

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

FINANCIAL INFORMATION ACT RETURN

FOR THE YEAR ENDED MARCH 31, 2019

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
CONSOLIDATED FINANCIAL STATEMENTS AND OTHER FINANCIAL INFORMATION
AS AT MARCH 31, 2019

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FINANCIAL STATEMENTS

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Consolidated Financial Statements

British Columbia Institute of Technology

March 31, 2019

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BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY

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bcit.ca

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:

Handwritten signature of Kathy Kinloch in blue ink.

Ms. Kathy Kinloch
President

Handwritten signature of Lorcan O'Melinn in black ink.

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

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Opinion

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, 2019 and the consolidated statements of operations and accumulated surplus, remeasurement gains, changes in net debt and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements of the Institute for the year ended March 31, 2019 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.

Basis for Opinion

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

Emphasis of Matter

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.

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

Management is responsible for the preparation of these consolidated financial statements in accordance with 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.

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

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

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

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

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

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Institute's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Institute and the organizations it controls to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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



Vancouver, Canada
May 28, 2019

Chartered Professional Accountants

British Columbia Institute of Technology

Consolidated Statement of Financial Position

(in thousands of dollars)

March 31

2019

2018

Financial assets

Cash and cash equivalents	\$	93,070	\$	75,621
Accounts receivable (Note 3)		5,822		6,744
Inventories for resale		1,425		1,581
Due from government and other government organizations (Note 4)		14,177		8,250
Portfolio investments (Note 5)		9,120		8,813
Debt sinking funds (Note 6)		6,130		5,111
Investments in government business enterprises and partnerships (Note 7)		12,957		9,413
		<u>142,701</u>		<u>115,533</u>

Liabilities

Accounts payable and accrued liabilities (Note 8)		30,169		23,431
Due to government and other government organizations (Note 4)		5,385		5,217
Employee future benefits (Note 9)		26,916		25,819
Deferred tuition fees		38,909		30,447
Deferred revenue - other		6,516		6,376
Deferred contributions (Note 10)		29,646		26,988
Deferred capital contributions (Note 11)		251,428		226,510
Asset retirement obligation (Note 12)		18,778		17,309
Debt (Note 13)		56,570		56,822
Obligations under capital lease (Note 14)		21,087		19,687
		<u>485,404</u>		<u>438,606</u>
Net debt		<u>(342,703)</u>		<u>(323,073)</u>

Non-financial assets

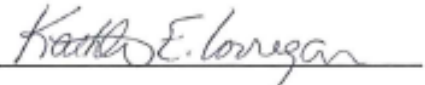

Tangible capital assets (Note 15)		445,096		418,050
Endowment investments (Note 5 and 16)		27,378		24,668
Inventories held for use		309		242
Prepaid expenses		746		839
		<u>473,529</u>		<u>443,799</u>

Accumulated surplus

	\$	130,826	\$	120,726
Accumulated surplus is comprised of:				
Accumulated operating surplus	\$	129,205	\$	118,681
Accumulated remeasurement gains		1,621		2,045
	\$	<u>130,826</u>	\$	<u>120,726</u>

Contingencies (Note 17)

On behalf of the Board


 Kathleen E. Lorange, Governor
 
 C. J. J. J., 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	2019	2018
Revenue			
Province of British Columbia grants	\$ 138,481	\$ 139,740	\$ 135,853
Government of Canada grants	-	155	177
Tuition fees	117,334	131,463	122,249
Sales and ancillary revenue	12,378	12,762	13,000
Industry services	10,687	11,842	10,018
Facilities rental, cost recoveries and other income	7,272	6,953	6,064
Investment income	2,050	4,291	3,425
Gifts and donations	1,317	2,060	2,215
Income from government business enterprises and partnerships (Note 7)	-	3,576	3,893
Amortization of deferred contributions (Note 10)	13,625	15,562	14,788
Amortization of deferred capital contributions (Note 11)	12,209	12,713	13,080
	<u>315,353</u>	<u>341,117</u>	<u>324,762</u>
Expenses (Note 20)			
Academic and student support	46,216	47,343	45,337
Administrative support	55,129	57,726	56,108
Ancillary	9,683	12,145	12,123
Instruction	195,778	202,967	189,746
Externally funded and related entities	8,547	12,968	14,570
	<u>315,353</u>	<u>333,149</u>	<u>317,884</u>
Operating surplus before endowment contributions	-	7,968	6,878
Endowment contributions	-	2,710	743
Operating surplus	<u>\$ -</u>	<u>10,678</u>	<u>7,621</u>
Accumulated operating surplus, beginning of year		118,681	111,060
Transitional adjustment to IFRS 9 (Note 7)		<u>(154)</u>	<u>-</u>
Accumulated operating surplus, end of year		<u>\$ 129,205</u>	<u>\$ 118,681</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	2019	2018
Government business enterprises and partnerships		
Transitional adjustment to IFRS 9 (Note 7)	\$ 154	\$ -
Other comprehensive income for the year	-	31
Unrealized losses	(161)	(451)
Realized losses on investment, reclassified to statement of operations	<u>(417)</u>	<u>(231)</u>
Net remeasurement losses	(424)	(651)
Accumulated remeasurement gains, beginning of year	<u>2,045</u>	<u>2,696</u>
Accumulated remeasurement gains, end of year	<u>\$ 1,621</u>	<u>\$ 2,045</u>

British Columbia Institute of Technology

Consolidated Statement of Changes in Net Debt

(in thousands of dollars)

Year ended March 31	Budget	2019	2018
Operating surplus	\$ -	\$ 10,678	\$ 7,621
Additions of tangible capital assets	(53,000)	(55,336)	(45,149)
Amortization of tangible capital assets	27,180	27,224	26,036
Loss on disposition of tangible capital assets	-	1,066	253
	(25,820)	(27,046)	(18,860)
Additions of endowment investments	-	(2,710)	(743)
Change in inventories held for use	-	(67)	(72)
Change in prepaid expenses	-	93	(310)
	-	(2,684)	(1,125)
Net remeasurement losses	-	(578)	(651)
Increase in net debt	\$ (25,820)	(19,630)	(13,015)
Net debt, beginning of year		(323,073)	(310,058)
Net debt, end of year		\$ (342,703)	\$ (323,073)

British Columbia Institute of Technology

Consolidated Statement of Cash Flows

(in thousands of dollars)

Year ended March 31

2019

2018

Cash provided by (used in):

Operating

Operating surplus	\$ 10,678	\$ 7,621
Items not involving cash		
Income from government business enterprises and partnerships	(3,576)	(3,893)
Amortization of tangible capital assets	27,224	26,036
Employee future benefits	1,097	1,614
Asset retirement obligation accretion expense	520	521
Loss on disposition of tangible capital assets	1,066	253
Amortization of deferred contributions		
Capital	(12,713)	(13,080)
Other externally restricted funds	(15,562)	(14,788)

8,734 4,284

Change in non-cash working capital items (Note 18) 10,685 4,662

19,419 8,946

Capital

Purchases of tangible capital assets	(49,294)	(41,287)
Asset retirement obligation liabilities settled	(273)	(480)
	<u>(49,567)</u>	<u>(41,767)</u>

Investing

Changes in investments, net	(3,595)	(1,742)
Contribution from government business enterprises and partnerships	32	14,124
	<u>(3,563)</u>	<u>12,382</u>

Financing

Capital contributions received	37,631	26,267
Other contributions received	18,220	18,278
Debt sinking funds	(1,019)	(315)
Capital lease payments	(3,420)	(4,082)
Debt repayments	(252)	(246)
	<u>51,160</u>	<u>39,902</u>

Net increase in cash and cash equivalents 17,449 19,463

Cash and cash equivalents, beginning of year 75,621 56,158

Cash and cash equivalents, end of year \$ 93,070 \$ 75,621

Supplemental cash flow information (Note 18)

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

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, 2019

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, is incorporated under the Societies 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. 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, 2019

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, 2019

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.

Liability for contaminated sites

Contaminated sites are a result of contamination being introduced into air, soil, water or sediment of a chemical, organic or radioactive material or live organism that exceeds an environmental standard. The liability is recorded net of any expected recoveries. A liability for remediation of contaminated sites is recognized when a site is not in productive use all the following criteria are met:

- an environmental standard exists;
- contamination exceeds the environmental standard;
- the Institute:
 - is directly responsible; or
 - accepts responsibility;
- it is expected that future economic benefits will be given up; and
- a reasonable estimate of the amount can be made.

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

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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

2. Summary of significant accounting policies (continued)

Revenue recognition (continued)

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.
- (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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

2. Summary of significant accounting policies (continued)

Financial instruments (continued)

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.

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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

2. Summary of significant accounting policies (continued)

Budget figures

Budget figures have been provided for comparative purposes and have been derived from the 2018/2019 Fiscal Plan approved by the Board of Governors of the Institute on March 20, 2018.

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.

3. Accounts receivable	<u>2019</u>	<u>2018</u>
Student	\$ 3,099	\$ 3,982
Trade and other	3,098	3,137
Allowance for doubtful accounts	<u>(375)</u>	<u>(375)</u>
	<u>\$ 5,822</u>	<u>\$ 6,744</u>

4. Balances with government and other government organizations

Due from government and other government organizations

	<u>2019</u>	<u>2018</u>
Federal government	\$ 766	\$ 920
Provincial government	12,332	768
Other government organizations	1,079	162
Great Northern Way Campus Trust - promissory note	-	6,400
	<u>\$ 14,177</u>	<u>\$ 8,250</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

4. Balances with government and other government organizations (continued)

Due to government and other government organizations

	<u>2019</u>	<u>2018</u>
Federal government	\$ 1,111	\$ 1,033
Provincial government	3,291	3,151
Other government organizations	<u>983</u>	<u>1,033</u>
	<u>\$ 5,385</u>	<u>\$ 5,217</u>

5. Investments

Investments consist of:

	<u>2019</u>	<u>2018</u>
Portfolio investments	\$ 9,120	\$ 8,813
Endowment investments	<u>27,378</u>	<u>24,668</u>
	<u>\$ 36,498</u>	<u>\$ 33,481</u>

The underlying investments consist of:

		<u>2019</u>	<u>2018</u>
	<u>Fair value hierarchy level</u>		
Equities	Level 1	\$ 15,882	\$ 16,461
Cash and cash equivalents	Level 1	2,917	1,503
Fixed income	Level 2	<u>17,699</u>	<u>15,517</u>
		<u>\$ 36,498</u>	<u>\$ 33,481</u>
Historical cost		<u>\$ 35,082</u>	<u>\$ 31,511</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

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:

2020	\$	788
2021		788
2022		788
2023		788
2024		788
Thereafter		<u>12,816</u>
	<u>\$</u>	<u>16,756</u>

7. Investments in government business enterprises and partnerships

	Balance, beginning of year	Net contributions	Net earnings	Balance, end of year
Investment in Trust	\$ 9,065	\$ (32)	\$ 3,574	\$ 12,607
Investment in TTA	348	-	2	350
	<u>\$ 9,413</u>	<u>\$ (32)</u>	<u>\$ 3,576</u>	<u>\$ 12,957</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

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

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

Great Northern Way Campus Trust

Statement of financial position	25% share 2019	25% share 2018
Total assets	\$ 15,452	\$ 16,980
Total liabilities	<u>2,845</u>	<u>7,915</u>
Equity	<u>\$ 12,607</u>	<u>\$ 9,065</u>
Statement of operations	2019	2018
Revenue	\$ 6,504	\$ 9,785
Expenses	(2,910)	(5,897)
Unrealized loss on investment	<u>(20)</u>	<u>-</u>
Net earnings	3,574	3,888
Other comprehensive income	<u>-</u>	<u>31</u>
Net earnings and comprehensive income	<u>\$ 3,574</u>	<u>\$ 3,919</u>

Total liabilities include \$195 (2018 - \$162) payable to the Institute.

