – \$11).

**KWANTLEN POLYTECHNIC UNIVERSITY**

Notes to Financial Statements (Continued)  
 (in thousands of dollars)  
 Year ended March 31, 2020

**11. Tangible capital assets**

	Land	Buildings	Major site improvements	Major equipment	Library holdings	Technology infrastructure	Furniture & equipment	Computing Equipment	Leased capital assets	Work in progress (WIP)	Total
<b>2020 Cost</b>											
Opening balance	21,485	266,565	43,185	6,620	8,729	3,866	68,454	8,048	1,969	992	429,913
Additions	-	45	1,058	1,017	467	-	4,143	1,400	-	3,968	12,098
Dispositions	-	-	-	-	-	-	-	-	(1,599)	-	(1,599)
Transfer to/(from) WIP	-	-	421	-	-	-	-	-	-	(421)	-
Closing balance	21,485	266,610	44,664	7,637	9,196	3,866	72,597	9,448	370	4,539	440,412
<b>2020 Accumulated amortization</b>											
Opening balance	-	(89,157)	(12,993)	(835)	(6,670)	(1,167)	(55,681)	(6,335)	(1,694)	-	(174,532)
Amortization	-	(6,666)	(4,298)	(544)	(463)	(482)	(4,745)	(1,092)	(184)	-	(18,474)
Dispositions	-	-	-	-	-	-	-	-	1,599	-	1,599
Closing balance	-	(95,823)	(17,291)	(1,379)	(7,133)	(1,649)	(60,426)	(7,427)	(279)	-	(191,407)
<b>2020 Net book value</b>	\$ 21,485	\$ 170,787	\$ 27,373	\$ 6,258	\$ 2,063	\$ 2,217	\$ 12,171	\$ 2,021	\$ 91	\$ 4,539	\$ 249,005
<b>2019 Net book value</b>	\$ 21,485	\$ 177,408	\$ 30,192	\$ 5,785	\$ 2,059	\$ 2,699	\$ 12,773	\$ 1,713	\$ 275	\$ 992	\$ 255,381

1. As at March 31, 2020, work in progress with a value of \$4,539 (2019 - \$992) has not been amortized. Amortization of these assets will commence when the assets are put into productive use.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

---

## 12. Financial risk management

The University has exposure to certain risks from its financial instruments.

The Board of Governors ensures that the University 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 University 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 University consisting of cash and cash equivalents, investments and accounts receivable.

The University manages credit risk with established investment guidelines for its investment management companies to follow in managing its investment portfolios. The guidelines limit investments to those with BBB- or greater credit rating. The University does not invest in any derivatives.

### (b) Market risk

Market risk is the risk that changes in the market prices, such as interest rates, will affect the University'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 University 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 University will not be able to meet its financial obligations as they become due.

The University 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 University's reputation.

# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

## 13. Contractual obligations

The nature of the University's activities can result in multi-year contracts and obligations whereby the University will be committed to make future payments. Significant contractual obligations related to operations that can be reasonably estimated are as follows:

	2021	2022	2023	2024	2025
Contractual obligations	\$ 18,623	\$ 2,446	\$ 2,441	\$ 560	\$ 0

## 14. Commitments and contingent liabilities

(a) The University may, from time to time, be involved in legal proceedings, claims, and litigation that arise in the normal course of operations.

There are several lawsuits pending in which the University is involved. It is considered that the potential claims against the University resulting from such litigation would not materially affect the financial statements of the University.

(b) The University committed to the building of the Chip and Shannon Wilson School of Design at the Richmond campus for the Faculty of Design. The project which has a total budget of \$36,000 was substantially complete by December 2017. As at March 31, 2020, the University incurred costs of \$35,285 (2019 – \$34,996) for this project, with the anticipated remaining costs of \$715 to be incurred in fiscal 2021.

(c) The University has the ability to draw on a line of credit with a commercial bank for \$7,500 (2019–\$7,500). As at March 31, 2020, the University has not utilized the available line of credit.

(d) As at March 31, 2020, the University has issued letters of credits to the City of Surrey totalling \$294 (2019 – \$294) which expire on January 25, 2021. There is an automatic renewal that occurs each year thereafter and will terminate once the City of Surrey advises the University that the guarantee is no longer required.

## 15. Related party transactions

The University has entered into certain transactions and agreements in the normal course of business with certain of its related parties. These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.



# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

## 15. Related party transactions (continued)

Significant related party transactions with the provincial government entities are as follows:

### Revenue and expenses:

Included in revenue	2020	2019
Ministry of Advanced Education, Skills and Training – Grants and revenue recognized in deferred contributions	\$ 76,546	\$ 72,064
Other provincial government entity – grants and revenue Recognized in deferred contributions	3,297	3,161
	\$ 79,843	\$ 75,225

  

Included in expenses	2020	2019
Ministry of Advanced Education, Skills and Training	\$ 239	\$ 202
Other provincial government entities	1,238	1,466
Other provincial universities	351	340
	\$ 1,828	\$ 2,008

### Receivables and payables:

Included in accounts receivable	2020	2019
Ministry of Advanced Education, Skills and Training	\$ 1,070	\$ 928
	\$ 1,070	\$ 928

There are \$nil (2019 - \$nil) included in accounts payable for related party transactions with the provincial government entities.

### Related party transactions with key management personnel:

During the year, the key management personnel, comprised of the Senate, the Board and the University's Executives, have \$nil (2019 – \$nil) related party transactions with the University with respect to the delivery of goods and services, and payment of fees that were transacted at non-arms' length. As at March 31, 2020, the University had a net receivable of \$nil (2019 – \$nil) and a net payable of \$nil (2019 – \$nil) with respect to these transactions.

## 16. Contingent assets

The University has \$nil of contingent assets as at March 31, 2020 and 2019.

## 17. Contractual rights

The University may, from time to time, enter into contracts or agreements in its normal course of operations that will result in the realization of assets and revenues in future fiscal years. The University is a recipient of research grants from various federal, provincial and municipal funding agencies.



# KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements (Continued)  
(in thousands of dollars)

Year ended March 31, 2020

## 17. Contractual rights (continued)

During the year, the University has entered into various multi-year research funding agreements whereby the University has the opportunity to earn revenue in future years by incurring qualified expenditures. These research funding agreements do not abnormally impact the University's financial position and do not guarantee the University the right to future funding.

## 18. Expense by object

The following is a summary of expenses by object:

	Instruction, research, and support	Ancillary operations	2020
Salaries and benefits	\$ 143,700	\$ 1,168	\$ 144,868
Travel and professional development	3,426	6	3,432
Supplies	4,299	16	4,315
Student awards and bursaries	4,459	-	4,459
Fees and services	15,888	440	16,328
Facilities	9,428	373	9,801
Cost of sales	-	2,784	2,784
Leases, property taxes, insurance	1,108	32	1,140
Amortization of tangible capital assets	18,474	-	18,474
	\$ 200,782	\$ 4,819	\$ 205,601

	Instruction, research, and support	Ancillary operations	2019
Salaries and benefits	\$ 135,044	\$ 1,090	\$ 136,134
Travel and professional development	2,894	20	2,914
Supplies	4,326	14	4,340
Student awards and bursaries	3,425	-	3,425
Fees and services	15,589	378	15,967
Facilities	8,374	515	8,889
Cost of sales	-	3,375	3,375
Leases, property taxes, insurance	930	36	966
Amortization of tangible capital assets	16,661	-	16,661
	\$ 187,243	\$ 5,428	\$ 192,671

## 19. Comparative figures

Certain comparative figures have been reclassified to conform to the current year financial statement presentation.



Other Financial Information  
(Unaudited)

**Kwantlen Polytechnic University**  
**Schedule of Board Members' Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Board Member Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Baroi, Samuel	Elected Student	-	-	-
Beaton, Doug	Appointed Member/Chair, Finance and Audit Committees	-	302	302
Bennett, Rhiannon	Appointed Member	-	-	-
Bhullar, Akash	Elected Student	-	-	-
Case, Sandra	Appointed Member/Chair/Chair Human Resources Committee	-	385	385
Dastur, Farhad	Elected Faculty Member	-	1,867	1,867
Davis, Alan	Ex Officio/President	-	-	-
Hill, Shelly	Appointed Member	-	-	-
Jack, Samantha	Elected Student	-	-	-
Kambere, Amos	Appointed Member	-	257	257
Kampschuur, Marc	Elected Faculty Member	-	1,185	1,185
Lanthier, Taylor	Elected Student	-	-	-
Madsen, Hanne	Appointed Member/Chair Governance Committee	-	-	-
Mahabub, Mohammed	Appointed Member	-	-	-
McAdam, Michael	Appointed Member/Vice Chair/Chair, Finance and Audit Committees	-	-	-
McGill, Kim	Elected Staff Member	-	-	-
Melville, George	Ex Officio/Chancellor	-	-	-
Singh, Amandeep	Appointed Member	-	-	-
<b>(A) Total Board Members</b>		<b>\$ -</b>	<b>\$ 3,996</b>	<b>\$ 3,996</b>

