

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

FINANCIAL INFORMATION ACT RETURN

FOR THE YEAR ENDED MARCH 31, 2016

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
CONSOLIDATED FINANCIAL STATEMENTS AND OTHER FINANCIAL INFORMATION
AS AT MARCH 31, 2016

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FINANCIAL STATEMENTS

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Consolidated Financial Statements

British Columbia Institute of Technology

March 31, 2016

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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 estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced. The internal controls are designed to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and recorded in compliance with legislative and regulatory requirements, and reliable financial information is available on a timely basis for preparation of the 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 blue ink, appearing to read "Kathy Kinloch", written over a horizontal line.

Ms. Kathy Kinloch
President

A handwritten signature in blue ink, appearing to read "Lorcan O'Melinn", written over a horizontal line.

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, 2016 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 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, 2016 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 26, 2016



Chartered Professional Accountants

British Columbia Institute of Technology

Consolidated Statement of Financial Position

(in thousands of dollars)

March 31

2016

2015

Financial assets

Cash and cash equivalents	\$	46,561	\$	40,418
Accounts receivable (Note 3)		5,054		4,891
Inventories for resale		1,821		1,687
Due from government and other government organizations (Note 4)		10,084		5,648
Portfolio investments (Note 5)		6,369		7,565
Debt sinking funds (Note 6)		4,494		4,010
Investments in government business enterprises and partnerships (Note 7)		16,417		15,172
		<u>90,800</u>		<u>79,391</u>

Liabilities

Accounts payable and accrued liabilities (Note 8)		20,585		19,155
Due to government and other government organizations (Note 4)		4,459		4,720
Employee future benefits (Note 9)		22,724		21,508
Deferred tuition fees		26,899		23,270
Deferred revenue - other		6,654		6,495
Deferred contributions (Note 10)		24,237		21,881
Deferred capital contributions (Note 11)		211,397		209,055
Asset retirement obligation (Note 12)		17,119		17,743
Debt (Note 13)		59,081		61,041
Obligations under capital lease (Note 14)		18,838		16,790
		<u>411,993</u>		<u>401,658</u>
Net debt		<u>(321,193)</u>		<u>(322,267)</u>

Non-financial assets

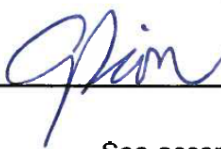

Tangible capital assets (Note 15)		401,739		402,559
Endowment investments (Note 5 and 16)		23,229		22,137
Inventories held for use		126		86
Prepaid expenses		764		861
		<u>425,858</u>		<u>425,643</u>

Accumulated surplus

	\$	104,665	\$	103,376
Accumulated surplus is comprised of:				
Accumulated operating surplus	\$	104,103	\$	100,266
Accumulated remeasurement gains		562		3,110
	\$	<u>104,665</u>	\$	<u>103,376</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	2016	2015
Revenue			
Province of British Columbia grants	\$ 131,702	\$ 131,325	\$ 131,052
Government of Canada grants	-	671	209
Tuition fees	100,277	107,042	98,721
Sales and ancillary revenue	13,017	12,473	12,574
Industry services	9,185	9,655	9,406
Facilities rental, cost recoveries and other income	8,560	5,999	6,089
Investment income	2,000	3,555	2,746
Gifts and donations	1,200	2,471	1,864
Income from government business enterprises and partnerships	-	1,114	1,157
Amortization of deferred contributions (Note 10)	4,750	9,700	8,711
Amortization of deferred capital contributions (Note 11)	11,772	12,735	11,735
	<u>282,463</u>	<u>296,740</u>	<u>284,264</u>
Expenses (Note 20)			
Academic and student support	40,662	44,188	40,979
Administrative support	45,559	48,930	45,993
Ancillary	12,251	11,623	11,564
Instruction	174,239	173,549	168,471
Externally funded and related entities	9,752	15,705	15,188
	<u>282,463</u>	<u>293,995</u>	<u>282,195</u>
Operating surplus before endowment contributions	-	2,745	2,069
Endowment contributions	-	1,092	1,774
Operating surplus	<u>\$ -</u>	<u>3,837</u>	<u>3,843</u>
Accumulated operating surplus, beginning of year		<u>100,266</u>	<u>96,423</u>
Accumulated operating surplus, end of year		<u>\$ 104,103</u>	<u>\$ 100,266</u>

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	2016	2015
Other comprehensive (loss) income from government business enterprises and partnerships	\$ (612)	\$ (715)
Unrealized (losses) gains	(2,267)	993
Realized gains (losses) on investment, reclassified to statement of operations	<u>331</u>	<u>(10)</u>
Net remeasurement (losses) gains	(2,548)	268
Accumulated remeasurement gains, beginning of year	<u>3,110</u>	<u>2,842</u>
Accumulated remeasurement gains, end of year	<u>\$ 562</u>	<u>\$ 3,110</u>

British Columbia Institute of Technology

Consolidated Statement of Changes in Net Debt

(in thousands of dollars)

Year ended March 31	Budget	2016	2015
Operating surplus	\$ -	\$ 3,837	\$ 3,843
Additions of tangible capital assets	(27,295)	(23,611)	(46,739)
Amortization of tangible capital assets	26,081	24,431	23,747
Loss on disposition of tangible capital assets	-	-	143
	(1,214)	820	(22,849)
Additions of endowment investments	-	(1,092)	(1,774)
Transfers of endowment investments	-	-	196
Change in inventories held for use	-	(40)	1
Change in prepaid expense	-	97	207
	-	(1,035)	(1,370)
Net remeasurement (losses) gains	-	(2,548)	268
Decrease (increase) in net debt	(1,214)	1,074	(20,108)
Net debt, beginning of year	(322,267)	(322,267)	(302,159)
Net debt, end of year	\$ (323,481)	\$ (321,193)	\$ (322,267)

British Columbia Institute of Technology

Consolidated Statement of Cash Flows

(in thousands of dollars)

Year ended March 31

2016

2015

Cash provided by (used in):

Operating

Operating surplus	\$	3,837	\$	3,843
Items not involving cash				
Income from government business enterprises and partnerships		(1,114)		(1,157)
Amortization of tangible capital assets		24,431		23,747
Employee future benefits		1,216		666
Asset retirement obligation accretion expense		474		534
Loss on disposition of tangible capital assets		-		143
Amortization of deferred contributions				
Capital		(12,735)		(11,735)
Other externally restricted funds		(9,700)		(8,711)

6,409 7,330

Change in non-cash working capital items (Note 18) 281 3,435

6,690 10,765

Capital

Purchases of tangible capital assets		(20,399)		(29,338)
Asset retirement obligation liabilities settled		(493)		(375)

(20,892) (29,713)

Investing

Changes in investments, net		(1,832)		(2,451)
Contribution (to) from government business enterprises and partnerships		(743)		1,019

(2,575) (1,432)

Financing

Capital contributions received		15,077		22,411
Other contributions received		12,056		4,515
Debt sinking funds		(484)		273
Capital lease payments		(1,769)		(1,455)
Debt repayments		(1,960)		(1,907)

22,920 23,837

Net increase in cash and cash equivalents 6,143 3,457

Cash and cash equivalents, beginning of year 40,418 36,961

Cash and cash equivalents, end of year \$ 46,561 \$ 40,418

Supplemental cash flow information (Note 18)

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

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, 2016

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; to 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 partnerships 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, 2016

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, 2016

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, 2016

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, 2016

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 2015/2016 Fiscal Plan approved by the Board of Governors of the Institute on March 5, 2015.

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, 2016

3. Accounts receivable	<u>2016</u>	<u>2015</u>
Student	\$ 3,249	\$ 2,608
Trade and other	2,180	2,658
Allowance for doubtful accounts	<u>(375)</u>	<u>(375)</u>
	<u>\$ 5,054</u>	<u>\$ 4,891</u>

4. Balances with government and other government organizations

Due from government and other government organizations

	<u>2016</u>	<u>2015</u>
Federal government	\$ 2,827	\$ 2,124
Provincial government	6,823	2,348
Other government organizations	<u>434</u>	<u>1,176</u>
	<u>\$ 10,084</u>	<u>\$ 5,648</u>

Due to government and other government organizations

	<u>2016</u>	<u>2015</u>
Federal government	\$ 887	\$ 697
Provincial government	2,536	3,028
Other government organizations	<u>1,036</u>	<u>995</u>
	<u>\$ 4,459</u>	<u>\$ 4,720</u>

5. Investments

Investments consist of:

	<u>2016</u>	<u>2015</u>
Portfolio investments	\$ 6,369	\$ 7,565
Endowment investments	<u>23,229</u>	<u>22,137</u>
	<u>\$ 29,598</u>	<u>\$ 29,702</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

5. Investments (continued)

The underlying investments consist of:

		<u>2016</u>	<u>2015</u>
	<u>Fair value hierarchy level</u>		
Equities	Level 1	\$ 14,416	\$ 14,168
Cash and cash equivalents	Level 1	1,064	1,618
Fixed income	Level 2	<u>14,118</u>	<u>13,916</u>
		<u>\$ 29,598</u>	<u>\$ 29,702</u>
Historical cost		<u>\$ 28,854</u>	<u>\$ 26,703</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:

2017	\$ 114
2018	114
2019	114
2020	114
2021	114
Thereafter	<u>341</u>
	<u>\$ 911</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

7. Investments in government business enterprises and partnerships

	Balance, beginning of year	Net contributions paid	Net earnings	Other comprehensive income	Balance, end of year
Investment in Trust	\$ 14,834	\$ 743	\$ 1,109	\$ (612)	\$ 16,074
Investment in TTA	338	-	5	-	343
	<u>\$ 15,172</u>	<u>\$ 743</u>	<u>\$ 1,114</u>	<u>\$ (612)</u>	<u>\$ 16,417</u>

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 2016	25% share 2015
Total assets	\$ 20,657	\$ 20,056
Total liabilities	4,583	5,222
Equity	<u>\$ 16,074</u>	<u>\$ 14,834</u>
Statement of operations	2016	2015
Revenue	\$ 3,543	\$ 3,325
Expenses	(2,434)	(2,170)
Net earnings	1,109	1,155
Other comprehensive income	(612)	(715)
Net earnings and comprehensive income	<u>\$ 497</u>	<u>\$ 440</u>

Total liabilities include \$434 (2015 - \$1,176) payable to the Institute.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

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

TTA Technology Training Associates Ltd.