During the year, the Trust adopted IFRS 9, Financial Instruments. The impact of the changes resulting from this standard is that gains and losses from investments are presented in net earnings of the Trust as opposed to other comprehensive income. The impact of these changes has been reflected in the statement of remeasurement gains and opening accumulated operating surplus.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

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

TTA Technology Training Associates Ltd.

	<u>2019</u>	<u>2018</u>
Statement of financial position		
Total assets	\$ 472	\$ 502
Total liabilities	<u>122</u>	<u>154</u>
Equity	<u>\$ 350</u>	<u>\$ 348</u>
Statement of operations		
Revenue	\$ 785	\$ 948
Expenses	<u>(782)</u>	<u>(942)</u>
Earnings before income taxes	3	6
Income taxes	<u>1</u>	<u>1</u>
Net earnings	<u>\$ 2</u>	<u>\$ 5</u>

Revenue includes \$139 (2018 - \$186) of project fees and project expense recoveries from the Institute.

8. Accounts payable and accrued liabilities	<u>2019</u>	<u>2018</u>
Trade payables	\$ 8,688	\$ 6,367
Salaries and benefits payable	10,413	9,168
Held for external agencies	6,363	3,699
Other	<u>4,705</u>	<u>4,197</u>
	<u>\$ 30,169</u>	<u>\$ 23,431</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

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, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits provided are based on a formula. As at August 31, 2018, the College Pension Plan has about 14,000 active members, and approximately 8,000 retired members. As at December 31, 2017, the Municipal Pension Plan has about 197,000 active members, including approximately 6,000 from colleges.

The most recent actuarial valuation for the College Pension Plan as at August 31, 2015, indicated a \$67 million surplus for basic pension benefits. The next valuation for the College Pension Plan will be as at August 31, 2018, with results available in 2019. The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2015, indicated a \$2,224 million funding surplus for basic pension benefits. As a result of the 2015 basic account actuarial valuation surplus and pursuant to the joint trustee agreement, \$1,927 million was transferred to the rate stabilization account and \$297 million of the surplus ensured the required contribution rates remained unchanged. The next valuation for the Municipal Pension Plan will be as at December 31, 2018, with results available in 2019.

Employers participating in the plans record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plans record accrued liabilities and accrued assets for the plans in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plans.

The Institute paid \$16,253 for employer contributions to the plan in fiscal 2019 (2018 - \$15,929).

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, 2019.

Information about these employee future benefits is as follows:

	<u>2019</u>	<u>2018</u>
Accrued benefit obligation	\$ 21,821	\$ 23,722
Fair value of plan assets	-	-
Funded status	(21,821)	(23,722)
Balance of unamortized amounts	<u>(3,361)</u>	<u>(203)</u>
Accrued benefit liability	(25,182)	(23,925)
Employer's share of benefits (EI, CPP, pension)	<u>(1,734)</u>	<u>(1,894)</u>
Total liability	<u>\$ (26,916)</u>	<u>\$ (25,819)</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

9. Pension plans and employee future benefits (continued)

Components of net benefit expense	2019	2018
Service cost	\$ 1,346	\$ 1,360
Interest cost	637	530
Long-term disability experience	(1)	72
Amortization of net actuarial (gain) loss	(41)	2
Net benefit expense	\$ 1,941	\$ 1,964

The significant assumptions used are as follows:

	2019	2018
Accrued benefit obligations as of March 31		
Discount rate	2.4%	2.8%
Benefit cost for year ended March 31		
Discount rate	2.5%	2.2%
Assumed health care cost trend rates at March 31	4.0% - 6.2%	4.5% - 6.3%

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.

	2019	2018
Balance, beginning of year	\$ 26,988	\$ 23,498
Add contributions received during the year relating to future periods	18,220	18,278
Less amounts recognized as revenue	(15,562)	(14,788)
Balance, end of year	\$ 29,646	\$ 26,988

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

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>2019</u>	<u>2018</u>
Balance, beginning of year	\$ 226,510	\$ 213,323
Add contributions received during the year	37,631	26,267
Less amounts amortized to revenue	<u>(12,713)</u>	<u>(13,080)</u>
Balance, end of year	<u>\$ 251,428</u>	<u>\$ 226,510</u>

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

	<u>2019</u>	<u>2018</u>
Unamortized capital contributions used to purchase assets	\$ 250,512	\$ 226,772
Unspent (overspent) capital funding	<u>916</u>	<u>(262)</u>
	<u>\$ 251,428</u>	<u>\$ 226,510</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>2019</u>	<u>2018</u>
Balance, beginning of year	\$ 17,309	\$ 16,392
Add accretion expense	520	521
Add adjustment for change in discount rate	1,222	876
Less liabilities settled	<u>(273)</u>	<u>(480)</u>
Balance, end of year	<u>\$ 18,778</u>	<u>\$ 17,309</u>

The accretion expense is included in interest expense. The undiscounted estimated cash flows required to settle the obligation are approximately \$20,597 to be paid during the fiscal years 2020 to 2070. The estimated cash flows were discounted using the credit-adjusted risk-free rates of 2.70% (2018 - 3.00%).

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

13. Debt	2019	2018
Province of British Columbia, 8% bond, due September 2023 (i)	\$ 12,888	\$ 12,888
Province of British Columbia, 4.3% bond, due June 2042 (i)	32,189	32,189
Province of British Columbia, 1.95% promissory note, due August 2019 (ii)	5,055	5,054
	50,132	50,131
Province of British Columbia, 4.3% bond, premium payable (iii)	6,438	6,691
	\$ 56,570	\$ 56,822

(i) 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 bonds at maturity (Note 6). The bonds are unsecured.

(ii) Principal and interest payments are due on maturity in August 2019.

(iii) The bond premium is being amortized based upon the effective interest method.

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

	Province of British Columbia 1.95% promissory note	Province of British Columbia 4.3% bond	Province of British Columbia 8% bond	Total
2020	\$ 5,055	\$ -	\$ -	\$ 5,055
2021	-	-	-	-
2022	-	-	-	-
2023	-	-	-	-
2024	-	-	12,888	12,888
Thereafter	-	32,189	-	32,189
	\$ 5,055	\$ 32,189	\$ 12,888	\$ 50,132

Interest expense on debt is \$2,793 (2018 - \$2,912).

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

14. Obligations under leases

Capital leases

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

2020	\$	3,775
2021		2,685
2022		2,178
2023		1,063
2024		812
Thereafter		<u>21,003</u>
		31,516
Less interest at rates from 2.0% to 5.5%		<u>10,429</u>
Present value of minimum lease payments	\$	<u>21,087</u>

Interest expense on capital leases is \$933 (2018 - \$1,125).

Operating leases

The Institute has entered into operating leases for land.

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

2020	\$	247
2021		255
2022		255
2023		255
2024		255
Thereafter		<u>6,590</u>
	\$	<u>7,857</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

15. Tangible capital assets

Cost	<u>2018</u>	<u>Additions</u>	<u>Disposals</u>	<u>2019</u>
Land	\$ 44,808	\$ -	\$ -	\$ 44,808
Buildings, leasehold improvements and capital projects / renovations	488,113	13,433	-	501,546
Buildings under capital lease	15,295	-	-	15,295
Furniture and equipment	136,774	7,821	(6,155)	138,440
Computer hardware and software	33,788	5,652	(2,694)	36,746
Equipment under capital lease	11,309	4,820	(1,619)	14,510
Library holdings	3,377	166	(424)	3,119
Construction in process	19,758	23,444	-	43,202
	<u>\$ 753,222</u>	<u>\$ 55,336</u>	<u>\$ (10,892)</u>	<u>\$ 797,666</u>

Accumulated amortization

	<u>2018</u>	<u>Amortization</u>	<u>Accumulated amortization on disposals</u>	<u>2019</u>
Land	\$ -	\$ -	\$ -	\$ -
Buildings, leasehold improvements and capital projects / renovations	189,728	15,623	-	205,351
Buildings under capital lease	1,863	505	-	2,368
Furniture and equipment	107,619	5,382	(5,875)	107,126
Computer hardware and software	25,956	2,990	(2,015)	26,931
Equipment under capital lease	8,052	2,431	(1,512)	8,971
Library holdings	1,954	293	(424)	1,823
	<u>\$ 335,172</u>	<u>\$ 27,224</u>	<u>\$ (9,826)</u>	<u>\$ 352,570</u>

Net book value

	<u>2019</u>	<u>2018</u>
Land	\$ 44,808	\$ 44,808
Buildings, leasehold improvements and capital projects/renovations	296,195	298,385
Buildings under capital lease	12,927	13,432
Furniture and equipment	31,314	29,155
Computer hardware and software	9,815	7,832
Equipment under capital lease	5,539	3,257
Library holdings	1,296	1,423
Construction in process	43,202	19,758
	<u>\$ 445,096</u>	<u>\$ 418,050</u>

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

16. Endowments

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

	<u>2019</u>	<u>2018</u>
Balance, beginning of year	\$ 24,668	\$ 23,925
Contributions received during the year	<u>2,710</u>	<u>743</u>
Balance, end of year	<u>\$ 27,378</u>	<u>\$ 24,668</u>

17. Contingencies

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

18. Supplemental cash flow information	<u>2019</u>	<u>2018</u>
Change in non-cash working capital items		
Accounts receivable	\$ 922	\$ (1,579)
Inventories	89	186
Prepaid expenses	93	(310)
Due from government and other government organizations	(5,927)	(444)
Accounts payable and accrued liabilities	6,738	5,119
Due to government and other government organizations	168	297
Deferred tuition fees	8,462	1,262
Deferred revenue - other	<u>140</u>	<u>131</u>
	<u>\$ 10,685</u>	<u>\$ 4,662</u>

Non-cash transactions

Receipt of donated capital assets	\$ 382	\$ 2,184
Buildings and equipment under capital lease	4,820	2,986
(Decrease) increase in asset retirement obligation and capital assets	1,222	876

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

19. Financial instruments

Fair value

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

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

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

Risk management

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

Credit risk

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

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

As at March 31, 2019, accounts receivable is comprised of:

	<u>Under 90 days</u>	<u>Over 90 days</u>	<u>Total</u>
Student	\$ 3,066	\$ 33	\$ 3,099
Trade and other	2,654	444	3,098
Allowance for doubtful accounts	<u>(285)</u>	<u>(90)</u>	<u>(375)</u>
	<u>\$ 5,435</u>	<u>\$ 387</u>	<u>\$ 5,822</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.

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

19. Financial instruments (continued)

Risk management (continued)

Foreign currency risk

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

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

Liquidity risk

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

The Institute manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated investing and financing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due.

20. Expenses by object	2019	2018
Salaries and wages	\$ 181,956	\$ 171,345
Employee benefits	37,289	36,350
Amortization of tangible capital assets	27,224	26,036
Supplies and general	18,095	17,442
Fees for service	18,000	15,218
Repairs and maintenance	17,835	18,890
Utilities and taxes	6,155	6,107
Cost of sales	4,893	4,897
Student awards	4,357	4,301
Training and travel	4,114	3,800
Interest	3,727	4,037
Printing and advertising	2,608	2,950
Promotional and catering	2,239	1,918
Contractual professional development	1,890	1,863
Equipment and facilities leases	1,220	1,029
Telecommunications	1,008	966
Banking and insurance	465	404
Official functions	74	331
	\$ 333,149	\$ 317,884

British Columbia Institute of Technology

Notes to the Consolidated Financial Statements

(in thousands of dollars)

March 31, 2019

21. Related party transactions

The Institute is related through common ownership to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities, and crown corporations. Transactions with these entities, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

The Institute administers funds on behalf of British Columbia Council of Admissions and Transfer (BCCAT) and other external agencies. Included in other accounts payable is \$6,363 (2018 - \$3,699).