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Abiew, Francis	Political Science Instructor	96,573	-	96,573
Abramson, Alana	Criminology Instructor	99,082	3,207	102,289
Adams, Jennifer	Acquisitions & Collection Assessment Librarian	96,017	-	96,017
Adams, Michael	Chemistry Instructor	96,280	-	96,280
Adams, Paul	Biology Instructor	96,573	534	97,107
Adebayo, Dada	Psychology Instructor	99,097	-	99,097
Aguilera, Laura	Learning Strategist	96,573	2,986	99,559
Ahluwalia, Seema	Sociology Instructor	80,840	2,501	83,341
Akbar, Mohammad	School of Business Instructor	97,601	157	97,757
Alger, Martha	Learning Strategist	95,917	849	96,767
Ali, Khairunnisa	Co-op Instructor	101,281	1,979	103,260
Ali, Laila	School of Business Instructor	84,477	4,777	89,254
Al-koubaisi, Zainab	Director, Global Engagement	83,713	13,369	97,081
Alvarado Barraza, William	Divisional Business Manager, Trades & Technology	77,015	-	77,015
Amlani, Aym	School of Business Instructor	97,294	4,848	102,142
Anderson, Bradley	School of Business Instructor	96,650	-	96,650
Anderson, Jim	Senior Network Analyst	81,625	1,204	82,829
Andrejevic, Mateja	School of Business Instructor	94,993	100	95,093
Andrews, Wayne	Carpentry/Building Construction Instructor	91,161	-	91,161
Androsiuk, Mary	Fashion and Technology Degree Instructor	96,470	-	96,470
Angelina, Maria	Counsellor	96,600	5,180	101,780
Anvari, Daniel	Mathematics Instructor	91,253	200	91,453
Armerding, Lois	Divisional Business Manager, Faculty of Academic and Career Advancement	99,112	2,155	101,268
Armitage, Nancy	Manager, Alumni Affairs	87,817	4,364	92,181
Asano, Lisbeth	English Instructor	80,853	-	80,853
Ash, Kristan	School of Business Instructor	96,372	2,848	99,220
Ashman, Melissa	School of Business Instructor	105,993	4,003	109,996
Assogba, Dossou	Academic and Career Preparation Instructor	90,320	-	90,320
Atwal, Reet	Manager, Academic Advising	79,911	828	80,739
Au, Jennifer	Chemistry Instructor	95,928	100	96,028
Aulakh, Ruby	Programmer/Analyst	72,505	3,272	75,776
Auton-Cuff, Faith	Educational Studies Instructor	118,462	2,587	121,049
Azaron, Amir	School of Business Instructor	91,375	-	91,375
Aziz, Rabia	School of Business Instructor	87,148	-	87,148
Baggott, Emma	Electrical Instructor	99,056	544	99,601
Bagshaw, Kimberly	Chair, Bachelor of Psychiatric Nursing Instructor	95,813	6,000	101,813
Bains, Gurinder	Academic and Career Preparation Instructor	96,273	-	96,273
Ball, Robert	Director, Information Security	113,804	8,243	122,047
Ballarin, Richard	Project Leader	77,097	766	77,862
Barencott, Dorothy	Fine Arts Instructor	96,050	9,836	105,886
Barnes, Elizabeth	Fine Arts Instructor	92,383	4,632	97,016
Bartlett, Andrew	English Instructor	96,650	2,671	99,321
Basil, Robert	School of Business Instructor	97,770	-	97,770
Bassani, Cherylynn	Sociology Instructor	96,350	100	96,450
Bassi, Arshpreet	Risk Advisor	72,913	5,202	78,116
Bayntun, Jessica	Fashion and Technology Degree Instructor	78,243	8,259	86,502
Bayrock, Mark	Manager, Security Systems	96,421	3,175	99,596
Begalka, Aimee	Dean, Academic and Career Advancement	140,135	16,190	156,325
Behme, Christina	Philosophy Instructor	80,438	2,991	83,429
Belisle, John	Graphic Design for Marketing Instructor	96,547	-	96,547
Belter, Wendy	Counsellor	77,163	2,534	79,697
Benevides, Judith	School of Business Instructor	104,927	1,359	106,286
Benn, Lynette	Director, Student Development & Success	116,414	4,708	121,122
Berg, Terrance	Academic and Career Preparation Instructor	98,247	157	98,404
Bernard, Dominic	Brewing and Brewery Instructor	96,600	866	97,466
Bernstein, Daniel	Psychology Instructor	100,970	11,492	112,462
Bhagat, Meena	School of Business Instructor	98,034	-	98,034
Bhatt, Gira	Psychology Instructor	110,872	684	111,556
Bicep, Judith	Mathematics Instructor	95,980	100	96,080
Bickell, Mary	School of Business Instructor	99,198	-	99,198
Binuya-Barros, Norwinda	Manager, Institutional Analytics	85,358	3,489	88,846

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Birner, Ulrike	School of Business Instructor	96,547	58	96,605
Blenkhorn, Deborah	English Instructor	97,756	339	98,095
Blizard, Lida	Nursing Instructor	86,300	2,728	89,028
Boboricken, Tanya	Academic and Career Preparation Instructor	96,350	-	96,350
Bohinska, Elzbeta	School of Business Instructor	96,676	4,000	100,676
Bomford, Michael	Sustainable Agriculture Instructor	102,912	1,118	104,030
Bourgeois, Helen	English Language Studies Instructor	96,220	-	96,220
Boyce, Joan	Nursing Instructor	95,734	1,380	97,115
Boyd, Shelley	Associate Dean, Faculty of Arts	106,344	6,369	112,712
Boydell, Carroll	Criminology Instructor	98,148	-	98,148
Braaksma, Anita	School of Business Instructor	98,240	2,790	101,030
Bratch, Tejinder	Graduate Nurse Internationally Educated Re-Entry Instructor	96,280	680	96,960
Bright, Gillian	English Instructor	88,123	-	88,123
Brinkerhoff, Celia	Librarian	93,077	100	93,177
Broderick, George	School of Business Instructor	96,573	1,167	97,740
Broser, Jenny	Bachelor of Science in Nursing Advanced Entry Instructor	100,573	1,779	102,352
Browne, Patricia	School of Business Instructor	96,650	100	96,750
Bruins, Henrietta	Academic and Career Preparation Instructor	82,947	1,896	84,843
Bryce, Laura	Horticulture Instructor	88,158	185	88,343
Bryja, Bogdan	Academic and Career Preparation Instructor	96,886	-	96,886
Buchanan, Gina	Senior Manager, Educational Development	106,968	10,564	117,532
Burke, Phaedra	School of Business Instructor	105,218	-	105,218
Burns, Christine	Librarian	96,350	3,129	99,479
Burns, David	Department of Educational Studies Instructor	100,569	2,319	102,888
Burnstein, Cheryl	Nursing Instructor	96,573	6,530	103,103
Byrne, Daniel	School of Business Instructor	106,876	1,176	108,052
Cabral, Raquel	Mathematics Instructor	95,980	-	95,980
Calao, Carlos	School of Business Instructor	121,273	3,511	124,784
Calbick, Charisse	Human Resources Business Partner	83,108	3,096	86,204
Callaghan, Fergal	Physics Instructor	87,264	2,056	89,321
Campbell, Natasha	Foundations in Design Instructor	104,191	2,038	106,229
Cannon, Roger	Electrical Instructor	96,387	1,623	98,009
Cardwell, Steve	Vice President, Students	169,226	11,202	180,428
Carmichael, Deborah	Director, People Relations	122,285	15,728	138,013
Ceric, Irina	Criminology Instructor	96,196	1,031	97,226
Chadha, Jasson	Manager, Accounting Services	93,877	8,015	101,892
Chahal, Jagdeep	Nursing Instructor	87,687	2,514	90,201
Champagne, Marc	Philosophy Instructor	84,618	-	84,618
Chan, Elian	School of Business Instructor	93,774	2,993	96,767
Chan, Gregory	English Instructor	98,297	1,004	99,300
Chan, Josephine	Special Assistant to Provost, Academic	105,288	2,694	107,982
Chan, Kin	Acupuncture Instructor	98,985	124	99,109
Chana, Devinder	Project Leader	75,496	1,603	77,099
Chandra, Ryan	Manager, Human Resources Information Systems	87,102	9,925	97,027
Chanyungco, Teresa	Director, University Space	114,565	1,415	115,980
Charania, Shiraz	School of Business Instructor	83,642	1,250	84,893
Charlton, Peter	School of Business Instructor	96,334	583	96,917
Charlton, Steven	Psychology Instructor	80,749	900	81,649
Cheah, Kooi Guan	School of Business Instructor	96,211	-	96,211
Cheema, Harleen	Nursing Instructor	95,680	1,807	97,487
Chen, Jyh-Yaw	School of Business Instructor	96,600	-	96,600
Chia, Jacqueline	School of Business Instructor	100,851	3,964	104,814
Chin, Kenward	School of Business Instructor	98,400	-	98,400
Ching, Vivian	School of Business Instructor	116,454	-	116,454
Chiou, Ted	School of Business Instructor	103,906	-	103,906
Choi, Jin Woo	Fashion Marketing Instructor	97,088	529	97,617
Chong, Jane	School of Business Instructor	73,471	2,398	75,870
Chow, Bob	School of Business Instructor	100,354	3,488	103,842
Chu, Stephanie	Vice Provost, Teaching & Learning	158,826	13,735	172,562
Chuang, Ying-Yueh	Fine Arts Instructor	96,273	620	96,893
Clancy, Laurie	Associate Vice President, Human Resources	172,539	12,091	184,631

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Clarival, Olivier	French Instructor	96,573	939	97,512
Clark, Heather	Fashion and Technology Degree Instructor	83,837	5,439	89,276
Clayton, Lindsay	School of Business Instructor	105,357	1,121	106,478
Cober, Michael	Graphic Design for Marketing Instructor	95,733	420	96,153
Cochrane, Mark	English Instructor	77,320	544	77,864
Connop Price, David	Manager, Media and Communications	84,447	5,603	90,050
Conway, Sean	Academic and Career Preparation Instructor	95,680	99	95,779
Cook Bondy, Robin	School of Business Instructor	98,882	383	99,265
Coombes, Michael	Physics Instructor	96,000	314	96,314
Coutts, Loren	Associate Dean, School of Business	111,244	9,213	120,457
Cowell, William	Education Assistant Instructor	81,371	286	81,657
Crisp, Dianne	Psychology Instructor	100,005	86	100,091
Crockett, Robert	School of Business Instructor	98,369	416	98,785
Crothers, Simon	School of Business Instructor	99,372	2,338	101,710
Cruthers, Arley	Applied Communications Instructor	96,627	4,025	100,652
Cserepes, Dana	Fine Arts Instructor	96,500	600	97,100
Culham, Eugenia	School of Business Instructor	95,454	1,780	97,234
Cunnin, Elizabeth	Horticulture Instructor	96,546	1,547	98,093
Cunningham, Kelly	School of Business Instructor	113,268	2,919	116,187
Curman, Andrea	Criminology Instructor	96,050	15	96,065
Currin, Jennifer	Creative Writing Instructor	96,566	1,350	97,915
Cyr, Heather	English Instructor	90,764	6,244	97,008
Dale, Denise	Librarian	96,600	3,582	100,182
Daley, Joanna	English Language Studies Instructor	96,573	-	96,573
Dallas, Laura	School of Business Instructor	109,357	2,275	111,632
Daniels, Caroline	Librarian	96,280	2,205	98,485
Danielson, Donna	Collaborative Nursing Instructor	96,338	846	97,184
Dastur, Farhad	Psychology Instructor	96,180	-	96,180
Davis, Alan	President & Vice Chancellor	239,942	29,411	269,353
Davis, Robert	Time Release Kwantlen Faculty Association	96,650	-	96,650
Davison, Karen	Biology Instructor	101,169	10,309	111,478
De Boer, Monica	Biology Instructor	105,727	3,822	109,549
Dearle, Gillian	English Instructor	85,776	2,013	87,788
Dearle, Robert	Chair, English Instructor	96,000	1,578	97,578
DeGroot, Judith	Health Care Assistant Instructor	83,037	1,841	84,878
Deisman, Wade	Associate Dean, Faculty of Arts	125,785	1,034	126,820
Del Monte, Sabrina	School of Business Instructor	95,980	-	95,980
Dempsey, Liam	Philosophy Instructor	99,505	1,915	101,420
Denker, Julia	Director, Career Development Centre	96,546	2,407	98,952
Deol, Harleen	Chair, Bachelor of Science in Nursing	96,166	3,455	99,622
Detwiler, Laurie	Counsellor	96,000	2,106	98,106
Dhaliwal, Nirmal	Health Care Assistant Instructor	90,638	1,398	92,035
Dhesi, Harjit	Associate Dean, Faculty of Health	182,989	12,239	195,228
Diaz, Alexander	Fashion and Technology Degree Instructor	95,988	-	95,988
Diotte, Mark	Time Release Kwantlen Faculty Association	103,337	127	103,464
Dixon, Frank	School of Business Instructor	95,504	-	95,504
Djokic, Mirela	Librarian	95,947	1,871	97,818
Dobrowolsky, Robert	Senior Network Analyst	80,495	5,946	86,441
Dobud, Pablo	Manager, Occupational Health & Safety	117,028	6,958	123,986
Dockery, Stephen	Electrical Instructor	104,042	-	104,042
Doolan, Jeffrey	Plumbing Instructor	98,840	209	99,050
Doyle, Kegan	English Instructor	94,404	1,500	95,904
Doyle, Kelly	English Instructor	99,485	-	99,485
Drury, Melissa	Co-op Instructor	73,144	4,213	77,357
Dube, Catherine	Director, People Services	134,603	5,708	140,310
Duffy, Patrick	Chemistry Instructor	95,980	-	95,980
Dukewich, Kristie	Psychology Instructor	95,924	1,400	97,324
Duncan, Sarah	Applied Communications Instructor	96,247	396	96,643
Dunster, Katherine	Horticulture Urban Ecosystem Degree Instructor	96,512	1,784	98,296
Duprey, Jennifer	General Counsel	151,856	17,219	169,075
Ebrahimi, Shora	School of Business Instructor	101,076	-	101,076