	<u>2016</u>	<u>2015</u>
Statement of financial position		
Total assets	\$ 598	\$ 736
Total liabilities	<u>255</u>	<u>398</u>
Equity	<u>\$ 343</u>	<u>\$ 338</u>
Statement of operations		
Revenue	\$ 830	\$ 1,085
Expenses	<u>(823)</u>	<u>(1,082)</u>
Earnings before income taxes	7	3
Income taxes	<u>2</u>	<u>1</u>
Net earnings	<u>\$ 5</u>	<u>\$ 2</u>

Revenue includes \$24 (2015 - \$98) of project fees and project expense recoveries from the Institute.

8. Accounts payable and accrued liabilities	<u>2016</u>	<u>2015</u>
Trade payables	\$ 3,833	\$ 4,566
Salaries and benefits payable	11,832	10,724
Other	<u>4,920</u>	<u>3,865</u>
	<u>\$ 20,585</u>	<u>\$ 19,155</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

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 defined benefit pension plans. Basic pension benefits provided are based on a formula. As at August 31, 2015, the College Pension Plan has approximately 14,000 active members and approximately 6,500 retired members. As at December 31, 2014, the Municipal Pension Plan has approximately 185,000 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 was 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 was 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 \$14,795 for employer contributions to the plans in fiscal 2016 (2015 - \$14,122).

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, 2016.

Information about these employee future benefits is as follows:

Employee future benefits obligations	2016	2015
Balance, beginning of year	\$ 18,672	\$ 17,264
Current service cost	1,420	1,215
Interest on accrued benefit obligation	370	540
Benefits paid	(711)	(828)
Long term disability experience	29	(165)
Recognized actuarial losses	1,759	646
Balance, end of year	21,539	18,672
Unamortized actuarial (loss) gain	(519)	1,400
Employer's share of benefits (EI, CPP, Pension)	1,704	1,436
Total liability	\$ 22,724	\$ 21,508

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

9. Pension plans and employee future benefits (continued)

Components of net benefit expense	2016	2015
Service cost	\$ 1,420	\$ 1,215
Interest cost	370	540
Long-term disability experience	29	(165)
Amortization of net actuarial gain	(160)	(225)
Net benefit expense	\$ 1,659	\$ 1,365

The significant assumptions used are as follows:

	2016	2015
Accrued benefit obligations as of March 31		
Discount rate	2.2%	2.1%
Benefit cost for year ended March 31		
Discount rate	2.1%	2.1%
Assumed health care cost trend rates at March 31	4.5% - 6.5%	4.5% - 6.6%

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.

	2016	2015
Balance, beginning of year	\$ 21,881	\$ 26,077
Add contributions received during the year relating to future periods	12,056	4,515
Less amounts recognized as revenue	(9,700)	(8,711)
Balance, end of year	\$ 24,237	\$ 21,881

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

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>2016</u>	<u>2015</u>
Balance, beginning of year	\$ 209,055	\$ 198,379
Add contributions received during the year	15,077	22,411
Less amounts amortized to revenue	<u>(12,735)</u>	<u>(11,735)</u>
Balance, end of year	<u>\$ 211,397</u>	<u>\$ 209,055</u>

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

	<u>2016</u>	<u>2015</u>
Unamortized capital contributions used to purchase assets	\$ 211,134	\$ 208,800
Unspent capital funding	<u>263</u>	<u>255</u>
	<u>\$ 211,397</u>	<u>\$ 209,055</u>

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>2016</u>	<u>2015</u>
Balance, beginning of year	\$ 17,743	\$ 15,946
Add accretion expense	474	534
Add adjustment for change in discount rate	(605)	1,638
Less liabilities settled	<u>(493)</u>	<u>(375)</u>
Balance, end of year	<u>\$ 17,119</u>	<u>\$ 17,743</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 2017 to 2038. The estimated cash flows were discounted using the credit-adjusted risk-free rates of 3.00% (2015 - 2.67%).

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

13. Debt	<u>2016</u>	<u>2015</u>
BC Immigrant Investment Fund, 2.70% due August 2017 (i)	\$ 46,193	\$ 48,153
Province of British Columbia, 8% bond, due September 2023 (ii)	<u>12,888</u>	<u>12,888</u>
	<u>\$ 59,081</u>	<u>\$ 61,041</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>
2017	\$ 2,013	\$ -	\$ 2,013
2018	44,180	-	44,180
2019	-	-	-
2020	-	-	-
2021	-	-	-
Thereafter	-	<u>12,888</u>	<u>12,888</u>
	<u>\$ 46,193</u>	<u>\$ 12,888</u>	<u>\$ 59,081</u>

14. Obligations under leases

Capital leases

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

2017	\$ 2,051
2018	1,903
2019	1,594
2020	1,047
2021	802
Thereafter	<u>23,136</u>
	30,533
Less interest at rates from 4.19% to 7.76%	<u>11,695</u>
Present value of minimum lease payments	<u>\$ 18,838</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

14. Obligations under leases (continued)

Operating leases

The Institute has entered into operating leases for land.

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

2017	\$	232
2018		232
2019		232
2020		247
2021		247
Thereafter		7,362
	\$	<u>8,552</u>

15. Tangible capital assets

Cost

	2015	Additions	Disposals	2016
Land	\$ 44,808	\$ -	\$ -	\$ 44,808
Buildings, leasehold improvements and capital projects / renovations	453,913	11,099	-	465,012
Buildings under capital lease	15,295	-	-	15,295
Furniture and equipment	126,301	7,316	(4,546)	129,071
Computer hardware and software	31,889	1,119	(3,458)	29,550
Equipment under capital lease	7,989	3,817	(2,551)	9,255
Library holdings	4,017	260	-	4,277
	<u>\$ 684,212</u>	<u>\$ 23,611</u>	<u>\$ (10,555)</u>	<u>\$ 697,268</u>

Accumulated amortization

	2015	Amortization	Accumulated amortization on disposals	2016
Land	\$ -	\$ -	\$ -	\$ -
Buildings, leasehold improvements and capital projects / renovations	147,327	13,291	-	160,618
Buildings under capital lease	340	573	-	913
Furniture and equipment	99,756	6,374	(4,691)	101,439
Computer hardware and software	25,413	2,152	(3,328)	24,237
Equipment under capital lease	6,552	1,703	(2,536)	5,719
Library holdings	2,265	338	-	2,603
	<u>\$ 281,653</u>	<u>\$ 24,431</u>	<u>\$ (10,555)</u>	<u>\$ 295,529</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

15. Tangible capital assets (continued)

Net book value

	<u>2016</u>	<u>2015</u>
Land	\$ 44,808	\$ 44,808
Buildings, leasehold improvements and capital projects/renovations	304,394	306,586
Buildings under capital lease	14,382	14,955
Furniture and equipment	27,632	26,545
Computer hardware and software	5,313	6,476
Equipment under capital lease	3,536	1,437
Library holdings	1,674	1,752
	<u>\$ 401,739</u>	<u>\$ 402,559</u>

16. Endowments

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

	<u>2016</u>	<u>2015</u>
Balance, beginning of year	\$ 22,137	\$ 20,559
Contributions received during the year	1,092	1,774
Transfers during the year	-	(196)
Balance, end of year	<u>\$ 23,229</u>	<u>\$ 22,137</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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

18. Supplemental cash flow information	2016	2015
Change in non-cash working capital items		
Accounts receivable	\$ (163)	\$ 562
Inventories	(174)	(282)
Prepaid expenses	97	207
Due from government and other government organizations	(4,436)	4,220
Accounts payable and accrued liabilities	1,430	(3,251)
Due to government and other government organizations	(261)	597
Deferred tuition fees	3,629	2,103
Deferred revenue - other	159	(721)
	\$ 281	\$ 3,435

During the year, interest of \$3,177 was paid (2015 - \$3,001).