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, 2019

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, 2019

PAYMENTS

Employees' Remuneration	Exhibit B	\$ 181,726,006
Employees' Expenses	Exhibit B	3,734,017
Board of Governors, Remuneration	Exhibit C	24,472
Board of Governors, Expenses	Exhibit C	4,873
Accounts Paid	Exhibit D	<u>170,037,228</u>
		355,526,596

ITEMS NOT INCLUDED IN PAYMENT AMOUNTS

Changes in Accrued Liabilities	\$ 707,255
Changes in Inventories	89,584
Student Awards	4,357,106
Subsidiary Expenditure	197,906
Capital Expenditure	(55,336,000)
Amortization	27,224,354
Donated Equipment Expensed	381,939
	<u>(22,377,856)</u>

TOTAL OF EXPENDITURE PER STATEMENT
OF OPERATIONS

<u>\$ 333,148,740</u>
333,148,740
\$ 0

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF EMPLOYEES' REMUNERATION AND EXPENSES
FOR THE YEAR ENDED MARCH 31, 2019
EXHIBIT B

NAME	SALARY*	EXPENSES
Abdel-Hai, Mahmoud	140,611	-
Abdulla, Aman I	155,842	-
Abulaban, Hiam	82,660	568
Achtemichuk, Jonathan L	93,334	8,041
Aguilar, Imelda A	97,509	2,713
Ahmed, Muhammad J	102,996	6,520
Aibin, Michal	77,664	10,937
Akers, John	83,164	-
Albino, Patricia L	91,228	-
Albright, James E	160,993	6,967
Alderman, Daniel C	97,985	-
Aldulea, Cristina L	94,631	3,847
Alemi, Mohammad	81,286	798
Allardyce, Mark	96,590	-
Allen, Lisa	103,619	4,200
Alphonso, Myles	103,866	-
Ambrose, Catherine A	83,217	4,356
Amintabar, Amirhasan	86,289	524
Amiraslany, Mina	94,631	1,465
Amlani, Meena M	97,966	11,716
Amos, Bill	94,030	1,403
Anand, Kishore	80,834	-
Anderson, Earl	96,927	7,893
Anderson, Eric M	98,903	5,510
Andic, Slobodan M	94,142	2,674
Andrews, Myra	119,173	-
Anselmo, Francine	93,431	1,654
Anthony, Bruce	104,238	5,476
Arcega, Victor	100,694	481
Argo, Brent J	79,798	1,488
Armstrong, James R	108,921	5,772
Arntsen, Erik P	93,118	2,633
Arreola, Marte A	118,028	3,066
Arsenault, Justine E	77,234	14,941
Ashley, Ken I	107,679	5,449
Askari, Vahid	103,057	2,631
Atha, Joanne	89,640	-
Au, Elsie S	101,602	7,461
Avila, Victor H	79,343	1,444
Azmitia, Juan J	120,852	10,244
Bachrich, Simon L	99,179	390
Baldry, Janice	150,578	3
Baldwin, Kevin J	96,757	-
Bao, Steven	144,992	6,423
Barclay-Estrup, Kirsty	88,806	-
Barrett, Nadine E	118,733	1,956

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

NAME	SALARY*	EXPENSES
Barrett-Jones, Bobbi	84,218	2,509
Barroetavena, Laura	119,354	8,138
Bartz, James T	96,381	163
Baumert, Michael E	97,978	1,395
Baxter, Matt W	109,807	-
Bayles, Clarke	84,992	-
Bayliss, Richard	109,206	705
Beatson, Rodger P	94,813	4,642
Beatty, Cheryl L	94,561	-
Beauchamp, Michelle A	93,556	-
Beaupre, Denise	94,631	4,315
Becker, Lori	151,455	7,929
Bednarz, Mike	94,631	2,017
Beketa, Richard	100,002	15,590
Bell, Brandon S	88,665	-
Bell, Laurence	96,381	-
Beresford, Peter	90,532	79
Berg, Denise	102,681	3,124
Berladyn, Jim	93,981	2,903
Berry, Helene A	75,698	-
Berry, Joffre	107,041	4,927
Beveridge, Lynda M	97,529	1,983
Beyenir, Serhat	96,381	-
Bhagat, Percy G	85,569	46
Bielenberg, Jan	77,931	419
Billing, Laura	99,627	626
Binns, Dawn-Marie	97,978	9,381
Bird, Geoffrey C	100,122	1,679
Blaison, Yves	91,949	-
Bloemink, Jeffrey M	95,851	5,112
Boehm, Jochen	94,631	455
Bonci, Gheorghe D	94,687	5,983
Booth, James	96,821	-
Borisoff, Jaimie	119,978	848
Borman, Pamela J	99,234	-
Bortignon, Roger	103,472	250
Boskovic, Sanja	112,676	8,852
Boucher, Taurra R	123,659	1,027
Bourke, Eamonn	110,213	558
Bourke, Heather L	82,394	5,572
Bourke, William M	97,978	3,905
Bouthot, Timothy W	89,876	-
Bower, Robert D	94,631	2,315
Bowman, Donald J	96,381	-
Boyd, Dave	102,505	-
Boyd, Joseph	94,631	792

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

NAME	SALARY*	EXPENSES
Boyd, Lori A	76,892	7,226
Brander, Lin	94,631	7,094
Braun, Robert D	101,599	2,479
Bredell, Pierre	86,547	2,385
Bremner, Tamara	90,986	3,925
Brennan, Noel	120,787	1,704
Brenner, Daniel G	93,981	-
Brett, Jason A	96,381	68
Brewer, James P	132,249	3,653
Bridge, Michele	99,337	936
Bringeland, Dawne C	83,977	-
Brown, Geoff A	102,905	-
Brown, Paula N	158,967	68,695
Bryant, Michael J	97,647	1,151
Buckley, Brian	133,959	30,848
Buerk, Greg	100,020	8,611
Burgess, Susan M	142,166	620
Burleigh, Peter	96,381	-
Burlock, Clarence	140,615	950
Bushnell, Judy	94,631	1,794
But, Ivan Tak Chung	86,854	9,575
Cahill, Cheryl M	103,301	5,600
Cai, James J	121,373	5,324
Cairns, Kim P	78,477	2,733
Calder, Alistair L	77,584	7,749
Calvert, Denise L	106,404	3,097
Carde, Terri	85,185	1,373
Cardiff, Treena C	107,764	2,892
Caron, Andre J	96,177	11,313
Carrese, Gino	111,965	-
Carson, Timothy	120,010	10,322
Casas, Eduardo F	100,606	-
Catt, Daniel J	109,254	8,837
Celli, Domenico	92,090	2,514
Chacon, Erick A	87,992	-
Chan, Angeline	97,377	7,824
Chan, Anthony Y	103,596	6,718
Chan, Colin H	90,848	4,941
Chan, Colleen C	94,631	3,202
Chan, David K	82,586	1,807
Chander, Harmesh L	105,899	5,955
Chandler, David	96,381	-
Chang, Liou Chun	80,141	1,928
Chapin, Nathaniel V	116,002	3,118
Charbula, Michael	105,099	301
Chavoshi Jolfaee, Simin Sadat	117,495	1,384

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

NAME	SALARY*	EXPENSES
Chen, David J	96,254	60
Chen, Xiaofeng	82,573	1,490
Chester, Richard A	99,302	3,693
Cheung, Joseph	99,829	8,330
Chiang, Te Hsin	75,031	6,874
Chiarello, Mark S	115,007	17,322
Chiu, Jonathan	98,015	4,149
Chong, Kenneth	94,071	473
Chong, Phyllis L	76,690	26
Choo, Yap Yin	105,220	4,455
Chou, Hobert	83,949	1,267
Chouinard, Nancy T	88,169	7,052
Chu, Lisa W	156,661	23,319
Churchill, Sheila J	104,159	504
Cichon, Frank H	114,396	4,099
Cioata, Stefan	110,096	2,922
Clark, Connie E	76,162	8,077
Clark, Heather J	95,461	1,827
Clarke Roe, Lorraine	112,649	5,277
Clement, Daniel J	126,276	5,552
Cliff, Andrew	76,418	2,747
Cobban, Katherine A	113,136	6,600
Coburn, Grant	93,155	-
Cockburn, Kimberly	78,377	450
Collins, Giselle	110,702	5,427
Collins, Lisa	87,357	25,843
Collins, Robert W	99,630	-
Connelly, Maureen R	97,978	-
Conroy, Donna L	100,354	1,545
Cook, Jeremy A	76,008	2,260
Cordua-von Specht, Winona	116,550	351
Correll, Ronald J	104,325	-
Cortese, Joseph M	100,647	5,107
Cottini, Carmen G	81,244	5,337
Courchesne, Leslie M	134,006	18,194
Cowan, Craig S	83,496	-
Cox, Neil B	81,590	6,790
Crandlemire, Lynn A	83,059	7,227
Crawford, Deborah E	113,900	678
Crema, Erika	94,030	1,793
Cresswell, David	148,550	1,266
Crozier, Vincent	95,461	8,055
Cudihee, Kevin	106,384	92
Culham, Shaun	102,699	-
Currie, Michael J	101,830	4,814
Dabell, Joanne L	87,348	112

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

NAME	SALARY*	EXPENSES
Daeizadeh, Ali	83,993	7,136
Dale, Mark	181,242	7,639
Damian, Daniel C	88,981	-
Dargahi, Farnaz	91,686	314
Darnell, Jesse C	88,729	2,878
Davis, Charles E	96,381	-
Davis, Petra A	92,231	2,196
Dawson, Leelah	176,901	7,877
Day, Robin	141,229	2,244
De Azevedo, Jonas A	96,381	-
de Souza, Alaric R	104,212	1,405
De Zen, Raimonda	141,733	1,781
Dehaan, Jean	81,019	-
Dehghani Estarki, Maryam	86,115	-
Delibalta, Fabienne D	108,118	198
Delorme, Robert	94,631	-
Deol, Rajen S	92,710	2,336
Deroche, Mark	108,469	3,052
Desabrais, Steven A	77,678	119
DesRosiers, Sarah	85,288	8,758
Devic, Adisa	83,305	1,919
Devlin, Deacon J	117,163	12
Devos, Nathan J	83,497	4,852
deVries, Raymond J	85,993	-
Dewhurst, Jeffrey S	102,955	-
Dezvareh, Siavash	75,113	2,339
Dhungana, Alok	83,502	2,486
Di Marco, Carmine	96,263	6,566
Di Spirito, Frank	108,213	3,856
Dian, Farzin John	107,491	1,277
D'Ilio, Adrianna	94,631	7,650
Diopita, Ritchie A	102,225	719
Dixon, Scott	75,296	1,942
D'Mello, Louis	95,840	-
Doad, Harbans	96,381	89
Dorn, Wilhelm P	92,354	1,897
Dorocicz, Irene	88,052	-
Dotto, Kim	183,664	13,720
Downey, Ryan P	96,381	-
Doyle, James	96,381	-
Draper, Danny S	80,901	3,158
Dudnyk, Iryna	106,319	-
Dueck, Sarah E	76,513	96
Duffey, Patrick	102,870	-
Dunbar, Rodney	90,604	-
Dunn, Brent R	134,006	3,402

