

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**

**FINANCIAL INFORMATION ACT RETURN**

**FOR THE YEAR ENDED MARCH 31, 2023**

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**CONSOLIDATED FINANCIAL STATEMENTS AND OTHER FINANCIAL INFORMATION**  
**AS AT MARCH 31, 2023**

**INDEX**

**FINANCIAL STATEMENTS**

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

**OTHER FINANCIAL INFORMATION**

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

# **British Columbia Institute of Technology**

Consolidated Financial Statements  
**March 31, 2023**  
(in thousands of dollars)



BRITISH COLUMBIA  
INSTITUTE OF TECHNOLOGY

3700 Willingdon Avenue  
Burnaby, British Columbia  
Canada V5G 3H2

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

On behalf of the Institute:

A handwritten signature in black ink, appearing to read "Paul McCullough", written over a horizontal line.

Paul McCullough  
Interim President

A handwritten signature in black ink, appearing to read "Trish Pekeles", written over a horizontal line.

Trish Pekeles  
CFO and Vice President, Finance  
& Corporate Services

May 30, 2023



## Independent auditor's report

To the Board of Governors of British Columbia Institute of Technology and the Minister of Post-Secondary Education and Future Skills of the Province of British Columbia

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### Our opinion

In our opinion, the accompanying consolidated financial statements of British Columbia Institute of Technology and its subsidiaries (together, the Institute) as at March 31, 2023 and for the year then ended are prepared, in all material respects, in accordance with the accounting requirements of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

#### What we have audited

The Institute's consolidated financial statements comprise:

- the consolidated statement of financial position as at March 31, 2023;
- the consolidated statement of operations and accumulated surplus for the year then ended;
- the consolidated statement of remeasurement gains (losses) for the year then ended;
- the consolidated statement of changes in net debt for the year then ended;
- the consolidated statement of cash flows for the year then ended; and
- the notes to the consolidated financial statements, which include significant accounting policies and other explanatory information.

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

#### Independence

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. We have fulfilled our other ethical responsibilities in accordance with these requirements.

PricewaterhouseCoopers LLP  
PricewaterhouseCoopers Place, 250 Howe Street, Suite 1400, Vancouver, British Columbia, Canada V6C 3S7  
T: +1 604 806 7000, F: +1 604 806 7806



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## **Emphasis of matter – basis of accounting**

We draw attention to note 2(a) 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. Note 22 to the consolidated financial statements discloses the impact of these differences. Our opinion is not modified in respect of this matter.

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## **Responsibilities of management and those charged with governance for the consolidated financial statements**

Management is responsible for the preparation of the consolidated financial statements in accordance with the accounting requirements of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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 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.

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## **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 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.

**/s/PricewaterhouseCoopers LLP**

Chartered Professional Accountants

Vancouver, British Columbia  
May 30, 2023

# British Columbia Institute of Technology

## Consolidated Statement of Financial Position

As at March 31, 2023


(in thousands of dollars)

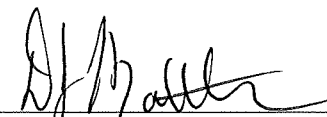
	2023	2022
<b>Financial assets</b>		
Cash and cash equivalents	\$ 80,465	\$ 94,720
Accounts receivable (note 3)	13,374	10,940
Inventories for resale	1,142	1,174
Due from government (note 4)	6,053	22,780
Portfolio investments (note 5)	29,531	10,970
Investments in government business enterprises and partnerships (note 6)	14,174	14,907
	144,739	155,491
<b>Liabilities</b>		
Accounts payable and accrued liabilities (note 7)	38,146	34,607
Due to government and other government organizations (note 4)	10,105	9,595
Derivative (note 5)	1,588	-
Employee future benefits (note 8)	29,418	30,466
Deferred tuition fees	33,192	30,169
Deferred revenue – other	11,912	11,023
Deferred contributions (note 9)	31,031	44,235
Deferred capital contributions (note 10)	404,635	357,914
Asset retirement obligation (note 11)	20,121	18,389
Debt (note 12)	39,892	41,316
Obligations under capital lease (note 13)	24,598	16,587
	644,638	594,301
<b>Net debt</b>	(499,899)	(438,810)
<b>Non-financial assets</b>		
Tangible capital assets (note 14)	583,296	539,836
Endowment investments (note 5 & 15)	31,414	31,006
Inventories held for use	195	354
Prepaid expenses	2,741	2,656
	617,646	573,852
<b>Accumulated surplus</b>	\$ 117,747	\$ 135,042
<b>Accumulated surplus comprises:</b>		
Accumulated operating surplus	\$ 118,555	\$ 133,777
Accumulated remeasurement gains (losses)	(808)	1,265
	\$ 117,747	\$ 135,042

