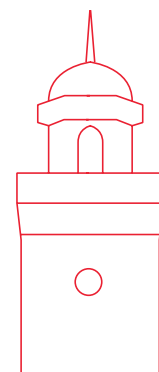


ACADIA UNIVERSITY

Schedule of Nova Scotia Public Sector Annual Compensation Disclosure

MARCH 31, 2017



Independent auditor's report on schedule of annual compensation disclosure

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To the Board of Governors of
Acadia University

We have audited Acadia University's (the "University") Schedule of Nova Scotia Public Sector Annual Compensation Disclosure, for the period of April 1, 2016, to March 31, 2017, and a summary of other explanatory information (together, the "Schedule"). The Schedule has been prepared by management based on the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

Management's responsibility for the schedule

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

Auditor's responsibility

Our responsibility is to express an opinion on the Schedule based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Schedule is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Schedule. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the schedule, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the Schedule in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the Schedule.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial information presented in the Schedule of Nova Scotia Public Sector Annual Compensation Disclosure for the University for the period of April 1, 2016, to March 31, 2017, is prepared, in all material respects, in accordance with the PSCD Act.

Basis of accounting

Without modifying our opinion, we draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the University to meet the requirements of the PSCD Act. As a result, the Schedule may not be suitable for another purpose. Our report is intended solely for the Board of Governors of Acadia University and the Province of Nova Scotia and should not be used by parties other than the Board of Governors of Acadia University and the Province of Nova Scotia.



Halifax, Canada
June 9, 2017

Chartered Professional Accountants
Licensed Public Accountants

Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2017

Name	Compensation
Abela, Paul	118,893
Abramson, Zelda	107,898
Ahern, Stephen	113,019
Alexander, Cynthia	119,101
Anderson, Barbara J	123,477
Aylward, Marie L	105,303
Banks, Jeffrey T	157,919
Barr, Sandra M	151,951
Bennett, Craig	145,250
Benoit, Darcy	109,004
Biro, Andrew	108,023
Bissix, Glyn C	151,044
Both, Christoph	130,535
Brittain, James J	107,188
Brodeur, Darlene A	137,839
Callaghan, Edith	119,738
Callaghan, Michael P	108,221
Campbell, Wanda R	126,018
Charke, Derek	110,455
Chipman, Hugh	137,240
Clarke, Nancy E	115,085
Colton, John	133,182
Corkum, Patricia E	129,187
Cunningham, Richard	120,168
Curry, Eva P	104,129
Dahringer, Heather A	115,086
Darnbrough, James M	126,970
Delpeche, Bernard	122,850
Dennis, Michael J	124,016
Devine, Michael	111,011
Diamond, James	109,622
Dickie, Kevin R	120,338
Doerr, Paul W	110,045
Doucette, Gary F	109,911
Durant, Matthew	118,939
Dye, Kelly	115,227
Elshof, Leo J	110,931
Evans, Rodger C	115,633



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2017

Name	Compensation
Falkenham, Marcel	105,418
Fowles, Jonathon	121,590
Gibson, Glenys	125,602
Grant, James D	104,897
Guiney Yallop, John J	102,671
Handrigan, Nancy	127,711
Hansen, John	119,778
Hemming, Heather E	188,464
Hennessy, Jeffrey J	136,906
Hillier, Neil K	111,011
Holmberg, Diane	132,373
Holt, Jason	111,149
Hooper, Jeffrey	143,611
Hopkins, Mark	109,368
Hutchinson, Ian	139,918
Ivany, Raymond E	293,807
Jha, Amitabh	124,707
Kapoor, Harish	127,238
Karsten, Richard	120,323
Kayahan, Cevat B	115,048
Kruisselbrink, L. D	116,782
Landry, Scott C	109,454
Larocque, Lance B	101,861
Lauzon, Paul	110,103
Lehr, Ronald F	131,374
Lu, Wilson W	105,971
Lukeman, Matthew	121,334
MacDonald, Jennifer E	100,081
MacKinnon, David	156,743
MacKinnon, Gregory R	118,910
MacLeod, James E	149,603
MacVicar, Mary	138,372
Maitzen, Stephen	116,369
Major, Sonya	131,444
Mallory, Mark L	120,266
McMullin, David W	103,016
Mehta, Rick	108,922
Mendivil, Franklin	127,710