Non-cash transactions

Receipt of donated capital assets	\$ 1,000	\$ 1,448
Buildings and equipment under capital lease	3,817	15,763
(Decrease) increase in asset retirement obligation and capital assets	(605)	1,638

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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

19. Financial instruments

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, 2016, accounts receivable is comprised of:

	<u>Under 90 days</u>	<u>Over 90 days</u>	<u>Total</u>
Student	\$ 3,249	\$ -	\$ 3,249
Trade and other	2,032	148	2,180
Allowance for doubtful accounts	<u>(285)</u>	<u>(90)</u>	<u>(375)</u>
	<u>\$ 4,996</u>	<u>\$ 58</u>	<u>\$ 5,054</u>

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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2016

20. Expenses by object	2016	2015
Salaries and wages	\$ 160,853	\$ 158,294
Employee benefits	34,055	33,055
Amortization of tangible capital assets	24,431	23,747
Repairs and maintenance	15,083	13,361
Fees for service	14,453	11,965
Supplies and general	13,486	12,160
Student awards	5,873	4,517
Utilities and taxes	5,844	5,456
Cost of sales	5,001	5,199
Interest	3,957	3,649
Training and travel	3,305	2,867
Contractual professional development	1,752	1,854
Printing and advertising	1,535	1,227
Promotional and catering	1,186	1,301
Telecommunications	1,109	1,137
Equipment and facilities leases	1,100	1,494
Official functions	559	468
Banking and insurance	413	444
	\$ 293,995	\$ 282,195

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, 2016

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, 2016

PAYMENTS

Employees' Remuneration	Exhibit B	\$ 160,694,337
Employees' Expenses	Exhibit B	2,373,645
Board of Governors, Remuneration	Exhibit C	23,160
Board of Governors, Expenses	Exhibit C	18,322
Accounts Paid	Exhibit D	<u>122,755,818</u>
		285,865,282

ITEMS NOT INCLUDED IN PAYMENT AMOUNTS

Changes in Accrued Liabilities	\$ 958,673
Changes in Inventories	(172,676)
Student Awards	5,873,285
Subsidiary Expenditure	410,605
Capital Expenditure	(23,880,643)
Amortization	24,431,263
Donated Equipment Expensed	660,115
Other Expenses	<u>(150,309)</u>
	8,130,313

TOTAL OF EXPENDITURE PER STATEMENT
OF OPERATIONS

\$ 293,995,595

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF EMPLOYEES' REMUNERATION AND EXPENSES
FOR THE YEAR ENDED MARCH 31, 2016
EXHIBIT B

NAME	SALARY*	EXPENSES
Abbuhl, Thomas	91,281	3,442
Abdel-Hai, Mahmoud	111,460	944
Abdulla, Aman	148,354	648
Aguilar, Imelda	92,728	-
Ahluwalia, Gurdip	83,597	-
Ahmed, Muhammad	125,349	10,703
Albright, James	140,053	33,621
Aldulea, Cristina	88,710	1,327
Allardyce, Mark	90,693	-
Alphonso, Myles	93,706	120
Amiraslany, Mina	80,883	853
Amlani, Meena	85,439	4,760
Amos, Bill	88,147	858
Anderson, Earl	89,474	1,706
Anderson, Eric	88,363	109
Andic, Slobodan	98,321	5,224
Andrew, Anne	106,033	1,015
Andrews, Myra	108,116	2,121
Anselmo, Francine	77,407	33
Anthony, Bruce	97,080	683
Arcega, Victor	91,745	916
Armitage, Nancy	78,015	2,387
Armstrong, James	132,136	1,027
Arntsen, Erik	79,305	8,255
Arreola, Marte	120,239	5,919
Ashley, Ken	101,109	-
Askari, Vahid	79,900	2,249
Atchison, Jill	107,583	2,651
Au, Elsie	96,279	2,047
Azmitia, Juan	96,596	2,785
Bachrich, Simon	87,329	962
Bailey, Ross	75,872	-
Bains, Gurpreet	94,800	1,007
Baldry, Janice	134,478	151
Baldwin, Kevin	81,913	-
Bao, Steven	131,541	1,003
Barrett, Nadine	119,152	-
Barroetavena, Laura	101,146	2,426
Bartz, James	93,314	30
Baumert, Michael	93,104	-
Baxter, Matt	88,147	5,078
Bayliss, Richard	97,979	32
Beatson, Rodger	88,710	239
Beatty, Cheryl	77,625	-
Beauchamp, Michelle	88,710	65
Beaupre, Denise	88,710	-
Becker, Lori	130,988	8,583

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

NAME	SALARY*	EXPENSES
Bednarz, Mike	88,710	-
Beketa, Richard	93,287	1,136
Bell, Brandon	84,210	-
Bell, Laurence	89,998	-
Beresford, Peter	81,332	-
Berg, Denise	83,047	341
Berry, Joffre	88,710	-
Betts, Doug	90,163	-
Beveridge, Lynda	86,199	1,594
Beyenir, Serhat	101,822	-
Bhatti, Chandan	77,774	4,583
Billing, Laura	87,731	3,466
Binns, Dawn-Marie	100,461	3,994
Bird, Geoffrey	90,109	4,234
Blaison, Yves	92,711	-
Bloemink, Jeffrey	78,950	-
Boehm, Jochen	78,228	-
Bonci, Gheorghe	87,227	3,902
Booth, James	96,048	-
Borisoff, Jaimie	99,515	2,463
Borman, Pamela	91,936	-
Bortignon, Roger	93,179	263
Boskovic, Sanja	136,163	10,105
Botelho, Taneem	75,990	-
Bourke, William	91,844	1,688
Bouthot, Timothy	81,799	-
Bower, Robert	88,710	1,680
Bowman, Donald	90,333	26
Boyce, Mike	86,765	-
Boyd, Dave	81,799	-
Boyd, Joseph	88,710	814
Brander, Lin	91,844	6,396
Braun, Robert	85,988	4,087
Bremner, Tamara	79,330	326
Brennan, Noel	115,174	3,485
Bretschneider, Patricia	79,935	525
Brett, Jason	90,163	53
Brewer, James	100,977	3,004
Bringeland, Dawne	80,708	960
Brodie, Michele	81,312	369
Brohman, John	90,163	3,086
Brown, Geoff	87,071	367
Brown, Paula	131,842	51,043
Bryant, Michael	95,925	3,690
Buckley, Brian	109,805	5,112
Budz, Bernice	143,470	12,860
Buerk, Greg	93,522	-

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

NAME	SALARY*	EXPENSES
Buller, Mark	91,887	-
Burgess, Susan	126,432	379
Burleigh, Peter	90,163	-
Burlock, Clarence	111,444	593
Burns, Lori	81,787	5,289
Bushnell, Judy	90,324	4,167
But, Ivan Tak Chung	81,933	4,598
Byron, John	94,998	-
Cahill, Cheryl	93,867	3,990
Cai, James	108,829	6,689
Calder, Alistair	89,126	-
Caldicott, Norman	88,691	407
Callbeck, Douglas	170,797	1,005
Calvert, Denise	84,835	21,612
Calvert, Jenica	79,882	-
Carde, Terri	76,721	225
Cardiff, Treena	91,844	145
Carrese, Gino	103,678	-
Carson, Timothy	111,772	-
Casas, Eduardo	81,532	-
Catt, Daniel	93,780	-
Chacon, Erick	88,682	1,760
Chan, Angeline	94,511	38
Chan, Anthony	100,459	6,528
Chan, Colleen	87,565	1,100
Chan, David	94,529	4,805
Chander, Harmesh	81,483	5,738
Chandler, David	90,227	4,772
Chang, Liou Chun	77,889	1,187
Changfoot, Norwick	107,583	2,725
Chapin, Nathaniel	76,958	-
Charbula, Michael	96,871	266
Chau, Richard	113,335	-
Chavoshi, Jolfaee Simin Sadat	83,014	-
Chester, Richard	89,738	1,470
Chiarello, Mark	107,459	7,493
Chiu, Jonathan	91,154	-
Chouinard, Nancy	100,772	3,493
Chu, Lisa	86,235	732
Churchill, Sheila	95,499	2,671
Cichon, Frank	98,358	2,953
Cioata, Stefan	104,973	3,955
Clark, Heather	88,147	3,018
Clarke Roe, Lorraine	91,706	23,895
Clement, Catherine	76,722	17
Clement, Daniel	103,246	4,033
Cleveland, Deborah	91,660	7,242

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

NAME	SALARY*	EXPENSES
Collins, Giselle	86,856	5,406
Collins, Robert	91,281	-
Concannon, Marie-Claire	86,878	381
Connelly, Maureen	93,435	5,854
Conroy, Donna	79,786	-
Coomber, Shirley	90,277	14,087
Cordua-von Specht, Winona	99,805	3,130
Cortese, Joseph	95,759	7,029
Cowan, Craig	134,478	2,816
Cox, Neil	93,663	4,939
Crawford, Deborah	107,337	662
Crema, Erika	88,147	3,419
Cresswell, David	134,478	5,041
Crozier, Vincent	94,572	3,648
Cudihee, Kevin	101,407	708
Culham, Shaun	136,586	2,342
Culver, Charlotte	91,844	2,715
Dabell, Joanne	87,565	3,501
Dale, Mark	168,098	3,209
Damian, Daniel	77,487	-
Darnell, Jesse	75,082	-
Davis, Barbara	130,682	-
Davis, Charles	90,163	-
Davis, Petra	75,990	9,990
Day, Robin	154,199	1,829
De Azevedo, Jonas	90,209	6,329
de Souza, Alaric	87,565	3,127
Delibalta, Fabienne	80,680	-
Delorme, Robert	88,147	1,082
Deroche, Mark	91,255	2,174
Devlin, Deacon	77,859	1,788
deVries, Raymond	88,624	957
Dewhurst, Jeffrey	93,338	9
Dhaliwal, Harjinder	110,067	2,864
Dhaliwal, Sonia	76,122	15,440
Di Marco, Carmine	87,725	5,351
Di Spirito, Frank	113,390	1,240
Dian, Farzin John	92,425	3,717
D'Ilio, Adrianna	90,699	695
Diopita, Ritchie	79,020	394
D'Mello, Louis	90,367	4,392
Doad, Harbans	91,582	35
Docherty, Arthur	108,901	-
Doody, Lois	95,756	5,089
Dorocicz, Irene	75,448	2,358
Dotto, Kim	169,499	29,195
Dow, Bill	186,801	11,913