Commitment and contingencies (note 16)

See accompanying notes to the financial statements

**Approved by the Board of Governors**

  
Dan Reader, Governor and Board Chair

  
Don Matthew, Governor and Audit & Finance Committee Chair

The accompanying notes are an integral part of these consolidated financial statements.



**British Columbia Institute of Technology**  
**Consolidated Statement of Operations and Accumulated Surplus**  
**For the year ended March 31, 2023**

(in thousands of dollars)

	<b>Budget</b>	<b>2023</b>	<b>2022</b>
<b>Revenue</b>			
Province of British Columbia grants (note 9)	\$ 148,578	\$ 166,759	\$ 147,528
Tuition fees	142,900	126,568	133,658
Sales, ancillary revenue and other income	18,978	17,902	17,881
Industry services	13,414	12,388	13,178
Other contributions	22,494	25,543	25,167
Investment income	1,397	4,345	4,946
Gifts and donations	4,200	4,592	3,952
(Loss) gain from government business enterprises and partnerships (note 6)	-	(733)	146
Amortization of deferred capital contributions (note 10)	19,775	18,820	17,535
	<b>371,736</b>	<b>376,184</b>	<b>363,991</b>
<b>Expenses (note 20)</b>			
Academic and student support	57,103	53,197	50,896
Administrative support	40,707	42,174	42,949
Facilities	31,410	32,402	30,593
Ancillary	12,769	10,431	10,462
Instruction	233,228	233,698	223,505
Externally funded and related entities	12,274	19,912	17,602
	<b>387,491</b>	<b>391,814</b>	<b>376,007</b>
<b>Annual operating loss</b>	<b>(15,755)</b>	<b>(15,630)</b>	<b>(12,016)</b>
Net restricted endowment contributions	-	408	2,629
<b>Annual loss</b>	<b>(15,755)</b>	<b>(15,222)</b>	<b>(9,387)</b>
Accumulated operating surplus, Beginning of year	143,164	133,777	143,164
<b>Accumulated operating surplus, End of year</b>	<b>\$ 127,409</b>	<b>\$ 118,555</b>	<b>\$ 133,777</b>

The accompanying notes are an integral part of these consolidated financial statements.

**British Columbia Institute of Technology**  
**Consolidated Statement of Remeasurement Gains (Losses)**  
**For the year ended March 31, 2023**

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(in thousands of dollars)

	<b>2023</b>	<b>2022</b>
<b>Accumulated remeasurement gains, Beginning of year</b>	\$ 1,265	\$ 3,063
Unrealized losses attributed to fair value of		
Portfolio investments	(632)	(962)
Derivative	(1,588)	-
Amount reclassified to investment income	147	(836)
Net remeasurement losses	(2,073)	(1,798)
<b>Accumulated remeasurement (losses) gains, End of year</b>	<b>\$ (808)</b>	<b>\$ 1,265</b>

The accompanying notes are an integral part of these consolidated financial statements.

