

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

FINANCIAL INFORMATION ACT RETURN

FOR THE YEAR ENDED MARCH 31, 2015

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
CONSOLIDATED FINANCIAL STATEMENTS AND OTHER FINANCIAL INFORMATION
AS AT MARCH 31, 2015

INDEX

FINANCIAL STATEMENTS

Management's Report
Independent Auditor's Report
Consolidated Statement of Financial Position
Consolidated Statement of Operations and Accumulated Surplus
Consolidated Statement of Remeasurement Gains
Consolidated Statement of Changes in Net Debt
Consolidated Statement of Cash Flows
Notes to Consolidated Financial Statements

OTHER FINANCIAL INFORMATION

Reconciliation of Totals of Employees' Remuneration and Expenses and Accounts Paid with Total of Expenditures Reported on the Statement of Operations	Exhibit A
Statement of Employees' Remuneration and Expenses	Exhibit B
Statement of Board of Governors Remuneration and Expenses	Exhibit C
Statement of Accounts Paid	Exhibit D
Schedule of Severance Agreements	Exhibit E
Schedule of Debts	Exhibit F
Schedule of Guarantee and Indemnity Agreements	Exhibit G
Statement of Financial Information Approval	Exhibit H



Consolidated Financial Statements

British Columbia Institute of Technology

March 31, 2015

Contents

	Page
Management's Report	
Independent Auditor's Report	1 - 2
Consolidated Statement of Financial Position	3
Consolidated Statement of Operations and Accumulated Surplus	4
Consolidated Statement of Remeasurement Gains	5
Consolidated Statement of Changes in Net Debt	6
Consolidated Statement of Cash Flows	7
Notes to the Consolidated Financial Statements	8 - 25



BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY

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Management's Report

Management's responsibility for the consolidated financial statements

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

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

The Board of Governors is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control and exercise this responsibility through the Audit and Finance Committee of the Board.

The external auditors, Grant Thornton LLP, conduct an independent examination, in accordance with Canadian auditing standards, and express their opinion on the consolidated financial statements. The external auditors have full and free access to financial management of the Institute and meet when required. The accompanying Independent auditor's report outlines their responsibilities, the scope of their examination and their opinion on the consolidated financial statements.

On behalf of the Institute:

A handwritten signature in black ink that reads "Kathy Kinloch". The signature is written in a cursive style with a horizontal line underneath it.

Ms. Kathy Kinloch, President
President

A handwritten signature in blue ink that reads "Lorcan O'Melinn". The signature is written in a cursive style with a horizontal line underneath it.

Mr. Lorcan O'Melinn
Vice President Administration and CFO

Independent Auditor's Report

To the Board of Governors of
[British Columbia Institute of Technology](#)
To the Minister of Advanced Education of
the Province of British Columbia

Grant Thornton LLP
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We have audited the accompanying consolidated financial statements of British Columbia Institute of Technology (the "Institute"), which comprise the consolidated statement of financial position as at March 31, 2015 and the consolidated statements of operations and accumulated surplus, remeasurement gains, changes in net debt, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's responsibility for the consolidated financial statements

Management is responsible for the preparation of these consolidated financial statements in accordance with the accounting requirements 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these consolidated financial statements 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 consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Institute's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Institute'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 consolidated financial statements.

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

Opinion

In our opinion, the consolidated financial statements of the Institute for the year ended March 31, 2015 are prepared, in all material respects, in accordance with Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

Emphasis of matter

Without modifying our opinion, we draw attention to Note 2 to the consolidated financial statements, which describes the basis of accounting and the significant differences between such basis of accounting and Canadian public sector accounting standards.

Vancouver, Canada
May 21, 2015

Grant Thornton LLP

Chartered Accountants

British Columbia Institute of Technology

Consolidated Statement of Financial Position

(in thousands of dollars)

March 31

2015

2014

Financial assets

Cash and cash equivalents	\$	40,418	\$	36,961
Accounts receivable (Note 3)		4,891		5,453
Inventories for resale		1,687		1,404
Due from government and other government organizations (Note 4)		5,648		9,868
Portfolio investments (Note 5)		7,565		5,709
Debt sinking funds (Note 6)		4,010		4,283
Investments in government business enterprises and partnerships (Note 7)		15,172		15,749
		<u>79,391</u>		<u>79,427</u>

Liabilities

Accounts payable and accrued liabilities (Note 8)		19,155		22,406
Due to government and other government organizations (Note 4)		4,720		4,123
Employee future benefits (Note 9)		21,508		20,842
Deferred tuition fees		23,270		21,167
Deferred revenue - other		6,495		7,216
Deferred contributions (Note 10)		21,881		26,077
Deferred capital contributions (Note 11)		209,055		198,379
Asset retirement obligation (Note 12)		17,743		15,946
Debt (Note 13)		61,041		62,948
Obligations under capital lease (Note 14)		16,790		2,482
		<u>401,658</u>		<u>381,586</u>
Net debt		<u>(322,267)</u>		<u>(302,159)</u>

Non-financial assets

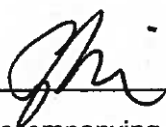
Tangible capital assets (Note 15)		402,559		379,710
Endowment investments (Note 5 and 16)		22,137		20,559
Inventories held for use		86		87
Prepaid expenses		861		1,068
		<u>425,643</u>		<u>401,424</u>

Accumulated surplus

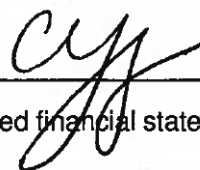
	\$	<u>103,376</u>	\$	<u>99,265</u>
Accumulated surplus is comprised of:				
Accumulated operating surplus	\$	100,266	\$	96,423
Accumulated remeasurement gains		3,110		2,842
	\$	<u>103,376</u>	\$	<u>99,265</u>

Contingencies (Note 17)

On behalf of the Board



Governor



Governor

See accompanying notes to the consolidated financial statements.

British Columbia Institute of Technology

Consolidated Statement of Operations and Accumulated Surplus

(in thousands of dollars)

Year ended March 31

	Budget	2015	2014
Revenue			
Province of British Columbia grants	\$ 132,306	\$ 131,052	\$ 134,256
Government of Canada grants	-	209	236
Other government grants	-	-	92
Tuition fees	93,542	98,721	94,494
Sales and ancillary revenue	13,138	12,574	12,703
Industry services	9,805	9,406	9,095
Facilities rental, cost recoveries and other income	7,626	6,089	6,307
Investment income	2,000	2,746	2,241
Gifts and donations	1,200	1,864	1,830
Income (loss) from government business enterprises and partnerships	-	1,157	(20)
Amortization of deferred contributions (Note 10)	3,905	8,711	6,190
Amortization of deferred capital contributions (Note 11)	11,921	11,735	12,416
	<u>275,443</u>	<u>284,264</u>	<u>279,840</u>
Expenses (Note 20)			
Academic and student support	40,698	40,979	41,088
Administrative support	44,029	45,993	43,100
Ancillary	13,511	11,564	12,573
Instruction	168,621	168,471	169,363
Externally funded and related entities	8,584	15,188	12,921
	<u>275,443</u>	<u>282,195</u>	<u>279,045</u>
Operating surplus before endowment contributions	-	2,069	795
Endowment contributions		1,774	920
Operating surplus	\$ -	3,843	1,715
Accumulated operating surplus, beginning of year		96,423	94,708
Accumulated operating surplus, end of year		\$ 100,266	\$ 96,423

See accompanying notes to the consolidated financial statements.

British Columbia Institute of Technology

Consolidated Statement of Remeasurement Gains

(in thousands of dollars)

Year ended March 31	2015	2014
Other comprehensive (loss) income from government business enterprises and partnerships	\$ (715)	\$ 413
Unrealized gains	993	1,691
Realized gains on investment, reclassified to statement of operations	<u>(10)</u>	<u>(178)</u>
Net remeasurement gains	268	1,926
Accumulated remeasurement gains, beginning of year	<u>2,842</u>	<u>916</u>
Accumulated remeasurement gains, end of year	<u>\$ 3,110</u>	<u>\$ 2,842</u>

British Columbia Institute of Technology

Consolidated Statement of Changes in Net Debt

(in thousands of dollars)

Year ended March 31	Budget	2015	2014
Operating surplus	\$ -	\$ 3,843	\$ 1,715
Additions of tangible capital assets	(49,487)	(46,739)	(24,524)
Amortization of tangible capital assets	24,854	23,747	24,218
Loss on disposition of tangible capital assets	-	143	603
	<u>(24,633)</u>	<u>(22,849)</u>	<u>297</u>
Additions of endowment investments	-	(1,774)	(920)
Transfers of endowment investments	-	196	-
Change in inventories held for use	-	1	(5)
Change in prepaid expense	-	207	(563)
	<u>-</u>	<u>(1,370)</u>	<u>(1,488)</u>
Net remeasurement gains	<u>-</u>	<u>268</u>	<u>1,926</u>
(Increase) decrease in net debt	(24,633)	(20,108)	2,450
Net debt, beginning of year	<u>(302,159)</u>	<u>(302,159)</u>	<u>(304,609)</u>
Net debt, end of year	<u>\$ (326,792)</u>	<u>\$ (322,267)</u>	<u>\$ (302,159)</u>

British Columbia Institute of Technology

Consolidated Statement of Cash Flows

(in thousands of dollars)

Year ended March 31

2015

2014

Cash provided by (used in):

Operating

Operating surplus	\$	3,843	\$	1,715
Items not involving cash				
(Income) loss from government business enterprises and partnerships		(1,157)		20
Amortization of tangible capital assets		23,747		24,218
Employee future benefits		666		734
Asset retirement obligation accretion expense		534		450
Loss on disposition of tangible capital assets		143		603
Amortization of deferred contributions				
Capital		(11,735)		(12,416)
Other externally restricted funds		(8,711)		(6,190)

		7,330		9,134
Change in non-cash working capital items (Note 18)		3,435		(14,105)

Capital

Purchases of tangible capital assets		(29,338)		(25,145)
Asset retirement obligation liabilities settled		(375)		(708)
		(29,713)		(25,853)

Investing

Changes in investments, net		(2,451)		(1,227)
Contribution from (to) government business enterprises and partnerships		1,019		(1,103)
		(1,432)		(2,330)

Financing

Capital contributions received		22,411		8,337
Other contributions received		4,515		21,085
Debt sinking funds		273		(138)
Capital lease payments		(1,455)		(1,931)
Debt repayments		(1,907)		(3,368)
		23,837		23,985

Net increase (decrease) in cash and cash equivalents		3,457		(9,169)
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Cash and cash equivalents, beginning of year		36,961		46,130
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Cash and cash equivalents, end of year	\$	40,418	\$	36,961
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Supplemental cash flow information (Note 18)

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

1. General

British Columbia Institute of Technology (the "Institute") is an agent of the Crown and operates under the College and Institute Act, R.S.B.C. 1996. The Act is administered by the Minister of Advanced Education. As an agent of the government, the Institute is not liable for taxation except to the extent the government is liable.

The purpose of the Institute is to provide courses of instruction in advanced technological and vocational fields.

The Institute receives a significant portion of its revenue and capital funding from the Province of British Columbia (the "Province").

The Institute is a registered charity under the Income Tax Act.

2. Summary of significant accounting policies

Basis of presentation

These consolidated financial statements have been prepared in accordance with Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia which requires accounting policies which are consistent with Canadian public sector accounting standards except in regard to the accounting for restricted capital contributions.

Under Section 23.1 of the Budget Transparency and Accountability Act and its related regulations, the Institute is required to recognize restricted capital contributions as a liability and recognize them into revenue on the same basis as the related amortization expense.

Under Canadian public sector accounting standards, those transfers with stipulations that have been met or that do not contain stipulations that create a liability, are fully recognized into revenue.

The impact of this difference on the financial statements of the Institute would be a decrease in deferred capital contributions, an increase in accumulated surplus, and a change in revenues and annual surplus for each year.