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2017

Name	Compensation
Mesheau, Susan M	153,002
Migliarisi, Anna G	120,033
Mitchell, Andrew	121,339
Morley, Catherine	100,093
Morrison, George R	186,254
Moussa, Hassouna	150,420
Murimboh, John	108,591
Murphy, Rene J	128,397
Murray, Ian V	113,793
Narbeshuber, Lisa	113,022
Newman, Randy L	105,902
O'Driscoll, Nelson J	136,481
Patterson, Erin K	102,475
Peng, Jianan	128,998
Perrins, Robert J	126,165
Petrie, Allison J	102,363
Piper, David	149,557
Pitter, Robert	100,577
Potter, Susan	100,402
Poulter, Gillian	114,649
Proulx, Robert	121,767
Provencal, Vernon L	130,755
Pufahl, Peir K	113,866
Quema, Anne	127,226
Raeside, Robert P	153,454
Ramsay, Marc	106,550
Rand, Jennie L	105,268
Redden, Anna	110,055
Richard, Jennifer L	106,897
Rigg, Patricia D	133,344
Roberts, Scott	123,594
Robertson, Michael	123,936
Rushton, Christianne M	103,023
Saklofske, Jon	108,876
Sanford, James F	101,593
Schwenke Wylie, Andrea I	115,708
Seale, Robert	109,144
Seaman, Roxanne	121,076



Acadia University
Disclosures Pursuant to
Nova Scotia Public Sector Employment Compensation Disclosure Act
For the Twelve Months Ended March 31, 2017

Name	Compensation
Seamone, Donna L	104,318
Semenenko, Igor	108,857
Shakshuki, Elhadi	115,435
Shields, Christopher A	104,281
Shutler, Dave	129,212
Silver, Daniel L	142,148
Slights, Jessica A	121,340
Smith, Ann M	113,036
Spooner, Ian	143,140
Stanley, Clifford R	123,229
Stephenson, Paul A	114,175
Stewart, Donald T	119,060
Stokesbury, Michael J	112,951
Symons, Douglas K	142,135
Tango, Martin S	104,685
Taylor, Philip	130,208
Teismann, Holger	109,374
Thon, Sonia	138,254
Tong, Anthony Z	113,914
Townsend, Patricia L	126,662
Trofanenko, Brenda M	119,786
Trudel, Andre	155,187
Van Blarcom, Brian L	116,352
Vibert, Ann	137,182
Vibert, Conor T	170,131
Wang, Yinglei	108,049
Warner, Alan	112,601
Weatherbee, Terrance	118,378
Whetter, Kevin	120,033
Whidden, James N	111,418
Whitehall, Geoffrey A	109,474
Wilks, Ian L	119,536
Williams, Peter	148,518
Wilson, Brian	128,044
Worvill, Romira M	129,023
Yang, Jun	117,298
Zamlynyy, Volodymyr	107,869
Zhang, Haiyi	101,870
Zhang, Ying	117,441



1) BASIS OF ACCOUNTING

The Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The management of Acadia University is responsible for the preparation of this statement in accordance with the Act.

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

The Act includes a definition of compensation in Section 2(b) as follows:

"*Compensation*" is defined as a total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing,

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

Significant interpretations of the financial reporting provisions of the Act include:

- a) The reporting period is the fiscal year ended March 31.
- b) An employee is considered to be anyone to whom the University issues a T4 or a T4A

Compensation

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.

2) COMMENTARY ON REPORTED COMPENSATION

Certain payments made during the 12 months ending March 31, 2017 resulted in reported compensation being greater than the employee's annual contracted compensation as follows:

- a) On July 1, 2015, the University transitioned its pension plan to the Public Service Superannuation Plan. As part of this transition, employees would receive annual transitional payments over eight years.