# British Columbia Institute of Technology

## Consolidated Statement of Changes in Net Debt

For the year ended March 31, 2023

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(in thousands of dollars)

	<b>Budget</b>	<b>2023</b>	<b>2022</b>
<b>Annual loss</b>	\$ (15,755)	\$ (15,222)	\$ (9,387)
Additions of tangible capital assets	(72,260)	(76,771)	(71,339)
Amortization of tangible capital assets	34,135	33,176	30,788
Loss on disposition of tangible capital assets	250	135	780
	(37,875)	(43,460)	(39,771)
Change in endowment investments	-	(408)	(2,629)
Change in inventories held for use	-	159	134
Change in prepaid expenses	-	(85)	205
	-	(334)	(2,290)
Net remeasurement losses	-	(2,073)	(1,798)
<b>Increase in net debt</b>	(53,630)	(61,089)	(53,246)
Net debt, Beginning of year	(438,810)	(438,810)	(385,564)
<b>Net debt, End of year</b>	\$ (492,440)	\$ (499,899)	\$ (438,810)

The accompanying notes are an integral part of these consolidated financial statements.

# British Columbia Institute of Technology

## Consolidated Statement of Cash Flows

For the year ended March 31, 2023

(in thousands of dollars)

	2023	2022
<b>Cash provided by (used in):</b>		
<b>Operating activities</b>		
Annual loss	\$ (15,222)	\$ (9,387)
Items not involving cash		
Net loss (gain) from government business enterprises and partnerships	733	(63)
Realized loss (gain) on sale of portfolio investments	147	(836)
Employee future benefits expense	231	1,478
Asset retirement obligation accretion expense (note 11)	607	566
Loss on disposition of tangible capital assets	135	780
Amortization of tangible capital assets (note 14)	33,176	30,788
Amortization of deferred capital contributions (note 10)	(18,820)	(17,535)
Capital lease obligation	1,391	-
Amortization of debt premium	(273)	(257)
	2,105	5,534
Change in non-cash working capital items (note 18)	9,156	1,908
Employee future benefits paid	(1,279)	(511)
	9,982	6,931
<b>Capital</b>		
Acquisition of tangible capital assets	(66,570)	(73,377)
<b>Investing activities</b>		
Acquisition of portfolio and endowment investments	(58,826)	(10,772)
Disposal of portfolio and endowment investments	39,226	8,481
Acquisition of debt sinking fund investments	(1,151)	(1,104)
	(20,751)	(3,395)
<b>Financing activities</b>		
Capital contributions received (note 10)	65,541	57,847
Capital lease payments	(2,457)	(2,528)
Debt repayments	-	(5,000)
	63,084	50,319
<b>Decrease in cash and cash equivalents</b>	<b>(14,255)</b>	<b>(19,522)</b>
Cash and cash equivalents, Beginning of year	94,720	114,242
<b>Cash and cash equivalents, End of year</b>	<b>\$ 80,465</b>	<b>\$ 94,720</b>

Supplemental cash flow information (note 18)

The accompanying notes are an integral part of these consolidated financial statements.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 1 Authority and Purpose

British Columbia Institute of Technology (the Institute) operates under the College and Institute Act of British Columbia (the Act) and is principally funded by the Province of British Columbia (the Province) through the Ministry of Post-Secondary Education and Future Skills (the Ministry). The Institute is a not-for-profit entity governed by a Board of Governors, the majority of whom are appointed by the Province. The Institute is a registered charity and is exempt from income taxes under Section 149 of the Income Tax Act (Canada).

The Institute provide courses of instruction in advanced technological and vocational fields to nearly 50,000 full and part-time students annually and operates across five main campuses in the Province.

In March 2020, the COVID-19 outbreak was declared a pandemic by the World Health Organization. This resulted in governments worldwide, including Canadian federal and provincial governments enacting emergency measures to combat the spread of the virus with a gradual transition to normal commencing June 30, 2021. The Institute has experienced lasting impacts from COVID-19 including a drop in international enrollment, supply chain disruptions, and higher than expected inflation and interest rates, contributing to the Institute being in a second year of deficit. Recovery is expected over the next few years and management will continue to monitor the ongoing financial impacts and adjust operations as required to ensure its ability to fulfill obligations and continue operations.