Basis of consolidation

Consolidated entities

The consolidated financial statements reflect the assets, liabilities, revenues and expenses of organizations which are controlled by the Institute. Controlled organizations are consolidated except for government business enterprises and partnerships which are accounted for by the modified equity method. All balances and transactions between the Institute and the consolidated entities have been eliminated on consolidation.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

2. Summary of significant accounting policies (continued)

Basis of consolidation (continued)

Consolidated entities (continued)

The following organization is controlled by the Institute and fully consolidated in these financial statements:

- BCIT Foundation, which is a controlled not-for-profit organization, was incorporated March 30, 1999, under the Society Act (British Columbia). The purpose of BCIT Foundation is to raise funds in order to further the goals, objectives and strategic interests of the Institute; stimulate and provide financial support for the development and expansion of educational programs, services, capital projects and other initiatives as recommended by the Institute; and to provide financial support to enable students to participate in learning at the Institute.

Investment in government business enterprises and partnerships

Government business enterprises and partnerships are accounted for by the modified equity method. Under this method, the Institute's investment in the business enterprise and its net income and other changes in equity are recorded. No adjustment is made to conform the accounting policies of the government business enterprise / partnership to those of the Institute, other than if other comprehensive income exists, it is accounted for as an adjustment to accumulated surplus (deficit) of the Institute. Inter-organizational transactions and balances have not been eliminated, except for any profit or loss on transactions between entities on assets that remain within the entities controlled by the Institute.

The following organizations are controlled government business enterprises and are accounted for by the modified equity method:

- Great Northern Way Campus Trust (the "Trust") – the Trust is an equal share joint venture between the Institute, Simon Fraser University, University of British Columbia, and Emily Carr University of Art + Design. The purpose of the Trust is to develop an integrated, learning-centred campus with a high-technology focus, supported by new media and telecommunication technologies. The Trust's activities currently comprise two distinct business activities: property management and site development activities, and educational activities.
- TTA Technology Training Associates Ltd. ("TTA") – TTA is a wholly-owned corporation which was incorporated July 12, 1999 under the Business Corporations Act (British Columbia). The purpose of TTA is to provide international delivery and/or management of technical training and educational programs to public and private organizations, business development and marketing for the Institute in overseas markets.

Cash and cash equivalents

Cash and cash equivalents include cash and highly liquid securities.

Inventories for resale and held for use

Inventories of merchandise held for resale are recorded at the lower of cost and net realizable value. Inventories held for use are recorded at the lower of cost and replacement cost. Cost is determined using the first-in, first-out method for all inventories.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

2. Summary of significant accounting policies (continued)

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. Donated assets are recorded at fair market value at the date of acquisition.

Tangible capital assets are amortized on a straight-line basis over their estimated useful lives as follows:

Buildings	40 years
Leasehold improvements	30 years
Capital projects/renovations	10 to 25 years
Computer hardware	4 years
Computer software	5 years
Furniture and equipment	10 years
Library holdings	10 years

Computers and equipment under capital lease are amortized on a straight-line basis over the lesser of their estimated useful lives and the term of the lease.

Assets under construction are not amortized until the asset is available for productive use.

Tangible capital assets are written-down when conditions indicate that they no longer contribute to the Institute'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.

Employee future benefits

The Institute and its employees make contributions to the College Pension Plan and the Municipal Pension Plan which are multi-employer joint trustee plans. These plans are defined benefit plans, providing pension on retirement based on the member's age at retirement, length of service and highest earnings averaged over five years. As the assets and liabilities of the plans are not segregated by institution, the plans are accounted for as defined contribution plans and any Institute contributions to the plans are expensed as incurred.

The Institute also provides certain benefits, including accumulated sick and vacation pay, retirement allowance, group benefits and life insurance, for certain employees pursuant to certain contracts and union agreements. The costs of these benefits are actuarially determined based on service and management's best estimate of salary escalation, retirement ages of employees and expected plan benefits costs. The obligation under these benefit plans is accrued based on projected benefits as the employees render services necessary to earn the future benefits. Actuarial gains and losses are amortized over the expected average remaining service life of the employees.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

2. Summary of significant accounting policies (continued)

Asset retirement obligation

The Institute recognizes the fair value of a future asset retirement obligation as a liability in the period in which it incurs a statutory, contractual, or legal obligation associated with the retirement of tangible long-lived assets that results from the acquisition, construction, development, and/or normal use of the assets. The Institute concurrently recognizes a corresponding increase in the carrying amount of the related long-lived asset that is depreciated over the useful life of the asset. The fair value of the asset retirement obligation is estimated using the expected cash flow approach. Subsequent to the initial measurement, the asset retirement obligation is adjusted at the end of each period to reflect the passage of time and changes in the estimated future cash flows underlying the obligation or the discount rate. Changes in the obligation due to the passage of time are recognized in the statement of operations as accretion expense. Changes in the obligation due to changes in estimated cash flows or discount rates are recognized as an adjustment of the carrying amount of the related long-lived asset that is depreciated over the remaining life of the asset.

Revenue recognition

Tuition fees and receipts from sales of services and products are recognized as revenue at the time the products are delivered or the services are substantially provided.

Rental revenue is recognized over the period earned.

Revenue related to fees or services received in advance of the fee being earned or the service performed is deferred and recognized when the fee is earned or service performed.

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

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

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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

2. Summary of significant accounting policies (continued)

Revenue recognition (continued)

(iii) Contributions to be retained in perpetuity are reported as revenue when received. Investment income earned on endowment principal is recorded as deferred revenue if it meets the definition of a liability and is recognized as revenue in the year related expenses are incurred. If the investment income earned does not meet the definition of a liability, it is recognized as revenue in the year it is earned.

Financial instruments

Financial instruments consist of cash and cash equivalents, accounts receivable, portfolio investments, debt sinking funds, accounts payable and accrued liabilities, debt, and endowment investments.

Investments are measured at fair value. All other financial instruments are measured at cost or amortized cost.

Transaction costs are expensed for financial instruments measured at fair value. Transaction costs are added to the cost of the financial instruments for financial instruments measured at cost or amortized cost.

Unrealized gains and losses from changes in the fair value of financial instruments are recognized in the statement of remeasurement gains and losses until such time that the financial instrument 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.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense.

Interest and dividends attributable to financial instruments are reported in the statement of operations.

All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the statement of operations.

Functional classification of expenses

The Institute has identified the following segments and associated groups of activities based upon the functional areas of service as provided by various departments within the Institute:

Academic and student support

Academic and student support includes expenses related to the direct support of academic functions, as well as centralized functions that support students and groups of students. This would include Foundation & Alumni, VP ERI, Student Services, Research & Planning, International Education, Learner Services, Learning & Teaching Centre, Library, Marketing & Communication, Print Services, Registrar's Office, and Technology Centre administration. Costs associated with this function would include VP's, management, administration, support staff and related support costs.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

2. Summary of significant accounting policies (continued)

Functional classification of expenses (continued)

Administrative support

Administrative support includes expenses related to activities that support the institution as a whole. This would include Financial Services, Human Resources, Internal Auditing, President's Office, Board of Governors, Purchasing & Supply Management, Safety and Security, Facilities, Amortization, and IT & Communications. Costs associated with the function would include VP's, management, administration, support staff and related support costs.

Ancillary

Ancillary includes expenses related to business activities outside of instruction and research that provide goods and services to students, staff and others external to the organization. This would include Bookstore, Room Rentals, Leases, Food Services, Parking and Residences. Costs associated with this function would include management, administration, support staff and related support costs.

Instruction

Instruction includes expenses related to the direct business of delivering education. This would include full time studies, part time studies, and training supported by industry services. Costs associated with this function would include instructors, contract expenses, deans, instructional administration, support staff, and related support costs.

Externally funded and related entities

Externally funded and related entities includes expenses related to research and non-research activities funded by external contracts and/or grants, trust activities, and subsidiaries. This would include Restricted Funds, Applied Research Grants, Student Awards, and BCIT Foundation. Costs associated with this function would include deans, management, administration, support staff and related support costs.

Budget figures

Budget figures have been provided for comparative purposes and have been derived from the 2014/2015 Fiscal Plan approved by the Board of Governors of the Institute on February 25, 2014.

Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Significant areas requiring the use of management estimates relate to the determination of the useful lives for amortization of tangible capital assets and deferred capital contributions, the valuation of employee future benefit obligations, future cash flows associated with asset retirement obligations, the provision for uncollectible accounts, and the provision for contingencies. Actual amounts may ultimately differ from these estimates.

Comparative figures

Certain of the prior year comparative figures have been reclassified to conform to the current year presentation.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

3. Accounts receivable	<u>2015</u>	<u>2014</u>
Student	\$ 2,608	\$ 2,665
Trade and other	2,658	3,113
Allowance for doubtful accounts	<u>(375)</u>	<u>(325)</u>
	<u>\$ 4,891</u>	<u>\$ 5,453</u>

4. Balances with government and other government organizations

Due from government and other government organizations

	<u>2015</u>	<u>2014</u>
Federal government	\$ 2,124	\$ 1,542
Provincial government	2,348	7,822
Other government organizations	<u>1,176</u>	<u>504</u>
	<u>\$ 5,648</u>	<u>\$ 9,868</u>

Due to government and other government organizations

	<u>2015</u>	<u>2014</u>
Federal government	\$ 697	\$ 566
Provincial government	3,028	2,613
Other government organizations	<u>995</u>	<u>944</u>
	<u>\$ 4,720</u>	<u>\$ 4,123</u>

5. Investments

Investments consist of:

	<u>2015</u>	<u>2014</u>
Portfolio investments	\$ 7,565	\$ 5,709
Endowment investments	<u>22,137</u>	<u>20,559</u>
	<u>\$ 29,702</u>	<u>\$ 26,268</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

5. Investments (continued)

The underlying investments consist of:

		<u>2015</u>	<u>2014</u>
	Fair value hierarchy level		
Equities	Level 1	\$ 15,786	\$ 13,730
Fixed income	Level 2	<u>13,916</u>	<u>12,538</u>
		<u>\$ 29,702</u>	<u>\$ 26,268</u>
Historical cost		<u>\$ 26,703</u>	<u>\$ 24,332</u>

6. Debt sinking funds

Contributions to the sinking funds are made for certain long-term debt obligations with the Province. Investments held in the sinking funds, including interest earned, are used to repay the related debt at maturity. The Institute makes annual principal and interest payments towards the sinking funds to the Province using revenue proceeds from the Downtown training centre. The sinking funds are held and invested by the Province to provide for the retirement of the debt.

Aggregate payments for the next five fiscal years and thereafter to meet sinking fund instalments on externally restricted sinking funds and retirement provisions on notes, bonds and debentures are:

2016	\$ 114
2017	114
2018	114
2019	114
2020	114
Thereafter	<u>455</u>
	<u>\$ 1,025</u>

7. Investments in government business enterprises and partnerships

	Balance, beginning of year	Contributions paid	Net earnings	Other comprehensive income	Balance, end of year
Investment in Trust	\$ 15,413	\$ (1,019)	\$ 1,155	\$ (715)	\$ 14,834
Investment in TTA	<u>336</u>	<u>-</u>	<u>2</u>	<u>-</u>	<u>338</u>
	<u>\$ 15,749</u>	<u>\$ (1,019)</u>	<u>\$ 1,157</u>	<u>\$ (715)</u>	<u>\$ 15,172</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

7. Investments in government business enterprises and partnerships (continued)

Condensed financial information of government business enterprises and partnerships that are part of the Institute's reporting entity are as follows:

Great Northern Way Campus Trust

Statement of financial position	25% share 2015	25% share 2014
Total assets	\$ 20,056	\$ 20,861
Total liabilities	5,222	5,448
Equity	14,834	15,413
 Statement of operations	 2015	 2014
Revenue	\$ 3,325	\$ 1,715
Expenses	(2,170)	(1,740)
Net earnings	1,155	(25)
Other comprehensive income	(715)	413
Net earnings and comprehensive income	\$ 440	\$ 388

Total liabilities include \$1,176 (2014 - \$157) payable to the Institute.