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

NAME	SALARY*	EXPENSES
Dunn, David	121,132	5,331
Dunn, Sarah A	109,554	5,529
Dunphy, Kevin	94,631	-
Dyck, Jeff	106,354	13,438
Dymond, John	105,102	11,631
Edmunds, Bethany	106,843	5,403
Edmunds, Timothy T	84,704	-
Edwards, Bernadette T	130,021	1,375
Edwards, Carol	94,631	4,084
Einarsson, Susan M	109,399	-
Elder, Stephen	102,119	13,716
Elgert, William V	97,811	-
Eliades, Carly B	77,351	3,161
Eliassen, Noah	93,503	-
Elliott, Glen D	81,424	-
Ellis, Guy B	181,242	18,327
Elmasry, Medhat	114,338	14,456
Emes, Allan	97,666	-
Emmett, Cheryl	78,104	2,338
Eng, Eugene J	96,381	2,520
Epp, Heather C	80,621	3,446
Erho, Gregory A	98,025	2,356
Erickson, Lynn C	97,978	1,933
Etkin, Alan	87,612	10,504
Evans, Connie J	97,978	15,415
Ewald, Thorsten	98,606	1,743
Fajardo, Edward R	121,649	9,221
Farhangi, Hassan	144,992	11,085
Farquhar, Vincent P	92,231	6,319
Faruki, Mubasher	121,373	27,619
Felardeau, Barry F	86,470	-
Feldstein, Jaimee	92,210	16,715
Fell, Amy R	95,883	3,904
Feng, Fengtian	85,524	7,669
Fenrich, Peter J	125,631	15,202
Fentie, Lorraine	79,823	17,888
Ferguson, Arron	114,145	12,061
Ferrier, Malcolm	97,978	1,892
Ferrinho, Ana M	96,281	7,873
Ferros, Scott	85,347	807
Figner, Jennifer L	123,769	682
Findlay, Judy	94,631	6,321
Fine, Brenda	93,431	-
Fingler, Ian D	94,631	489
Finn, Steve	100,599	2,444
Fiore, Pasquale	87,331	4,799

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NAME	SALARY*	EXPENSES
Flinn, Chad H	122,075	669
Flynn, Mark	112,687	2,561
Foley, Vincent	115,813	-
Fong, June	98,044	2,329
Fong, Rosamaria	91,567	3,703
Forcier, Andre M	79,793	6,212
Ford, Andrea C	94,631	3,707
Forman, Bryan	98,637	-
Forsyth, Robert B	93,993	-
Fourie, Johan G	104,318	-
Fowler, Paul R	112,857	-
Fox, Nicholas G	139,782	-
Foy, Julia D	90,884	8,474
Francois, Patrick G	78,684	-
Freeburn, Joe	104,867	22,541
Friday, Kelly	97,099	348
Friedrich Fong, Carol	97,392	6,474
Friesen, Erin N	106,933	3,879
Fromm, Zuzana	124,006	1,160
Fry, Eric	113,953	751
Fung, Eddy	130,355	2,313
Gale, Roger	112,866	-
Galli, Michael	113,733	38,851
Galway, Robert S	89,374	5,375
Gardiner, Christopher	79,778	-
Garic-Komnenic, Sanja	94,631	2,907
Gatchalian, Gerald F	83,346	7,359
Gaudet, Jacqueline	97,377	6,866
German, Martin	100,584	3,961
Gessaroli, Jerome	96,549	1,883
Ghaffari, Farzan	94,631	-
Ghomari, Tamara	85,347	-
Giassa, Arthur M	96,381	-
Gibson, Judith P	80,862	998
Gibson, Robin	104,240	200
Giffen, Brian	94,631	-
Gill, Balbir	106,472	11,120
Gill, Kam	89,521	907
Gill, Manpreet	81,727	1,818
Gilles, Stephen William	87,372	25,475
Gillespie, Mary	77,243	4,004
Gilman, Lorraine	96,287	-
Giltrow, Mark	106,160	-
Gnoato, Teresa L	98,899	2,098
Golder, Katherine J	95,378	1,716
Goldlist, Amy R	76,476	10,579

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

NAME	SALARY*	EXPENSES
Goodall, Carolyn	85,702	2,643
Goodnough, Jason	103,439	647
Gordon, Joseph T	144,181	2,813
Gowans, Lisa A	81,024	6,309
Grace, Deirdre A	81,848	3,909
Gracias, Marian	94,631	1,208
Graham, Glenn W	141,776	280
Grant, Laurie	96,311	-
Green, Thomas M	105,616	-
Gresat, Chris	110,988	-
Griffin, Catherine M	101,920	5,988
Griffiths, David S	82,228	1,942
Grikis, Guntis	77,329	2,241
Grof, Edward J	93,413	360
Grone, Ruthanne	89,355	-
Gu, Lawrence L	214,846	66,467
Guerin, Rene	94,030	3,553
Guest, Robert W	119,065	5,363
Gunn, Edward R	103,032	226
Gutica, Mirela	106,978	9,992
Gyenes, Judit	76,007	-
Habiballah, Kacem	110,409	21,254
Hadikin, Peter	110,121	-
Hadley, Lynda L	85,819	-
Hagan, Scott	94,631	-
Haldorson, Kelby P	87,172	-
Hall, Ike	116,735	-
Halsted, Nigel B	94,631	3,792
Halvorsen, Erica J	82,112	-
Hamilton, Kim	90,986	-
Hamm, Rob	96,381	-
Hand, Wayne L	176,901	6,687
Hanington, Janice	79,272	-
Hardie, Tammy A	91,629	-
Harmsen, Kimberly E	91,497	5,791
Harper, David	78,415	731
Harrison, Jason W	185,118	5,189
Hart, Richard	85,181	-
Hart, Roy	182,430	30,864
Hartlaub, Russell	124,476	2,641
Hartsen, Steen	81,012	3,285
Harvey, Andrea M	78,717	5,187
Hausmann, Matthew P	94,631	-
Hawthorne, Eric	85,919	-
Hayden, Eamon N	98,784	3,973
He, Ming Yan	98,723	-

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NAME	SALARY*	EXPENSES
Heacock, Helen J	80,328	732
Heath, Norah D	84,164	2,015
Heaver, Carmen L	123,901	-
Hebert, Alexandre	108,095	4,039
Heir, Gurthial K	88,222	452
Helm, Uwe	112,717	1,773
Helman, David	93,865	-
Henderson, Gary E	95,843	4,922
Henderson, Kelly	79,743	2,231
Hennessey, Craig A	93,442	760
Herle, Keith A	94,030	990
Hewer, Nancy G	95,012	2,527
Hewlett, Robert G	120,566	2,921
Hildebrand, Dean	154,431	10,462
Hildebrandt, Karl H	86,215	3,833
Hill, Michael J	113,538	-
Hiller, Lorena R	94,648	3,402
Hine, Catherine M	94,631	9,824
Hingston, Adrian O	97,162	729
Ho, Sarah P	84,704	2,456
Ho, Stephen	90,252	6,264
Hodgkinson, Douglas G	96,412	-
Hodgson, Tara T	98,067	8,475
Hofler, Connor	79,550	729
Hofmann, Andy	107,601	119
Hogan, Barry	181,242	4,639
Hogg, David J	115,582	-
Holding, Steve J	99,287	4,391
Holloway, David M	97,777	5,353
Hooge, Charles M	120,904	315
Horvath, Wayne M	116,809	295
Hosier, Brian	146,194	6,809
House-Kokan, Michelle A	75,705	4,030
Houston, Scott D	78,950	3,338
Howells, Mike J	96,381	-
Howey, Clay A	93,790	1,316
Hoy, Kevin	103,332	3,085
Huang, Chi En	105,017	-
Hughes, Graham	109,215	-
Hundle Addah, Harmeena	90,573	583
Hung, Annabelle C	126,276	5,688
Hunter, Aaron	113,885	20,686
Hunter, James A	148,866	4,247
Hunter, Rachael A	108,396	-
Hunter, Russ	96,381	858
Hur, Roger W	92,531	7,819

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NAME	SALARY*	EXPENSES
Icoz, Kirksal	110,832	-
Iffa, Emishaw	85,009	4,563
Inglis, Alan	97,978	5,965
Isaak, Cheryl	150,455	7,087
Islam, Nouroul	91,267	5,182
Izgorean, Laurie J	122,270	-
Jackson, Andrew W	86,161	796
Jackson, Breena L	76,804	-
Jacob, Jacqueline M	177,709	3,656
Jaggernath, Carl P	79,855	12,336
Jahromi, Mahda	109,426	7,586
Jalili, Masoud	129,511	1,920
Jamal, Naifin	75,705	2,571
Jamensky, Derek A	97,833	3,153
James, Jeanine	94,328	3,096
James, Katrina C	77,581	889
James, Randy J	105,562	2,008
Jang, Won-Seok	89,896	1,845
Janzen, Ernst C	96,381	2,261
Jappy, Ian D	94,236	-
Jeffreys, Yvonne	119,383	5,231
Jelic, Anna	80,139	3,013
Jetha, Farah	100,040	3,901
Jeyakumar, Paul G	76,589	-
Jin, Zhenji	80,075	1,595
Jit, Naleen	96,381	-
Jit, Naveen C	96,553	6,085
Jivraj, Ashif	91,566	2,773
Joe, Christopher G	85,502	337
Johal, Chandan	90,709	13,528
Johnson, Kent N	78,613	1,821
Johnson, Lara L	210,238	12,729
Johnson, Lynn O	94,631	6,405
Johnson, Parker	85,621	1,314
Johnston, Bonnie	100,991	2,113
Johnston, Robert N	102,137	6,853
Johnstone, Richard H	96,381	-
Johrden, Stefan	103,117	-
Jones, Antonella	94,688	-
Jones, Colin A	97,337	1,734
Jones, Yvette	89,563	181
Jopling, Tom	100,849	-
Jordan, Tessa	108,958	9,459
Joseph, Stefan W	96,273	8,987
Joseph, Zaa Derik G	82,631	592
Juan, Samantha	94,631	15,325

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NAME	SALARY*	EXPENSES
Jubb, Stephen	88,518	8,464
Jung, Sung Moon S	97,603	-
Just, Darwin	96,381	-
Kader, Barbara	75,047	3,536
Kan, Susanna S	84,296	3,824
Kaneko, Ken	78,810	-
Karela, Josef	82,008	3,623
Karimi Sharif, Hamed	82,472	-
Karimi, Kian	93,516	-
Karlstedt, Kyle	81,075	1,884
Karppinen, David L	75,933	283
Kato, Ron	107,302	283
Kearns, Michelle M	98,119	7,368
Kellington, Ronald J	101,791	2,301
Kelly, Shannon	123,204	-
Kennedy, Kathryn J	113,620	17,064
Kent, Cynthia V	115,577	4,977
Kerr, Ian A	85,514	-
Kerr, Jennifer	123,563	-
Kerrie, Shayna	81,088	40
Kerrigan, Jill	94,631	1,185
Kerr-Wilson, Selma J	94,631	2,321
Keshavarz, Rouzbeh	99,734	-
Kessler, Ronald	103,805	4,133
Khelifi, Djamel	98,185	5,691
Kiani, Aiden	87,275	-
Kim, James	96,152	3,625
King, Greg A	103,901	6,233
Kinloch, Kathy	271,864	8,558
Kirschenmann, Allison M	94,631	5,314
Klassen, Derek	102,094	-
Kliparchuk, Karl	105,975	110
Klug, William	94,631	5,454
Klundt, Allison	94,631	1,257
Klym, Brian	96,381	-
Knaggs, Nancy M	82,658	1,125
Kobayashi, Richard	114,832	-
Koenig, Ray	95,480	-
Kojwang, David O	96,555	-
Koke, Thomas E	93,477	16,456
Kominko, Svitlana	122,653	26,440
Kong, Jennifer Y	76,187	-
Kooner - Basanti, Harjot K	79,732	2,247
Kosub, Alexander T	80,248	-
Kozma, Beata	79,753	13,884
Kreut, Bob J	87,471	95