### 2 Summary of significant accounting policies

#### (a) Basis of accounting

The 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 supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board.

The *Budget Transparency and Accountability Act* requires that the consolidated financial statements be prepared in accordance with the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulations.

Regulation 257/2010 requires all taxpayer supported organizations in the Schools, Universities, Colleges and Hospitals sectors to adopt Canadian public sector accounting standards without any PS4200 elections related to not-for-profit accounting standards.

Regulation 198/2011 requires that restricted contributions received or receivable are to be reported as revenue depending on the nature of the restrictions on the use of the funds as follows:

- Contributions for the purposes of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are to be deferred and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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- Contributions restricted for specific purposes other than those for the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the period in which the stipulation or restriction on the contributions have been met.
- For British Columbia taxpayer supported organizations, these contributions include government transfers and externally restricted contributions.

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of Canadian public sector accounting standards which requires that:

- Government transfers, which do not contain a stipulation that creates a liability, be recognized as revenue by the recipient when approved by the transferor and the eligibility criteria have been met in accordance with public sector accounting standards PS3410; and
- Externally restricted contributions be recognized as revenue in the period in which the resources are used for the purpose or purposes specified in accordance with public sector accounting standards PS3100.

As a result, revenue recognition in the consolidated statement of operations and accumulated surplus and certain related deferred capital contributions would be recorded differently under Canadian public sector accounting standards.

(b) Basis of consolidation

(i) Consolidated entities

The consolidated financial statements reflect the assets, liabilities, revenue 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.

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 and 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.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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(ii) 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.

The following organizations are controlled government business enterprises and partnerships and are consolidated in these financial statements using the modified equity method:

- Great Northern Way Campus Trust ("GNWCT") 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) 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.
- PanGlobal Training Systems Ltd. PlanGlobal is an equal share joint venture between the Institute, Southern Alberta Institute of Technology and Northern Alberta Institute of Technology. The purpose of PanGlobal is to produce and market Power Engineering multimedia learning products.

(c) Cash and cash equivalents

Cash and cash equivalents include cash on hand, demand deposits and highly liquid investments that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value. These investments generally have a maturity date of three months or less at acquisition and are held for the purpose of meeting short-term cash commitments rather than for investing.

(d) 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 Consolidated Financial Statements

March 31, 2023

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(e) Tangible capital assets

Tangible capital assets are recorded at cost, which includes amounts that are directly attributable to the acquisition, construction, development or betterment of the asset and overhead directly attributable to construction and development. Interest is capitalized over the development period whenever external debt is issued to finance the construction and development of tangible capital assets.

Donated assets are recorded at fair market value at the date of acquisition. When fair value of the donated asset cannot be reliably determined, the asset is recorded at nominal value.

The cost, less residual value, of the tangible capital assets, excluding land, is amortized on a straight-line basis over their estimated useful lives as follows:

Asset	Basis
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 and development are not amortized until the asset is available for productive use.

Tangible capital assets are written down when conditions indicate 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.

(f) 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.



# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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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 lives of the employees.

(g) Contingent liabilities

Contingent liabilities are potential liabilities which may become actual liabilities when one or more future events occur or fail to occur. To the extent that a future event is likely to confirm that a liability has been incurred at the date of the financial statements and a reasonable estimate of the liability can be made by the Institute, a contingent liability is recognized in the Statement of Financial Position and the related expense is recorded in the Statement of Operations and Accumulated Surplus in accordance with its nature. The Institute discloses contingencies in the consolidated financial statements if the likelihood of the occurrence of the confirming future event is not determinable or it is likely but either the amount of the liability cannot be reasonably estimated, or an accrual has been made, but there exists an exposure to liability in excess of the amount accrued.