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

NAME	SALARY*	EXPENSES
Downey, Ryan	77,815	8,914
Doyle, James	84,632	-
Dryhurst, Cam	90,163	-
Duffey, Patrick	91,929	-
Dufficy, Dennis	83,016	1,868
Dunbar, Rodney	92,743	-
Dunn, Brent	116,684	11,465
Dunn, David	98,688	3,909
Dunn, Ross	90,163	2,876
Dunn, Sarah	101,674	10,443
Dunphy, Kevin	88,710	-
Dutchak, Katheleen	88,147	-
Duvall, William	92,257	1,192
Dyck, Jeff	88,710	1,639
Eccles, Stephen	170,271	16,340
Edmunds, Bethany	87,269	-
Edwards, Bernadette	125,560	-
Edwards, Carol	88,710	-
Edwards, Timothy	152,331	973
Eeckhout, Tomi	251,948	625
Einarsson, Susan	79,900	735
Elder, Stephen	91,111	4,535
Elgert, William	90,457	-
Elliott, John	88,710	-
Ellis, Guy	122,920	34,512
Elmasry, Medhat	99,227	2,474
Emes, Allan	108,212	-
Eng, Eugene	84,632	360
Erho, Gregory	93,197	216
Erickson, Lynn	88,710	4,766
Etkin, Alan	80,718	4,948
Evans, Connie	91,844	11,229
Fabiszewski, Stephen	91,437	3,812
Fajardo, Edward	109,246	-
Farhangi, Hassan	134,478	23,321
Farquhar, Vincent	75,924	1,860
Faruki, Mubasher	102,106	12,997
Fell, Amy	103,154	3,346
Fenrich, Peter	109,838	-
Ferguson, Arron	111,005	256
Ferrier, Malcolm	91,844	1,920
Ferrinho, Ana	88,710	6,586
Ferros, Scott	75,209	341
Figner, Jennifer	104,449	1,797
Fine, Brenda	77,407	-
Fingler, Ian	86,504	7,680
Finn, Steve	91,398	2,232

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

NAME	SALARY*	EXPENSES
Flynn, Mark	101,122	1,798
Foley, Vincent	115,318	-
Fong, June	114,969	2,707
Fong, Rosamaria	88,710	3,749
Ford, Andrea	91,844	3,192
Forman, Bryan	90,163	207
Fourie, Johan	102,410	1,934
Fowler, Paul	92,011	-
Fox, Nicholas	75,620	1,239
Fox, Warren	75,067	16,484
Foy, Julia	76,959	1,487
Freeburn, Joe	95,541	10,983
Friday, Kelly	79,632	477
Friesen, Erin	83,631	-
Fromm, Zuzana	117,017	1,666
Fry, Eric	106,873	11,131
Fung, Eddy	117,438	-
Gale, Roger	117,230	539
Gall, Dave	92,433	1,037
Galli, Michael	101,146	10,800
Garic-Komnenic, Sanja	88,710	2,213
Gaudet, Jacqueline	91,281	1,524
Geddes, Susan	86,066	-
German, Martin	83,231	-
Gessaroli, Jerome	112,398	-
Ghaffari, Farzan	97,029	-
Ghomari, Tamara	98,555	-
Giassa, Arthur	91,799	-
Gibson, Colleen	88,147	4,537
Giffen, Brian	120,937	-
Gildersleve, Barry	75,100	-
Gill, Balbir	120,211	8,113
Gill, Kam	82,024	1,460
Gilles, Stephen	77,610	810
Gillespie, Mary	89,006	16,211
Gilman, Lorraine	91,844	134
Giltrow, Mark	116,451	-
Gnoato, Teresa	91,063	1,555
Golder, Katherine	92,468	2,148
Goldlist, Amy	77,949	-
Gonzalez, Ringo	87,186	-
Goodall, Carolyn	77,541	-
Goodnough, Jason	111,893	-
Gordon, Joseph	149,025	-
Gorgosilich, Denise	92,237	4,614
Gowans, Lisa	81,205	12,888
Gracias, Marian	88,710	752

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

NAME	SALARY*	EXPENSES
Graham, Glenn	100,426	292
Grasby, Robert	124,364	-
Green, Thomas	95,527	-
Gresat, Chris	98,612	4,288
Gribov, Shulamit	94,290	-
Griffin, Catherine	89,748	4,602
Griffiths, David	87,388	2,368
Grof, Edward	90,743	6,815
Grone, Ruthanne	84,366	1,040
Groom, Charmaine	82,194	2,232
Gu, Lawrence	168,098	42,455
Guerin, Rene	88,147	2,035
Guirguis, Mazen	77,293	-
Gunn, Edward	90,549	16
Gutica, Mirela	91,966	4,932
Habiballah, Kacem	89,758	15,309
Hadikin, Peter	97,150	6,938
Hadley, Lynda	98,221	-
Hagan, Roger	91,631	-
Hagan, Scott	92,124	-
Haldorson, Kelby	80,830	-
Hall, Ike	112,546	7,000
Halsted, Nigel	90,694	877
Hamm, Rob	90,163	345
Hand, Wayne	148,853	8,588
Hardie, Tammy	79,337	1,345
Harris, Paul	113,067	-
Harrison, Jason	134,926	2,907
Harrower, Robert	108,200	2,145
Hausmann, Matthew	80,783	3,170
Hawthorne, Eric	80,445	39
Hayden, Eamon	93,611	303
He, Ming Yan	79,393	-
Heavenor, Andrea	84,125	-
Heaver, Carmen	105,520	-
Hebert, Alexandre	93,424	4,584
Helman, David	98,480	233
Hemmingsen, Robin	180,953	995
Henderson, Gary	100,703	-
Herle, Keith	87,002	-
Hewer, Nancy	88,710	4,223
Hewlett, Robert	115,130	3,208
Hildebrand, Dean	129,211	5,329
Hildebrandt, Karl	76,825	3,045
Hill, Amanda	118,785	5,064
Hill, Frank	81,251	-
Hill, Michael	95,001	2,588

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

NAME	SALARY*	EXPENSES
Hiller, Lorena	81,008	826
Hine, Catherine	88,710	2,625
Hingston, Adrian	126,960	1,701
Ho, Stephen	80,580	7,062
Hodges, Michael	86,423	2,084
Hodgkinson, Douglas	85,328	-
Hofmann, Andy	95,838	110
Hogan, Barry	161,201	4,316
Hogg, David	90,077	-
Holding, Steve	87,685	-
Holloway, David	88,710	4,143
Holtz, Gary	85,870	513
Homel, Gene	81,076	-
Honarbakhsh, Amir	79,304	-
Hornak, Maureen	88,710	4,349
Horvath, Wayne	93,534	9,435
Hosier, Brian	136,297	1,401
Howells, Mike	90,163	-
Howes, Stephanie	105,282	746
Howey, Clay	83,016	1,435
Hoy, Kevin	96,580	3,279
Hudkins, Kevin	76,172	-
Hudson, Dixie	98,958	6,054
Hughes, Graham	98,008	-
Hunter, Aaron	87,916	10,889
Hunter, James	136,727	4,063
Hunter, Rachael	89,385	-
Hunter, Russ	90,163	1,355
Hur, Roger	86,066	187
Hyde, Heather	87,842	2,578
Icoz, Kirksal	108,439	7,076
Inglis, Alan	95,118	1,378
Isaak, Cheryl	131,541	3,840
Iversen, James	80,795	-
Jackson, Andrew	78,788	1,219
Jackson, Mark	78,303	-
Jacob, Jacqueline	157,660	9,981
Jalili, Masoud	114,565	7,999
Jamensky, Derek	83,200	-
James, Jeanine	83,016	2,644
James, Nathan	76,449	945
James, Randy	109,142	1,283
Jang, Won-Seok	83,570	1,259
Janzen, Ernst	90,163	3,324
Jeffreys Yvonne	108,759	3,680
Jelic, Anna	88,774	1,346
Jenness, John	91,844	6,087

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NAME	SALARY*	EXPENSES
Jit, Naleen	78,071	-
Jivraj, Ashif	78,645	5,997
Johnson, Barry	89,843	2,166
Johnson, Jason	76,013	-
Johnson, Lara	163,642	22,056
Johnson, Lynn	88,710	985
Johnston, Bonnie	87,565	935
Johnston, Jo-Ann	81,398	-
Johnston, Robert	78,974	-
Johnston, William	104,874	-
Johnstone, Richard	85,701	-
Johrden, Stefan	90,163	2,920
Jones, Antonella	84,001	12,836
Jones, Colin	90,019	32,711
Jones, David	88,710	7,289
Jopling, Tom	93,948	4,456
Jordan, Tessa	80,956	1,671
Joseph, Stefan	90,636	8,738
Juan, Samantha	78,917	5,104
Just, Darwin	84,632	-
Kaplun, Dori	91,844	3,722
Karela, Josef	79,641	243
Kary, Amy	78,881	3,598
Keane, Brian	80,573	1,663
Kearns, Michelle	95,119	7,160
Kellington, Ronald	80,683	5
Kelly, Shannon	110,864	671
Kennedy, Diane	79,237	-
Kennedy, Kathryn	92,480	4,621
Kent, Cynthia	108,744	1,936
Kerr, Jennifer	113,854	1,284
Kerr-Wilson, Selma	93,505	-
Kessler, Ronald	102,628	5,184
Khelifi, Djamel	88,954	1,679
Kim, James	79,229	808
Kim, Mi-Young	87,856	1,884
Kim, Siwon	88,710	3,450
King, Greg	100,414	156
Kinloch, Kathy	251,195	14,045
Kinsella, Paul	76,482	4,167
Klassen, Derek	96,185	-
Kliparchuk, Karl	108,171	3,828
Klug, William	88,710	1,517
Klundt, Allison	88,710	693
Klym, Brian	90,163	-
Klymchuk, Antonia	90,818	-
Knudson, Terance	79,632	-