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Edwards, Timothy	Accounting Instructor	98,200	2,520	100,720
Edwards, Warren	School of Business Instructor	102,050	-	102,050
Egi, Aleksandar	Brewing and Brewery Instructor	107,100	2,500	109,600
Eigenfeldt, Catriona	School of Business Instructor	99,611	2,094	101,705
Elliott, Brent	Casual Services Contract, Organizational Campus & Community Planning	92,255	5,544	97,799
Enns, Ronald	Manager, Business Development	108,108	17,564	125,672
Erickson, Shawn	Co-op Instructor	81,081	2,244	83,324
Ewender, Sigrid	School of Business Instructor	96,860	1,785	98,644
Fairburn, Susan	Product Design Instructor	96,819	3,238	100,056
Falcus, John	School of Business Instructor	82,902	-	82,902
Fawcett, Daniel	School of Business Instructor	96,573	-	96,573
Fee, Elizabeth	Special Advisor to the President	176,500	2,724	179,224
Fengstad, David	Chair, Appliance Servicing Instructor	97,328	273	97,601
Fenske, Wayne	Philosophy Instructor	98,075	860	98,935
Ferens, Ralph	School of Business Instructor	78,402	-	78,402
Fernandez, Natasha	Global Development Manager	62,666	26,219	88,885
Ferrari, Semone	School of Business Instructor	96,300	583	96,883
Ferreras, Salvador	Provost & Vice President Academic	84,546	2,210	86,756
Findler, Patrick	Philosophy Instructor	97,202	2,595	99,797
Finlay, Natalia	Divisional Business Manager, Campus Master Planning	72,126	3,233	75,359
Florkowski, David	Dean, Faculty of Health	158,557	5,766	164,322
Ford, Richard Michael	School of Business Instructor	98,336	-	98,336
Foreman, Patricia	Access Programs for People With Disabilities Instructor	96,276	3,080	99,356
Formisano, Colleen	School of Business Instructor	83,687	1,141	84,828
Francis, Darren	Applied Communications Instructor	101,213	484	101,697
Frank, Andrew	School of Business Instructor	87,513	821	88,334
Freeman, Lisa	Criminology Instructor	74,668	5,189	79,858
Froc, David	Psychology Instructor	100,554	1,200	101,754
Fuhr, Robert	History Instructor	95,980	1,300	97,280
Gagne, Lucie	Interior Design Instructor	96,573	2,385	98,958
Gagnon, Nathalie	Criminology Instructor	85,732	10,822	96,554
Garcha, Jaisun	School of Business Instructor	103,300	2,629	105,929
Garrett, Brian	Philosophy Instructor	97,325	-	97,325
Gartry, Candice	Interim Executive Director, Financial Services	119,193	23,039	142,232
Gatzeva, Mariana	Sociology Instructor	87,864	379	88,243
Geddert, Melody	English Language Studies Instructor	96,211	6,964	103,174
Gelineau, Robert	Fine Arts Instructor	96,280	600	96,880
Giles, Christopher	Criminology Instructor	87,184	-	87,184
Gill, Kiren	Manager, Enrolment Services	69,872	10,255	80,126
Gill, Rajdeep	Interdisciplinary Expressive Arts	96,556	893	97,450
Gocer, Izgy	Counsellor	76,758	6,741	83,499
Goelman, Ari	School of Business Instructor	95,980	100	96,080
Gooding, Elizabeth	English Instructor	96,300	100	96,400
Gorval, Debbie	School of Business Instructor	97,685	414	98,099
Goulet, Philip	Chief Safety Officer	129,287	4,653	133,940
Goundrey, Andhra	Dean, Faculty of Design	132,009	10,136	142,145
Graziano, Barbara	Vice President, External Affairs & CEO, KPU Foundation	159,033	5,782	164,815
Greenlaw, Duncan	English Instructor	116,730	-	116,730
Greeno, Sharon	Fashion and Technology Degree Instructor	85,239	2,235	87,474
Greig, Taryn	School of Business Instructor	83,755	2,248	86,003
Grewal, Alexy	Project Leader	76,667	3,865	80,531
Grewal, Paul	Accountant	77,757	2,140	79,897
Guild, Lorraine	Health Care Assistant Instructor	95,973	1,118	97,091
Guirguis, Mazen	Philosophy Instructor	100,030	600	100,630
Gupta, Deepak	Associate Vice President, Research	151,529	28,505	180,034
Gurm, Balbir	Nursing Instructor	89,981	1,340	91,321
Hadfield, Janine	Graduate Nurse Internationally Educated Re-Entry Instructor	96,280	2,218	98,497
Hakik, Sajidah	Nursing Instructor	95,680	629	96,309
Hall-Thomsen, Robert	Plumbing Instructor	101,955	129	102,084
Hamilton, Kevin	Psychology Instructor	102,212	1,327	103,539
Hannas, Paula	Manager, Information Technology Client Services	102,260	731	102,990

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Hans, Manmohan	Senior Network Analyst	83,853	999	84,853
Harbut, Rebecca	Sustainable Agriculture Instructor	101,604	7,492	109,097
Harding, Jon	Vice President, Finance & Administration	157,363	7,574	164,937
Hardwick, Jennifer	English Instructor	95,594	9,825	105,419
Harris, Gregory	Biology Instructor	108,267	378	108,645
Harrison, Heather	Interim Associate Dean, School of Business	108,110	1,574	109,684
Harvey, David	School of Business Instructor	97,763	1,680	99,443
Hassan, Shereen	Criminology Instructor	101,490	135	101,625
Hassanlou, Ali	School of Business Instructor	133,762	-	133,762
Hauta, Christopher	Instrumentation Specialist	81,046	595	81,640
Hayes, Jack	History Instructor	100,905	1,914	102,819
Hayes, Jane	Chair, Music Instructor	97,999	100	98,099
Hazel, Judith	Nursing Instructor	80,961	1,107	82,068
Heinrick, Christina	Chair, Computer Aided Design & Drafting Instructor	96,650	1,798	98,448
Hemsworth, Lesley	English Language Studies Instructor	82,364	1,754	84,117
Henderson, Deborah	Regional Innovation Chair	125,951	8,521	134,472
Henriksen, Rosemary	School of Business Instructor	93,279	2,997	96,276
Henwood, Nadia	Associate Registrar, Admissions, Graduation and Enrolment Services	111,259	4,855	116,114
Herrmann, Shari	School of Business Instructor	96,607	88	96,695
Hickman-Barr, Margaret	English Instructor	95,434	140	95,574
Higo, Travis	Divisional Business Manager, School of Business	92,829	6,721	99,550
Hills, Gail	Graduate Nurse Internationally Educated Re-Entry Instructor	97,118	680	97,799
Ho, Candy	Department of Educational Studies Instructor	85,801	6,676	92,477
Ho, Philip	School of Business Instructor	96,573	100	96,673
Hodgkinson, Carley	Graphic Design for Marketing Instructor	95,980	2,462	98,442
Hogan, Melinda	Philosophy Instructor	95,980	74	96,054
Holland, April	Bachelor of Psychiatric Nursing Instructor	81,867	830	82,697
Hollaway, Rachelle	Academic and Career Preparation Instructor	87,561	1,531	89,092
Hosking, Jeremy	Psychology Instructor	79,898	-	79,898
Hosseinyazdi, Mahboobeh	Mathematics Instructor	96,209	-	96,209
Howes, Stephanie	Dean, School of Business	148,299	14,013	162,312
Hoyland, James	Physics Instructor	96,880	-	96,880
Hsiao, Wan-Ju	School of Business Instructor	88,478	-	88,478
Huang, Hongyu	IT Project Leader	72,643	2,450	75,093
Hubick, Lisa	Librarian	84,512	1,878	86,390
Huestis, Amy-Claire	Fine Arts Instructor	90,263	3,060	93,323
Hunter, Aislinn	Creative Writing Instructor	75,071	2,090	77,161
Hunter, Iain	Director, Maintenance & Operations	108,671	1,591	110,262
Hunter, Kimberly	Human Resources Business Partner	96,913	3,448	100,361
Indrugalla, Deepani	Chair, Chemistry Instructor	96,619	-	96,619
Inglis, Peter	Biology Instructor	99,005	-	99,005
Ip, Pamela	School of Business Instructor	97,002	361	97,363
Ip, Wendy	Director, Financial Planning, Reporting & Assurance	86,190	7,000	93,190
Ironside, Bruce	School of Business Instructor	104,429	2,195	106,624
Iwanchuk, Andre	Librarian	79,880	548	80,428
Jackson, Kyle	History Instructor	97,550	1,305	98,856
Jaffer, Adam	Manager, Organizational Risk	120,313	23,210	143,523
Jahn, Christy	Divisional Business Manager, Faculty of Arts	81,468	1,857	83,325
Jankovic, Branka	English Language Studies Instructor	96,000	359	96,359
Janzen, Jeffrey	Electrical Instructor	96,950	1,006	97,956
Jarvis, Jeremy	School of Business Instructor	96,601	2,559	99,160
Jazzi, Sepand	School of Business Instructor	96,302	998	97,300
Jenion, Gregory	Criminology Instructor	96,600	-	96,600
Jeon, Hye Won	Biology Instructor	98,732	91	98,823
Jhangiani, Rajiv	Associate Vice Provost, Open Education	141,786	18,666	160,452
Johal, Gurpreet	Criminology Instructor	98,538	-	98,538
Johal, Ranbir	Punjabi Instructor	96,593	4,780	101,373
Johnston, Rhonda	Manager, People Services	74,945	1,643	76,588
Johnston-Hatch, Victoria	Education Assistant Instructor	84,451	3,774	88,226
Joller, Marlis	Interior Design Instructor	86,023	4,348	90,371
Jonas, Petra	Criminology Instructor	96,650	-	96,650