(h) Asset retirement obligation

Effective April 1, 2022, the Institute adopted section PS 3280 – Asset Retirement Obligations issued by the Public Sector Accounting Board. The adoption of this standard does not impact these consolidated financial statements as the Institute has been recording an asset retirement obligation prior to the adoption of this standard. 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 obligation is measured at the best estimate of the future cash flows required to settle the liability, discounted at estimated credit-adjusted risk-free discount rates. The estimated amount of the asset retirement cost is capitalized as part of the carrying value of the related tangible capital asset and amortized over the life of the asset.

The liability is accreted to reflect the passage of time. Subsequent to the initial measurement, the asset retirement obligation is adjusted each year for changes in factors such as the amount and timing of expected underlying cash flows, or discount rates, with the offsetting amount recorded to the carrying amount of the related asset.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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(i) Revenue recognition

Tuition fees, ancillary revenue and industry services are recognized as revenue at the time the products are delivered or the services are substantially provided and collection is reasonably assured. Revenue related to fees or services received in advance of the fee being earned or the service performed is deferred until 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 writedowns on investments where the loss in value is determined to be other than temporary. Unrestricted donations and grants are recorded as revenue when receivable if the amounts can be estimated and collection is reasonably assured. Pledges from donors are recorded as revenue when payment is received by the Institute or the transfer of property is completed.

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

- (i) Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or in the form of a depreciable tangible capital asset, in each case for use in providing services, are recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services.
- (ii) Contributions restricted for specific purposes other than for those to be held in perpetuity or the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the year in which the stipulation or restriction on the contribution has been met.
- (iii) Contributions to be retained in perpetuity are classified as endowment donations and are recorded 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.

(j) Capital leases

Leases that, from the point of view of the lessee, transfer substantially all the benefits and risks incident to ownership of the property to the Institute are considered capital leases. These are accounted for as an asset and an obligation. Capital lease obligations are recorded at the present value of the minimum lease payments excluding executor costs such as insurance and maintenance costs. The discount rate used to determine the present value of the lease payments is the lower of the Institute's rate for incremental borrowing or the interest rate implicit in the lease.

All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### (k) Financial instruments

Financial instruments are classified into two categories: fair value or cost.

- (i) Fair value category: Portfolio investments, endowment investments and derivative financial instruments that are quoted in an active market are reflected at fair value as at the reporting date. Sales and purchases of investments are recorded on the trade date. Transaction costs related to the acquisition of investments are recorded as an expense. Unrealized gains and losses on financial assets are recognized in the consolidated statement of remeasurement of gains (losses) until such time that the financial asset is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the consolidated statement of operations and accumulated surplus and related balances reversed from the consolidated statement of remeasurement of gains (losses).
- (ii) Cost category: Cash and cash equivalents, accounts receivable, due to/from government and other government organizations, accounts payable and accrued liabilities, debt and obligations under capital lease are measured at cost using the effective interest rate method. Any gains, losses or interest expense is recorded in the annual surplus depending on the nature of the financial asset/liability that gave rise to the gain, loss or expense. Valuation allowances are made when collection is in doubt.

### (l) 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:

#### (i) 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 includes Student Services, Research & Planning, International Education, Learner Services, Learning & Teaching Centre, Library, Marketing & Communication, Print Services and Registrar's Office.

#### (ii) Administrative support

Administrative support includes expenses related to activities that support the Institute as a whole. This includes Financial Services, Human Resources, Internal Auditing, President's Office, Board of Governors, Purchasing & Supply Management and Safety and Security.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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(iii) Facilities

Facilities includes expenses relating to the operation and maintenance of infrastructure, including building and equipment for all institutional activities, utilities, custodial services, landscaping and grounds keeping, and technology related infrastructure costs.

(iv) 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 Institute. This includes Bookstore, Room Rentals, Leases, Food Services, Parking and Residences.

(v) 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.

(vi) Externally funded and related entities

Externally funded and related entities include 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.

(m) Budget figures

Budget figures have been provided for comparative purposes and have been derived from the 2023/2022 Fiscal Plan approved by the Board of Governors of the Institute on March 29, 2022.