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NAME	SALARY*	EXPENSES
Kobayashi, Richard	104,836	-
Koenig, Ray	88,147	-
Kojwang, David	88,710	-
Koke, Thomas	79,827	-
Kominko, Svitlana	86,289	15,068
Kosub, Tim	87,565	1,385
Kovacic, Diana	99,162	5,081
Kozma, Beata	88,749	2,805
Kroetsch, Rick	91,281	-
Krpan, Ronald	88,147	-
Kruger, Robert	88,710	10,361
Ladha, El	97,059	13,559
Lafontaine, Michelle	91,490	5,123
Laguio, Joselito	122,439	-
Lai, Magdalene	88,710	4,283
Lam, Wai-Chung	92,307	-
Lamarre, Mary	85,941	-
Lamb, Stephen	154,942	1,712
Lane, Thomas	88,710	-
Langdeau, Susan	81,160	2,374
Langford, Cory	115,106	612
Laramie, Catherine	76,732	-
Lavolette, Stacy	89,075	2,250
Laxton, Vince	134,478	14,315
Lazar, Izabela	115,727	-
Lazarowich, Connie	87,079	-
Lee, Stephen	76,313	-
Lee, Waylim	102,065	6,677
Legault, Rene	76,779	-
Lei, Leo	81,069	2,255
Leibel, Kathryn	78,303	776
Leland, Danny	79,952	436
Lenko, Peter	93,179	7,997
Leposavic, Natalia	77,917	-
Leposavic, Vaso	103,164	308
Leung, Valerie	84,185	2,053
Levar, Peter	89,149	185
Leversage, David	90,005	1,468
Lewis, David	92,009	-
Li, Bo	79,252	-
Li, Yan	115,546	427
Link, Bruce	88,710	-
Linklater, Lorene	96,494	-
Liotta, Christine	88,710	-
Liu, Chao-Chung	77,400	2,445
Lobo, Stephen	79,982	-
Logan, Andrew	78,528	63

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NAME	SALARY*	EXPENSES
Loutit, Tara	88,657	4,085
Lovatt, John	88,710	226
Lowe, Jimmy	92,688	1,447
Lueg, Monica	76,249	1,510
Luk, Marita	107,583	5,282
Luster, Larry	86,548	27,124
Lutsch, Karl	105,779	-
Lynch, Chris	86,066	942
Macadam, James	97,146	-
Macdonald, Christie	83,002	-
MacDonald, Janet	88,710	-
MacFarlane, Elizabeth	87,198	-
Mackay, Dawna	174,343	10,506
MacKinnon, Merilee	91,844	8,416
Maclean, Cynthia	88,147	4,208
Macleod, Martin	85,126	-
MacPhee, Michael	76,342	1,152
Madden-Johns, Heather	85,050	148
Mafi, Elmira	89,614	-
Magel, Glen	138,530	2,255
Mah, Herman	117,422	91
Mak, Angie	82,107	1,758
Makela, Christopher	88,710	5,720
Makonin, Stephen	96,903	-
Manson, Katherine	100,126	4,798
Manson, Tiia	94,527	6,765
Mark, Kenneth	88,710	3,059
Marken, Kenneth	88,212	2,070
Martens, David	88,147	-
Martin, Kathy	88,774	350
Mason, Brenda	90,156	1,667
Massoud, Ray	102,228	-
Matsuba, Linda	88,710	2,917
Matthee, Pierre	118,379	95
Matthews, Andrea	92,549	-
Matthews, Richard	102,548	-
Matthieu, Pat	168,098	1,020
Mattie, Johanne	81,001	7,029
Maxwell, Alexander	96,225	-
Mazerolle, Cindy	93,510	1,442
McAvoy, Laurie	95,313	3,742
McCannel, Anne	88,918	953
McCarnan, Sherry	89,733	-
McCartney, James	88,710	649
McCollum, Charles	90,163	-
McConnell, Andrew	120,443	2,070
McConnell, William	88,495	1,904

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NAME	SALARY*	EXPENSES
McCormick, Monica	86,066	158
McCrae, Rod	87,060	-
McCullough, Paul	191,795	10,134
McCutcheon, Jodie	91,861	3,561
McDonald, Mark	91,844	3,525
McDonald, Tom	98,339	-
McGee, Patrick	92,506	10,704
McInally, Phil	91,655	568
McIntosh, Kristi	91,844	6,966
McKoryk, James	89,796	9,969
McLafferty, Frances	81,308	1,171
McLeod, Sarah	90,494	-
McMillan, Ronald	96,092	1,568
McMullen, Heather	81,006	2,270
McNulty, Robert	92,930	19,415
Medina, Erick	86,441	4,618
Meers, David	88,710	-
Meier, Larry	89,445	-
Messer, Bryan	92,930	3,164
Mica, Jeff	89,288	-
Mikhailov, Vadim	90,281	-
Miles, Richard	120,206	3,093
Miller, Robert	114,575	-
Mills, John	88,147	6,651
Moeller, Erich	91,332	-
Mohieddin Ghomshei, Morteza	77,117	95
Monk, Connie	91,844	975
Moore, Jennie	118,937	2,140
Moore, Thomas	97,219	162
Mora, Rodrigo	91,844	1,101
Morency, Richard	80,018	2,496
Morgan, Orrett	92,960	1,950
Morgan, Peter	108,363	3,553
Morgana, Pietro	75,744	3,075
Morin, James	92,782	1,088
Morrison, Michele	129,306	12
Morrison, Paul	138,112	3,729
Moses, Palvinder	80,916	12
Moshrefzadeh, Joubin	82,990	3,074
Mulligan, Shelley	85,967	1,284
Mullin, Cheryl	82,095	-
Mullis, Steven	94,253	1,467
Munro, Neil	91,325	3,471
Murie, Randall	125,596	5,944
Murnane, John	107,583	579
Murray, David	113,431	743
Musial, Kathleen	75,537	2,196

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

NAME	SALARY*	EXPENSES
Mutter, Mark	97,387	115
Naicker, Nitasha	85,820	1,258
Naidesh, Don	90,825	17,239
Nakamura, Mark	75,293	30
Nakamura, Takashi	83,491	6,141
Nason, Robert	90,236	612
Nath, Vnit	99,944	684
Neal, Patrick	91,053	3,977
Neilson, Robert	93,880	-
Nelson, Don	75,843	-
Newall, Michael	86,066	37
Newton, Donald	91,281	822
Ney, David	90,163	-
Ng, Kal Kar Lun	81,509	2,872
Ng, Steven	116,534	-
Niet, Taco	91,209	-
Nikfetrat, Koorosh	88,710	-
Nikolic-Brzev, Svetlana	90,529	7,194
Niwinski, Christopher	88,710	2,766
Nooney, Daniel	86,721	-
Noronha, Brian	92,004	-
Noureddin, Borna	98,436	10,870
Novakovic, Julie	88,710	-
O Neill, Lisa	92,882	5,338
Ogden, Stephen	83,254	-
Ogundare, John	118,864	35
Oh, Janine	81,539	8,764
O'Kelly, Anthony	91,844	9,156
Olszewski, Adrienne	76,124	5,235
O'Melinn, Lorcan	214,758	5,267
O'Neill, Dennis	88,238	-
Ontkanin, Juraj	105,411	1,576
Osborne, Russell	82,926	1,111
Osmak, Michael	90,163	-
Ostermann, Henry	87,201	-
Otto, Jeffrey	88,147	535
Ovanesova, Anna	88,710	175
Overgaard, Mark	113,276	1,042
Oye, Russell	93,266	4,047
Paleologou, Pavlos	91,951	1,016
Palizban, Heydarali	125,017	11,822
Papps, Kristine	87,556	-
Paris, Nancy	134,478	6,444
Parker, Bryan	95,935	1,234
Parker, Lara	87,565	1,219
Parry, James	88,420	-
Pashka, Linda	116,493	-

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NAME	SALARY*	EXPENSES
Passos, Maria	85,237	6,119
Paterson, John	87,481	1,663
Pellegrin, Glenn	94,174	575
Penny, Michelle	88,793	14,068
Pepper, David	123,272	1,243
Pereira, Agnelo	99,991	2,656
Perry, Steven	126,212	10,871
Peterson, James	93,229	413
Petrov, Olga	102,979	3,648
Petryszak, Nicholas	89,405	251
Pfaff, Dale	98,307	3,910
Phillips, William	91,844	-
Pichugin, Ivan	92,598	3,245
Piva, Vincent	91,971	230
Plesner, Karen	101,826	-
Plett, Richard	118,002	-
Podut, Alexandru	94,679	2,463
Poelzer, Denise	90,136	2,250
Pointon, Barry	86,009	159
Pongracz, Tamara	97,000	663
Poon, Joseph	96,294	-
Porter, David	137,422	4,476
Potyondi, Lawrence	84,672	1,872
Pouria, Arezou	91,937	3,784
Prevost, Tanya	85,870	893
Purdy, John	75,829	832
Qi, Yu	76,342	767
Quee, Kathy	83,921	936
Quiring, Gretchen	88,710	-
Rai, Parmjit	96,543	-
Rajabi, Mohammad	94,575	-
Randhawa, Tejinder	104,639	-
Ranftl, Richard	90,249	298
Ransome, Douglas	96,975	8,992
Raoufi, Cyrus	111,662	4,752
Raschke, Silvia	88,710	6,508
Read, David	102,841	2,181
Read, Harmon	79,882	-
Reamsbottom, Stanley	83,704	-
Reaugh, James	108,534	200
Redmond, David	89,666	-
Redston, Christopher	76,664	-
Regan, Marion	88,147	5,291
Reichenback, Karl	95,760	-
Reid, Lyle	79,131	17,568
Reinert, Richard	90,817	4,997
Rempel, Allan	88,710	3,207