**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Jones, Gary	Horticulture Instructor	96,550	2,121	98,671
Jordan, Jennifer	Director, Student Rights & Responsibilities	91,948	18,746	110,694
Kaminski, June	Nursing Instructor	98,088	780	98,868
Kampschuur, Marc	School of Business Instructor	105,999	12,680	118,679
Kang, Simran	Interim Director, Financial Operations	103,779	2,793	106,572
Karapanos, Alexandra	English Instructor	80,864	210	81,074
Karaush, Iryna	Product Design Instructor	101,197	1,322	102,518
Kargut, Sigrid	Librarian	96,600	255	96,855
Kaushal, Paul	Chemistry Instructor	107,689	25	107,714
Kazymierchuk, Stanley	Horticulture Instructor	97,747	714	98,461
Kean, Shelly	Manager, Information Access & Privacy	85,544	936	86,480
Kennedy, Neil	English Instructor	95,980	-	95,980
Kennedy, Stephen	Computer Aided Design & Drafting Instructor	95,068	-	95,068
Kerti, John	Senior Network Analyst	78,286	938	79,223
Khakbaznejad, Abdolreza	Chief Information Officer	172,034	5,455	177,488
Khalwati, Merwise	School of Business Instructor	104,130	-	104,130
Khun-Khun, Baljit	Nursing Instructor	89,497	1,792	91,289
Kietaibl, Anton	School of Business Instructor	96,573	341	96,915
Kinik-Dicleli, Melike	Manager, Quality Assurance	86,591	3,135	89,726
Kinney, Tracey	History Instructor	88,142	2,088	90,230
Kira, Susanne	English Instructor	113,195	-	113,195
Kiraly, Michael	Biology Instructor	96,247	-	96,247
Kitt, Lisa	Criminology Instructor	99,000	1,300	100,300
Kleis, Landon	Computer Business Systems Instructor	98,288	1,800	100,088
Klimek, Connie	Nursing Instructor	107,751	755	108,506
Ko, Steve	English Language Studies Instructor	96,273	343	96,616
Koch, Johannes	Geography Instructor	100,005	1,200	101,205
Kolano, Gillian	Graduate Nurse Internationally Educated Re-Entry Instructor	95,980	7,378	103,357
Korman, Laurette	School of Business Instructor	106,369	1,995	108,364
Kozak, Romy	Time Release Kwantlen Faculty Association	96,692	1,650	98,342
Kozlowski, Kaitlin	Nursing Instructor	92,363	2,825	95,188
Krishnan, Parthiphan	Geography Instructor	100,225	660	100,885
Kroeker, Tess	Bachelor of Psychiatric Nursing Instructor	95,980	7,840	103,820
Kwadzovia, Thomas	Director, Procurement Services	121,260	4,428	125,688
Kwan, Benjamin	School of Business Instructor	99,187	1,236	100,424
Lafreniere, Robert	Plumbing Instructor	96,600	99	96,699
Lagasse, Glenda	Access Programs for People With Disabilities Instructor	90,002	2,680	92,682
Lagoutin, Raphael	Time Release Kwantlen Faculty Association	96,650	-	96,650
Laird, Ross	Creative Writing Instructor	97,160	432	97,592
Lait, Cameron	Plant Health Instructor	99,014	-	99,014
Lamont, James	Horticulture Instructor	88,187	690	88,877
Lang, Jaret	Associate Vice President, Campus & Community Planning	195,758	13,321	209,079
Lantinova, Vera	School of Business Instructor	86,175	-	86,175
Laramie, Catherine	Manager, Payroll Operations	87,899	2,555	90,454
Larsen, Kim	English Instructor	87,318	-	87,318
Larsen, Michael	Chair, Criminology Instructor	99,925	-	99,925
Laverty, Gerard	Farrier Instructor	114,843	2,691	117,533
Law, Andy	School of Business Instructor	125,014	132	125,146
Law, Victor Hung Yan	School of Business Instructor	94,978	100	95,078
Le Grand, Richard	Psychology Instructor	101,483	-	101,483
Lee, Chi Chi Andrew	School of Business Instructor	99,992	-	99,992
Lee, Kyungjae	Computer Science and Information Technology Instructor	123,960	-	123,960
Lee, Sarah	School of Business Instructor	103,331	2,362	105,693
Lee, Sue Shu-Hsien	Academic and Career Preparation Instructor	96,273	-	96,273
Lehal, Gurbinder	Nursing Instructor	96,797	1,174	97,971
Leigh, Charles	School of Business Instructor	96,557	83	96,640
Leitch, Sharon	Associate Dean, School of Business	99,034	14,459	113,493
Leonard, Michael	School of Business Instructor	96,845	2,320	99,165
Lett, Daniel	Criminology Instructor	99,398	-	99,398
Leung, Christopher	School of Business Instructor	96,192	100	96,292
Leung, Mou Kit	Fine Arts Instructor	78,694	3,599	82,294

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Lewarne, Steve	Executive Director, Advancement	160,103	3,121	163,223
Li, Pak Ki Jacky	School of Business Instructor	96,300	90	96,390
Li, Puqun	Philosophy Instructor	96,440	1,205	97,645
Li, Wei	School of Business Instructor	100,352	238	100,590
Lian, Minli	School of Business Instructor	97,106	3,195	100,301
Lichimo, Marie	School of Business Instructor	99,437	2,328	101,765
Ling, Arthur	English Instructor	75,982	-	75,982
Ling, Laurence	School of Business Instructor	72,866	2,332	75,199
Liu, Alex	Mathematics Instructor	96,547	-	96,547
Liu, Chang	Manager, International Recruitment & Admission	64,710	14,286	78,996
Liu, Xin	Chemistry Instructor	96,586	80	96,666
Liu, Xing	School of Business Instructor	115,829	1,798	117,627
Lloyd, Michael	Welding Instructor	121,823	2,867	124,689
Loodu, Sarbjit	Divisional Business Manager, Faculty of Design	81,914	914	82,828
Lopes, Evandro	Psychology Instructor	96,791	-	96,791
Lopez Castellanos, Cesar	School of Business Instructor	131,005	569	131,573
Louati, Kais	Manager, International Recruitment & Admission	65,255	10,869	76,124
Low, Ho Yee	School of Business Instructor	97,067	4,792	101,860
Lucas, Michaela	Philosophy Instructor	96,430	-	96,430
Lymburner, Jocelyn	Psychology Instructor	96,167	3,799	99,966
Lyon, David	Criminology Instructor	96,650	2,080	98,730
Lyons, Tara	Criminology Instructor	100,718	-	100,718
Ma, Bojiang	School of Business Instructor	103,334	-	103,334
Ma, Hao	School of Business Instructor	100,515	2,870	103,385
Ma, Michael	Criminology Instructor	96,688	-	96,688
Ma, Praise	School of Business Instructor	76,800	2,095	78,895
MacFarlane, Kim	Nursing Instructor	95,680	-	95,680
Machado, Marcelo	School of Business Instructor	117,347	5,449	122,796
MacKenzie, Joyce	Nursing Instructor	96,280	2,579	98,859
MacKenzie, Leanne	Co-op Instructor	84,421	3,669	88,090
MacLeod, Colin	Mathematics Instructor	96,650	100	96,750
MacTaggart, Alison	Fine Arts Instructor	97,821	563	98,383
Magee, Kaylee	Biology Instructor	83,083	-	83,083
Mah, Jaime	Marketing Instructor	97,725	-	97,725
Mahapatra, Chinmaya	School of Business Instructor	101,780	100	101,880
Majano, Paulo	Fine Arts Instructor	86,762	747	87,509
Malyon, Donna	Collaborative Nursing Instructor	96,247	2,546	98,793
Manhas, Indra	Interim Divisional Business Manager, International Education	78,121	4,447	82,568
Manton, Lynette	English Language Studies Instructor	98,793	1,805	100,598
Marcotte, Megan	Biology Instructor	96,247	-	96,247
Marino, Franco	Criminology Instructor	95,980	1,636	97,616
Marom, Lilach	Department of Educational Studies Instructor	89,213	1,357	90,569
Martin, Eryk	History Instructor	79,634	1,423	81,056
Martin, John	Geography Instructor	96,650	1,389	98,039
Martinez, Victor	Product Design Instructor	96,760	625	97,385
Mason, Frederick	School of Business Instructor	92,107	100	92,207
Masse, Katie	Divisional Business Manager, Finance & Administration	82,773	4,650	87,423
Massey, Daryl	Computer Aided Design & Drafting Instructor	97,980	-	97,980
Massey, Joanne	Computer Aided Design & Drafting Instructor	98,280	-	98,280
Mathewson, Donald	Physics Instructor	97,573	2,278	99,851
Matic, Milana	English Language Studies Instructor	96,682	-	96,682
Matskiw, Christopher	Welding Instructor	121,360	-	121,360
Matson, Janis	Horticulture Instructor	86,511	1,715	88,226
Matsuba, Kyle	Psychology Instructor	97,640	3,440	101,079
Maultsaid, Deirdre	School of Business Instructor	97,055	670	97,725
May, Evelyn	Technical Apparel Design Instructor	96,573	3,290	99,863
Maydan, Catherine	School of Business Instructor	115,131	3,643	118,775
McAuley-Bax, Shauna	School of Business Instructor	100,272	969	101,241
McBride, Scott	Fine Arts Instructor	98,323	-	98,323
McBurnie, Ann	Manager, Library Resources	74,864	2,530	77,394
McCannell, Lesley	School of Business Instructor	105,967	6,160	112,127