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NAME	SALARY*	EXPENSES
Kroetsch, Rick	97,377	-
Krpan, Ronald	97,377	-
Kruger, Alayna S	85,418	2,147
Kruger, Robert E	94,917	9,565
Ladha, El-Nur	83,904	10,325
Ladubec, Marcie	83,164	531
Laguio, Joselito E	111,097	-
Lai, Angela D	82,404	3,258
Lam, Angela	77,460	1,095
Lam, Bernie	83,905	1,039
Lam, Wai-Chung	96,381	55
Lamarre, Mary Elise J	94,030	431
Lane, Thomas F	95,971	-
Langdeau, Susan L	80,365	1,122
Lange, Kathryn	111,454	4,348
Langford, Cory	96,381	-
Larsen, Forrest C	112,482	9,729
Lary, Anna	90,495	9,305
Laxton, Vince	156,490	1,505
Lazar, Izabela	152,752	-
Lazarus, Benjamin L	75,241	3,720
Leblanc, Louise E	83,563	2,172
Lee, Aaron M	80,197	-
Lee, Kimberly A	85,839	9,139
Lee, Marcus	82,432	2,409
Lee, Sharmen V	97,067	1,667
Lee, Waylim	91,559	5,005
Legault, Rene A	84,765	4,445
Lei, Leo	99,882	2,054
Lenko, Peter A	99,215	4,731
LeNoble, Maurice	92,231	1,992
Lesmeister, Trevor	79,198	-
L'Esperance, Bruno	91,949	210
Leung, Boris Yiu Chung	88,743	3,041
Leversage, David J	94,030	1,016
Lewis, David W	78,962	20,029
Lewis, Glenn A	81,116	3,864
Li, Bo	97,273	-
Li, Jie	89,950	-
Li, Yan J	139,748	-
Lien, Craig	85,386	-
Lindberg, Richard C	86,394	-
Link, Bruce D	95,713	-
Linklater, Lorene	77,314	-
Liotta, Christine	94,631	825
Liu, Chao-Chung	79,537	3,170

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NAME	SALARY*	EXPENSES
Liu, Eddie	75,912	5,421
Lo, Quin W	82,631	3,083
Lo, Sze Man	80,415	2,593
Lobo, Stephen A	104,684	-
Logan, Andrew G	97,376	321
Lopes Lemos, Leonardo	84,599	854
Lopez, Ana M	219,518	16,439
Lord, Trevor D	83,775	524
Lovatt, John	94,631	1,678
Low, Vivienne B	79,031	-
Lowe, Jimmy K	95,368	4,920
Luk, Marita	115,007	1,787
Lungu, Oleg	94,775	2,347
Luong, Ngoc Lan	77,421	-
Luster, Larry N	92,767	18,754
Lutsch, Karl G	95,923	-
Lynch, Chris	92,531	8,312
Macadam, James	97,776	449
MacDonald, Janet	94,631	4,406
Mackay, Dawna	181,242	8,361
MacKinnon, Merilee R	94,631	6,042
Maclean, Cynthia	98,181	2,863
Macleod, Martin	95,461	5,267
MacPhee, Michael V	85,318	5,162
Madden-Johns, Heather	95,703	133
Madigan, Jennifer	105,069	2,479
Mafi, Elmira	87,524	-
Magel, Glen R	154,796	5,297
Major, Leslie J	137,863	684
Mak, Edward	81,088	1,507
Mallay, Nadia	97,883	7,173
Mandrusiak, Michael	103,041	3,973
Mansell, Greg H	87,409	-
Manson, Katherine A	108,079	4,459
Manson, Tiia	111,088	446
Mark, Kenneth C	94,631	2,260
Marken, Kenneth G	96,780	11,156
Marquardt, Carl K	80,621	-
Martens, David S	77,528	13,953
Martin, Kathy	94,631	4,614
Martin, Vanessa N	78,824	828
Massoud, Ray	111,851	-
Matsuba, Linda	94,631	2,455
Matthee, Pierre	137,382	4,085
Matthews, Andrea J	98,731	709
Matthews, Richard	99,997	623

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NAME	SALARY*	EXPENSES
Mattie, Johanne	85,168	2,782
Mattu, Kuldeep	75,341	2,505
Maxwell, Alexander C	96,471	-
Maxwell, Charles N	93,678	2,579
Mazerolle, Cindy	80,781	(77)
McCannel, Anne	84,760	3,653
McCarnan, Sherry	95,503	-
McCarter, Philip	144,992	33,315
McClarty, Patrick W	85,763	8,784
McConnell, Andrew W	115,617	1,791
McCormick, Monica	100,113	589
McCrae, Rod	96,381	-
McCullough, Paul H	231,008	41,787
McCutcheon, Jodie A	98,281	1,160
McDonald, Colleen M	75,695	3,515
McDonald, Tom	106,027	-
McElroy, Alex	82,299	314
McGee, Patrick H	139,985	22,304
McInally, Phil J	96,381	288
McIntosh, Kristi	98,961	11,604
McIntosh, Robin V	109,318	75
McKay, David J	75,433	333
McKoryk, James J	101,331	13
McLaughlin, Sandra	101,304	5,943
McLeod, Sarah J	94,631	-
McMillan, Ronald	109,810	190
McMillan, Stephen R	99,084	5,230
McMullen, Heather	94,631	1,935
McNulty, Robert W	95,242	12,137
Medina, Erick	103,775	1,962
Meegan, Linda M	94,631	-
Meers, David	97,186	4,265
Menon, Preseedha	85,601	-
Merali, Zainub Z	87,691	-
Merchant, Sandra M	79,798	-
Messer, Bryan J	99,012	1,397
Mikhailov, Vadim	101,381	3,731
Miles, Richard P	135,326	53
Miller, Robert	120,549	-
Mills, John	98,532	2,278
Moeller, Erich	99,595	1,063
Mohieddin Ghomshei, Morteza	92,830	-
Mojarrab, Abbas	79,360	-
Mokrzycki, Andrzej	76,441	536
Molinari, Joao	93,940	1,486
Monk, Connie	114,437	10,244

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

NAME	SALARY*	EXPENSES
Moore, Jason N	77,531	420
Moore, Jennie L	159,070	8,596
Mora, Rodrigo A	97,978	7,097
Morgan, Orrett	100,921	3,921
Morgan, Peter A	111,055	-
Morgana, Pietro	93,123	563
Morrison, Michele L	141,950	9,336
Morrison, Paul	86,618	1,117
Moses, Palvinder K	96,962	279
Moshrefzadeh, Joubin	112,201	3,379
Mullis, Steven P	98,814	121
Mumford, Thomas	99,948	8,733
Munro, Neil	94,030	-
Murie, Randall	94,631	446
Murray, David G	130,915	-
Murray, Valerie	75,705	1,334
Musial, Kathleen M	94,631	3,729
Mutter, Mark E	94,655	1,291
Naidesh, Don W	99,595	1,521
Naidu, Keshwan	79,855	1,345
Nakamura, Mark S	75,862	12,302
Nakamura, Takashi	115,216	4,948
Nanwani, Pinky	85,763	267
Nash, William T	77,197	1,054
Nason, Robert H	180,063	4,446
Nath, Rohitendra	80,682	-
Nath, Vnit V	110,437	3,119
Neal, Patrick	107,852	6,003
Newall, Michael N	89,253	-
Ney, David	96,381	-
Ng, George E	90,495	-
Ng, Kal Kar Lun	86,588	-
Ng, Steven	125,352	-
Niet, Taco A	94,774	2,338
Nikfetrat, Koorosh	94,979	744
Nishimura, Kim	85,306	-
Nolin, Julie D	84,164	2,067
Nooney, Daniel	85,630	-
Noureddin, Borna	117,880	-
Novakovic, Julie	94,631	-
Nussbaumer, Alison	89,711	28,784
Nyaeme, Bassam A	139,743	-
Obanos-Dassoy, Gregory	90,986	875
O'Brien, Brenda L	85,763	1,640
Oching, William E	89,344	950
Odgers, Todd D	134,499	11,096

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

NAME	SALARY*	EXPENSES
O'Donovan, Kimberley A	84,164	-
Ogden, Stephen A	78,620	-
Ogundare, John	108,083	-
Oh, Janine T	107,697	-
O'Kelly, Anthony J	94,631	4,341
Olarte, Sally A	90,709	4,513
Olszewski, Adrienne G	93,147	5,463
O'Melinn, Lorcan J	223,468	4,303
O'Neill, Dennis	121,346	-
O'Neill, Donna	92,090	1,706
Ontkanin, Juraj	120,987	-
Orr, Carly Y	122,050	6,713
Osborne, Russell	103,352	-
Osmak, Michael J	96,381	401
Ostermann, Henry K	107,777	-
Otto, Jeffrey	95,540	2,962
Ovanesova, Anna V	94,631	2,909
Overgaard, Mark	93,503	320
Oye, Russell H	98,415	19,399
Pace, Manon H	78,998	530
Padilla, Elizabeth C	81,088	4,044
Paleologou, Pavlos	99,467	4,811
Palizban, Heydarali	128,703	8,909
Pandey, Anurag	90,135	-
Pandey, Bishnu H	90,167	5,568
Papps, Kristine	93,707	-
Paris, Nancy J	144,992	16,997
Parker, Bryan	78,795	945
Parker, Lara	115,349	9,228
Parkins, Sandra	120,929	1,498
Parliament, Deb	79,670	338
Parmar, Jaspal K	131,592	746
Parry, James	79,446	17,866
Parry, Sandra J	82,265	8,076
Passos, Maria R	102,677	3,520
Paterson, John	96,381	2,191
Paterson, Scott J	78,354	4,166
Patterson, Blair	101,114	1,616
Patterson, Jody	75,701	3,265
Pellegrin, Glenn R	94,631	1,258
Penny, Michelle	75,705	6,206
Pereira, Agnelo Lucio	107,381	4,138
Perry, Steven J	142,166	8,906
Peterson, James	101,890	-
Petrie, Cynthia D	186,539	14,395
Petrov, Olga	107,838	4,190

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

NAME	SALARY*	EXPENSES
Pettenon, Stefano G	77,256	1,355
Pfaff, Dale	107,494	-
Phillips, William B	97,978	-
Pichugin, Ivan	96,377	2,955
Piper, Deloris	81,848	12,965
Piva, Vincent	97,639	1,793
Plesner, Karen	111,753	11,337
Plett, Richard J	86,849	26
Podut, Alexandru	98,966	2,109
Poehlke, Josh A	78,467	330
Poelzer, Denise D	97,377	4,998
Pogrebinsky, Igor	78,900	4,451
Pointon, Barry W	100,706	12,042
Pongracz, Tamara	110,022	7,762
Pontalti, Daniel P	84,310	-
Pontes, Janice	76,545	8,882
Poon, Joseph	99,351	1,833
Potyondi, Lawrence J	100,030	4,965
Pouria, Arezou	94,920	100
Powszedny, John E	94,207	150
Przestacki, Sebastian	81,081	278
Qi, Yu	87,047	1,021
Quiring, Gretchen	97,284	2,704
Quittkat, Edward H	85,486	222
Rai, Parmjit	96,457	8,739
Rajabi, Mohammad A	105,584	1,861
Ramer, Phillip E	111,268	1,073
Randhawa, Kalwinder K	84,164	9,504
Randhawa, Tejinder	127,363	-
Ranftl, Richard	97,206	-
Ransome, Douglas B	117,454	12,596
Raoufi, Cyrus	121,033	4,687
Raschke, Silvia U	94,631	1,353
Rawji, Hala F	82,769	-
Read, David B	115,007	2,496
Reamsbottom, Stanley	91,063	-
Reaugh, James J	122,848	1,196
Reda, Monica	90,834	1,316
Redmond, David	98,637	-
Rees, Glynda J	94,496	2,790
Regan, Marion F	94,030	1,402
Reichenback, Karl P	101,875	-
Reid, Lyle H	96,562	7,370
Reinert, Richard R	110,087	-
Rempel, Allan	94,631	-
Renwick, Elizabeth C	97,978	655