Revenue includes \$368 (2014 - \$1,059) of rent and common area expense recoveries from the Institute.

TTA Technology Training Associates Ltd.

Statement of financial position	2015	2014
Total assets	\$ 736	\$ 922
Total liabilities	398	586
Equity	338	336
 Statement of operations	 2015	 2014
Revenue	\$ 1,078	\$ 1,230
Expenses	(1,075)	(1,222)
Earnings before income taxes	3	8
Income taxes	1	3
Net earnings	\$ 2	\$ 5

Revenue includes \$98 (2014 - \$158) of project fees and project expense recoveries from the Institute.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

8. Accounts payable and accrued liabilities	2015	2014
Trade payables	\$ 4,566	\$ 8,423
Salaries and benefits payable	10,724	9,852
Other	3,865	4,131
	\$ 19,155	\$ 22,406

9. Pension plans and employee future benefits

Pension plans

The Institute and its employees contribute to the College Pension Plan and Municipal Pension Plan, jointly trustee pension plans. The boards of trustees for these plans represent plan members and employers and are responsible for the management of the pension plan including investment of the assets and administration of benefits. The pension plans are multi-employer contributory pension plans. Basic pension benefits provided are based on a formula. As at August 31, 2014, the College Pension Plan has approximately 14,000 active members from college senior administration and instructional staff and approximately 6,000 retired members. As at December 31, 2013, the Municipal Pension Plan has approximately 182,000 active members, with approximately 5,800 from colleges.

The most recent valuation for the College Pension Plan as at August 31, 2012 indicated a \$105 million funding deficit for basic pension benefits. The next valuation will be as at August 31, 2015, with results available in 2016. The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2012 indicated a \$1,370 million funding deficit for basic pension benefits. The next valuation will be as at December 31, 2015 with results available in 2016. Defined contribution plan accounting is applied to the plan as the plan exposes the participating entities to actuarial risks associated with the current and former employees of other entities, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets and cost to individual entities participating in the plan. The Institute paid \$14,122 for employer contributions to the plans in fiscal 2015 (2014 - \$13,371).

Employee future benefits

The Institute also provides certain benefits, including accumulated sick and vacation pay, retirement allowance, group benefits, and life insurance, for certain employees pursuant to certain contracts and union agreements. The most recent actuarial valuation was completed as at March 31, 2013 and extrapolated to March 31, 2015.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

9. Pension plans and employee future benefits (continued)

Employee future benefits (continued)

Information about these employee future benefits is as follows:

	<u>2015</u>	<u>2014</u>
Accrued benefit obligation	\$ 18,672	\$ 17,264
Fair value of plan assets	-	-
Funded status	(18,672)	(17,264)
Balance of unamortized amounts	(1,400)	(2,271)
Accrued benefit liability	(20,072)	(19,535)
Employer's share of benefits (EI, CPP, pension)	(1,436)	(1,307)
Total liability	\$ (21,508)	\$ (20,842)

The obligation is not presently funded.

The significant assumptions used are as follows:

	<u>2015</u>	<u>2014</u>
Accrued benefit obligations as of March 31		
Discount rate	2.1%	3.4%
Benefit cost for year ended March 31		
Discount rate	2.1%	3.4%
Assumed health care cost trend rates at March 31	4.5% - 6.6%	4.5% - 6.8%

Other information regarding the Institute's benefits are as follows:

	<u>2015</u>	<u>2014</u>
Employer contributions	\$ 828	\$ 714
Components of net benefit expense		
Service cost	\$ 1,215	\$ 1,266
Interest cost	540	474
Long-term disability experience	(165)	(261)
Amortization of net actuarial (gain) loss	(225)	86
Net benefit expense	\$ 1,365	\$ 1,565

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

10. Deferred contributions

Deferred contributions related to expenses of future periods represent unspent externally restricted grants and donations. Deferred contributions are primarily restricted for research purposes.

	<u>2015</u>	<u>2014</u>
Balance, beginning of year	\$ 26,077	\$ 11,182
Add contributions received during the year relating to future periods	4,515	21,085
Less amounts recognized as revenue	<u>(8,711)</u>	<u>(6,190)</u>
Balance, end of year	<u>\$ 21,881</u>	<u>\$ 26,077</u>

11. Deferred capital contributions

Capital contributions for the purpose of acquiring or developing a depreciable tangible capital asset are referred to as deferred capital contributions. Amounts are recognized into revenue at the same rate that amortization of the tangible capital asset is recorded. Treasury Board provided direction on accounting treatment as disclosed in Note 2.

Changes in the deferred capital contributions balance are as follows:

	<u>2015</u>	<u>2014</u>
Balance, beginning of year	\$ 198,379	\$ 202,458
Add contributions received during the year	22,411	8,337
Less amounts amortized to revenue	<u>(11,735)</u>	<u>(12,416)</u>
Balance, end of year	<u>\$ 209,055</u>	<u>\$ 198,379</u>

The balance of unamortized capital contributions related to capital assets consists of the following:

	<u>2015</u>	<u>2014</u>
Unamortized capital contributions used to purchase assets	\$ 208,800	\$ 198,124
Unspent capital funding	<u>255</u>	<u>255</u>
	<u>\$ 209,055</u>	<u>\$ 198,379</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

12. Asset retirement obligation

The Institute has recorded an asset retirement obligation for the estimated costs of asbestos removal from certain facilities. The following is a reconciliation of the changes in the asset retirement obligation during the year:

	<u>2015</u>	<u>2014</u>
Balance, beginning of year	\$ 15,946	\$ 16,825
Add accretion expense	534	450
Add adjustment for change in discount rate	1,638	(621)
Less liabilities settled	<u>(375)</u>	<u>(708)</u>
Balance, end of year	<u>\$ 17,743</u>	<u>\$ 15,946</u>

The accretion expense is included in interest expense. The undiscounted estimated cash flows required to settle the obligation are approximately \$24,326 to be paid during the fiscal years 2016 to 2038. The estimated cash flows were discounted using the credit-adjusted risk-free rates of 2.67% (2014 - 3.35%).

13. Debt

	<u>2015</u>	<u>2014</u>
BC Immigrant Investment Fund, 2.70% due August 2017 (i)	\$ 48,153	\$ 50,060
Province of British Columbia, 8% bond, due September 2023 (ii)	<u>12,888</u>	<u>12,888</u>
	<u>\$ 61,041</u>	<u>\$ 62,948</u>

(i) Principal and interest payments are made to the BC Immigrant Investment Fund at \$809 per quarter. The debt is unsecured.

(ii) Interest payments are made to the Province of British Columbia semi-annually. The Institute makes contributions to the sinking fund each year to repay the bond at maturity (Note 6). The bond is unsecured.

Principal payments for the next five years and thereafter are as follows:

	<u>BC Immigrant Investment Fund</u>	<u>Province of British Columbia</u>	<u>Total</u>
2016	\$ 1,960	\$ -	\$ 1,960
2017	2,013	-	2,013
2018	44,180	-	44,180
2019	-	-	-
2020	-	-	-
Thereafter	<u>-</u>	<u>12,888</u>	<u>12,888</u>
	<u>\$ 48,153</u>	<u>\$ 12,888</u>	<u>\$ 61,041</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

14. Obligations under leases

Capital leases

Capital lease payments, including principal and interest, are as follows:

2016	\$	1,962
2017		991
2018		842
2019		754
2020		788
Thereafter		<u>24,253</u>
		29,590
Less interest		<u>12,800</u>
Present value of minimum lease payments	\$	<u>16,790</u>

Operating leases

Operating lease payments for the next five years and thereafter are as follows:

2016	\$	232
2017		232
2018		232
2019		232
2020		247
Thereafter		<u>7,609</u>
	\$	<u>8,784</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

15. Tangible capital assets

Cost				
	<u>2014</u>	<u>Additions</u>	<u>Disposals</u>	<u>2015</u>
Land	\$ 44,808	\$ -	\$ -	\$ 44,808
Buildings, leasehold improvements and capital projects / renovations	429,763	24,150	-	453,913
Buildings under capital lease	-	15,295	-	15,295
Furniture and equipment	124,114	4,545	(2,358)	126,301
Computer hardware and software	30,926	2,004	(1,041)	31,889
Equipment under capital lease	8,198	468	(677)	7,989
Library holdings	5,103	277	(1,363)	4,017
	<u>\$ 642,912</u>	<u>\$ 46,739</u>	<u>\$ (5,439)</u>	<u>\$ 684,212</u>
Accumulated amortization				
	<u>2014</u>	<u>Amortization</u>	<u>Accumulated amortization on disposals</u>	<u>2015</u>
Land	\$ -	\$ -	\$ -	\$ -
Buildings, leasehold improvements and capital projects / renovations	134,567	12,760	-	147,327
Buildings under capital lease	-	340	-	340
Furniture and equipment	95,473	6,531	(2,248)	99,756
Computer hardware and software	24,097	2,327	(1,011)	25,413
Equipment under capital lease	5,823	1,403	(674)	6,552
Library holdings	3,242	386	(1,363)	2,265
	<u>\$ 263,202</u>	<u>\$ 23,747</u>	<u>\$ (5,296)</u>	<u>\$ 281,653</u>
Net book value				
			<u>2015</u>	<u>2014</u>
Land			\$ 44,808	\$ 44,808
Buildings, leasehold improvements and capital projects/renovations			306,586	295,196
Buildings under capital lease			14,955	-
Furniture and equipment			26,545	28,641
Computer hardware and software			6,476	6,829
Equipment under capital lease			1,437	2,375
Library holdings			1,752	1,861
			<u>\$ 402,559</u>	<u>\$ 379,710</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

16. Endowments

Endowment contributions form part of accumulated surplus. Changes to the endowment balances are as follows:

	<u>2015</u>	<u>2014</u>
Balance, beginning of year	\$ 20,559	\$ 19,639
Contributions received during the year	1,774	920
Transfers during the year	<u>(196)</u>	<u>-</u>
Balance, end of year	<u>\$ 22,137</u>	<u>\$ 20,559</u>

17. Contingencies

There are lawsuits pending in which the Institute is involved arising in the ordinary course of business. It is considered that the potential claims against the Institute resulting from such litigation would not materially affect the consolidated financial statements of the Institute. Any difference between the liability accrued by the Institute related to the lawsuits and the amounts ultimately settled will be recorded in the period in which the claim is resolved.

18. Supplemental cash flow information

Change in non-cash working capital items

	<u>2015</u>	<u>2014</u>
Accounts receivable	\$ 562	\$ 1,070
Inventories	(282)	6
Prepaid expenses	207	(563)
Due from government and other government organizations	4,220	(5,846)
Accounts payable and accrued liabilities	(3,251)	(5,814)
Due to government and other government organizations	597	(1,378)
Deferred tuition fees	2,103	447
Deferred revenue - other	<u>(721)</u>	<u>(2,027)</u>
	<u>\$ 3,435</u>	<u>\$ (14,105)</u>

During the year, interest of \$3,001 was paid (2014 - \$2,572).

Non-cash transactions

Receipt of donated capital assets	\$ 1,448	\$ 2,595
Buildings and equipment under capital lease	15,763	-
Increase (decrease) in asset retirement obligation and capital assets	1,638	(621)

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

19. Financial instruments

Fair value

The following classification system is used to describe the basis of the inputs used to measure the fair value of investments:

- Level 1 Quoted prices (unadjusted) in active markets for identical assets or liabilities
- Level 2 Market-based inputs other than quoted prices that are observable for the asset or liability either directly or indirectly
- Level 3 Inputs for the asset or liability that are not based on observable market data; assumptions are based on the best internal and external information available and are most suitable and appropriate based on the type of financial instrument being valued in order to establish what the transaction price would have been on the measurement date in an arm's-length transaction

The classification of portfolio and endowment investments is disclosed in Note 5.