(n) Use of estimates

The preparation of consolidated 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 consolidated 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.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 3 Accounts receivable

	2023	2022
Student	\$ 6,206	\$ 4,820
Trade and other	7,543	6,495
Allowance for doubtful accounts	(375)	(375)
	\$ 13,374	\$ 10,940

### 4 Balances with government and other government organizations

(a) Due from government and other government organizations

	2023	2022
Federal government	\$ 1,549	\$ 1,997
Provincial government	3,369	18,778
Other government organizations	1,135	2,005
	\$ 6,053	\$ 22,780

(b) Due to government and other government organizations

	2023	2022
Federal government	\$ 2,608	\$ 2,400
Provincial government	6,315	6,136
Other government organizations	1,182	1,059
	\$ 10,105	\$ 9,595

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 5 Financial instruments

Investments consist of fixed income pooled funds and equity pooled funds. Investments in pooled investment funds are measured at fair value, which represents the Institute's proportionate share of underlying net assets at fair value determined using closing market values. The unit net asset value is supplied by the pooled fund administrator. Financial instruments measured at fair value held within each investment are classified according to a hierarchy that includes three levels reflecting the reliability of the inputs involved in the fair value determination. The different levels are defined as follows:

- Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 - Market-based inputs other than quoted prices that are observable for the asset or liability either directly or indirectly
- Level 3 - Inputs are unobservable, because there is little or no market activity and reflect an entity's own determination about the assumptions that market participants would use in pricing the assets or liabilities. The Institute does not own financial investments classified as Level 3.

(a) Portfolio and endowment investments recorded at fair value are comprised of the following:

	Fair value hierarchy	2023	2022
Cash and cash equivalents	Level 1	\$ 3,245	\$ 3,156
Equities	Level 2	27,664	22,710
Fixed income	Level 2	30,036	16,110
		57,700	38,820
Total investments		60,945	41,976
Endowment investments		31,414	31,006
Portfolio investments		\$ 29,531	\$ 10,970

(b) Derivative

	Fair value hierarchy	2023	2022
Derivative – interest rate swaps on debt quoted at fair value:			
Interest rate derivative	Level 2	\$ (1,588)	\$ -
Total derivative		\$ (1,588)	\$ -

On September 22, 2022, the Institute entered into an interest rate swap to hedge the exposure to interest rate fluctuations during the construction period of the new Student Housing project. The valuation for the derivative is obtained from the Province of BC based on observable market data.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

The Institute's derivative includes a Province of BC interest rate swap with a notional value of \$60 million terminating on December 17, 2054, whereby BCIT pays a fixed rate of 3.378% and receives a floating rate based on the Three Month CDOR rate. The derivative has a mandatory early termination date of December 17, 2024.

### 6 Investments in government business enterprises and partnerships

The change in government business enterprises and partnership investments is comprised of the following:

	Balance, Beginning of year	Net distributions paid	Net adjustment	Net loss	Balance, End of year
Investment in GNWCT	\$ 13,585	-	-	40	\$ 13,625
Investment in PanGlobal	950	-	-	(775)	175
Investment in TTA	372	-	-	2	374
	<u>\$ 14,907</u>	<u>-</u>	<u>-</u>	<u>(733)</u>	<u>\$ 14,174</u>

Condensed financial information of GNWCT that is part of the Institute's reporting entity is as follows:

	25% share	
	2023	2022
<b>Statement of financial position</b>		
Total assets	\$ 15,175	\$ 16,239
Total liabilities	1,967	2,202
Equity	<u>\$ 13,208</u>	<u>\$ 14,037</u>
<b>Statement of operations and accumulated surplus</b>		
Revenue	\$ 1,782	\$ 1,634
Expenses	(1,517)	(1,470)
Unrealized gain (loss) on investment	(225)	216
Net gain	<u>\$ 40</u>	<u>\$ 380</u>
<b>Statement of cash flows</b>		
Operating activities	\$ 255	\$ 171
Investing activities	(205)	(245)
Financing activities	-	(170)
Increase (decrease) in cash during the year	<u>\$ 50</u>	<u>\$ (244)</u>

Total liabilities for 2023 include \$83 (2022 - \$83) payable to the Institute.