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

NAME	SALARY*	EXPENSES
Renzullo, Tracey C	96,054	7,444
Reynaud, Stacy M	116,054	2,732
Ribble, Kevin G	102,153	-
Richards, Dennis	102,337	-
Richter, Charlene	114,973	-
Riedel, Jane A	85,306	654
Riley, Tami R	97,899	4,262
Rimanic, Louise	108,645	6,849
Roberts, Kathy	181,242	3,490
Robertson, Fraser I	127,163	6,870
Robertson, Rebecca L	103,587	5,845
Robinsmith, Michael J	80,598	2,040
Rockall, Matthew	106,966	-
Rodham, Paul J	97,377	1,240
Roemer, Tom	225,580	27,903
Rogerson, Christopher T	147,226	8,516
Romalo, David	98,845	4,172
Rosenau, Marvin L	97,490	3,180
Rout, James W	162,588	10,386
Rowe-Sleeman, Susan	103,187	5,765
Rozman, Paul	94,631	-
Rudrakumar, Manik	102,186	6,214
Rugge, Allison L	113,686	8,062
Russell, Rosamund	100,195	4,837
Rutherford, David	107,205	220
Ruzic, Goran	138,422	139
Ryan, Catherine J	94,631	9,000
Ryan, Lisa J	161,003	12,282
Saare, Tom A	84,981	6,059
Saberi, Hassan	100,321	1,326
Sackville, Patricia	144,992	4,735
Saczuk, Eric	133,132	10,815
Safoniuk, Mike	103,481	2,048
Samra, Rajpinder S	79,405	-
Sandhu, Ranjit S	124,547	-
Sanjuan, Antonio	94,631	1,389
Sarwal, Sanjeev K	102,321	2,897
Satoglu, Shan	118,365	-
Sawyer, Paul	137,567	1,701
Schmid, Paul	100,649	119
Schnurr, Frank	105,935	210
Schofield, Joseph L	95,096	-
Schubert, Loren B	108,514	4,654
Schultz, Randall R	82,881	-
Schutte, Lauren B	102,153	2,916
Schuurman, Kenneth W	92,830	-

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

NAME	SALARY*	EXPENSES
Scott, Robert	85,854	2,630
Scribner, Jean A	97,978	610
Scudamore, William J	96,381	-
Scutt, Greg	83,278	-
Sedlar von Svojjic, Mia P	95,829	-
Serbanescu, Monica	98,736	12,093
Shackell, Eileen	75,705	6,975
Shadmehr, Ramin	102,172	12,099
Shandler, Judy	85,919	-
Shannon, Christopher A	98,750	-
Sharda, Harroop K	89,344	5,110
Shariat-Zadeh, Minoo	85,919	2,617
Shaw, Colin G	94,030	4,775
Sheehan, Karen M	93,379	295
Shelest, John G	82,806	21,480
Shellard, Joan	94,631	-
Shelton, Curt	94,631	5,105
Shen, Shih-Yang	92,657	7,283
Shen, Wei-Jen	78,475	-
Shore, Gary	111,901	10,555
Shore, Mike	77,358	2,839
Sidhu, Carmine	84,918	25
Sidhu, Jatinderpal S	98,234	1,382
Sidjak, Craig T	126,276	766
Siedlaczek, Kathy	117,318	18,538
Silveira, Annie	83,192	4,234
Simmons, Charles E	116,903	4,413
Simon, Peter	81,943	2,742
Sinclair, Shaun	106,221	3,727
Skipper, Philip	81,839	-
Smit, Corlea	84,525	5,437
Smith, D'Arcy D	139,842	5,633
Smith, Don	79,146	-
Smith, Douglas E	103,119	7,805
Smith, Martin F	96,381	5,267
Smith, Pamela L	77,329	594
Smith, Robert G	91,190	-
Smith, Wayne M	87,028	-
Smyth, Jonathan	83,573	2,219
Snider, Timothy A	76,756	344
Snowdon, James R	86,387	-
Sokol, Cheryl	97,978	3,452
Sokolov, Nikolai V	98,853	6,597
Somogyi, Eva M	98,029	696
Soulsbury, Kevin	96,478	4,320
Srivastava, Virendra	97,545	-

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

NAME	SALARY*	EXPENSES
Stadel, Joe	103,658	205
Standish, Jace T	95,477	7,602
Stanisavljevic, Dusan	103,235	-
Stanley, Holly	98,589	15,413
Steen, Robin	93,829	-
Steiner, Robert	105,093	1,421
Stewart, Kathryn	111,251	884
Stone-Campbell, Joanne	97,467	18,685
Storm, John K	95,655	2,357
Stott, Laurie J	85,762	3,311
Stringer, Ralph	80,816	5,627
Stropky, David M	96,821	744
Sull, Sarbjit	75,705	339
Susanthan, Subramaniam	102,189	1,969
Sweet, Brian	96,381	-
Sweet, Lorne	96,276	275
Szafran, Thomas	104,711	-
Tabatabaian, Mehrzad	103,987	2,497
Tafti, Reza	107,210	785
Talman, Jennifer	94,631	-
Talukdar, Sudip	90,522	1,360
Tam, Nancy W	94,030	674
Tanchak, David	158,737	3,752
Tang, Huafeng	83,926	16,956
Tang, Keith H	96,091	3,672
Tanoh, Germain	104,952	-
Tariku, Fitsum	161,520	16,713
Tautz, Karen J	76,380	207
Taylor, Bryan	96,110	-
Teng, Loretta Y	89,344	5,826
Tessier, Raymond A	88,791	-
Therrien, Laurie J	113,216	9,976
Thiessen, Gordon D	94,030	1,332
Thomas, Heather	82,432	5,181
Thomas, Peter C	96,381	-
Thomas, Ryan R	106,115	3,315
Thompson, Bruce	101,812	10,455
Thompson, Christopher G	87,081	6,298
Thompson, Debbie	75,031	243
Thompson-Jendrysek, Blair	96,381	38
Thornton, Christopher	103,667	3,448
Thurston, Mary Kay	150,989	10,837
Thurston, Paul	82,288	1,270
Tikkanen, David	97,377	-
Tipping, Julie	87,428	493
Tirado, Maria	100,397	1,063

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

NAME	SALARY*	EXPENSES
Tiscornia, Lacey A	93,994	8,420
Tittle, Forrest	177,709	9,614
Tong, Karen K	86,152	2,398
Toor, Paviter S	110,246	7,810
Torabimoghaddam, Niloufar	125,561	5,252
Torillo, Maria	77,409	5,763
Trajkovic, Snezana	111,017	20
Tregilges, Amanda J	76,695	1,511
Tremayne, Douglas	83,911	-
Trost, Robert	94,631	5,069
Turner, Donna E	81,074	51
Turner, Keith S	92,953	730
Tustin, Linda E	94,631	2,492
Tytler, Suzanne R	89,340	158
Ulmer, Christine	107,817	1,643
Upton, Anthony R	78,779	6,416
van Ginkel, Cynthia E	100,495	3,835
Van Lagen, Reina E	97,978	5,331
Velasco, Sheena P	92,734	1,664
Verner, David H	95,912	860
Vizjak, Brian J	96,381	-
Vohra, Neera	92,917	6,332
von Aulock, Maryna	75,705	213
Vurdela, Richard	120,453	-
Wa, Kenneth	93,648	6,167
Wadge, Soizic	77,434	1,378
Waese, Victor L	95,726	2,654
Wai, Alex	98,981	299
Wainwright, Kevin J	145,538	7,066
Walker, Rick G	96,823	-
Walsh, Sean A	144,992	4,069
Walters, Rod G	100,150	-
Wang, Guojian	83,949	7,424
Wang, Hao	80,114	850
Wang, Tracy Y	115,007	510
Warne, Gerald L	96,381	3,763
Waterman, Jim	95,143	-
Webb, Darlene	94,631	-
Wei, Albert H	123,810	3,461
Wei, Caleb Shun Tao	96,381	130
Weir, Gordon	77,055	131
Weisner, Jesse W	78,872	1,847
Wells, Darrell W	94,543	22
Wells, Tom M	94,631	4,675
Wenzel, Carol L	86,196	-
Westcott, Morgan S	88,581	6,624

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

NAME	SALARY*	EXPENSES
Weston, Alan C	104,297	7,269
Whittle, Erin E	111,583	2,258
Whyte, Michael J	119,466	-
Wiebe, Brian M	79,308	-
Wiebe, Christopher R	121,191	-
Wiebe, Douglas S	103,270	158
Wilkinson, Amy L	114,373	4,167
Willcock, Tracy	94,886	-
Wilson, Danielle E	100,258	4,265
Wilson, Kory	167,767	19,189
Witvoet, Maynard A	131,544	2,481
Wlock, Ronald	107,503	4,096
Wolf, Jennifer R	81,088	1,929
Wolfe, Patrick	92,690	-
Wolfe, Robin D	100,227	6,699
Wong, Chi W	130,078	139
Wong, David K	94,030	3,245
Wong, Ken Y	118,008	2,495
Wong, Stanley	103,541	-
Wong, Thomas R	75,701	1,794
Woo, Elaine N	127,343	7,792
Woo, Robyn L	77,077	6,902
Woo, Susan S	94,030	-
Wood, David G	102,934	3,713
Wood, Renata	93,431	1,651
Wood, Timothy	96,381	-
Woodley, Douglas	137,075	3,354
Woodley, Jordan N	83,402	-
Worley, William L	109,249	-
Yallouz, Steve	96,253	8,723
Yates, Deborah	152,883	638
Yatlo, Sergiy	99,174	-
Yau, Terry Y	97,377	6,442
Yee, Robert	96,575	-
Yeslem, Mohamed O	84,959	1,752
Yong, Hui Ling	78,500	3,395
Yoo, Richard C	105,598	3,349
Younan, Bacel	82,793	2,414
Young, Daryl	106,442	3,425
Young, Jason I	112,856	-
Young, Mei S	81,566	1,560
Yousefi, Amirhossein	128,618	5,380
Yu, Benjamin	138,804	5,862
Yushchenko, Yuliya V	85,760	998
Zaklan, Donald	116,222	1,986
Zarifian, Garo G	75,781	696

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

NAME	SALARY*	EXPENSES
Zecchel, Michael	96,381	-
Zeitner, Erwin	96,381	-
Zeleschuk, Ken D	112,993	6,512
Zhang, Dai	96,775	2,076
Zhang, Lei	82,058	1,949
Zhu, Jian Gang	99,926	-
Zikakis, Lindsey	75,477	1,837
Zlotnik, Janet E	92,231	4,315
van Jaarsveld, Marlize I	111,002	-
Bains, Gurpreet	98,591	5,312
Dhaliwal, Sonia S	82,730	12,156
Stewart, Ronald J	75,701	4,466
ZZ --- Salaries under \$75000	78,587,862	-
	<u>181,726,006</u>	<u>3,734,017</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, 2019
EXHIBIT C

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

STATEMENT OF BOARD OF GOVERNORS, REMUNERATION AND EXPENSES

FOR THE YEAR ENDED MARCH 31, 2019

Name	Remuneration	Expenses ^(a)
Baryshnikov, Vasyl	2,000	223
Bukharov, Sergey	330	-
Corrigan, Kathy	2,375	131
David, Timothy	1,665	-
Davidson, Jack	790	4,487
Eveneshen, Douglas	1,330	-
Harvey, Anne	1,330	-
Humphreys, Kimberly	1,500	-
Imperial, Alexander	1,500	-
Pawluk, Lorna	330	32
Phillips, Robert	2,000	-
Podmore, David	1,330	-
Reader, Daniel	497	-
Sanghera, Balwant	1,330	-
Sigurdson, Thomas	1,500	-
Silber, Herbert	665	-
Tones, Ryan	2,000	-
Young, Cathy	2,000	-
Total:	24,472	4,873