Risk management

The Institute has exposure to the following risks from its use of financial instruments.

Credit risk

The Institute is exposed to the risk that the counterparty defaults or becomes insolvent. The Institute's investments in pooled funds that hold debt securities are exposed to such risk. Credit risk also arises from the possibility that student, trade and other receivables may not be collected.

This risk is mitigated by proactive credit management and investment policies that include regular monitoring of each debtor's payment history and performance.

As at March 31, 2015, accounts receivable is comprised of:

	<u>Under 90 days</u>	<u>Over 90 days</u>	<u>Total</u>
Student	\$ 2,590	\$ 18	\$ 2,608
Trade and other	1,735	923	2,658
Allowance for doubtful accounts	<u>(285)</u>	<u>(90)</u>	<u>(375)</u>
	<u>\$ 4,040</u>	<u>\$ 851</u>	<u>\$ 4,891</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2015

19. Financial instruments (continued)

Risk management (continued)

Market risk

There is a risk that fluctuations in market prices will affect the Institute's net assets and the value of holdings in investments. Market risk is comprised of the following:

Interest rate risk

Interest rate risk refers to the effect on the market value of the Institute's assets due to fluctuations in interest rates. The market value of the Institute's investments in fixed income pooled funds is also affected by fluctuations in interest rates.

Foreign currency risk

Foreign currency exposure arises from the Institute's foreign currency denominated investments. Fluctuations in the relative value of foreign currencies against the Canadian dollar can result in a positive or negative effect on the fair value of investments.

The Institute manages its credit risk and market risks on its investments by investing in funds that have a well-diversified portfolio of securities.

Liquidity risk

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

The Institute 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.

20. Expenses by object

	<u>2015</u>	<u>2014</u>
Salaries and wages	\$ 158,294	\$ 157,482
Employee benefits	33,055	32,367
Amortization of tangible capital assets	23,747	24,218
Repairs and maintenance	13,361	11,826
Fees for service	11,965	11,637
Supplies and general	12,160	11,166
Professional development	6,490	7,027
Utilities	5,456	5,009
Cost of sales	5,199	5,478
Student awards	4,517	4,363
Interest	3,649	3,022
Equipment and facilities leases	1,494	1,794
Printing and advertising	1,227	2,194
Telecommunications	1,137	1,167
Banking and insurance	444	295
	<u>\$ 282,195</u>	<u>\$ 279,045</u>

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
RECONCILIATION OF TOTALS OF EMPLOYEES' REMUNERATION AND
EXPENSES AND ACCOUNTS PAID WITH TOTAL OF EXPENDITURES
REPORTED ON THE STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2015

EXHIBIT A

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

RECONCILIATION OF TOTALS OF EMPLOYEES' REMUNERATION AND

EXPENSES AND ACCOUNTS PAID WITH TOTAL OF EXPENDITURES

REPORTED ON THE STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2015

PAYMENTS

Employees' Remuneration	Exhibit B	\$	157,462,837
Employees' Expenses	Exhibit B		2,568,959
Board of Governors, Remuneration	Exhibit C		23,012
Board of Governors, Expenses	Exhibit C		10,705
Accounts Paid	Exhibit D		<u>129,060,864</u>
			289,126,377

ITEMS NOT INCLUDED IN PAYMENT AMOUNTS

Changes in Accrued Liabilities	\$	876,393	
Changes in Inventories		(282,903)	
Student Awards		4,516,607	
Subsidiary Expenditure		112,679	
Capital Expenditure		(38,017,037)	
Amortization and Other Expenses		24,415,220	
Donated Equipment Expensed		<u>1,447,655</u>	<u>(6,931,386)</u>

TOTAL OF EXPENDITURE PER STATEMENT OF OPERATIONS		\$	<u><u>282,194,991</u></u>
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BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF EMPLOYEES' REMUNERATION AND EXPENSES
FOR THE YEAR ENDED MARCH 31, 2015
EXHIBIT B

NAME	SALARY*	EXPENSES
Abbuhl, Thomas	92,760	945
Abdulla, Aman	136,795	1,703
Aguilar, Imelda	88,910	-
Ahluwalia, Gurdip	96,490	-
Ahmed, Muhammad	109,089	5,788
Albright, James	148,295	38,722
Aldulea, Cristina	90,147	6,509
Allardyce, Mark	91,495	-
Alphonso, Myles	95,189	-
Amiraslany, Mina	80,191	3,816
Amos, Bill	89,575	2,827
Anderson, Earl	91,264	8,135
Anderson, Eric	77,892	1,293
Andic, Slobodan	107,361	13,570
Andrew, Anne	98,760	5,964
Andrews, Myra	112,151	328
Anthony, Bruce	85,813	2,963
Arcega, Victor	96,284	3,273
Armstrong, James	132,538	154
Arntsen, Erik P	78,648	5,940
Arreola, Marte	91,653	-
Asada, Vicki	76,363	1,414
Ashley, Ken	93,913	2,965
Askari, Vahid	90,821	9,214
Atchison, Jill	109,754	1,777
Au, Elsie S	98,150	66
Azmitia, Juan J	95,630	825
Bachrich, Simon	80,428	4,444
Bailey, Ross A	91,407	2,008
Bains, Gurpreet	102,652	365
Baldry, Janice	150,739	782
Baldwin, Kevin	75,411	-
Balke, Thomas F	86,081	2,056
Bao, Steven	129,279	1,066
Barrett, Nadine	127,272	2,213
Barroetavena, Laura	99,569	7,560
Bartz, James T	94,471	2,209
Bauder, Frederick	92,760	2,176
Baumert, Michael	96,628	4,228
Baxter, Matt W	89,575	4,816
Bayliss, Richard	94,557	386
Beatson, Rodger	90,147	4,889
Beatty, Cheryl	80,945	2,859
Beauchamp, Michelle	90,147	336

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Beaupre, Denise	90,147	363
Becker, Lori	127,305	3,524
Bednarz, Mike	90,147	3,022
Beketa, Richard	89,575	-
Bell, Brandon S	84,433	-
Bell, Laurence	91,235	-
Benoit, Devon A	77,861	2,702
Berg, Denise	77,606	391
Berry, Joffre	90,147	-
Betts, Doug W	93,823	2,452
Beveridge, Lynda	83,302	2,281
Beyenir, Serhat	101,816	6,458
Bhatti, Chandan	79,499	2,143
Billing, Laura	80,125	6,080
Binns, Dawn-Marie	90,147	2,853
Bird, Geoffrey	94,893	1,143
Blaison, Yves	87,974	-
Bodnar, Gary A	79,298	2,614
Bonci, Gheorghe	81,422	2,980
Booth, James	90,147	-
Borisoff, Jaimie	93,909	5,355
Borman, Pamela	90,701	-
Bortignon, Roger	94,369	481
Boskovic, Sanja	118,168	12,085
Bourke, William	93,332	4,898
Bouthot, Timothy	75,246	-
Bower, Robert D	90,147	2,007
Bowman, Donald	91,320	-
Boyce, Mike A	101,603	-
Boyd, Dave	75,246	-
Boyd, Joseph	92,149	2,314
Brander, Lin	93,332	3,183
Braun, Robert D	81,229	8,794
Bremner, Tamara	77,966	1,324
Brennan, Noel	119,656	2,465
Brett, Jason	91,320	2,060
Brewer, James P	122,576	4,894
Bringeland, Dawne	86,715	6,208
Brodie, Michele	77,239	7,803
Brohman, John	91,320	-
Brown, Geoff A	82,890	-
Brown, Paula	149,380	26,863
Bryant, Michael	101,576	3,536
Buckley, Brian	92,236	-

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Budz, Bernice	142,121	10,529
Buerk, Greg	93,449	-
Buller, Mark	96,089	2,390
Burgess, Susan	124,601	918
Burleigh, Peter	91,320	2,285
Burlock, Clarence	123,221	3,600
Burns, Lori	88,860	1,937
Bushnell, Judy	90,147	2,513
But, Ivan Tak Chung	82,754	3,053
Byron, John	99,587	214
Cahill, Cheryl	94,286	6,017
Cai, James	124,778	2,384
Calder, Alistair	104,150	-
Caldicott, Norman	89,575	901
Calvert, Denise	77,359	36,250
Calvert, Jenica	87,358	2,495
Cardiff, Treena	93,332	1,769
Caron, Andre	78,550	13,385
Carrese, Gino	104,307	3,741
Carson, Timothy	100,867	6,230
Casas, Eduardo	80,438	1,855
Catt, Carl W	152,142	-
Catt, Daniel J	93,203	9,477
Chacon, Erick A	93,042	555
Chan, Angeline	93,746	8,562
Chan, Anthony Y	104,351	2,352
Chan, Colleen C	84,226	3,056
Chan, David K	100,650	-
Chander, Harmesh	81,208	3,850
Chandler, David	88,910	1,725
Chang, Liou Chun	82,013	2,131
Changfoot, Norwick	110,114	4,889
Charbula, Michael	95,918	262
Chau, Richard	103,390	4,522
Chauhan, Neelu	90,876	301
Chester, Richard	96,439	2,194
Cheung, Raymond	81,732	275
Chiarello, Mark	107,602	7,806
Chiu, Jonathan	92,567	150
Chouinard, Nancy	91,880	7,437
Churchill, Sheila	90,941	899
Cichon, Frank H	105,956	6,962
Cioata, Stefan	125,606	2,817
Clark, Heather	88,582	4,282

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Clarke Roe, Lorraine	90,372	18,798
Clement, Catherine	129,562	2,307
Cleveland, Deborah	91,121	-
Collins, Giselle	92,817	11,213
Collins, Robert	92,711	3,815
Concannon, Marie-Claire	92,052	1,250
Connelly, Maureen	93,512	10,190
Conroy, Donna L	77,755	1,781
Coomber, Shirley	91,740	4,682
Cordua-von Specht Winona	96,328	851
Cortese, Joseph	92,926	1,471
Cowan, Craig S	137,643	456
Cox, Neil B	95,201	2,228
Crawford, Deborah	105,663	1,989
Crema, Erika	89,575	502
Cresswell, David	137,643	6,469
Crisp, Philippa	78,492	-
Crozier, Vincent	90,147	3,849
Cudihee, Kevin	102,164	274
Culham, Shaun	118,769	-
Culver, Charlotte	93,332	1,898
Cumming, Dorothy	85,864	451
Dabell, Joanne	84,972	3,336
Dale, Mark	172,054	4,163
Dangerfield, Paul	127,093	5,159
Davis, Barbara	127,007	1,252
Davis, Charles	91,320	-
Day, Robin	148,289	-
De Azevedo, Jonas	84,322	89
de Souza, Alaric	91,415	205
Delibalta, Fabienne	82,484	2,003
Delorme, Robert	89,575	1,901
Deroche, Mark	102,381	2,837
deVries, Raymond	93,332	2,603
Dewhurst, Jeffrey	98,923	2,458
Dhaliwal, Harjinder	107,967	4,942
Di Marco, Carmine	92,488	303
Di Spirito, Frank	117,692	399
Dian, Farzin John	90,147	598
D'Ilio, Adrianna	88,157	2,598
D'Mello, Louis	95,030	6,576
Doad, Harbans	94,469	43
Doody, Lois	97,947	417
Dotto, Kim	170,912	23,268