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NAME	SALARY*	EXPENSES
Renwick, Elizabeth	91,844	3,347
Renzullo, Tracey	88,147	2,434
Ribble, Kevin	90,938	-
Richards, Dennis	88,147	-
Richter, Charlene	114,397	2,431
Riley, Tami	78,684	4,483
Roberts, Kathy	167,904	5,201
Robertson, Fraser	112,971	1,845
Robertson, Rebecca	110,280	1,577
Robson, Lorraine	80,368	987
Rockall, Matthew	96,831	2,682
Rodham, Paul	91,281	700
Rodway, Irene	85,870	-
Rogers, Dorothy	88,147	1,236
Rogerson, Christopher	99,265	5,361
Romalo, David	105,074	-
Rosenau, Marvin	91,256	2,468
Rowe-Sleeman, Susan	99,418	4,893
Roy, Sylvain	75,990	1,202
Rozman, Paul	88,710	-
Rudrakumar, Manik	98,793	3,900
Russell, Rosamund	108,361	638
Rutherford, David	103,341	7,733
Ruzic, Goran	107,391	1,346
Ryan, Catherine	89,970	-
Saberi, Hassan	98,864	-
Sabo, David	92,857	190
Sackville, Patricia	134,323	330
Saczuk, Eric	88,710	1,852
Safoniuk, Mike	102,908	1,781
Sallaway, Stephen	128,962	869
Sampson, Lorne	91,281	396
Sanderson, James	84,632	-
Sandhu, Ranjit	105,313	1,113
Sanghera, Randhir	101,146	2,181
Sanjuan, Antonio	88,710	3,588
Sartori, Clodine	134,478	1,070
Sarwal, Sanjeev	94,697	5,388
Satoglu, Shan	93,427	-
Sawatzky, Robert	90,163	-
Sawyer, Paul	138,486	-
Schmid, Paul	95,759	20
Schneider, Corrine	100,156	2,135
Schnurr, Frank	88,710	-
Schultz, Randall	90,163	70
Schuurman, Kenneth	77,117	-
Scribner, Jean	91,844	912

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NAME	SALARY*	EXPENSES
Scudamore, William	90,163	175
Seidl, Peter	88,710	-
Serbanescu, Monica	93,244	7,255
Shackell, Eileen	91,844	17,234
Shadmehr, Ramin	112,248	4,679
Shandler, Judy	80,445	150
Shannon, Christopher	75,123	52
Shannon, Merry	88,147	5,415
Sharda, Harroop	78,937	266
Shariat-Zadeh, Minoo	79,882	1,092
Shaughnessy, Theresa	88,710	6,714
Shaw, Colin	89,759	-
Shaw, Debbie	84,428	3,298
Shea, Linda	79,785	2,708
Sheehan, Karen	91,844	2,915
Shellard, Joan	88,434	1,920
Shelton, Curt	88,710	4,171
Shen, Shih-Yang	75,156	4,525
Shore, Gary	100,650	1,814
Shortt, Don	90,593	-
Siddiqui, Mujeeb	95,746	2,298
Sidjak, Craig	107,583	250
Siedlaczek, Kathy	107,583	661
Simmons, Charles	113,255	4,558
Simon, Peter	79,882	1,097
Sinclair, Shaun	98,837	6,028
Singer, Randal	123,953	885
Siu, Christopher	87,565	4,339
Smith, Barbara	99,409	-
Smith, D'Arcy	81,400	-
Smith, Douglas	96,306	2,055
Smith, Martin	90,163	2,942
Smith, Murray	87,364	2,674
Smith, Robert	98,906	-
Smith, Wayne	86,930	-
Smolar, Stephan	82,884	6,366
Smyth, Jonathan	75,775	6,814
Snell, Janet	88,147	833
Snowdon, James	90,163	-
Sokol, Cheryl	91,844	-
Sokolov, Nikolai	88,827	5,411
Soulsbury, Kevin	92,105	-
Stadel, Joe	100,387	51
Standish, Jace	89,254	620
Stanisavljevic, Dusan	107,173	3,056
Stanley, Holly	95,604	4,213
Steiner, Robert	100,361	-

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

NAME	SALARY*	EXPENSES
Stevens, Robert	126,227	2,416
Stevenson, James	75,625	-
Stewart, Kathryn	91,844	-
Stimson, David	80,500	-
Stone-Campbell, Joanne	91,281	5,650
Storm, John	88,912	1,494
Stropky, David	88,774	-
Sundvick, Dan	88,147	-
Susanthan, Subramaniam	94,736	5,709
Sweet, Brian	101,522	1,011
Sweet, Lorne	90,227	300
Szafran, Thomas	81,429	7,447
Tabatabaian, Mehrzad	108,547	5,176
Tafti, Reza	92,138	1,656
Talaba, Ana	90,544	4,737
Talman, Jennifer	97,413	740
Tam, Nancy	85,941	663
Tanchak, David	147,333	770
Tang, Keith	88,710	9,854
Tariku, Fitsum	119,141	15,918
Tautz, Karen	81,437	5,062
Taylor, Bryan	89,544	3,695
Thiessen, Gordon	88,147	2,198
Thom, Kathy	87,809	408
Thomas, Peter	97,900	-
Thomas, Ryan	96,777	1,568
Thompson, Bruce	101,905	4,543
Thompson-Jendrysek, Blair	90,163	98
Thornton, Christopher	107,544	4,574
Thurston, Mary	88,147	3,015
Thurston, Paul	91,281	2,438
Tikkanen, David	91,281	-
Tirado, Maria	99,960	2,814
Tiscornia, Lacey	77,117	4,101
Tiwana, Kal	86,500	-
Tong, Karen	81,392	1,085
Toor, Paviter	100,516	1,206
Torillo, Maria	76,278	-
Trajkovic, Snezana	93,179	-
Trost, Robert	95,200	816
Turner, Charles	134,478	4,815
Turner, Keith	89,823	3,299
Upton, Anthony	78,849	85
Urbshadt, Glenna	101,862	2,139
van Ginkel, Cynthia	82,493	230
Van Lagen, Reina	91,844	7,316
Vandergaag, Ronald	90,163	-

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

NAME	SALARY*	EXPENSES
Vangroenigen, Bruce	90,163	-
Verner, David	87,565	5,176
Verran, William	86,488	-
Vezina, Larry	127,887	168
Virginillo, Jean	90,839	2,525
Vizjak, Brian	90,227	561
Vossenaar, Robin	90,519	1,878
Vurdela, Richard	117,032	-
Wa, Kenneth	88,857	5,995
Waese, Victor	97,566	1,917
Wai, Alex	91,893	2,066
Wainwright, Kevin	156,066	10,933
Walker, Jennifer	121,523	6,348
Walker, Joan	88,710	3,707
Walker, Rick	90,829	-
Walker, Saira	123,365	783
Walsh, David	93,179	2,657
Walsh, Sean	134,532	12
Walters, Rod	78,034	64
Walus, Tamara	85,967	1,045
Wang, Tracy	105,233	103
Wanless, James	80,445	880
Warne, Gerald	85,189	1,155
Waterman, Jim	88,710	-
Webb, Darlene	84,722	4,125
Webb, Ralph	78,094	35
Webb-Hughes, Anne	94,166	112
Wei, Albert	116,251	-
Wei, Caleb Shun	90,227	-
Wells, Darrell	93,179	-
Wells, Tom	88,890	-
Weston, Alan	82,647	1,033
Whittle, Erin	77,252	-
Whyte, Michael	78,750	1,435
Wiebe, Christopher	102,041	3,083
Wiebe, Douglas	83,163	2,928
Wilding, Daniel	83,848	1,101
Wilkes, Alan	88,710	-
Willcock, Tracy	90,163	175
Williams, Gareth	76,766	-
Williams, Trevor	168,098	1,875
Wlock, Ronald	149,204	-
Wolfe, Patrick	99,750	2,451
Wolfe, Robin	88,399	944
Wollin, Wesley	92,200	8,256
Wong, Chi	108,960	-
Wong, David	88,329	237

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

NAME	SALARY*	EXPENSES
Wong, Ken	93,433	-
Wong, Sharon	92,943	-
Wong, Stanley	83,130	-
Woo, Elaine	125,645	2,797
Woo, Susan	88,147	-
Wood, David	91,844	-
Wood, Renata	80,175	259
Wood, Timothy	90,163	-
Woodley, Douglas	111,538	-
Woods, Randall	88,710	-
Worley, William	101,800	-
Yallouz, Steve	103,054	19,997
Yates, Deborah	128,916	1,021
Yates, Harry	79,882	1,459
Yatlo, Sergiy	118,070	475
Yau, Terry	91,281	5,921
Yee, Robert	91,127	-
Yoo, Richard	102,625	460
Young, Daryl	90,653	5,668
Yousefi, Amirhossein	104,015	-
Yu, Benjamin	143,363	11,481
Yushchenko, Yuliya	86,066	2,887
Zaklan, Donald	90,163	3,362
Zecchel, Michael	90,163	-
Zeitner, Erwin	93,144	111
Zeleschuk, Ken	90,333	4,894
Zhang, Dai	88,710	4,449
Zitner, Elaine	79,882	4,260
ZZ --- Salaries under \$75,000	76,584,726	
	<u>160,694,337</u>	<u>2,373,645</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, 2016
EXHIBIT C