^(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, 2019

EXHIBIT D

SUPPLIER'S NAME	EXPENSES
1200302 B C Ltd	48,083
24/7 Customer Canada, Inc	44,453
3RA Entertainment	168,724
A Craig & Son Painting	554,524
A J Forsyth, division of Russel Met	133,897
A P I C S Educational Society (Vanc	52,724
A.C.T. EQUIPMENT SALES LT	25,806
Access Copyright	98,367
Access Gas Services Inc	594,436
Accreditation Canada	89,274
Accurate Door and Hardware Ltd	57,509
Accurate Glass Ltd	75,331
ACKLANDS GRAINGER INC	220,754
ACM Environmental Corporation	30,576
ACME FIRE AND SAFETY	82,393
Acme Visible Filing Systems Ltd	78,530
ACML Management Western Limited	1,385,626
Ade & Company Inc	26,734
Advantage Consulting Inc	68,384
AECOM Canada Ltd	25,064
AES Engineering Ltd	71,635
Affinity Systems Ltd	115,049
AGILENT TECHNOLOGIE	341,739
Air Liquide Canada Inc	270,571
Airmax Air Purification Systems Inc	32,511
All Steel Enterprises Inc	26,849
Alpha Educational & Technological S	36,931
ALTUS GROUP LIMITED	48,608
Alvis Tsui (FSS) Inc	33,736
AMAZON	229,665
Andreatta Consulting	28,102
Animism Studios Inc	333,270
Anisoft Group Inc	523,806
AON Hewitt Inc.	60,751
Apple Canada Inc	43,139
Arbiter Systems Inc	27,045
Art Cader Architect Inc	25,419
Ashbrooke Quality Assurance	26,627
ASSA ABLOY Entrance Systems	33,861
Atlas Copco Compressors Canada	78,800
Atlassian Pty Ltd	25,308
Avante Solutions Inc	211,559
Aviall (Canada) Ltd	31,837
AVI-SPL Canada Ltd	212,212
Avmax Aviation Services Inc	26,247

SUPPLIER'S NAME	EXPENSES
B&H PHOTO	27,902
Baker Bros Construction	148,122
Bare Advertising & Communications	29,878
Barry Hamel Equipment Ltd	285,149
Bartle & Gibson	51,275
Bartlett Tree Experts	28,794
BBA Consulting Group Inc	25,630
BC Hydro	3,609,729
BCNET	1,489,044
Beatty Floors Ltd	62,832
Becton Dickinson Canada Inc	42,353
Belfor Restoration Services	73,643
Bell Canada	198,848
Bell Machinery Ltd	34,387
Bell Media Inc	66,253
Besco Trades Corp	50,849
BEST BUY	38,436
Best Service Pros	4,091,863
BHD Instrumentation (BC) Ltd	63,031
BIV Media Limited Partnership	84,016
Black & McDonald Limited	290,379
Blue Pine Enterprises Ltd	27,631
Boldwing Continuum Architects Inc.	31,389
Bonfire Interactive Ltd	39,579
Bothwell Accurate Company (BC) Ltd	762,200
Boyden Vancouver	216,228
Britco Structures LLP	740,502
Broadband TelCom Power Inc	32,532
Broadway Camera (Vancouver)	54,167
Bryan Hemingway	37,776
Butler Box & Storage Inc	76,973
Butler Did It Catering Co	211,754
Butler Workplace Solutions	119,820
C I T T	25,765
CAE Healthcare Inc	197,002
Cajo Designs	56,041
Can-Achieve International Education	52,558
Canadian Home Improvement Centre Lt	26,093
Canbridge Business Group	65,140
Cannon Industries	30,169
Canon Canada Inc	52,303
Cansel Survey Equipment Inc	38,833
Canstar Restorations	87,179
Cardinal Health Canada Inc	27,059
Carter Honda Shop	29,204

SUPPLIER'S NAME	EXPENSES
Cascade Raider Holdings Ltd	58,642
Cascadia Design Products	49,352
CATERTRAX	31,313
CBVL Robotics Inc	39,033
Chairlines	62,013
ChargePoint Inc	38,990
Charter Telecom Inc	2,417,926
CHARTWELLS	589,309
Chernoff Thompson Architects	73,976
Cherwell Software Inc	199,087
Chinook Helicopters (1982) Ltd	90,439
Cineplex Media	67,667
Cisco Systems Capital Canada Co	143,587
Citrix Systems Inc	81,580
City Of Burnaby	668,898
City of Richmond	29,884
City Of Vancouver	38,290
City Service Agency	317,378
CitySpaces Consulting Ltd	75,004
CityStudio Vancouver	53,325
Coastal Mountain Fuels	60,250
Colborne Architectural Group The	232,153
College Of The Rockies	48,551
Colleges and Institutes Canada	62,663
Colliers International	49,221
Colliers Project Leaders Inc	142,534
Commander Warehouse Equipment Ltd	43,378
Compugen Inc	757,526
Concept Controls Inc	46,525
Conexao Vancouver Inc	64,874
Consulab Educatech Inc	143,197
Control Temp Ltd	348,316
Cook Public Relations Inc	100,647
Cool Air Rentals Ltd	26,435
Coriolis Consulting Corp	146,940
Cority Software Inc	70,875
CORPORATE EXPRESS	288,838
Corus Radio Sales Inc	62,743
Corus Sales Inc	62,803
Council of Prairie and Pacific Univ	109,357
Cratex Container Sales Ltd	37,834
Creative Energy Vancouver Platforms	140,702
Crossroads C & I Dist Inc	27,105
CSA Group	286,913
CT Control Temp Ltd	72,909

SUPPLIER'S NAME	EXPENSES
Custom Craft Cabinets and Millwork	38,714
CWB Group - Industry Services	33,926
D G MacLachlan Ltd	33,256
D2L Corporation	33,180
DA Architects & Planners	272,370
Davidson & Sons Customs Brokers Ltd	26,923
Deltec Electric Ltd	218,696
Dennis Murphy Trucking Inc	259,889
Dicks Lumber	199,130
DKC DIGI KEY CORP	79,425
DLA PIPER (CANADA) LLP	31,448
Dronelogics Systems Inc	46,250
DubLabs, LLC	58,553
Dynamic Rescue Training Ltd	97,239
Dynamic Safety & Consulting Inc	40,460
Dynasthetics	28,942
E B Horsman & Son Ltd	97,544
E R P I	38,641
E S R I Canada Limited	33,600
E=MC2 Event Management	145,908
Easy Education Inc	47,276
Eaton Power Quality Company	26,405
EBSCO Canada Ltd	35,864
E-Card ID Products Ltd	78,529
Ecocity Builders	106,705
Eco-Sol Reinstatement Solutions Inc	243,390
ECP International Education Inc	29,690
Electro Sonic Group Inc	32,483
Electro-Meters	86,695
Ellucian Technologies Canada ULC	124,976
ELSEVIER	100,224
EMCO Corporation	158,740
EMT Management	27,812
Encore Metals Inc	31,847
Enterprise Paper Company Ltd	70,697
EnviroSafety	51,430
ESC Automation Inc	1,220,573
eSchool Solutions LLC	39,564
eXplorance Inc	83,790
Facebook Inc	332,668
Fasteel Industries Ltd	72,088
Fastsigns	43,411
Festo Didactic Ltd	377,954
FinishMaster Canada Inc	33,917
Fink Machine Inc	81,535

SUPPLIER'S NAME	EXPENSES
Finlink Construction Ltd	487,458
FIRST GROUP AMERICA	26,366
Fisher Scientific	128,452
Fondazione CUOA	32,141
FortisBC	501,203
FPEDUMedia	34,506
Fraser Health Authority	704,938
Fraser Shading Systems	29,819
G Trasolini Contractors Ltd	178,023
Galaxie Signs	34,827
Gartner Canada Co.	168,892
GeoScan Subsurface Surveys Inc	93,518
Gescan Ltd	122,691
Givex Canada Corp	28,264
Glacier Communications Inc	44,699
Global Canada Intercambio Cultural	406,065
Global Pathways Limited	474,746
Google Inc	346,542
Grant Thornton LLP	159,495
Graphical Memes Software Inc	51,288
GrayWolf Sensing Solutions	29,098
Great Big Solutions Ltd	28,875
Greater Vancouver Board of Trade	129,772
Gregg Distributors BC Ltd	119,726
Groundswell Group Inc	78,750
GS Broadcast Technical Services Ltd	37,228
Guard.me International Insurance	223,945
Guillevin International Inc	334,670
GUNN Consultants Inc	26,874
Halse Martin Construction Co Ltd	283,656
Harris & Company	537,714
Hazmasters Inc	41,402
Health Insurance BC & Health Tax	2,337,634
Hemlock Printers Limited	40,095
Heritage Office Furnishings	1,322,484
Hexcel Construction Ltd	59,352
Hitachi Capital Canada Corp	767,200
HL Hansen Counselling	25,463
Holaco Construction (1997) Ltd	3,636,533
Holmes & Brakel BC Inc	51,867
HOME DEPOT	129,842
Homewood Health Inc	116,033
Hooper Access and Privacy Consultin	78,935
Horizant, Inc	43,282
Horseshoe Press Inc	61,852

SUPPLIER'S NAME	EXPENSES
Hoskin Scientific Limited	26,317
Howard Carter Lease Ltd	33,510
Hughes Condon Marler Architects	53,550
Hunt Personnel Temporarily Yours	47,573
Hunter Kirkwood Ltd	185,249
I E E E	33,431
I P T Publishing & Training Ltd	29,628
IBI Group Architects Engineers	62,892
ICBC	113,362
IIA/CPCU INSTITUTE	26,656
Image Group Inc	315,370
Impark	61,898
Imperial Parking Canada Corporation	473,130
Innovate BC	43,050
Innovative Interfaces Canada Inc	80,462
Insights Learning & Development (Canada) Ltd	26,910
Insulation Industry Apprenticeship	93,547
International SOS Canada Assistance	91,024
Ipsos Limited Partnership	38,850
Iron Age Manufacturing Ltd	33,390
Japan Advertising Ltd	72,555
Jive Software	223,529
JJ Inotech Sales	25,980
John Wiley & Sons(Canada) Ltd	229,802
Johnson Controls Canada LP	183,403
Johnson Controls Ltd	41,524
Jones & Bartlett Publishers Inc	75,841
Julie Hamilton and Associates Inc	30,686
Justice Institute of BC	389,554
K M S Tools & Equipment Ltd	63,239
Kaplan International	104,463
Kim Okran I S C Inc	125,683
Kincaid Holdings Ltd	1,863,907
Kinetic Construction Ltd.	554,729
KMS TOOLS	55,009
Knight Signs	72,578
Kone Inc	834,267
Kongsberg Digital Simulation Ltd	213,024
KPMG LLP	57,421
Kreative Solutions Consulting Inc	142,681
Kuda Equipment Ltd	86,669
Kwantlen Polytechnic University	30,457
Laerdal Medical Canada Ltd	229,448
Lamar Companies	86,294
Leavitt Machinery	39,559