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
McCartney, James	Senior Manager, Emerging Business	113,765	13,473	127,238
McClinton, Brian	Millwright Instructor	96,004	-	96,004
McConill, Casey	Mathematics Instructor	96,573	-	96,573
McConnell, Keiron	Criminology Instructor	123,882	-	123,882
McDonald, Laura	Associate Dean, Trades & Technology	99,961	17,121	117,082
McDonald, Robert	Psychology Instructor	95,980	-	95,980
McEachern, Joan	School of Business Instructor	96,350	100	96,450
McElroy, Lori	Associate Vice President, Planning & Accountability	148,908	6,858	155,765
McGill, Kimberley	Manager, Communications and Technology	69,923	6,465	76,388
McLellan, Ann-Marie	Educational Studies Instructor	96,619	859	97,478
McMullen, Marla	School of Business Instructor	114,972	5,623	120,595
McNeil, Harry	Manager, Campus Security Operations	121,293	6,481	127,774
McPherson, Kathy	English Language Studies Instructor	96,650	-	96,650
Meijer-Kline, Karen	Librarian	76,587	3,298	79,885
Menzies, Robert	History Instructor	118,028	4,838	122,866
Messer, Ron	School of Business Instructor	95,973	2,209	98,183
Mihell, Lana	Divisional Business Manager, Science & Horticulture	102,205	5,334	107,539
Miks, Edward	Carpentry/Building Construction Instructor	96,280	-	96,280
Millard, Gregory	Associate Dean, Faculty of Arts	112,064	9,086	121,150
Minhas, Gurjeet	Nursing Instructor	101,297	2,250	103,548
Mirfakhraie, Amir	Sociology Instructor	100,145	5,299	105,444
Mitchell, Joshua	Senior Director, Student Affairs	130,469	10,828	141,297
Mitchell, Kyle	Sociology Instructor	93,332	-	93,332
Mitchell, Zena	University Registrar	143,431	10,327	153,758
Monchalin, Lisa	Criminology Instructor	94,312	13,310	107,623
Moniz, Ann	Director, Health & Community	110,362	2,231	112,592
Morkunas, Vida	School of Business Instructor	96,290	1,675	97,965
Morris, Janice	Academic and Career Preparation Instructor	95,980	11,113	107,093
Morrison, Ronald	School of Business Instructor	99,512	-	99,512
Moukperian, Brian	Dean, Faculty of Trades & Technology	143,477	6,364	149,841
Mroccek, Jolanta	English Language Studies Instructor	96,571	-	96,571
Muhammad, Kabeer	School of Business Instructor	100,015	4,554	104,568
Mullinix, M. Kent	Director, Sustainable Horticulture and Food	136,756	5,176	141,932
Mundle, Todd	University Librarian	140,356	2,855	143,211
Murphy, Joshua	Criminology Instructor	75,798	-	75,798
Murphy, Julia	Anthropology Instructor	96,337	1,388	97,726
Murray, Joel	Associate Dean, Faculty of Science & Horticulture	125,484	8,690	134,175
Murray, Ronald	Electrical Instructor	95,973	841	96,814
Murray, Sarah	Psychology Instructor	75,148	1,300	76,448
Musil, Debbie	School of Business Instructor	96,650	2,095	98,745
Myette, Brian	Chair, Millwright Instructor	96,287	53	96,341
Myhre, Johnathan	Biology Instructor	83,394	-	83,394
Nasir, Shoaib	School of Business Instructor	99,175	-	99,175
Nayar, Kamala	South Asian Studies Instructor	96,280	1,296	97,576
Nelson, Robert	Welding Instructor	95,980	182	96,162
Neuhold, Bernie	School of Business Instructor	98,611	67	98,678
Newton, Samuel	School of Business Instructor	92,968	2,651	95,619
Nichols, Corrie	Chair, Bachelor of Science in Nursing Advanced Entry	96,573	1,479	98,052
Nickerson, Courtney	Nurse Instructor	92,411	680	93,092
Nickerson, William	Creative Writing Instructor	87,590	3,516	91,105
Nielissen, Macey	Senior Manager, Labour Relations	113,710	10,509	124,219
Nijjar, Gurdeep	Nursing Instructor	82,689	1,498	84,188
Nilsson, Joakim	English Instructor	92,370	-	92,370
Niosi, Andrea	School of Business Instructor	97,325	2,859	100,184
Nishihara, Alison	Mathematics Instructor	96,300	-	96,300
Norris, Lindsay	Fashion & Technology, Degree Instructor	99,904	173	100,077
Novocelskii, Serguei	Mathematics Instructor	95,738	-	95,738
Nyenhuis, Michael	Mathematics Instructor	96,650	1,363	98,013
Ohler, Paul	English Instructor	105,735	6,102	111,837
Olson, Harmmeet	Graduate Nurse Internationally Educated Re-Entry Instructor	95,947	1,310	97,256
O'Meara, Mark	School of Business Instructor	96,743	1,568	98,311

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Orban, Levente	Psychology Instructor	86,711	1,812	88,523
Ordish, Connie	Nursing Instructor	90,319	2,639	92,958
Ostrowski, Paul	English Instructor	95,917	-	95,917
Pagliericci, Gino	Manager, Emergency Planning	92,224	12,522	104,746
Pankratz, Debra	School of Business Instructor	90,683	-	90,683
Pannu, Mandeep	School of Business Instructor	101,501	12,100	113,601
Parolin, Maria	Fine Arts Instructor	96,547	2,631	99,177
Paschen, Jeannette	School of Business Instructor	99,459	100	99,559
Paschen, Ulrich	School of Business Instructor	88,304	100	88,404
Passmore, Lyndsay	School of Business Instructor	96,319	-	96,319
Paul, Joseph	English Instructor	98,403	-	98,403
Pearce, Suzanne	Chemistry Instructor	92,297	643	92,940
Pedersen, Cory	Chair, Psychology Instructor	101,567	3,012	104,579
Pegg, Brian	Anthropology Instructor	100,877	1,925	102,802
Penner, Kurt	Psychology Instructor	98,075	903	98,978
Perera, Nishan	School of Business Instructor	97,172	100	97,272
Petersen, Karl	Mathematics Instructor	96,300	-	96,300
Petrillo, Larissa	Anthropology Instructor	96,615	2,193	98,808
Phillips, Nicholas	Director, Counselling Services	108,748	913	109,662
Phillips, Stephanie	Fashion and Technology Degree Instructor	94,522	4,059	98,581
Phillips, Susana	Psychology Instructor	95,980	689	96,669
Phipps, Laurie	School of Business Instructor	97,964	3,574	101,538
Pikios, Christina	English Instructor	121,572	-	121,572
Pink, Ross	Political Science Instructor	96,280	1,239	97,519
Podrouzek, Wayne	Psychology Instructor	95,317	-	95,317
Pollard, Lesley	Fashion and Technology Degree Instructor	96,438	1,468	97,906
Poon, Michael	Physics Instructor	96,600	2,320	98,920
Pope, Michael	Fashion and Technology Degree Instructor	96,776	1,192	97,968
Popoff, Richard	Chemistry Instructor	80,969	-	80,969
Popovich, Alex	History Instructor	96,547	1,446	97,993
Pradhan, Dolagobinda	Geography Instructor	98,248	768	99,016
Purbs, Karsten	Director, Ancillary Services	115,112	2,324	117,435
Purcell, David	Director, Emerging Business	134,997	45,994	180,991
Purvey, Diane	Dean, Faculty of Arts	154,536	5,910	160,446
Qin, Shaomin	Project Leader	72,852	2,694	75,546
Qu, Yan	Acupuncture Instructor	92,690	-	92,690
Qu, Yanfeng	Mandarin Language Instructor	96,000	3,999	99,999
Quigley, Jacqueline	Academic and Career Preparation Instructor	95,434	734	96,168
Radcliffe, Duane	School of Business Instructor	96,280	839	97,119
Ramadan, Hisham	Criminology Instructor	96,493	-	96,493
Ramsey, Jason	Anthropology Instructor	87,559	3,273	90,832
Rapa, Alina	Academic and Career Preparation Instructor	89,846	-	89,846
Raza, Imran	School of Business Instructor	96,650	99	96,749
Reddick, Donald	Associate Dean, School of Business	101,843	6,411	108,254
Reddington, Jennifer	Divisional Business Manager, Student Services	79,879	4,792	84,671
Regan, Daniel	Horticulture Instructor	81,626	-	81,626
Reichl, Arleigh	Psychology Instructor	96,573	-	96,573
Reimer, Steven	Plumbing Instructor	81,114	-	81,114
Reyimjan, Raheem	Academic and Career Preparation Instructor	96,467	-	96,467
Rhodenizer, Lawrence	Automotive Service Technician Program Instructor	95,834	713	96,548
Ribkoff, Fred	English Instructor	85,823	3,000	88,823
Richard, Paul	Chair, Environmental Technology Instructor	75,685	-	75,685
Richardson, Allison	Librarian	96,547	-	96,547
Richmond, Alexandra	School of Business Instructor	92,253	1,756	94,009
Richter, Kimberly	School of Business Instructor	96,280	100	96,380
Roberts, Neil	School of Business Instructor	96,650	-	96,650
Roberts, Seiko	Japanese Language Instructor	89,269	2,149	91,419
Rohde, Sven	Plumbing Instructor	96,280	2,127	98,407
Rojas-Primus, Reya	Spanish Language Instructor	96,573	2,978	99,552
Rose, John	Geography Instructor	96,650	1,073	97,723
Roth, Aaron	Lab Supervisor Horticulture & Equine	80,491	189	80,680