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

STATEMENT OF BOARD OF GOVERNORS, REMUNERATION AND EXPENSES

FOR THE YEAR ENDED MARCH 31, 2016

Name	Remuneration	Expenses ^(a)
Chan, Kitty Suk Yee	2,000	-
Chen, Jenny	330	-
Davidson, Jack W	2,000	-
Dhillon, Manjit Singh	2,000	3,958
Grewal, Tejinder	665	-
Humphreys, Kimberly Ann	1,000	-
Pawluk, Lorna Ann	1,000	-
Pion, Adam G	2,500	8,992
Silber, Herbert Shurman	2,000	-
Smith, Dylan	2,000	-
Sterritt, Laurie	2,000	-
Tjin, Dewi Yoeng	1,665	-
Whitemarsh, Marilyn Joan	2,000	5,372
Young, Catherine	2,000	-
Total:	<u><u>23,160</u></u>	<u><u>18,322</u></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, 2016

EXHIBIT D

SUPPLIER'S NAME	EXPENSES
3RA Entertainment	76,850
6742505 Canada Corp DBA CST Consult	50,400
8495718 Canada Inc	92,568
8872147 Canada Inc	78,167
A C S I Systems Inc	447,893
A C T Equipment Sales Ltd	27,210
A Craig & Son Painting	391,024
A J Forsyth, division of Russel Met	257,334
A P I C S - Vancouver Chapter	117,164
Academy of Emergency Training Inc	89,547
Access Copyright	99,250
Access Gas Services Inc	579,834
Acklands-Grainger	253,966
Action Data Communication Ltd	25,078
Ade & Company Inc	32,286
ADP Distributors Inc	31,781
Affinity Systems	78,657
Agilent Technologies Canada Inc	73,116
Air Canada	230,273
Air Liquide Canada Inc	133,855
Airgas Canada Inc	182,239
Altow Realty Group Ltd	53,083
Alvis Tsui (FSS) Inc	83,411
Anisoft Group Inc	479,814
Apple Canada Inc	104,748
Art Cader Architect Inc	64,445
Atlas Copco Compressors Canada	62,548
Ausenco	318,583
Austin Insulators Inc	194,805
Austin Metal Fabricators LP	106,065
Aviall (Canada) Ltd	38,756
B A Robinson Co Ltd	54,561
B C Hydro	3,510,636
Baker Bros Construction	133,154
Barry Hamel Equipment Ltd	205,818
Bathfitter	82,058
BBA Consulting	51,584
BC Immigrant Investment Fund Ltd	3,239,730
BC Network	1,081,445
Bell Canada	341,497
Bell Machinery Ltd	90,359
Bell Media Inc	46,683
Besco Trades Corp	327,217
Best Buy	30,700
BHD Instrumentation (BC) Ltd	65,119

SUPPLIER'S NAME	EXPENSES
Biesse Canada	41,265
Binnie Land Surveying Ltd	40,932
Black & McDonald Limited	402,598
Blackbaud	25,988
Boardwalk Communications Ltd	98,371
Bombardier Inc	112,351
Boyden Vancouver	166,831
Bright International Student Servic	69,307
British Columbia Safety Authority	30,592
Broadway Refrigeration & Air Condit	732,614
Brugman Commerical Kitchens	25,422
Bruker BioSpin Ltd	278,880
Bugz Investments Ltd	42,000
Buildex Construction Management Ltd	60,302
Burnaby Board of Trade	25,400
Bush, Bohlman & Partners	35,178
Business In Vancouver	55,629
Butler Box & Storage Inc	43,576
Butler Did It Catering Co	302,088
C3M Construction Group Inc	320,522
CAE Healthcare Inc	65,721
Canadian Energy	39,704
Canadian Engineered Products and Sa	267,480
Canadian Home Improvement Centre Lt	50,799
Cardinal Health Canada Inc	55,869
CareFusion Canada 307, Inc	30,240
Carswell Co Ltd	56,785
Cascade Raider Holdings Ltd	172,846
Cedar Crest Lands (BC) Ltd	33,585
Centennial Geotechnical Engineers L	97,059
Charter Telecom Inc	378,366
Chartwells	325,630
Chernoff Thompson Architects	70,671
Cherwell Software Inc	85,064
Citrix Systems Inc	189,846
City Of Burnaby	389,937
City Of Vancouver	31,631
CitySpaces Consulting Ltd	32,986
Clean Air Services Canada	38,997
Coastal Mountain Fuels	40,685
Cogent Contracting Inc.	61,993
Coinamatic Canada Inc	33,571
Colborne Architectural Group The	127,399
Combined Painting	65,248
Compass Group Canada	83,619

SUPPLIER'S NAME	EXPENSES
CompTIA Certification Testing	33,146
Compugen Inc	32,471
Consulab Educatech Inc	71,566
Continental Store Fixtures Inc	47,925
Coriolis Consulting Corp	211,132
Corporate Express	306,658
Corus Radio Sales Inc	25,636
Council of Prairie and Pacific Univ	79,676
Coutts Information Services	42,121
Creative Energy Vancouver Platforms	97,413
Crothall Services Canada	5,725,781
CSA Group	277,274
Cullen Diesel Power Ltd	156,920
Curaflo of BC Ltd	432,571
Custom Craft Cabinets and Millwork	41,247
CWB Group - Industry Services	32,001
D G MacLachlan Ltd	27,497
D&B Custom Painting Ltd	39,622
D2L Incorporated	213,622
DA Architects & Planners	48,216
Davey Tree Service	41,566
Davidson Bros Mechanical Contractor	209,498
Deloitte Inc	49,350
Delta Burnaby Hotel	31,851
Deltec Electric Ltd	31,688
Design Roofing & Sheet Metal Ltd	73,377
Dicks Lumber	229,341
DKC Digi Key Corp	43,988
DLA Piper Canada LLP	31,176
Dorset Realty Group Canada Ltd	51,982
Duncan Instruments Ltd	26,040
Durig, Nadia Pamela.	35,000
Dynamic Rescue Training Ltd	212,923
E B Horsman & Son Ltd	50,695
Eagle West Truck & Crane Inc	33,188
EBSCO Canada Ltd	28,034
Ecco Machinery	51,096
Ecocity Builders	43,190
Eco-Sol Environmental...	31,613
ECP International Education Inc	144,569
Electro Sonic Group Inc	26,982
Electro-Meters	56,220
Elemental Architecture and Interior	61,792
ELSEVIER	57,979
EMCO Corporation	167,372

SUPPLIER'S NAME	EXPENSES
Enterprise Paper Company Ltd	34,102
Esbe Scientific Industries Ltd	51,906
ESC Automation Inc	211,299
ESRI Canada	29,393
Fab-u-floors	30,188
Fasken Martineau DuMoulin LLP	84,891
Fasteel Industries Ltd	36,946
Festo Didactic Ltd	575,726
Fink Machine Inc	25,636
Finning (Canada)	283,702
Fisher Scientific	148,452
Fixturlaser Canada Inc	58,632
Follet Higher Education Group	43,606
Ford Credit Canada Limited	39,851
FortisBC	433,678
FPPEdUMedia	27,943
Fraser Health Authority	574,587
Free Daily News Group Inc	25,935
Fusion Cine	48,221
FVB ENERGY INC	49,980
G & K Services Canada Inc	31,234
G E Healthcare	47,040
G Trasolini Contractors Ltd	178,888
Gaumard Scientific Company	41,232
Genesis Integration	83,847
Geoffrey Crampton	66,523
Givex Canada Corp	26,498
Global Knowledge	28,082
Global Payments	212,990
Go2 Productions	176,445
Gobonfire.com	26,139
Google	208,595
Great Big Solutions Ltd	28,875
Gregg Distributors BC Ltd	105,728
GSP Inc. Global Sports Products	25,480
GTLLP-NAT-HAL	74,994
Guangson Consulting	47,923
Guard.me International Insurance	122,905
Guillevin International Inc	414,774
Harapnuik Consulting	46,116
Harris & Company	218,698
Health Insurance BC	2,617,931
Hebert, Caroline	59,200
Heritage Office Furnishings	548,739
Holmes & Brakel BC Inc	60,384

SUPPLIER'S NAME	EXPENSES
Homewood Health	48,631
Hooper Access and Privacy Consultin	29,578
HootSuite	52,818
Horizant, Inc	77,798
Horseshoe Press Inc	28,311
Hoskin Scientific Limited	31,409
Hydro-Quebec	172,463
I E E E	26,963
I P T Publishing & Training Ltd	39,611
ICBC	58,342
iCreative Services Inc	40,919
IEC Online GmbH	71,521
Image Group Inc	46,431
Image Group Inc	238,157
Impact Imaging	30,531
Imperial Parking Canada Corporation	212,630
Indigo Business Services Ltd	25,455
Industrial Alliance Insurance	54,194
Innovative Interfaces Canada Inc	34,720
Innovative Interfaces Global Limite	76,613
Innovative Machining & Design Ltd	29,680
Insite Information Systems Corporat	76,160
Insulation Industry Apprenticeship	85,035
Integrity-Paahi Solutions Inc	29,736
IntelliResponse Systems	44,453
Interior Health Authority	31,784
International Machinery	156,500
International SOS Canada Assistance	73,763
International Stage Lines	31,160
Ipsos Limited Partnership	43,470
Jarvis, Keith	26,038
Jean Campbell	44,361
Jeppesen Sanderson	40,245
Jiacheng Overseas Immigration and E	78,899
Jive Software	139,185
JJ Inotech Sales	25,833
JM Bean and Co. Ltd	39,240
John Wiley & Sons(Canada) Ltd	303,097
Jonathan Becker Web Marketing Ltd	27,407
Justice Institute of BC	344,817
K M S Tools & Equipment Ltd	76,711
K72 Inc	80,834
Kathy White Learning Systems	25,328
Keith Plumbing and Heating Ltd	111,975
Kincaid Holdings Ltd	2,243,150