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Dow, Bill	183,863	19,729
Doyle, James	78,651	-
Dryhurst, Cam	91,320	-
Dudnyk, Iryna	78,838	-
Duffey, Patrick	91,320	-
Dufficy, Dennis	84,345	657
Duffy, Deborah	81,828	944
Dunbar, Rodney	87,821	-
Dunn, Brent R	101,435	1,302
Dunn, David	99,053	16,900
Dunn, Ross	92,143	11,135
Dunn, Sarah	100,113	3,259
Dunphy, Kevin	90,147	-
Dutchak, Katheleen	89,575	2,434
Dyck, Jeff	90,147	-
Dymond, John	93,332	-
Eccles, Stephen	181,973	-
Edge, Carrie	76,680	3,990
Edmunds, Bethany	76,352	-
Edwards, Bernadette	83,178	-
Edwards, Carol	90,147	489
Edwards, Timothy	164,110	1,119
Eeckhout, Tomi	212,466	183
Einarsson, Susan	78,604	-
Elder, Stephen	92,753	1,533
Elgert, William	91,593	-
Elliott, John K	98,521	-
Elmasry, Medhat	99,028	4,836
Emes, Allan	91,764	-
Eng, Eugene	81,957	4,762
Erho, Gregory A	94,652	1,735
Erickson, Lynn	95,548	3,853
Etkin, Alan	81,913	2,197
Evans, Connie J	93,332	3,072
Evans, Michael	105,268	2,873
Ewald, Thorsten	102,799	4,332
Fabiszewski, Stephen	92,488	3,260
Fajardo, Edward	120,881	-
Farhangi, Hassan	137,643	9,349
Faruki, Mubasher	108,368	7,601
Fell, Amy	91,599	2,687
Fenrich, Peter	108,458	6,957
Ferguson, Arron	87,874	-
Ferrier, Malcolm	100,593	9,121

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Ferrinho, Ana M	90,147	6,132
Figner, Jennifer	102,727	1,482
Fine, Brenda	75,903	-
Fingler, Ian	80,991	12,007
Finn, Steve	92,874	4,398
Fisher, Lorie	99,869	1,086
Flynn, Mark	95,883	1,438
Foley, Vincent	114,751	1,049
Fong, June	118,639	-
Fong, Rosamaria	90,971	3,459
Fontana, Luigi	84,409	-
Ford, Andrea C	93,332	3,926
Forman, Bryan	91,320	11
Fourie, Johan G	113,280	2,245
Fox, Nicholas G	98,666	-
Fox, Warren Jam	122,192	-
Freeburn, Joe	99,585	8,416
Friesen, Randal	194,737	-
Fromm, Zuzana	108,750	1,661
Fry, Eric	93,644	2,644
Fung, Eddy	110,100	-
Gale, Roger	113,008	279
Gall, Dave	91,123	49
Galli, Michael	99,407	9,040
Gandham, Kulwant	111,819	2,925
Garic-Komnenic, Sanja	90,147	3,412
Gaudet, Jacqueline	92,760	2,160
Geddes, Susan	88,091	-
German, Martin	75,961	-
Gessaroli, Jerome	120,350	1,011
Ghaffari, Farzan	98,516	-
Giassa, Arthur	91,320	-
Gibson, Colleen	89,575	3,617
Giffen, Brian	107,706	1,196
Gildersleve, Barry	81,337	-
Gill, Balbir	107,876	13,963
Gill, Kam	89,678	4,471
Gillespie, Mary	91,597	13,031
Gilman, Lorraine	93,370	2,654
Giltrow, Mark	115,995	-
Gnatowska, Beata	82,440	955
Gnoato, Teresa	93,029	514
Golder, Katherine	90,649	3,518
Goldlist, Amy R	78,460	-

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Gonzalez, Ringo	82,975	2,826
Goodall, Carolyn	78,989	908
Goodnough, Jason	113,695	10,468
Gordon, Joseph	147,727	1,974
Gorgosilich, Denise	104,503	701
Gormican, Jim	90,177	4,869
Gorrie, Marg	78,957	6,519
Goy, Rod	121,844	4,828
Gracias, Marian	90,147	153
Graham, Glenn W	83,409	-
Grasby, Robert	91,320	-
Green, Thomas M	96,181	-
Gresat, Chris	93,026	487
Griffin, Catherine	89,294	6,780
Griffiths, David	84,400	2,092
Grof, Edward	91,281	9,100
Grone, Ruthanne	88,437	-
Groom, Charmaine	81,039	6,599
Gu, Lawrence	172,054	54,845
Guerin, Rene	89,575	4,366
Guest, Robert	100,948	857
Gunn, Edward R	89,778	-
Gutica, Mirela	93,195	2,681
Habiballah, Kacem	94,357	13,314
Hadikin, Peter	103,882	126
Hadley, Lynda L	100,711	921
Hagan, Roger L	94,113	-
Hagan, Scott	93,332	638
Haldorson, Kelby	80,013	-
Hall, Ike	116,199	5,273
Halsted, Nigel	93,331	3,334
Hamm, Rob	92,853	-
Hand, Wayne L	141,689	2,470
Harapnuik, Dwayne	79,829	1,524
Hardie, Tammy A	78,311	678
Harris, Paul	111,228	2,258
Harrison, Jason	124,611	578
Harrower, Robert	110,600	2,562
Hartlaub, Russell	117,383	7,733
Hausmann, Matthew	79,732	-
Hawthorne, Eric	81,684	512
Hayden, Eamon N	91,799	316
He, Ming Yan	84,584	2,363
Heavenor, Andrea	80,305	-

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Heaver, Carmen	115,947	2,970
Hebert, Alexand	88,616	4,344
Hein, Julia W	80,185	996
Helman, Dave	100,163	1,273
Hemmingsen, Robin	171,490	9,206
Henderson, Gary	97,043	8,243
Herle, Keith A	84,400	4,284
Hewer, Nancy	90,147	3,475
Hewlett, Robert	116,829	9,453
Hildebrand, Dean	127,830	142
Hill, Amanda	112,966	691
Hill, Frank J	78,158	-
Hill, Michael J	89,717	107
Hiller, Lorena	80,098	4,071
Hine, Catherine	90,147	2,015
Hingston, Adrian	121,546	3,699
Ho, Stephen	79,882	5,770
Hodges, Michael	95,702	2,525
Hodgkinson, Douglas	78,672	-
Hodgson, Darlene	88,091	385
Hofmann, Andy	96,247	179
Hogan, Barry	158,688	3,157
Hogg, David	92,814	6,270
Holding, Steve	82,676	-
Holloway, David	90,510	2,946
Holtz, Gary B	84,395	239
Homel, Gene H	78,406	4,695
Honarbakhsh, Amir	88,928	-
Hornak, Maureen	90,147	4,501
Horspool, David	93,766	-
Horvath, Wayne	97,419	8,957
Hosier, Brian	141,184	202
Howells, Mike J	91,320	-
Howey, Clay	84,345	461
Hoy, Kevin	94,199	2,927
Hrybyk, Michael	138,004	-
Hudson, Dixie E	101,910	25,676
Hughes, Graham	101,803	4,442
Hume, Norman K	87,166	47
Hunt-Chomyn, Sandra	87,946	1,499
Hunter, Aaron	79,827	21,037
Hunter, James A	137,384	4,540
Hunter, Rachael	80,764	1,669
Hunter, Russ	91,320	-

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Hur, Roger W	88,091	1,346
Hyde, Heather R	90,147	2,391
Icoz, Kirksal	97,809	-
Inglis, Alan	98,024	5,048
Isaak, Cheryl	129,279	6,243
Iversen, James	118,680	174
Jackson, Andrew	77,302	1,749
Jackson, Mark W	77,139	-
Jaggi, Bruno W	90,147	5,943
Jalili, Masoud	119,616	8,351
Jamensky, Derek	87,834	2,832
James, Jeanine	85,145	679
James, Randy	110,907	-
Janzen, Ernst C	91,320	394
Jeffery, Kenneth	75,143	392
Jeffreys, Yvonne	110,510	3,750
Jelic, Anna	87,738	304
Jenness, John D	94,233	-
Jit, Naleen	78,159	-
Johnson, Barry	97,424	877
Johnson, Lynn O	90,147	4,036
Johnston, Bonnie	87,943	2,913
Johnston, Jo-Ann	96,844	3,585
Johnston, William	105,860	-
Johnstone, Richard	89,136	702
Johrden, Stefan	97,967	3,044
Jones, Antonella	79,547	6,712
Jones, Colin A	91,214	3,456
Jopling, Tom	87,738	3,800
Joseph, Stefan	99,019	14,053
Just, Darwin	78,651	-
Kaplun, Dori B	93,332	498
Karela, Josef	78,418	-
Kary, Amy C	76,488	4,479
Keane, Brian	81,160	434
Kearns, Michelle	94,628	1,448
Kellington, Ronald	82,493	4,838
Kelly, Shannon	119,028	3,682
Kennedy, Diane	75,779	4,308
Kennedy, Kathryn	93,332	3,980
Kerr, Jennifer	108,564	1,182
Kerr-Wilson, Selma	96,165	439
Kessler, Ronald	106,635	2,299
Khelifi, Djamel	90,267	1,223

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
King, Greg A	101,493	3,777
Kinloch, Kathy	257,106	28,298
Kinsella, Paul	85,925	4,991
Klassen, Derek	96,238	-
Kliparchuk, Karl	98,659	4,561
Klug, William	94,148	1,149
Klundt, Allison	90,147	1,452
Klym, Brian	91,320	-
Klymchuk, Antonia	99,582	-
Knudson, Terance	151,608	153
Kobayashi, Richard	85,468	-
Koenig, Ray	89,575	7,230
Kohlman, Justin	224,861	2,915
Kojwang, David	90,114	179
Koke, Thomas E	81,329	6,106
Kosub, Tim	84,972	-
Kovacic, Diana	97,618	5,481
Kozma, Beata	76,787	1,553
Kroetsch, Rick	92,760	662
Krpan, Ronald	89,575	391
Kruger, Robert	90,147	832
Ku, Alexander W	147,056	1,500
Ladha, El	90,212	5,835
Lafontaine, Michelle	90,181	7,440
Laguio, Joselito	110,359	399
Lai, Magdalene	90,147	7,854
Lam, Wai-Chung	94,819	-
Lamarre, Mary E	81,655	5,107
Lamb, Stephen W	151,273	2,178
Lambrecht, Gregory	112,604	4,923
Lane, Thomas F	94,019	-
Langdeau, Susan	80,123	1,485
Lange, Kathryn	80,529	2,478
Langford, Cory	119,856	8,764
Langston, Nelson	86,479	-
Larsen, Gunnar	112,917	-
Laviolette, Stacy	85,030	4,645
Laxton, Vince	137,643	1,954
Lazar, Izabela	110,711	-
Lazarowich, Connie	88,091	-
Lee, Waylim	96,510	1,387
Lei, Leo	78,939	1,177
Leibel, Kathryn	77,139	817
Leland, Danny	77,776	263

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Lenko, Peter	94,369	9,002
Leposavic, Vaso	109,077	3,121
Leung, Valerie	82,872	1,472
Levar, Peter A	101,614	1,704
Leversage, David	91,511	3,559
Lewis, David W	97,485	3,942
Li, Yan Judy	97,118	-
Link, Bruce D	98,941	-
Linklater, Lorene	95,805	-
Liotta, Christine	90,147	2,137
Liu, Chao-Chung	78,741	2,032
Loutit, Tara L	84,972	1,111
Lovatt, John	90,147	521
Lowe, Jimmy K	95,568	2,810
Lueg, Monica	75,061	1,550
Luster, Larry N	80,285	17,805
Lutsch, Karl G	102,561	-
Lynch, Chris	88,091	6,785
Macadam, James	101,043	-
Macdonald, Christie	96,733	-
MacDonald, Janet	90,147	2,232
MacFarlane, Elizabeth	75,221	-
Mackay, Dawna	175,168	11,248
MacKinnon, Merilee	93,332	5,006
Maclean, Cynthia	89,575	7,371
MacLeod, Martin	87,619	1,252
MacPhee, Michael	75,440	-
Madore, Veronica	104,728	10,632
Mafi, Elmira	86,761	-
Magel, Glen	141,694	2,587
Mah, Herman	103,364	1,367
Makela, Christopher	90,147	399
Manson, Katherine	96,410	2,317
Manson, Tiia	104,396	6,374
Mark, Kenneth	90,147	-
Marken, Kenneth	87,166	1,810
Martens, David	89,575	-
Martin, Kathy	88,788	3,202
Mason, Brenda	92,040	422
Massoud, Ray	103,984	-
Matsuba, Linda	90,147	4,586
Matthee, Pierre	137,946	3,613
Matthews, Andrea	93,332	1,934
Matthews, Richard	90,054	420