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Rozell, Allyson	Mathematics Instructor	98,973	315	99,288
Ruiz Oliveras, Flavio	Physics Instructor	91,234	290	91,524
Ruloff, Colin	Philosophy Instructor	96,280	2,275	98,554
Rumpeltes, Michael	Welding Instructor	113,513	-	113,513
Rusticus, Shayna	Psychology Instructor	105,284	-	105,284
Ryan, Angela	Librarian	96,312	-	96,312
Sachso, Brad	School of Business Instructor	96,287	2,095	98,382
Sadhra, Avtar	Mathematics Instructor	96,600	124	96,724
Sahota, Ranveer	Nursing Instructor	108,376	2,801	111,177
Saint, Susan	English Language Studies Instructor	97,091	846	97,937
Salih, Qussay	School of Business Instructor	122,247	100	122,347
Salumbre, Daniel	Database Administrator	84,567	4,454	89,021
Salumbre, Winnie	Manager, IT Enterprise Software	92,379	6,598	98,977
Samra, Sukebinder	Director, Information Technology Services	85,892	1,610	87,502
Sanaei, Asiyeh	Mathematics Instructor	96,873	1,662	98,536
Sandhu, Harjinder	Nursing Instructor	107,033	9,375	116,408
Sandhu, Herraj	Graduate Nurse Internationally Educated Re-Entry Instructor	95,920	1,230	97,150
Sangha, Anita	Co-op Instructor	88,931	4,870	93,801
Sass, William	Interim Vice President, Finance and Administration	142,126	4,014	146,140
Sato, Takashi	Physics Instructor	96,600	1,977	98,577
Saumier Demers, Louis Phillippe	Mathematics Instructor	76,689	-	76,689
Saunders, Joanne	Executive Director, Marketing & Recruitment	140,726	7,518	148,244
Sayed, Asma	English Instructor	101,357	11,575	112,931
Schulz, Briar	Department of Educational Studies Instructor	80,548	-	80,548
Schwartz, Andreas	School of Business Instructor	96,601	700	97,301
Schwichtenberg, Catherine	Graduate Nurse Internationally Educated Re-Entry Instructor	96,280	1,081	97,360
Sears, Christopher	Academic and Career Preparation Instructor	97,988	100	98,088
Sen, Abhijit	School of Business Instructor	100,159	99	100,258
Seru, Renuka	Counsellor	96,280	2,724	99,004
Severinski, Alana-Marie	Health & Benefits Specialist	77,553	1,872	79,425
Shantz, Jeffrey	Criminology Instructor	97,630	1,635	99,265
Shay, Ron	School of Business Instructor	96,875	100	96,975
Shepherd, John	School of Business Instructor	99,002	3,828	102,830
Shivji, Salim	Senior Network Analyst	82,563	1,035	83,598
Shortridge, Lori	Nursing Instructor	176,362	1,569	177,931
Sidhu, Navneet	Human Resources Business Partner	87,496	3,040	90,536
Siermacheski, Catherine	Manager, Assessment & Testing Services	72,344	5,633	77,977
Siermacheski, Peter	Director, Information Technology Business Services	115,318	4,217	119,534
Simmons, Dianne	Department of Educational Studies Instructor	85,371	3,000	88,371
Simmons, Gregory	Criminology Instructor	83,369	2,300	85,669
Simon, Richard	School of Business Instructor	96,237	416	96,654
Sindhar, Beant	Health Care Assistant Instructor	95,973	4,172	100,145
Singer, Stefanie	Manager, Budgeting & Planning	105,570	3,526	109,096
Singh, Neetu	Senior Business Advisor	96,251	3,749	99,999
Singh, Rajinder	School of Business Instructor	96,288	485	96,773
Singh, Vinshu	Mathematics Instructor	96,622	2,726	99,348
Skelton, Chad	Journalism Instructor	96,547	1,224	97,771
Skoumal, Zdenek	Music Instructor	96,573	99	96,672
Small, William	Welding Instructor	96,496	1,098	97,594
Smith, Teresa	Senior Manager, Organizational Development & Employment Experience	102,817	3,666	106,482
Smith, Wendy	English Instructor	96,350	725	97,075
Smolkin, Doran	Philosophy Instructor	95,980	2,579	98,559
Snaith, Brenda	Interior Design Instructor	96,573	3,951	100,524
Soe, Naing	Project Leader	81,436	4,516	85,952
Soles, Nicola	Access Programs for People With Disabilities Instructor	96,853	1,813	98,667
Somji, Alia	School of Business Instructor	88,789	2,404	91,193
Spalding, Elizabeth	English Language Studies Instructor	97,004	-	97,004
St. Laurent, Carole	Interim Associate Vice President, International	138,816	51,791	190,607
St. Loe, Stephanie	Interior Design Instructor	77,345	483	77,828
Stanwood, Ian	Academic and Career Preparation Instructor	96,280	-	96,280
Stark, Kenneth	Anthropology Instructor	96,280	1,176	97,456

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Strand, Elisebeth	Nursing Instructor	86,280	1,072	87,352
Stratton, Sabine	Anthropology Instructor	99,097	100	99,197
Sud, David	Chemistry Instructor	96,600	1,004	97,604
Suderman, Gail	Music Instructor	96,350	-	96,350
Sudlow, Gillian	Academic and Career Preparation Instructor	133,728	331	134,059
Sumal, Al	Chair, Welding/Metal Fabrication Instructor	122,099	9,757	131,856
Sundquist, Glenda	Interim Manager, Payroll Operations	79,421	734	80,155
Sussmann, Andrea	Biology Instructor	75,041	-	75,041
Swail, Brian	English Instructor	95,980	-	95,980
Swanink, Melissa	English Language Studies Instructor	96,650	1,502	98,151
Sweeney, Sherilyn	Graduate Nurse Internationally Educated Instructor	102,201	1,387	103,589
Symonds, Dianne	Nursing Instructor	95,734	680	96,415
Tahani, Kianoosh	Physics Instructor	87,605	253	87,859
Takacs, Seanna	Learning Specialist	96,247	2,361	98,607
Tauber, Mark	Project Leader	80,022	1,187	81,209
Taylor, Terri	Associate Registrar, Registration, Records, and Systems	105,706	8,235	113,941
Tebb, Richard	Dean, School of Business	127,812	-	127,812
Teigen, Michael	Manager, Web & Digital Marketing	83,760	1,378	85,138
Tekatch, Terry	Accounting Instructor	132,537	1,995	134,532
Terblanche, Karen	Manager, Procurement Services	89,263	2,529	91,792
Thangapandy, Angeline Abraham	Manager, Capital Projects	71,333	6,754	78,087
Thibodeau, Tjitske	Nursing Instructor	96,600	1,142	97,742
Thier, Kelsi	Human Resources Business Partner	76,734	4,378	81,112
Thiessen, Randal	English Language Studies Instructor	95,973	-	95,973
Thind, Ravinder	Director, Business Performance & Advisory Services	138,092	6,190	144,282
Thompson, Shirley	Fashion and Technology Degree Instructor	96,247	3,904	100,150
Thompson, Susan	Psychology Instructor	96,280	1,200	97,480
Tien, Laurel	Nursing Instructor	96,552	2,014	98,567
Tiessen, Esther	School of Business Instructor	96,573	-	96,573
Tomiak, Kim	Learning Strategist	96,350	1,459	97,809
Tones, Daniel	Music Instructor	80,412	3,572	83,983
Tong, Chun Kuen Rick	School of Business Instructor	97,248	100	97,348
Toohey-Wiese, Elizabeth	Fine Arts Instructor	80,744	8,342	89,086
Tracey, Donald	School of Business Instructor	106,558	-	106,558
Traynor, Christopher	Academic and Career Preparation Instructor	95,030	93	95,122
Tritchew, Panteli	School of Business Instructor	99,887	-	99,887
Tsui, Tyron	Physics Instructor	96,333	-	96,333
Tutlewski, Wiktor	School of Business Instructor	96,287	592	96,879
Tyndall, Paul	English Instructor	96,600	2,528	99,128
Vail, Laura	Director, Student Success	109,020	4,930	113,950
Valana, Maria	Horticulture Instructor	85,403	2,261	87,664
van Gerven, Keri	University Secretary & Executive Assistant	84,963	2,524	87,487
Van Sickle, Kerry	School of Business Instructor	96,757	-	96,757
Van Steinburg, Terri	Coordinator, Sheet Metal	95,680	-	95,680
Vanan, Shalini	Manager, Sport, Recreation & Health Promotion	82,737	1,442	84,179
Vance, Karen	School of Business Instructor	97,725	1,075	98,800
Vanderburgh, Sandy	Provost & Vice President Academic	181,606	27,349	208,955
Varaich, Sundeep	Bachelor of Psychiatric Nursing Instructor	91,254	680	91,934
Velazquez, Cayley	Health Science Instructor	82,550	-	82,550
Vidal, Claudio	Sociology Instructor	98,131	1,486	99,617
Vincent, Susan	Counsellor	73,071	5,665	78,736
Virgilio, Michel	Mathematics Contract Instructor	89,975	-	89,975
Viveros Guzman, Arcadio	Sustainable Agriculture Instructor	95,980	74	96,053
Vosburgh, Joseph	School of Business Instructor	80,108	-	80,108
Vujovic, Sinisa	School of Business Instructor	96,280	-	96,280
Waddington, Leeann	Manager, Learning Technology	103,874	7,263	111,138
Wadkar, Prashant	Manager, Procurement Services	94,615	2,722	97,337
Wakulchik, Robert	Electrical Instructor	99,540	548	100,088
Wall, Orlando	Electrical Instructor	96,619	-	96,619
Walsh, Diane	Time Release Kwantlen Faculty Association	96,616	2,153	98,769
Walters, Philip	School of Business Instructor	98,661	-	98,661

**Kwantlen Polytechnic University**  
**Schedule of Employee Remuneration and Expenses**  
**Fiscal Year Ending March 31, 2020**