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 7 Accounts payable and accrued liabilities

	2023	2022
Trade payables	\$ 16,203	\$ 15,480
Salaries and benefits payable	21,380	18,819
Other	563	308
	<u>\$ 38,146</u>	<u>\$ 34,607</u>

### 8 Pension plans and employee future benefits

#### (a) Pension plans

The Institute and its employees contribute to the College Pension Plan and the Municipal Pension Plan, which are 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, 2022, the College Pension Plan has about 16,600 active members and approximately 10,100 retired members. As at December 31, 2022, the Municipal Pension Plan has about 240,000 active members, including approximately 7,000 from colleges.

Every three years, an actuarial valuation is performed to assess the financial position of the plans and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plans. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plans. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent actuarial valuation from the College Pension Plan as at August 31, 2021, indicated a \$202 million surplus for basic pension benefits on a going concern basis.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2021, indicated a \$3,761 million funding surplus for basic pension benefits on a going concern basis.

The Institute paid \$19.7 million for employer contributions to the plan in fiscal 2023 (2022 –\$19 million), consisting of \$15.4 million to the College Pension Plan and \$4.3 million to the Municipal Pension Plan.

The next valuation for the College Pension Plan will be as at August 31, 2024, with results available in late 2025. The next valuation for the Municipal Pension Plan will be as at December 31, 2024, with results available in late 2025.

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.



# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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(b) 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, 2022.

Information about these employee future benefits is as follows:

	<b>2023</b>	<b>2022</b>
Accrued benefit obligation	\$ 23,825	\$ 23,114
Fair value of plan assets	-	-
Funded status	(23,825)	(23,114)
Unamortized net actuarial gains	(5,293)	(5,437)
Accrued benefit liability	(29,118)	(28,551)
Employer's share of benefits	(300)	(1,915)
<b>Total liability</b>	<b>\$ (29,418)</b>	<b>\$ (30,466)</b>

Components of net benefit expense

	<b>2023</b>	<b>2022</b>
Service cost	\$ 1,672	\$ 1,541
Interest cost	664	488
Long-term disability experience	199	(71)
Amortization of net actuarial gain	(689)	(332)
<b>Net benefit expense</b>	<b>\$ 1,846</b>	<b>\$ 1,626</b>

The Institute paid out future employee benefits of \$1,279 (2022 - \$511) during the year.

The significant assumptions used are as follows:

	<b>2023</b>	<b>2022</b>
Accrued benefit obligations as at March 31		
Discount rate	3.8%	3.2%
Benefit cost for year ended March 31		
Discount rate	3.2%	2.0%
Assumed health care cost trend rates as March 31	4.0% - 5.7%	4.0% - 5.9%

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 9 Deferred contributions

Deferred contributions represent unspent externally restricted grants and donations. Deferred contributions are primarily restricted for research purposes.

	2023	2022
Deferred contributions, Beginning of year	\$ 44,235	\$ 25,495
Contributions received during the year	31,230	45,476
Amounts recognized as revenue in the year	(44,434)	(26,736)
Balance, End of year	\$ 31,031	\$ 44,235

Total amount of deferred contributions received from the Province that was recognized as revenue in the year was \$18,891 (2022 - \$8,401).

### 10 Deferred capital contributions

Contributions that are restricted 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.

Changes in the deferred capital contributions balance are as follows:

	2023	2022
Balance, Beginning of year	\$ 357,914	\$ 317,602
Contributions received during the year	65,541	57,847
Amounts recognized as revenue in the year	(18,820)	(17,535)
Balance, End of year	\$ 404,635	\$ 357,914

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

	2023	2022
Unamortized capital contributions used to purchase assets	\$ 383,071	\$ 338,075
Unspent capital funding	21,564	19,839
	\$ 404,635	\$ 357,914

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# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 11 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:

	2023	2022
Balance, Beginning of year	\$ 18,389	\$ 20,482
Accretion expense for the year	607	566
Adjustment for change in discount rate	1,125	(2,659)
Balance, End of year	\$ 20,121	\$ 18,389

The accretion expense is included in interest expense. The undiscounted estimated cash flows required to settle the obligation are approximately \$20,479 to be paid during the fiscal years 2024 to 2070. The estimated cash flows were discounted using the credit-adjusted risk-free rate of 4.09% (2022 – 3.303%).