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Matthieu, Pat	172,054	913
Mattila, Sheila	82,057	47
Maxwell, Alexander	82,626	-
Maxwell, Timothy	75,931	-
Mazerolle, Cindy	98,760	14,042
McArdle, Siobhan	81,062	3,406
McAvoy, Laurie	93,571	682
McCannel, Anne	90,395	3,217
McCarnan, Sherry	91,320	1,004
McCartney, James	88,124	17,574
McCollum, Charles	91,320	-
McConnell, Andrew	117,668	2,029
McCormick, Monica	91,466	381
McCrae, Rod	83,038	-
McCullough, Paul	188,566	12,734
McCutcheon, Jodie	92,695	310
McDonald, Mark	93,332	393
McDonald, Tom	104,041	-
McEwen, Kenneth	87,622	-
McGee, Patrick	87,323	3,849
McInally, Phil	90,670	313
McIntosh, Kristi	98,735	6,320
McKoryk, James	87,660	3,236
McLafferty, Frances	75,956	1,749
McLeod, Sarah J	84,400	525
McMillan, Ronald	84,511	8,981
McMillan, Stephen	80,546	5,917
McMullen, Heather	78,464	6,113
McNulty, Robert	95,767	963
Medina, Erick	83,284	2,683
Meers, David	91,156	-
Meier, Larry	85,973	-
Messer, Bryan J	92,019	-
Mica, Jeff	93,443	253
Mikhailov, Vadim	91,419	3,121
Miles, Richard	112,392	-
Miller, Robert	114,178	-
Mills, John	89,575	17,532
Mitchell, Fiona	140,052	906
Moeller, Erich	93,769	-
Monk, Connie	93,332	3,209
Mooder, Karen	91,310	3,094
Moore, Jennie L	112,286	1,487
Moore, Thomas	95,393	2,778

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Mora, Rodrigo A	92,123	6,385
Morency, Richard	79,445	-
Morgan, Orrett	93,970	15,814
Morgan, Peter A	105,027	-
Morin, James	94,199	4,129
Morrison, Janet	75,303	1,885
Morrison, Michele	119,827	215
Morrison, Paul	138,813	3,398
Moses, Palvinder	79,525	231
Moshrefzadeh, Joubin	86,770	1,190
Mulligan, Shelley	90,878	232
Mullin, Cheryl	75,246	116
Mullis, Steven	92,198	1,325
Munro, Neil	90,296	-
Murie, Randall	100,969	-
Murnane, John	109,932	492
Murray, David G	113,341	509
Murray, Jenness	115,389	4,502
Mutter, Mark	91,269	1,597
Nadiger, Bill	90,147	9,634
Naicker, Nitasha	81,082	-
Naidesh, Don W	91,486	13,340
Nakamura, Takashi	92,894	6,758
Nason, Robert H	91,894	2,967
Nath, Rohitendra	75,375	-
Nath, Vnit V	78,223	1,261
Neal, Patrick	89,755	12,531
Neilson, Robert	93,332	-
Newall, Michael	88,091	58
Newton, Donald	91,648	2,020
Ney, David	91,320	-
Ng, Kal Kar Lun	81,160	-
Ng, Steven	118,168	-
Nicholson, Robert	95,750	4,100
Niet, Taco A	99,444	3,786
Nikfetrat, Koorosh	90,147	-
Nikolic, Radina	81,732	-
Nikolic-Brzev, Svetlana	90,147	2,661
Niwinski, Christopher	91,539	2,798
Notay, Jay	186,537	-
Noureddin, Borna	91,914	671
Novakovic, Julie	92,931	-
Ogden, Stephen	89,133	-
Ogundare, John	97,225	995

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Oh, Janine T	75,422	-
O'Kelly, Anthony	93,332	9,269
Olszewski, Adrienne	87,081	4,811
O'Melinn, Lorcan	200,558	778
O'Neill, Dennis	89,880	-
Ontkanin, Juraj	107,126	1,819
Osmak, Michael	91,660	7,159
Ostermann, Henry	92,282	1,747
Otto, Jeffrey	97,994	1,327
Ovanesova, Anna	90,147	3,334
Overgaard, Mark	79,641	293
Oye, Russell H	91,320	2,829
Paleologou, Pavlos	93,389	2,713
Palizban, Heydarali	110,913	5,175
Papps, Kristine	89,136	274
Paris, Nancy J	137,643	9,916
Parker, Bryan	95,878	1,066
Parker, Lara	84,939	4,253
Parry, James	91,916	4,762
Pashka, Linda	114,703	3,998
Passos, Maria R	82,928	5,135
Paterson, John	82,626	1,869
Pellegrin, Glenn	90,917	2,872
Penny, Michelle	90,362	15,674
Pepper, David	182,373	1,667
Pereira, Agnelo	98,148	2,384
Perry, Steven J	122,661	10,890
Peterson, James	81,141	245
Petrov, Olga	94,199	6,997
Petryszak, Nicholas	93,332	351
Pfaff, Dale	101,264	805
Phillips, William	93,332	-
Pichugin, Ivan	95,975	11,469
Pidcock, Brian	111,443	-
Piva, Vincent	92,310	3,639
Plesner, Karen	103,047	4,750
Plett, Richard	125,373	663
Podut, Alexandru	101,804	7,205
Poelzer, Denise	86,200	5,326
Pointon, Barry	92,848	3,797
Pongracz, Tamara	99,412	1,139
Poon, Joseph	91,637	1,293
Potyondi, Lawrence	75,794	-
Pouria, Arezou	93,332	4,106

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NAME	SALARY*	EXPENSES
Prevost, Tanya	85,099	696
Purdy, John	99,703	798
Qi, Yu	75,775	3,185
Quee, Kathy	93,800	3,194
Quiring, Gretchen	90,147	1,889
Rai, Parmjit	93,170	-
Randhawa, Tejinder	105,104	-
Ranftl, Richard	87,166	497
Ransome, Douglas	102,273	4,164
Raoufi, Cyrus	123,482	9,624
Raschke, Silvia	90,147	4,240
Read, Harmon J	81,160	4,885
Reaugh, James	111,417	1,010
Redmond, David	86,657	1,929
Regan, Marion F	89,898	3,829
Reichenback, Karl	99,416	-
Reinert, Richard	94,545	4,090
Rempel, Allan	90,147	-
Renwick, Elizabeth	93,332	5,042
Renzullo, Tracey	90,611	3,583
Ribble, Kevin G	103,550	7,174
Richards, Dennis	89,575	-
Richter, Charlene	118,264	3,728
Riley, Tami R	78,868	742
Rimanic, Louise	89,575	890
Roberts, Kathy	168,401	1,985
Robertson, Fraser	107,022	293
Robertson, Rebecca	92,020	4,740
Robson, Lorraine	91,490	865
Rockall, Matthew	102,538	4,692
Rodham, Paul J	92,760	1,221
Rodway, Irene	84,532	255
Rogers, Dorothy	89,575	517
Rogerson, Christopher	91,892	12,610
Romalo, David	90,813	399
Rosenau, Marvin	92,848	6,995
Rosenthal, Alexander	130,831	7,952
Ross, Ian	89,010	5,011
Rowe-Sleeman, Susan	93,402	1,758
Rozman, Paul	90,147	-
Rudrakumar, Manik	99,672	3,037
Russell, Rosamund	95,754	5,605
Rutherford, David	104,027	4,766
Ruzic, Goran	107,009	-

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NAME	SALARY*	EXPENSES
Ryan, Catherine	90,147	-
Sabo, David	105,470	818
Sackville, Patr	134,494	2,658
Saczuk, Eric	88,938	1,913
Safoniuk, Mike	100,499	4,530
Sallaway, Steph	126,744	3,381
Sampson, Lorne	92,760	91
Sandberg, Gary	84,227	3,862
Sanderson, Jame	78,651	-
Sandhu, Ranjit	109,783	2,977
Sanghera, Randhir	99,569	2,047
Sanjuan, Antonio	90,147	5,297
Santarossa, Robert	90,147	9,553
Sartori, Clodine	137,643	901
Sarwal, Sanjeev	102,637	2,457
Satoglu, Shan	92,760	-
Sawatzky, Robert	91,320	51
Sawyer, Paul	149,690	4,967
Schmid, Paul	93,566	-
Schneider, Corrine	96,153	7,816
Schnurr, Frank	90,147	3,570
Schultz, Randall	91,320	-
Schuurman, Kenneth	75,903	-
Scribner, Jean	93,332	102
Scudamore, William	91,377	-
Seidl, Peter	90,147	-
Serbanescu, Monica	91,960	694
Shackell, Eileen	93,332	10,845
Shadmehr, Ramin	112,519	6,259
Shandler, Judy	81,732	2,784
Shannon, Christopher	76,097	-
Shannon, Merry	89,575	2,833
Shariat-Zadeh, Minoo	81,160	5,089
Sharp, Barbara	79,670	-
Sharp, Teresa	88,091	4,254
Shaughnessy, Theresa	88,952	6,211
Shaw, Colin G	98,305	384
Shaw, Dave	79,582	2,194
Shaw, Debbie	80,855	598
Sheehan, Karen	93,166	5,032
Shellard, Joan	86,385	541
Shelton, Curt	88,938	12,594
Shore, Gary	119,590	1,006
Shortt, Don	91,320	-

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Siddiqui, Mujeeb	95,766	-
Sidjak, Craig T	109,932	640
Siedlaczek, Kathy	109,754	55
Simmons, Charles	117,650	5,081
Sinclair, Shaun	97,514	2,652
Singer, Randal	121,823	1,136
Siu, Christopher	84,972	4,765
Smith, Barbara	94,690	7,200
Smith, Douglas	91,320	-
Smith, Martin F	91,320	507
Smith, Murray J	87,810	751
Smith, Robert G	100,685	-
Smith, Wayne M	84,118	-
Smolar, Stephan	84,602	-
Snell, Janet	89,940	1,293
Snowdon, James	89,248	-
Sokol, Cheryl	93,332	572
Sokolov, Nikolai	90,276	284
Soulsbury, Kevin	92,579	843
Sparks, Jim W	86,106	-
St Jean, Stephanie	78,799	1,502
Stadel, Joe	96,281	1,986
Standish, Jace	90,147	-
Stanisavljevic, Dusan	98,827	-
Stanley, Holly	97,087	-
Steiner, Robert	100,344	-
Stevens, Robert	120,328	4,287
Stewart, Kathryn	93,027	2,603
Stimson, David	95,663	1,268
Stockman, Elizabeth	75,740	3,943
Stone-Campbell, Joanne	92,760	439
Storm, John K	90,147	2,492
Stropky, David	88,638	5,362
Sundvick, Dan B	93,007	-
Susanthan, Subramaniam	93,623	1,166
Sweet, Brian	103,214	3,533
Sweet, Lorne	88,910	-
Szafran, Thomas	80,490	4,950
Tabatabaian, Mehrzad	110,756	7,640
Tafti, Reza	81,141	2,693
Talaba, Ana	99,834	5,107
Talman, Jennifer	96,677	-
Tam, Nancy W	81,655	870
Tanchak, David	143,797	4,063