SUPPLIER'S NAME	EXPENSES
LEC Quantity Surveying & Project Ma	88,608
Ledcor Construction Ltd	57,119
Lee Hecht Harrison Knightsbridge Co	123,936
Lee's Electronic Components Ltd	29,558
Leica Microsystems (Canada) Inc	73,971
Levitt Safety Limited	34,430
LGI Industrial & Construction Suppl	46,141
Liane's Vancouver Homestay	36,855
Libellum Inc	100,138
Life Technologies Inc	131,829
Lin Haw International Co Ltd	36,142
LoadPath Industrial Inc	33,436
Login Brothers Canada	261,002
Long & McQuade Ltd	38,774
Long View Systems	1,492,785
Lordco Parts Limited	63,393
Lordco Parts Ltd	26,790
Luma Tech Solutions Canada Ltd	29,489
Lumineer Light Installations	39,099
Lynnmour Glass & Aluminum (2000) B	112,963
Mack Kirk Roofing and Sheet Metal L	249,529
MacKay & Associates Advisors Inc	60,795
Macquarie Equipment Finance Ltd	2,524,538
MAKE Projects Ltd	79,931
Manley McLachlan Advisory Services	29,639
Manulife Financial Company	7,662,114
Maquet-Dynamed Inc	121,467
Mark's Work Wearhouse Ltd	28,554
Martket Branding Inc	30,329
Matcon Civil Constructors Inc	49,543
Matthieu, Pat	25,791
Maxwell Floors Ltd	42,603
Mc Squared System Design Group Inc	57,204
MC3 Solutions Inc	178,434
McElhanney Consulting Services Ltd	31,820
McGraw-Hill Ryerson Limited	305,864
MCMMASTER-CARR	26,930
Medset Specialties Ltd	40,302
Meltwater News Canada, Inc	28,213
Memory Express Inc	58,750
Mercedes Benz Canada Inc	105,979
Metal Supermarkets	32,894
Metro Motors Ltd	34,380
Michitsch Systems	105,825
MICROSERVE	53,291

SUPPLIER'S NAME	EXPENSES
Microserve Business Computer Service	1,032,741
Microsoft Corporation	173,810
Microtech Video Systems Ltd	34,990
Minister of Finance	4,032,496
Minogue Medical Inc	89,594
MNP LLP	46,238
Modern Tribe	162,960
Morrison Consulting	130,647
Morrison Hershfield Ltd	170,196
Motion Industries Canada	30,318
MVCC Video Communications Corp	219,560
NAPA Auto Parts	154,623
National Graphic Solutions Inc	45,781
National Project Management Inc	106,714
Navair Technologies	30,695
NCS Medical Inc	47,432
Nebraska Book Company Inc	29,651
Nelson Education Ltd	829,941
New Value Solutions Group Inc	190,470
Newark Element 14	100,579
Newcomp Analytics Inc	111,008
Nexus Intercambio Ltd	31,905
NHI Consulting	48,150
Nikon Canada Inc	136,225
NJ Inc Consulting	35,500
NRC FINANCE/FINANCE CNRC	32,173
NuGrid Power Corp	26,250
O C Tanner	55,243
OMD Canada-Vancouver	263,601
On Side Restoration	225,383
OnSolve LLC	40,010
Opti-Tech Scientific Inc	43,631
Oracle Canada ULC	807,925
Orkin Canada Corporation	124,192
Overseas 5 Education Inc	27,189
Oxford University Press	33,275
Pace Chemicals Ltd	35,398
Pacific Air Filter Ltd	45,178
Pacific Flying Club	1,276,857
Pacific Maintenance Services	48,405
Pacific Newspaper Group	26,775
Pacific Western Paints Ltd	44,473
Paladin Security Group Ltd	3,168,705
Paladin Technologies Inc	369,873
Panglobal Training System	406,321

SUPPLIER'S NAME	EXPENSES
Pattison Outdoor Advertising	50,352
PAYPAL	96,453
PCL Constructors WestCoast Inc	18,788,071
Pearson Education Canada	832,710
PEARSON VUE	58,393
Pension Corporation	16,770,313
PeopleAdmin, Inc	35,757
Percona LLC	26,112
Pinchin Ltd.	568,273
Pink Buffalo Films Com	60,491
PJS Systems Inc	590,039
Plaid Consulting	35,449
Polycrete Restorations Ltd	51,809
Polytechnics Canada	97,056
Power Pros Electrical Ltd	34,708
Praxair Products Inc	43,547
Predom Construction	82,141
PREMIER FARNELL	41,567
Premier Landscaping Inc	216,343
Primary Response	47,463
Prime Engineering Ltd	3,291,651
Prism Engineering Ltd	125,525
PrismRBS LLC	37,348
PROFESSOR MUGS PUB	25,276
Progressive Educational Systems	61,556
ProQuest LLC	179,602
Providence Health Authority	151,001
Providence Health Care Society	109,812
Provincial Health Services Authorit	180,989
PSEA	67,591
QLESS Inc	62,280
QUEENS PRINTER	139,689
Quietly Media Inc	26,381
R F Binnie & Associates Ltd	342,765
Raider-Hansen Inc	42,495
Receiver General For Canada	8,856,710
Refrigerative Supply Limited	69,724
RESA Canada Inc.	147,376
Resource Planning Group Inc	38,242
ReVision Educational Consulting Ltd	43,221
RICOH Canada Inc	792,303
Rite Group Contracting Ltd	346,240
RKLogic System Solutions Inc	48,211
Rocky Point Engineering Ltd	50,139
Roman Contracting	62,754

SUPPLIER'S NAME	EXPENSES
Ron Hart Architect Ltd	32,970
RTDS Technologies Inc	44,688
Russell Hendrix Foodservice Equipme	79,914
Sage Publications Inc	27,576
Sasco Contractors Ltd	446,257
Scalar Decisions	660,055
School District No 35 Langley	50,426
Schoolhouse Products Inc	27,758
SCOTIA	3,226,813
Scott Special Projects Ltd	78,883
Second Son Productions Inc	44,753
SES Consulting Inc	97,316
Seylers Electric Ltd	70,832
Shanahans Ltd	49,093
Showtech AVL	149,790
Siemens Canada Ltd	47,168
Sigma Aldrich Canada	26,004
Signals Design Group	177,703
Simon Fraser University	227,388
Simtronics	58,897
Smith & Andersen	42,602
Smith Bros & Wilson	444,665
Snap-On Tools Of Canada Ltd	114,138
Sound & Vibration Solutions Canada	27,431
Spartan Controls	170,746
Spatial Technologies Inc	47,129
Spears Sales & Service Ltd	59,313
Specialty Bulb Products Inc	86,818
Spicers Canada ULC	183,717
Spotify Canada	48,883
Staedtler-Mars Ltd	29,409
Standard Building Supplies Ltd	37,724
Stanley Canada Corporation	221,996
Stanley Security Solutions	135,149
Stantec Architecture Ltd	3,581,518
Staples Business Advantage	65,949
Steelguard Fence Ltd	103,045
Sterling Fleet Outfitters Inc	49,440
Still Creek Press	81,231
Student Association of the BCIT	100,670
Stu-View Overseas Service	40,587
Sudden Fun Recreation Equipment Ltd	62,936
Sudden Technologies	154,333
Sumitomo Fudosan Villa Fontaine Co Ltd	29,908
SW Audio Visual	34,519

SUPPLIER'S NAME	EXPENSES
Sybertech Waste Reduction Ltd	34,779
Symplicity Corporation	30,110
T T A Technology Training Associate	162,939
Tableau Software, Inc	38,700
Taylor & Francis Group LLC	38,638
Technical Safety BC	26,198
Technique Office Furniture Ltd	43,526
Telus Mobility (BC)	254,562
The Peake of Catering Ltd.	89,935
The Sound Research Inc.	110,915
Thermo Fisher Scientific (Mississau	35,646
Think Space	64,529
Thomas Skinner & Son Ltd	95,329
Thomson Reuters Canada	50,608
Thrive Digital Ltd	87,372
Titanium Projects Ltd	157,101
Toronto Star Newspapers Limited	70,035
Total Energy Systems Ltd	1,432,582
Trane British Columbia	179,525
Tricera Imaging Solutions Inc	31,602
Trinity Power Rentals	41,603
Trudell Medical Marketing Limited	80,887
True North Entertainment Inc	26,250
Turning Technologies Canada	32,298
Turris Communications	31,808
Tyco Integrated Fire & Security	276,223
Uline	116,262
Unbound Medicine	117,428
Unique Plumbing Ltd	36,371
University of British Columbia	66,644
University of Cambridge Local	44,360
University of the Fraser Valley	94,857
UPS CANADA	135,551
Valery Black Draperies Ltd	98,379
Van City Courier Logistic Services	59,678
Vancouver Coastal Health Authority	182,818
Vancouver Convention Centre	99,934
Vancouver International Airport Aut	99,131
Vancouver Island Health Authority	127,429
Vancouver Neolite Ltd	59,265
Vancouver Whitecaps FC	30,450
Vane Lawn & Garden Service	98,219
Varsteel Ltd	80,338
Verint Americas Inc.	26,894
Veritiv Canada Inc	248,060

<u>SUPPLIER'S NAME</u>	<u>EXPENSES</u>
Vicon Motion Systems Ltd	26,544
Vidcom Ltd	84,274
Viking Fire Protection Inc	94,687
Viridian Energy Co-operative	79,055
Vistek Ltd	57,211
Vital Smarts	40,613
VITALSMARTS LC	28,179
VWR International Co	204,240
W3 Design Group	40,425
Waste Connections of Canada Inc	232,028
Weldcor Supplies Inc	37,815
Wesco Distribution-Canada Inc	363,376
West Pacific Consulting Group Manag	468,041
Westburne West	122,132
Willingdon Church	70,418
Woori Education Group	26,558
Worksafe BC	613,146
Xibita	89,652
Yardi Canada Ltd	29,288
Zolliker Fleet Cleaning Co	32,445
ZZ --- Accounts under \$25,000	9,806,570
Grand total	<u>170,037,228</u>

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF SEVERANCE AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2019
EXHIBIT E

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF SEVERANCE AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2019

The number of agreements made during the 2018/19 fiscal year with employees excluded from coverage under collective agreements was 6.

The range of equivalent months' gross salaries represented by the severance agreements was 4 to 13 months.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

SCHEDULE OF DEBTS

FOR THE YEAR ENDED MARCH 31, 2019

EXHIBIT F

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

SCHEDULE OF DEBTS

FOR THE YEAR ENDED MARCH 31, 2019
(thousands of dollars)

Debentures:			Additional Debt			
Certificate Number	Maturity Date	Rate	Balance 31-Mar-19	Accumulated Sinking Fund	Balance 31-Mar-18	Annual Payment
BCITCDP	September 8, 2023	8.00%	12,888	5,441	12,888	1,031
BCCD-25	June 18, 2042	4.30%	38,627	689	38,880	735
CAD-P-NOTE	August 1, 2019	1.95%	5,055	-	5,054	-
Capital Lease Obligations			21,087	4,599	19,687	3,199
			<u>77,657</u>	<u>10,729</u>	<u>76,509</u>	<u>4,965</u>

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2019
EXHIBIT G

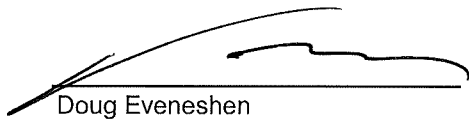
BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS
FOR THE YEAR ENDED MARCH 31, 2019

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 2018/19 fiscal year was nil.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF FINANCIAL INFORMATION APPROVAL
FOR THE YEAR ENDED MARCH 31, 2019
EXHIBIT H

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
STATEMENT OF FINANCIAL INFORMATION APPROVAL
FOR THE YEAR ENDED MARCH 31, 2019

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.



Doug Eveneshen
Chair of Board of Governors

Date *SEPT 17, 2019*



Lorcan O'Melinn
VP Administration and CFO

Date *Sep 17/19*