SUPPLIER'S NAME	EXPENSES
KMS Tools and Equipment	30,005
Kone Inc	228,584
Kongsberg Maritime Simulation Inc	132,694
Konstant, Your Redirack Source	30,069
Lamar Advertising	74,537
Lamar Companies	29,077
LE Machine Services	55,737
Lenovo (Canada) Inc	61,178
Lex Engineering Ltd	83,736
Liane's Vancouver Homestay	49,251
Life Fitness	97,073
Life Technologies Inc	46,012
Lisa Southern	36,608
Login Brothers Canada	331,558
Long View Systems	1,056,170
Mack Kirk Roofing and Sheet Metal L	105,667
Macquarie Equipment Finance Ltd	1,992,689
Maglin Site Furniture	52,819
Manulife Financial Company	6,893,872
Mark's Work Wearhouse Ltd	46,157
MC3 Solutions Inc	143,704
McGill University	325,725
McGraw-Hill Ryerson Limited	442,768
McMaster-Carr	32,440
Meltwater News Canada, Inc	27,440
MHPM Project Managers Inc	91,087
Microserve Business Computer Servic	972,169
Microtech Video Systems Ltd	96,741
Minister of Finance	943,649
MIR3, Inc	29,245
Morneau Shepell Ltd	79,491
Mott Electric Ltd	54,014
MPS	45,687
NAPA Auto Parts	146,881
National Hydronics Ltd	140,847
National Project Management Inc	231,694
Natus Medical Inc	28,257
NCIX	43,109
Nebraska Book Company Inc	150,613
Nederman Canada	62,256
Nelson Education Ltd	576,475
Netlink Computers	47,272
Newark Element 14	36,956
Newcap Radio	28,245
Newcomp Analytics Inc.	75,028

SUPPLIER'S NAME	EXPENSES
NewComp Inc	55,608
Newcomp Solutions Inc	57,439
Nexus Intercambio Ltd	63,356
NHI Consulting	186,882
Nikon Canada Inc	33,457
NRC Finance	26,315
O'Hara, Daniel	48,400
Olympic Controls Inc	37,370
OMT Technologies Inc	52,324
One World Agency Inc	75,875
Orkin Canada Corporation	55,711
Oxford University Press	29,725
Pace Chemicals Ltd	28,944
Pacific Air Filter Ltd	34,284
Pacific Flying Club	975,300
Pacific Newspaper Group	99,099
Pacific Premiere Consulting Group	37,611
Pacific Western Paints Ltd	31,197
Paladin Security Group Ltd	2,874,579
Panglobal Training System	307,761
Pattison Outdoor Advertising	27,399
Paula Boddie & Associates Ltd	102,247
PAX Construction Ltd	708,651
PCL Constructors WestCoast Inc	7,311,213
Pearson Education Canada	1,522,812
Pension Corporation	14,952,621
PERI Formwork Systems Inc	31,815
Pinchin West Ltd	608,228
Pinnacle Food Equipment Services LL	28,000
Pinnacle Industries Ltd.	31,626
Pit Crew Management Consulting Serv	76,000
PJS Systems Inc	206,154
Polytechnics Canada	94,500
Post Secondary Employers Assoc	43,182
Power Pros Electrical Ltd	51,072
Praxair Products Inc	98,807
Predom Construction	55,136
Prime Engineering Ltd	976,539
Prism Engineering Ltd	31,883
Pro Tool	32,480
ProActive Hazmat and Environmental	29,579
Pro-Con Electrical Testing Ltd	63,551
Progressive Waste Solutions Canada	214,788
Projector Lamp Experts	73,477
ProQuest LLC	113,714

SUPPLIER'S NAME	EXPENSES
Providence Health Authority	104,172
Province of BC Debt Management Branch	1,147,380
Provincial Health Services Authorit	25,377
Purolator Courier Ltd	66,703
PWL Partnership Landscape Architect	28,922
Queen's Printer	152,233
R P Electronic Components Ltd	40,051
Raider-Hansen Inc	43,565
Receiver General	8,000,524
Refrigerative Supply	31,444
Riada Sales Inc	50,400
RICOH Canada Inc	446,560
Robert Hawk Enterprises	35,175
Rocky Point Engineering Ltd	45,206
Rogers	248,858
Ryerson University	26,350
Sameday Worldwide	30,858
Sasco Contractors Ltd	262,216
Scalar Decisions	214,025
Schat Harding	51,793
Schneider Electric Canada	352,118
School District No 23 Central Okana	28,000
School District No 35 Langley	48,279
Schoolhouse Products Inc	40,703
Scotia Bank	25,606
Scott Construction Group	116,127
Scott Special Projects Ltd	27,956
Server Technology	38,489
SES Consulting Inc	109,145
Seylers Electric Ltd	119,058
Shaw Cablesystems G P	25,036
Siemens Building Technologies Ltd	59,574
Siemens Canada Ltd	60,849
Simon Fraser University	351,886
SITECH Western Canada Solutions Ltd	1,124,636
Snap-On Tools Of Canada Ltd	85,200
Softchoice LP	34,871
Spears Sales & Service Ltd	67,262
Spicers Canada ULC	242,942
Staedtler-Mars Ltd	28,127
Stanley Access Technologies	46,614
Stanley Canada Corporation	45,080
Stanley Security Solutions	212,419
Stantec	793,105
Stantec Architecture Ltd	89,929

SUPPLIER'S NAME	EXPENSES
Staples	43,049
Still Creek Press	52,908
Stucco Doctor	29,628
Student Association	27,392
Succeed Solutions Inc.	55,854
Sudden Fun Recreation Equipment Ltd	32,445
Sudden Technologies	197,247
Sybertech Waste Reduction Ltd	33,874
Synachor Management Inc	65,776
Taylor & Francis Group LLC	50,221
Technique Office Furniture Ltd	62,654
Tekara Organizational Effectiveness	37,078
The Driving Force Inc	49,511
The Earnscliffe Strategy Group	81,900
The Home Depot	58,647
The Peake of Catering Ltd	119,828
The Pickford Group Ltd	31,223
Think Space	174,762
Thomas Skinner & Son Ltd	368,427
Torbram Electric Supply	42,566
Total Energy Systems Ltd	415,185
Trane British Columbia	316,220
Trane Canada	25,505
Tri-Mark Equipment Service	28,218
Tri-Mark Equipment Services	69,550
Uline	32,733
Unbound Medicine	53,198
Unisource Inc - Industrial	223,935
United Rentals	50,506
University of Alberta	70,800
University of British Columbia	89,857
University of New Brunswick	41,650
University of the Fraser Valley	105,120
University of Toronto	164,040
University of Waterloo	51,210
UPS CANADA	36,580
Van City Courier Logistic Services	58,142
Vancouver Autocolor Ltd	48,904
Vancouver Board of Trade	78,195
Vancouver Coastal Health Authority	236,473
Vancouver Fire & Radius Security	128,593
Vancouver International	74,722
Vancouver Island Health Authority	90,327
Vancouver Neolite Ltd	119,484
Vancouver Public Education Alliance	31,351

SUPPLIER'S NAME	EXPENSES
Vancouver Whitecaps FC	36,750
Vane Lawn & Garden Service	264,536
Viking Fire Protection Inc	63,142
VPAC Construction Group Ltd	85,803
VWR International Co	98,746
Warren Shepell Limited Partnership	47,463
Watson Advisors Inc	152,009
Wesco Distribution-Canada Inc	30,902
Westburne Electric Supply (BC) Ltd	177,912
Western Vancouver Island Industrial	43,478
Western Washington University	86,743
WestJet	65,504
Westpac Paper - Western Pacific Pap	44,366
West-Pro Plumbing Ltd	35,880
Willingdon Church	66,676
WMW Public Architecture + Communication Inc	28,513
Workplace Resource	25,072
Worksafe BC	361,725
Xibita	92,250
ZZ --- Accounts under \$25,000	9,052,263
	<u>122,755,818</u>

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

SCHEDULE OF SEVERANCE AGREEMENTS

FOR THE YEAR ENDED MARCH 31, 2016

EXHIBIT E

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF SEVERANCE AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2016

The number of agreements made during the 2015/16 fiscal year with employees excluded from coverage under collective agreements was 7.

The range of equivalent months' gross salaries represented by the severance agreements was 5 to 18 months.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

SCHEDULE OF DEBTS

FOR THE YEAR ENDED MARCH 31, 2016

EXHIBIT F

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

SCHEDULE OF DEBTS

FOR THE YEAR ENDED MARCH 31, 2016
(thousands of dollars)

Debentures:

Certificate Number	Maturity Date	Rate	Principal	Accumulated Sinking Fund	Balance 31-Mar-15	Annual Payment
BCITCDP	Sept 8, 2023	8.00%	12,888	4,494	12,888	1,031

Mortgage:

BC Immigrant Investment Fund	Aug 1, 2017	2.70%	46,193	-	48,153	3,238
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**Capital Lease
Obligations**

			18,838	-	16,790	2,698
			<u>77,919</u>	<u>4,494</u>	<u>77,831</u>	<u>6,967</u>

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2016
EXHIBIT G

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2016

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 2015/16 fiscal year was nil.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF FINANCIAL INFORMATION APPROVAL
FOR THE YEAR ENDED MARCH 31, 2016
EXHIBIT H


BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF FINANCIAL INFORMATION APPROVAL
FOR THE YEAR ENDED MARCH 31, 2016

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.



Jack Davidson
Chair of Board of Governors

Date



Lorcan O'Melinn
VP Administration and CFO

Date *Sep. 26/16.*