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Tang, Keith H	90,147	-
Tariku, Fitsum	118,248	10,566
Tautz, Karen J	79,559	3,951
Taylor, Bryan	90,214	6,984
Taylor, Randy	98,879	-
Thiessen, Gordon	89,575	1,961
Thom, Brian	97,260	5,830
Thom, Kathy	88,882	-
Thomas, Peter C	91,799	5,201
Thomas, Ryan R	100,492	165
Thompson, Bruce	97,840	2,143
Thompson-Jendrysek, Blair	91,320	115
Thornton, Christopher	95,026	1,214
Thurston, Mary	89,575	3,631
Thurston, Paul	91,966	2,316
Tikkanen, David	95,511	-
Tirado, Maria	96,793	3,750
Tiscornia, Lacey	83,737	6,263
Tiwana, Kal	87,909	-
Tong, Karen K	80,928	7,202
Toor, Paviter S	97,732	5,366
Trajkovic, Snezana	94,369	-
Trost, Robert	88,938	4,801
Tupper, William	115,112	-
Turner, Charles	137,643	5,820
Turner, Keith	96,371	1,269
Tustin, Linda E	75,779	4,436
Urbshadt, Glenna	103,817	3,069
van Ginkel, Cynthia	81,733	2,519
Van Lagen, Reina	93,332	5,128
Vandergaag, Ronald	92,796	-
Vangroenigen, Bruce	85,551	2,422
Verner, David H	84,972	-
Verner, Jain A	86,244	15
Verran, William	138,961	853
Veza, Larry	171,490	612
Virginillo, Jean	88,535	-
Vizjak, Brian J	91,496	-
Vossenaar, Robin	120,983	329
Vurdela, Richard	107,198	1,149
Wa, Kenneth	89,314	4,698
Waese, Victor L	99,928	-
Wai, Alex	86,574	90
Wainwright, Kevin	144,440	5,939

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Walker, Jennifer	118,433	2,978
Walker, Joan M	94,196	2,019
Walker, Rick G	91,961	-
Walker, Saira	111,734	1,178
Walsh, David G	94,539	1,098
Walsh, Sean A	124,667	197
Walus, Tamara	86,221	880
Wang, Beichang	76,417	2,526
Wang, Tracy Y	103,591	12,020
Wanless, James	81,732	-
Warne, Gerald L	89,909	403
Waterman, Jim	90,147	-
Watkins, William	94,369	-
Watson, Brenda	75,903	792
Webb, Darlene	81,141	8,881
Webb, Ralph	75,036	805
Webb-Hughes, Anne Marie	96,616	2,903
Wei, Albert H	108,932	-
Wei, Caleb Shun Tao	88,910	-
Wells, Darrell	94,284	1,395
Wells, Tom M	90,147	1,116
Weston, Alan C	86,613	1,485
Whyte, Michael	86,335	-
Wiebe, Christopher	109,535	-
Wiebe, Douglas	80,569	4,727
Wiefelspuett, Richard	126,000	3,486
Wilding, Daniel	80,568	3,992
Wilkes, Alan	90,147	-
Willcock, Tracy	90,809	11,775
Williams, Debra	103,867	1,746
Williams, Gareth	83,003	-
Williams, Trevor	172,054	10,100
Wlock, Ronald	111,962	14,271
Wolfe, Patrick	102,149	2,739
Wolfe, Robin D	87,370	4,300
Wollin, Wesley	90,147	5,282
Wong, Chi W	123,376	-
Wong, David K	89,575	4,434
Wong, Ken Y	93,332	5,524
Wong, Sharon	90,952	16,724
Wong, Stanley	81,295	-
Woo, Elaine N	125,970	6,950
Woo, Susan S	89,817	1,547
Wood, David G	93,332	-

*Salary may include overtime, allowances, part-time and termination settlement

NAME	SALARY*	EXPENSES
Wood, Timothy	91,320	-
Woodley, Douglas	99,429	-
Woods, Randall	90,147	-
Woolsey, Lorraine	86,471	6,148
Worley, William	97,477	-
Yallouz, Steve	91,502	728
Yates, Deborah	140,319	-
Yates, Harry	81,782	3,454
Yatlo, Sergiy	99,286	7,365
Yau, Terry Y	92,760	629
Yee, Robert	91,212	-
Yen, Donald	82,667	-
Yoo, Richard C	99,975	1,033
Young, Daryl	78,180	2,498
Young, Mei S	77,812	502
Yousefi, Amirhossein	82,725	-
Yu, Benjamin	141,931	1,395
Yushchenko, Yuliya	88,091	165
Zaklan, Donald	91,320	3,399
Zecchel, Michael	91,320	1,689
Zeitner, Erwin	88,910	2,720
Zeleschuk, Ken	90,210	2,531
Zhang, Dai	88,724	2,458
Zhou, Zhixiang	78,502	1,296
Zitner, Elaine	81,160	23,728
ZZ --- Salaries under \$75,000	73,371,238	-
	<u>157,462,837</u>	<u>2,568,959</u>

*Salary may include overtime, allowances, part-time and termination settlement

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF BOARD OF GOVERNORS, REMUNERATION AND EXPENSES
FOR THE YEAR ENDED MARCH 31, 2015
EXHIBIT C

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF BOARD OF GOVERNORS, REMUNERATION AND EXPENSES
FOR THE YEAR ENDED MARCH 31, 2015

Name	Remuneration	Expenses ^(a)
Chan, Kitty Suk Yee	2,050	
Chen, Yiran	2,015	
Davidson, Jack W	1,680	
Davidson, Rebecca Lynn	30	
Dhillon, Manjit Singh	2,050	5,371
Grewal, Tejinder	2,050	3,847
Mitha, Tajdin	415	
Pion, Adam G	2,512	202
Silber, Herbert Shurman	2,050	78
Smith, Dylan	2,015	
Sterritt, Laurie	2,050	
Van, Keith Ha	30	
Whitemarsh, Marilyn Joan	2,050	1,207
Young, Catherine	2,015	
Total:	<u>\$ 23,012</u>	<u>\$ 10,705</u>

^(a) These approved expenses include reimbursement mainly for out of town governors, for travel to and from board meetings and BCIT events.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

STATEMENT OF ACCOUNTS PAID

FOR THE YEAR ENDED MARCH 31, 2015

EXHIBIT D

SUPPLIER'S NAME	EXPENSES
6742505 Canada Corp DBA CST Consulting	52,409
A C S I Systems Inc	172,313
A C T Equipment Sales Ltd	29,390
A J Forsyth, division of Russel Metals Inc	287,391
A P I C S - Vancouver Chapter	132,440
Academy of Emergency Training Inc	81,420
Access Copyright	127,258
Access Gas Services Inc	702,030
Acklands-Grainger	427,950
Acrodex Inc	243,904
Agilent Technologies Inc	347,855
Air Canada	184,120
Air Liquide Canada Inc	62,526
Airgas Canada Inc	161,159
Alumni Painters Ltd	217,408
Alvis Tsui (FSS) Inc	56,658
Amazon	33,687
AME Consulting Group Ltd, The	28,371
Analysis Works	56,995
Anixter Canada Inc	61,061
Annex Consulting Group Inc	114,513
Apex Industrial Movers	146,556
Apple Canada Inc	38,877
Arpac Storage Systems Corporation	31,982
Art Cader Architect Inc	71,950
Association of Canadian Community C	47,233
Ausenco	686,095
Austin Metal Fabricators LP	54,065
Aviall (Canada) Ltd	44,459
Avison Young Commercial Real Estate	40,499
B C Electrical Association	72,715
B F I Canada Inc	224,624
B T Y Group	32,563
BAIR Analytics Inc	27,429
Baker Bros Construction	76,582
Barry Hamel Equipment Ltd	306,062
Bartle & Gibson	39,830
Bathfitter	48,153
BC Hydro	3,353,190
BC Immigrant Investment Fund Ltd	3,238,232
BC Network	575,476
Beatty Floors Ltd	25,469
Bee Line	70,796

SUPPLIER'S NAME	EXPENSES
Bell Canada	920,859
Besco Trades Corp	221,962
BHD Instrumentation (BC) Ltd	73,077
Black & McDonald Limited	164,488
Blackbaud	26,270
Boyden Vancouver	51,286
Bright International Student Services Inc	38,237
British Columbia Safety Authority	32,844
Brooks Corning Company Ltd	50,422
Buildex Construction Management Ltd	186,800
Bush, Bohlman & Partners	31,691
Business In Vancouver	64,461
Butler Box & Storage Inc	47,513
Butler Did It Catering Co	277,287
C D C Construction Ltd	49,164
C H Q M - FM	27,542
C I T T	27,740
C3M Construction Group Inc	358,140
CAE Healthcare Inc	35,916
Canadian Biomass Energy Research (CBER) Ltd	37,695
Canadian Energy	31,284
Canadian Engineered Products and Sales Ltd	56,126
Canadian Medical Association	78,771
CareFusion	49,495
Carswell Co Ltd	51,144
Casale Media Inc	25,636
Cascade Raider Holdings Ltd	142,000
CBVL	46,323
CEB Inc	27,551
Cedar Crest Lands (BC) Ltd	200,212
Centennial Geotechnical Engineers Ltd	66,504
Central Heat Distribution Limited	34,177
Charter Telecom Inc	451,238
Chartwells	439,622
Chernoff Thompson Architects	205,144
Cherwell Software Inc	33,411
Citrix Systems Inc	89,228
City Of Burnaby	462,179
City Of Vancouver	27,515
CitySpaces Consulting Ltd	116,270
Coast Crane	63,665
Coast Powertrain Ltd	37,520
Cogent Contracting Inc.	505,117

SUPPLIER'S NAME	EXPENSES
Colborne Architectural Group The	291,850
Colliers International	25,852
Combined Painting	187,075
Commander Warehouse Equipment Ltd	29,470
Compass Group Canada	82,447
Compton Fundraising Consultants	46,095
Consulab Educatech Inc	365,503
Coriolis Consulting Corp	187,811
Corporate Express	289,088
Corus Radio Company	57,750
Council of Prairie and Pacific University Libraries	52,333
Coutts Information Services	164,367
Creative Energy Vancouver Platforms	77,571
Crothall Services Canada	5,915,917
CSA Group	165,826
Cullen Diesel	146,921
CWB Group - Industry Services	31,522
D G MacLachlan Ltd	54,676
D W Technologies Ltd	25,909
D&B Custom Painting Ltd	28,650
DA Architects & Planners	162,421
Dago Diesel	30,923
Daikin Applied Canada Inc	80,729
Davidson & Sons Customs Brokers Ltd	28,834
Davis LLP	25,787
Dawn Installations Ltd	37,988
Dekor Glass Ltd	45,732
Delta Hotel	34,008
Design Roofing & Sheet Metal Ltd	97,665
Desire2Learn, Inc	181,996
Dicks Lumber	185,059
Dietlein Construction Inc	53,323
Dkc Digi Key Corp	32,259
Dynamic Rescue Training Ltd	155,994
E B Horsman & Son Ltd	46,568
E E C Industries Ltd	29,283
E=MC2 Event Management	120,645
ECP International Education Inc	240,533
Education Advisory Board	32,291
Edwards, Peggy	25,312
Ecol Electric Ltd	32,670
Electro-Meters	39,072
ELSEVIER	33,568

SUPPLIER'S NAME	EXPENSES
El-Shaddai Painting Corp	171,957
EMCO Corporation	216,103
Energy Technology Products Ltd	53,728
Engineered Air	70,028
Enterprise Paper Company Ltd	31,483
ESC Automation Inc	67,473
ESRI Canada	30,401
Experience Design Group Inc.	25,594
Fasken Martineau DuMoulin LLP	323,211
Fastsigns	54,445
Ferndale Machinery	32,435
FGA Vancouver	27,509
Fink Machine Inc	375,846
Finning (Canada)	140,700
Fisher Scientific	100,294
FortisBC	404,206
Fraser Health Authority	585,943
Free Daily News Group Inc	32,411
G & K Services Canada Inc	352,197
G E Healthcare	57,641
G Trasolini Contractors Ltd	228,438
Givex Canada Corp	26,498
Glentel Inc	33,685
Global Payments	199,365
Google	133,304
Graham Hoffart Mathiasen Architects	32,159
Grant Thornton	67,858
Great Big Solutions Ltd	28,875
Great Northern Way Campus - In Trus	380,344
Gregg Distributors BC Ltd	71,698
Guangson Consulting	40,875
Guard.me Internatinal Insurance	44,686
Guillevin International Inc	407,005
Haddon Holdings	37,104
Health Insurance BC	2,513,517
Hebert, Caroline	55,960
Heritage Office Furnishings	385,681
Holmes & Brakel BC Inc	85,464
HootSuite	42,227
Horizant, Inc	117,594
Horseshoe Press Inc	46,899
Hoskin Scientific Limited	27,235
I B M Canada Ltd	88,469