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Wang, Zehua	School of Business Instructor	119,026	-	119,026
Wanniarachchi, Kavinda	School of Business Instructor	85,397	100	85,497
Warfield, Katie	Journalism Instructor	92,489	8,774	101,263
Warren, Valerie	School of Business Instructor	99,508	2,095	101,603
Webster, Janet	Academic and Career Preparation Instructor	95,587	2,015	97,602
Wegener, Lisa	Lab & Research Coordinator	76,209	1,836	78,045
Wei, Siqi	Mathematics Instructor	88,635	-	88,635
Weir, Bruce	School of Business Instructor	112,304	-	112,304
Westgate, Thomas	Appliance Servicing Instructor	96,196	-	96,196
Whitehurst, Jennifer	Nursing Instructor	88,386	2,418	90,804
Whitmore, Michael	Computer Aided Design & Drafting Instructor	80,859	2,240	83,099
Whittemore, Joel	School of Business Instructor	96,601	2,226	98,826
Whittington-Walsh, Fiona	Sociology Instructor	96,650	6,773	103,423
Wijnsma, Kristina	Criminology Instructor	97,537	816	98,353
Wilding, Daniel	Nursing Instructor	95,973	1,476	97,450
Williams, Allan	Education Assistant Instructor	76,257	600	76,857
Williams, Jennifer	English Instructor	96,600	795	97,395
Wilson, Sherry	Biology Instructor	96,273	170	96,443
Wilton, Mary	Parts Instructor	96,288	-	96,288
Wong, Jessica	Divisional Business Manager, Health	78,661	784	79,445
Wong, Katherine	English Language Studies Instructor	96,140	100	96,240
Wong, Richard	School of Business Instructor	97,853	3,749	101,602
Wood, Kathryn	Operations Manager, Bookstore	81,399	4,480	85,879
Wood, Lindsay	Co-op Instructor	107,809	3,556	111,366
Woodcock, Linda	Librarian	96,547	1,443	97,990
Worobec, Elizabeth	Dean, Faculty of Science & Horticulture	151,971	2,813	154,784
Wrench, Danny	Academic and Career Preparation Instructor	96,573	375	96,949
Wright, David	Electrical Instructor	95,980	-	95,980
Wu, Aihua	Chair, School of Business Instructor	109,762	-	109,762
Wyntjes, Barbara	School of Business Instructor	102,967	2,195	105,161
Yang, John	Traditional Chinese Medicine Instructor	96,573	2,904	99,477
Yeung, Pui Man	Accountant	80,242	1,196	81,437
Yezerinac, Stephen	Associate Registrar, Senate and Curriculum	98,178	8,869	107,047
Yoshida, Sara	Anthropology Instructor	96,650	1,267	97,917
Yoshizawa, Rebecca	Sociology Instructor	71,213	4,254	75,467
Young, David	Graphic Design for Marketing Instructor	97,468	200	97,668
Yuan, Wenting	Interim Director International Recruitment Admissions	91,830	17,207	109,038
Yuill, Garry	School of Business Instructor	96,600	3,128	99,728
Yusuf, Ali	Criminology Instructor	96,619	-	96,619
Zamfirescu, Vasile	School of Business Instructor	116,524	-	116,524
Zhang, Bo	School of Business Instructor	97,387	2,095	99,482
Zhang, Guoren	School of Business Instructor	102,047	2,221	104,268
Zhou, Feixue	Project Leader	74,506	1,468	75,974
Zmudzka-Bajerski, Malgorzata	Academic and Career Preparation Instructor	96,181	-	96,181
<b>Remuneration and expenses greater than \$75,000</b>		<b>70,313,558</b>	<b>1,925,439</b>	<b>72,238,997</b>
<b>Consolidated total of other employees with remuneration and expenses of \$75,000 or less</b>		<b>45,376,051</b>	<b>821,572</b>	<b>46,197,623</b>
<b>(B) Total Employees</b>		<b>115,689,609</b>	<b>2,747,012</b>	<b>118,436,620</b>

**Kwantlen Polytechnic University**  
**Schedule of Payments to Suppliers of Goods and Services**  
**Fiscal Year Ending March 31, 2020**

<u>Vendor Name</u>	<u>Payment \$</u>
3CP Energy Utility Ltd	\$128,306
4IMPRINT	\$42,228
4th Utility Inc	\$876,780
A. Craig & Son Ltd	\$236,297
ABM Food Equipment	\$26,507
Above & Beyond Insulation Ltd	\$44,300
ACANTHUS TOURS GMBH CO KG	\$27,894
Access Copyright	\$357,953
Accountemps	\$69,067
Acme Visa Solutions Ltd.	\$33,904
Agilent Technologies Canada Inc	\$163,411
Air Liquide Canada Inc.	\$51,377
Alarmtron (BC) Ltd	\$44,495
Alder Auto Parts Ltd	\$32,134
ALLIANCE PRINTING LTD	\$49,342
Alpha Educational & Technological Solutions Inc.	\$25,003
Alvis Tsui (FSS) Inc.	\$35,623
Amazon	\$94,699
Anton Electrical Services (2011) Inc	\$33,443
ApplyBoard Inc	\$41,690
Aptum Technologies (Canada) Inc.	\$27,456
Arora Immigration & Education Consultants (AIEC)	\$36,939
AscenTech Solutions Inc	\$55,913
Aspyr	\$92,749
Associated Health Systems Inc.	\$38,857
Avante Garde	\$52,899
AVI-SPL Canada Ltd.	\$448,549
Ball Superior Ltd	\$26,672
Bargreen Ellingson Canada	\$26,605
BC Event Management	\$124,898
BC Hydro	\$1,206,501
BC Pension Corporation	\$10,510,252
BCNET	\$1,311,558
Becton Dickinson Canada Inc.	\$45,894
Below Zero Refrigeration Inc	\$25,298
Binnie Land Surveying Ltd	\$144,998
BitTRACK Consultants Pvt.Ltd.	\$73,828
Black Hole Lab	\$59,176
Blackbaud Inc.	\$33,262
Bonfire Interactive Ltd.	\$27,104
Bright International Student Service Inc.	\$26,516
British Council Canada	\$42,460
Broad-Connect Canada	\$515,368
Butlers & Associates	\$29,988
C&W Facility Services Canada Inc.	\$1,226,701
C3M Construction Contractor Group Inc.	\$34,709
Canada Post Corporation	\$62,363
Canada Wide Media Limited	\$26,513
Canadalyn Consulting Inc.	\$25,495
Canadian Association of Schools of Nursing (CASN)	\$30,123



**Kwantlen Polytechnic University**  
**Schedule of Payments to Suppliers of Goods and Services**  
**Fiscal Year Ending March 31, 2020**

<u>Vendor Name</u>	<u>Payment \$</u>
Canadian Research Knowledge Network	\$456,821
Canam Consultants Limited	\$76,846
Canbridge Business Group Ltd.	\$69,024
Canpar Transport Ltd	\$37,391
Canstar Restorations	\$324,395
Canwell Immigration & Education Ltd.	\$44,428
Capex Project Advisory Services Inc.	\$108,142
CAUBO	\$28,079
CBV Collection Services	\$178,016
CD Nova Ltd	\$26,159
CDW Canada	\$406,713
Chairlines	\$56,866
Charms Global Education & Immigration Services Inc.	\$57,496
Charter Telecom Inc	\$601,436
Cherwell Software Inc	\$83,441
Cineplex Media	\$140,900
Citrix Systems Inc.	\$119,012
City of Langley	\$81,754
City of Richmond	\$41,804
City of Surrey	\$78,709
Clark Wilson LLP	\$110,920
Climatrol Solutions Ltd.	\$25,352
Colleges and Institutes Canada	\$49,431
Comar Electrical Services Ltd	\$338,677
Community Fire Prevention Ltd.	\$68,479
Compugen Inc	\$830,053
Concord Parking Ltd	\$31,235
Council of Prairie & Pacific University Libraries	\$137,702
CSA Group	\$72,006
CTV Vancouver - Bell Media Inc.	\$62,692
CWB Group - Industry Services	\$28,941
D.G.S. Construction Company Ltd	\$180,990
Dell Canada	\$1,410,681
DIALOG BC Inc.	\$207,222
Digital Postage on Call	\$63,000
DIVERSEcity Community Resources Society	\$32,768
Driving Force Inc.	\$84,012
EAB	\$103,064
EB Horsman & Son Ltd	\$26,678
Ebsco Canada Ltd	\$107,946
E-Card ID Products Ltd	\$45,305
Education Consultants Canada (ECC) Inc.	\$27,983
Eecol Electric Ltd	\$45,493
Ellucian Technologies Canada ULC	\$240,692
Employee Health Tax	\$2,255,041
Encompass Support Services Society	\$32,775
ESC Automation Inc	\$1,415,490
eXplorance Inc.	\$32,103
Facebook	\$175,845
Fairmont	\$34,215

**Kwantlen Polytechnic University**  
**Schedule of Payments to Suppliers of Goods and Services**  
**Fiscal Year Ending March 31, 2020**

<u>Vendor Name</u>	<u>Payment \$</u>
Fastsigns	\$32,609
First Canada ULC	\$25,046
Fisher Scientific Ltd	\$129,960
Foreshore Equipment & Supply Ltd	\$37,458
FortisBC Energy Inc	\$156,539
FPP Edu-Media - USA	\$33,997
Frequency Foundry Inc.	\$300,318
Fulcrum Management Solutions Ltd.	\$25,760
Future Link Consultants Inc	\$31,383
GardaWorld Cash Services Canada Corp.	\$52,097
Gaspard & Sons	\$66,553
GB Paving Ltd	\$112,220
GBS Construction Managers Inc.	\$141,421
GEEBEE Education Pvt. Ltd.	\$31,991
Generator Hostel London Ltd	\$31,758
Genumark Promotional Merchandise Inc	\$67,545
Geopacific Consultants Ltd	\$56,910
Georgia Street Media Inc.	\$30,030
GINQO Consulting Ltd	\$30,856
Google Inc.	\$177,027
Greenbarn Potters Supply Ltd	\$26,023
Guangson Consulting	\$65,293
guard.me International Insurance	\$1,501,675
Hamilton Duncan Armstrong & Stewart	\$39,641
Harris & Company	\$197,777
Heritage Food Service Group of Canada Ltd.	\$76,096
Heritage Office Furnishings Ltd.	\$1,044,708
Holmes & Brakel (BC) Inc	\$276,304
Homewood Health Inc.	\$98,692
Honeybee Enterprises Ltd.	\$136,933
Horizon Landscape Contractors	\$371,245
Houle Electric Ltd.	\$50,351
HSBC Global Asset Management (Canada) Limited	\$49,132
ICEF	\$60,663
IDP Education Pty Ltd	\$91,423
IEC Online GmbH	\$38,931
iModules Software Inc.	\$54,159
Imperial Parking Ltd	\$211,312
Integral Group	\$82,912
Jain Overseas Services Inc.	\$102,401
JC Andelle Inc	\$42,011
Jelly Marketing Inc	\$26,171
Jiacheng Overseas Immigration & Education Service	\$49,047
John Wiley & Sons Canada Ltd	\$208,771
Johnson Controls Ltd	\$556,108
Jordao Duarte Costa Me Marina	\$44,210
JQ Mechanical Corp	\$46,104
KC Overseas Education Pvt. Ltd.	\$63,565
Key Innovations Inc.	\$105,706
Keystone Environmental Ltd.	\$32,109

**Kwantlen Polytechnic University**  
**Schedule of Payments to Suppliers of Goods and Services**  
**Fiscal Year Ending March 31, 2020**

<u>Vendor Name</u>	<u>Payment \$</u>
KI Canada Corporation	\$42,372
King Services Construction Group & Developments	\$37,553
KnowBe4 Inc	\$30,553
Kone Inc	\$368,874
KPMG LLP	\$121,490
Kwela Leadership and Talent Management Inc.	\$31,963
Lamar Companies	\$134,865
Life Technologies Inc.	\$44,588
Linda Sum Consulting	\$25,497
LinkedIn	\$128,323
Login Brothers Canada	\$26,784
Long View Systems	\$125,977
Lordco Parts Ltd	\$42,683
Luxury Transport Inc.	\$492,239
Macquarie Equipment Finance Ltd	\$85,834
MAGIL Construction Pacific Inc	\$321,928
MAKE Projects Ltd.	\$113,637
Manulife Financial	\$6,937,442
Marsh Canada Limited	\$41,467
Matrix Video Communications Corp. (MVCC)	\$111,109
MBS Textbook Exchange, Inc.	\$54,917
McGraw Hill Ryerson Limited	\$136,447
Mega Maintenance Ltd.	\$73,919
Mercedes-Benz	\$26,959
Microserve	\$460,916
Microsoft Canada Inc.	\$89,632
Mike Fadum and Associates Ltd	\$25,515
Miley Law	\$43,062
Millennium Computer Systems Ltd	\$203,152
Minister of Finance	\$261,021
MNP LLP	\$49,350
Moneris	\$577,506
Morton Clarke & Co Ltd	\$32,972
MPS	\$74,644
National Education Consulting Inc	\$37,616
Nelson Education Ltd.	\$206,102
Ninth Avenue Sales & Marketing Ltd.	\$32,974
Novacom Building Partners Ltd.	\$900,267
Omicron Canada Inc.	\$25,392
Optimum Talent Inc.	\$35,175
Oracle Canada ULC	\$35,841
Oxford University Press Canada	\$77,556
Pacific Door Closer Service Ltd	\$70,354
Paid to Employee to Reimburse Vendor Payment	\$216,411
Paladin Security Group Ltd.	\$1,647,989
Pattison Outdoor Advertising	\$115,454
PAYPAL	\$31,196
Pearson Education Canada	\$138,944
Perkin Elmer Health Sciences Canada Inc.	\$66,896
Pioneer Immigration&Education Consultancy Pvt Ltd.	\$69,280

**Kwantlen Polytechnic University**  
**Schedule of Payments to Suppliers of Goods and Services**  
**Fiscal Year Ending March 31, 2020**

<u>Vendor Name</u>	<u>Payment \$</u>
Pioneer Paving Ltd	\$26,837
Plan Group	\$47,861
Polytechnics Canada	\$114,496
Post Secondary Employer's Association	\$45,762
Praxair Canada Inc	\$310,740
Prins Greenhouses	\$67,381
PrismRBS, LLC	\$53,810
Process Pathways Inc	\$59,138
Promo Plus Advertising Inc.	\$28,413
ProQuest LLC (Coutts Information Services Div)	\$264,426
Protect International Risk & Safety Services Inc.	\$35,805
Psychometrics Canada Ltd	\$38,274
Pyramid-e Services Pvt. Ltd.	\$118,246
READ Surrey/White Rock Society	\$32,898
Receiver General of Canada	\$5,545,370
Ricoh Canada Inc.	\$878,832
Rocky Point Engineering Ltd.	\$70,350
Rogers	\$116,049
Ron Sons Torch Repairs & Sales Ltd	\$51,758
Roselynn Verwoord Educational Consulting Services	\$46,200
Rowe Event & Show Services Ltd	\$69,514
Royal Bank of Canada	\$101,799
RSB Solutions	\$38,716
Russell Hendrix Foodservice Equipment	\$51,622
Samuel, Son & Co., Limited	\$97,364
SCP Science	\$26,230
Seal Tec Industries Ltd.	\$35,490
Sehdev Travel & Educational Services	\$82,434
Shell Energy North America (Canada) Inc.	\$466,717
Sia Immigration Solutions	\$46,746
Siemens Canada Limited	\$56,251
Simon Fraser University	\$355,187
SirsiDynix	\$62,000
Snap On Tools of Canada Ltd	\$52,810
Sodexo	\$251,517
Spectrum Painting and Restorations Ltd.	\$369,023
Spicers Canada ULC	\$48,137
Squamish Nation Trades Centre	\$856,323
Stantec Consulting Ltd	\$64,060
STAPLES	\$470,113
Starbucks Coffee Canada	\$339,341
Status Electrical Corporation	\$30,713
Sunrise Immigration Consultants Pvt. Ltd.	\$74,568
Super Save	\$158,436
Superior Signs and Graphics	\$75,829
Surrey Board of Trade	\$40,073
Surrey Centre Hotel Ltd Partnership as Civic Hotel	\$167,174
TELUS Communications Inc.	\$219,493
TForce Logistics Canada Inc.	\$104,549
THE HOME DEPOT	\$52,070

**Kwantlen Polytechnic University**  
**Schedule of Payments to Suppliers of Goods and Services**  
**Fiscal Year Ending March 31, 2020**

<u>Vendor Name</u>	<u>Payment \$</u>
Thermo Fisher Scientific	\$28,154
Thinkspace Architecture Planning Interior Design	\$48,229
Thomson Reuters Canada	\$32,536
Tikal Construction Ltd.	\$93,498
TLD Computers a Division of London Drugs Ltd.	\$118,602
Tom Lee Music Co Ltd	\$31,012
Tormax Canada Inc	\$50,529
Tsawwassen First Nation	\$45,000
Turning Point Resolutions Inc	\$28,189
UCIPP	\$238,707
ULINE	\$39,908
UniFirst Canada Ltd	\$31,414
Universal Access Design Inc	\$25,830
Universities Canada	\$76,211
University of the Fraser Valley	\$72,502
UTC Fire & Security Canada	\$55,096
V.V.S.S. Consulting Ltd	\$86,733
Venetian Blind Service Centre	\$35,373
Veritiv Canada Inc.	\$141,704
VWR International, Ltd	\$34,037
We the Safe Counselling Inc	\$103,191
Westcoast T-Bar Ltd	\$32,277
Western Overseas Study Abroad Pvt. Ltd.	\$40,509
Westerra Equipment	\$30,288
Westland Insurance Group Ltd	\$31,744
Worksafe BC	\$347,481
(A) Total amount paid to suppliers who received aggregate payments of more than \$25,000	67,217,594
(B) Consolidated total of payments to suppliers who received aggregate payments of \$25,000 or less	6,468,003
(C) Consolidated total of contributions exceeding \$25,000	-
<b>Total Vendors</b>	<b>73,685,598</b>

**Kwantlen Polytechnic University  
Statement of Severance Agreements  
Fiscal Year Ending March 31, 2020**

There were ten (10) severance agreements under which payment commenced between Kwantlen Polytechnic University and its non-unionized employees during fiscal year 2019/20

These agreements represent 61 months of compensation\*

\* Compensation means the agreements were determined based on salary.

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

**Kwantlen Polytechnic University  
Schedule of Long Term Debt  
Fiscal Year Ending March 31, 2020**

None to report.

Prepared under the Financial Information Regulation, Schedule 1, subsection 4.

**Kwantlen Polytechnic University**  
**Schedule of Guarantee and Indemnity Agreements**  
**Fiscal Year Ending March 31, 2020**

The following is a list of vendors for which KPU has approved indemnities as at March 31, 2020:

- 1 Active Network, LLC
- 2 Ample Organics Inc.
- 3 Multi-Lingual Orientation Service Association for Immigrant Communities (MOSAIC)
- 4 MDA Systems Ltd.
- 5 The Humber College Institute of Technology and Advanced Learning
- 6 Federation for the Humanities and Social Sciences, Goodkey Show Services Ltd., and The University of British Columbia
- 7 Flywire Canada, Inc.
- 8 monday.com Ltd.
- 9 Squamish Nation
- 10 IDP Education Pty Ltd.
- 11 Mitacs Inc.
- 12 KnowBe4, Inc.
- 13 Thirst for Knowledge Inc.
- 14 Bell Media Inc.
- 15 Oracle Canada ULC
- 16 The Board of Education of School District No. 36 - Surrey
- 17 Her Majesty the Queen in Right of Canada, as represented by the Minister of Foreign Affairs
- 18 Protect International Risk and Safety Services Inc.
- 19 City of Burnaby
- 20 Cineplex Entertainment LP by its general partner Cineplex Entertainment Corporation
- 21 Simon Fraser University
- 22 York University
- 23 MOSAIC & Her Majesty the Queen in Right of the Province of BC as represented by the Minister of Social Develop. and Poverty Reduction
- 24 The City of Richmond
- 25 Moneris Solutions Corporation
- 26 Your Local Farmers Market Society dba Vancouver Farmers Markets
- 27 Paragon Testing Enterprises Inc.
- 28 ECF Management Inc.
- 29 various employers accepting students from Kwantlen Polytechnic University for non-clinical practicum placements
- 30 Rogers Media Inc.
- 31 City of Richmond
- 32 British Columbia Chapter, American Marketing Association (BCAMA)
- 33 Harbour Cruises Ltd.
- 34 CTV Inc.
- 35 Inn at Laurel Point
- 36 Heritage Hall Preservation Society
- 37 various entities
- 38 British Columbia Investment Agriculture Foundation
- 39 Canada Wide Media Limited

Prepared under the Financial Information Regulation, Schedule 1, subsection 5.



**Kwantlen Polytechnic University  
Reconciliation to Financial Statements  
Fiscal Year Ending March 31, 2020**

**Expenses per Financial Statements**

Statement of Operations	<b><u>\$ 205,601,000</u></b>
-------------------------	------------------------------

**Statement of Financial Information****Schedule of Remuneration and Expenses**

(A) Total Board Members	\$ 3,996
(B) Total Employees	118,436,620

**Schedule of Payments to Suppliers for Goods and Services**

(A) Total amount paid to suppliers who received aggregate payments of more than \$25,000	67,217,594
(B) Consolidated total of payments to suppliers who received aggregate payments of \$25,000 or less	6,468,003
(C) Consolidated total of contributions exceeding \$25,000	-
	<u>\$ 192,126,213</u>

**Reconciling Items**

Increase in Capital Assets	(12,098,247)
Amortization of Capital Assets	18,474,719
Accruals	3,758,989
Prepays	(348,262)
Student Awards Paid	1,436,196
Other adjustments excluded as per SOFI guidance	2,251,391
	<u>\$ 13,474,787</u>

**\$ 205,601,000**