SUPPLIER'S NAME	EXPENSES
I P T Publishing & Training Ltd	36,947
IAE EduNet Canada Inc	31,151
IBI / HB Architects	113,873
IBI Group Architects Engineers	26,250
ICBC	57,177
iCreative Services Inc	57,371
IEC Online GmbH	28,826
Image Group Inc.	55,231
Impact Consulting	33,267
Imperial Parking Canada Corporation	269,945
Industrial Alliance Pacific	53,854
Infuse Creative Insights	28,350
Innovative Interfaces Canada Inc	153,292
Inno-X Technologies Canada	26,037
Insulation Industry Apprenticeship	57,780
IntelliResponse Systems	44,453
International Machinery	66,150
International SOS Canada Assistance	85,165
IRC Building Sciences Group BC Inc	34,955
ISEP Korea Co Ltd	51,434
James Neill and Associates Ltd	26,461
Jeppesen Sanderson	32,034
Jiacheng Overseas Immigration and Education Service Corp	33,789
Jive Software	133,923
JM Bean and Co. Ltd	78,243
John Wiley & Sons(Canada) Ltd	280,813
Jonathan Becker Web Marketing Ltd	39,364
Justice Institute of BC	322,494
Keith Plumbing and Heating Ltd	1,092,420
Kincaid Holdings Ltd	13,218,141
Knowledge Computers Ltd	26,443
Knudson, Terance	50,000
Kone Inc	136,275
Konecranes Canada Inc	29,018
Kongsberg Maritime Simulation Inc	88,116
KTW Construction Inc	38,748
Laerdal Medical Canada Ltd	49,381
Lam, Haymond	82,500
Lamar Companies	74,093
LEC Quantity Surveying Inc	25,108
Ledcor Construction Ltd (West Hastings)	316,479
Leica Microsystems (Canada) Inc	31,632
Liane's Vancouver Homestay	73,375

SUPPLIER'S NAME	EXPENSES
Linkfield Consultants Ltd	26,804
Login Brothers Canada	313,466
Long View Systems	316,008
Lordco Parts Ltd	58,126
Macquarie Equipment Finance Ltd	2,044,460
Manulife Financial Company	7,286,033
Marine Roofing (1996) Ltd	103,926
Mark's Work Warehouse Ltd	31,682
McGill University	209,345
McGraw-Hill Ryerson Limited	306,003
McKesson Medical Imaging Group	82,461
MEININGER Hotels	26,385
Metro Roofing & Sheet Metal Ltd	276,806
Microserve Business Computer Services	1,334,622
Microtech Video Systems Ltd	165,834
Minister of Finance	933,800
MIR3, Inc	25,332
Mobilshred Inc DBA Recall	31,062
Modern Tool (BC) Ltd	71,301
Morneau Shepell Ltd	77,509
Mott Electric Ltd	47,222
Musqueam Indian Band	27,752
NAPA Auto Parts	210,634
National Project Management Inc	256,609
National Safety Council	28,239
NCIX	41,363
Nebraska Book Company Inc	171,038
Nelson Education Ltd	652,319
Nelson-Moody, Aaron	25,161
Newark Element 14	38,009
NHI Consulting	57,777
Notay, Jay	66,094
One World Agency Inc	44,331
Orkin Canada Corporation	55,417
Oxford University Press	34,679
P M L Professional Mechanical Ltd	47,025
Pacific Air Filter Ltd	55,889
Pacific Flying Club	1,025,290
Pacific Lock And Safe Limited	37,194
Pacific Newspaper Group	167,783
Pacific Premiere Consulting Group	41,153
Pacific Western Paints Ltd	30,915
Paladin Security Group Ltd	2,730,405

SUPPLIER'S NAME	EXPENSES
Panglobal Training System	319,834
PAX Construction Ltd	1,644,095
PCL Constructors WestCoast Inc	5,253,898
Pearson Education Canada	1,359,460
Pension Corporation	14,256,050
PeopleAdmin, Inc	25,024
Pinchin West Ltd	499,438
Pit Crew Management Consulting Services Pty Ltd	40,000
Pivotal Project Management	94,622
PJS Systems Inc	99,838
Post Secondary Employers Assoc	45,512
Praxair Products Inc	229,338
Prema Canada, ULC	43,834
Prime Engineering Ltd	259,648
Primex Wireless, Inc	38,692
Prism Engineering Ltd	41,785
ProActive Hazmat and Environmental	195,848
Probizz Advertising Specialties Inc	49,374
Pro-Con Electrical Testing Ltd	54,502
Pro-Tech Industrial Movers	250,306
Providence Health Authority	67,490
Province of BC Debt Management Branch	1,147,380
Provincial Health Services Authority	40,646
Purolator Courier Ltd	76,844
PWL Partnership Landscape Architects	119,723
Quantum Murray LP	92,351
Queen's Printer	158,394
Raider-Hansen Inc	41,476
RAMP Enterprises	577,844
Receiver General	7,725,256
Refrigerative Supply	42,827
Rethink Communications Inc	32,679
RICOH Canada Inc	476,402
RKMS Enterprises	28,305
Robert Hawk Enterprises	46,305
Rocky Point Engineering Ltd	43,638
Rogers	248,334
Royal Roads University	51,877
S & V Motorcycle World Inc	35,109
Sameday Worldwide	40,933
Scalar Decisions	188,235
School District No 23 Central Okanagan	28,000
School District No 35 Langley	48,785

SUPPLIER'S NAME	EXPENSES
School District No 36 Surrey	25,926
Schoolhouse Products Inc	72,975
Scotia Bank	58,775
Sequence Instruments Inc	56,663
Seylers Electric Ltd	98,396
Shanahans Ltd	95,778
Sharp Machine Tools	37,822
Siemens Building Technologies Ltd	56,540
Siemens Canada Ltd	203,938
Simon Fraser University	230,158
Simplex Management Consulting Ltd	105,396
Snap-On Tools Of Canada Ltd	31,776
Softchoice LP	111,267
Spatial Technologies Inc	39,009
Spears Sales & Service Ltd	26,594
Specialty Bulb Products Inc	29,067
Spectrum Painting Ltd	200,187
Spicers	216,947
Staedtler-Mars Ltd	44,919
Standard Building Supplies Ltd	31,944
Stanley Canada Corporation	121,834
Stanley Security Solutions	314,091
Stantec	810,641
Stantec Architecture Ltd	174,557
Staples	38,217
Steris Inc	53,172
Still Creek Press	49,681
Stucco Doctor	28,439
Student Association of the BCIT	28,184
StudentGuard Health Insurance	28,500
Sudden Technologies	52,718
Sybertech Waste Reduction Ltd	27,359
Symplicity Corporation	55,504
T & M Contracting Ltd	40,518
T T A Technology Training Associate	110,539
Taylor Dynamometer	740,724
Technique Office Furniture Ltd	109,975
TevlinGleadle In Trust	34,000
Textile Image Inc	58,418
The Advisory Board Company	25,135
The Earnscliffe Strategy Group	27,300
The Home Depot	60,335
Thermo King of British Columbia, Inc	35,473

SUPPLIER'S NAME	EXPENSES
Thomas Skinner & Son Ltd	159,403
Torbram Electric Supply	37,564
Tower Fitness Equipment Services Inc	89,474
Trades Training Consortium of British Columbia	52,535
Tri-Mark Equipment Services	36,552
Tri-Metal Fabricators	72,621
Triwest Mechanical Ltd	253,222
True North Entertainment Inc	28,448
Turner 2 Consulting Limited	63,128
Uline	28,466
Unisource Inc - Industrial	218,577
University of Alberta	64,800
University of British Columbia	25,129
University of New Brunswick	40,924
University of the Fraser Valley	105,120
University of Toronto	160,360
University of Waterloo	64,800
UPS CANADA	40,947
Van City Courier Logistic Services	57,478
Vancouver Autocolor Ltd	26,524
Vancouver Board Of Trade	63,507
Vancouver Coastal Health Authority	163,534
Vancouver Community College	48,064
Vancouver Convention Centre	92,272
Vancouver Fire & Security	223,050
Vancouver International Airport Authority	49,896
Vancouver Island Health Authority	52,288
Vancouver Neolite Ltd	121,713
Vancouver Public Education Alliance	26,398
Vancouver Tracparts Ltd	25,026
Vane Lawn & Garden Service	221,595
Verint Americas Inc.	36,000
Viking Fire Protection Inc	57,849
VPAC Construction Group Ltd	65,798
VWR International Co	33,734
Warren Shepell Limited Partnership	96,247
Watson Advisors Inc	81,191
Wesco Distribution-Canada Inc	25,646
West Coast Elevator Services Ltd	53,487
Westburne Electric Supply (BC) Ltd	60,059
WestJet	51,055
Westpac Paper - Western Pacific Paper Ltd	37,018
West-Pro Plumbing Ltd	88,099

<u>SUPPLIER'S NAME</u>	<u>EXPENSES</u>
WestVAC Industrial Ltd	67,355
Williams Moving & Storage	29,306
Willingdon Church	67,979
WMW Public Architecture + Communication Inc	33,396
WorkBrite	58,768
Workplace Resource	31,163
Worksafe BC	429,848
ZZ --- Accounts under \$25,000	9,755,449
	<u>129,060,864</u>

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF SEVERANCE AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2015
EXHIBIT E

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF SEVERANCE AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2015

The number of agreements made during the 2014/15 fiscal year with employees excluded from coverage under collective agreements was 10.

The range of equivalent months' gross salaries represented by the severance agreements was 3 to 18 months.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

SCHEDULE OF DEBTS

FOR THE YEAR ENDED MARCH 31, 2015

EXHIBIT F

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

SCHEDULE OF DEBTS

FOR THE YEAR ENDED MARCH 31, 2015
(thousands of dollars)

Debentures:

Certificate Number	Maturity Date	Rate	Principal	Accumulated Sinking Fund	Balance 31-Mar-14	Annual Payment
BCITCDP	Sept 8, 2023	8.00%	12,888	4,010	12,888	1,031
			<u>12,888</u>	<u>4,010</u>	<u>12,888</u>	<u>1,031</u>

Mortgage:

BC Immigrant Investment Fund	Aug 1, 2017	2.70%	48,153		50,060	3,238
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**Capital Lease
Obligations**

			16,790	-	2,482	1,453
			<u>64,943</u>	<u>0</u>	<u>52,542</u>	<u>4,691</u>

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2015
EXHIBIT G

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2015

The number of financial guarantee and indemnity agreements in force which required government approval prior to being given under the Financial Administration Act Guarantees and Indemnities Regulation (B.C. 258/87) during the 2014/15 fiscal year was nil.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF FINANCIAL INFORMATION APPROVAL
FOR THE YEAR ENDED MARCH 31, 2015
EXHIBIT H

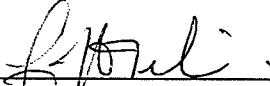
BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF FINANCIAL INFORMATION APPROVAL
FOR THE YEAR ENDED MARCH 31, 2015

The undersigned represents the Board of Directors of BCIT and approves all the statements and schedules included in this Statement of Financial Information, produced under the Financial Information Act.



Adam Pion
Chair of Board of Governors

Date Sep 30, 2015



Lorcan O'Melinn
VP Administration and CFO

Date Sep 30/15 .