### 12 Debt

	2023	2022
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
	45,077	45,077
Province of British Columbia, 4.3% bond, premium payable (ii)	5,325	5,598
	50,402	50,675
Less: Sinking fund investments	(10,510)	(9,359)
	\$ 39,892	\$ 41,316

(i) Interest payments are made to the Province semi-annually. The Institute makes contributions to the sinking fund each year to repay the bonds at maturity. The bonds are unsecured.

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

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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

	Province of British Columbia, 4.3% bond	Province of British Columbia, 8% bond	Total
2024	-	12,888	12,888
2025	-	-	-
2026	-	-	-
2027	-	-	-
2028	-	-	-
Thereafter	32,189	-	32,189
	<u>\$ 32,189</u>	<u>\$ 12,888</u>	<u>\$ 45,077</u>

Interest expense on debt is \$2,142 (2022 – \$2,128).

In addition to principal payments, sinking fund payments were made for certain long-term debt obligations with the Province. Investments held in sinking funds, including interest earned, are used to repay the related debt at maturity. The Institute makes annual payments of principal and interest towards the sinking funds, which 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 notes, bonds and debentures are:

2024	\$ 787
2025	674
2026	674
2027	674
2028	674
Thereafter	8,762
	<u>\$ 12,245</u>

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 13 Obligations under leases

(a) Capital leases

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

2024	\$	3,567
2025		2,859
2026		2,455
2027		1,897
2028		1,743
Thereafter		34,061
		46,582
Less interest at rates from 2.0% to 5.5%		21,984
Present value of minimum lease payments	\$	24,598

Interest expense on capital leases is \$820 (2022 – \$889).

(b) Operating leases

The Institute has entered into operating leases for land.

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

2024	\$	382
2025		408
2026		420
2027		420
2028		420
Thereafter		8,216
	\$	10,266

# British Columbia Institute of Technology

Notes to Consolidated Financial Statements

March 31, 2023

## 14 Tangible capital assets

	2022	Additions	Disposals	2023
<b>Cost</b>				
Land	\$ 44,808	-	-	\$ 44,808
Buildings	622,408	107,127	-	729,535
Leasehold improvements	10,455	-	-	10,455
Furniture and equipment	165,931	15,580	(17,164)	164,347
Computer hardware and software	36,702	536	(347)	36,891
Library holdings	2,838	-	-	2,838
Construction-in-process	70,134	(46,472)	-	23,662
	\$ 953,276	76,771	(17,511)	\$ 1,012,536
	2022	Amortization	Disposals	2023
<b>Accumulated amortization</b>				
Buildings	\$ 257,071	20,348	-	\$ 277,419
Leasehold improvements	2,391	489	-	2,880
Furniture and equipment	123,803	8,545	(17,029)	115,319
Computer hardware and software	28,640	3,553	(347)	31,846
Library holdings	1,535	241	-	1,776
	\$ 413,440	33,176	(17,376)	\$ 429,240
			2023	2022
<b>Net book value</b>				
Land			\$ 44,808	\$ 44,808
Buildings			452,116	365,337
Leasehold improvements			7,575	8,064
Furniture and equipment			49,028	42,128
Computer hardware and software			5,045	8,062
Library holdings			1,062	1,303
Construction-in-process			23,662	70,134
			\$ 583,296	\$ 539,836

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 15 Endowments

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

	2023	2022
Balance, Beginning of year	\$ 31,006	\$ 28,377
Contributions received during the year	408	2,629
Balance, End of year	\$ 31,414	\$ 31,006

### 16 Commitments and contingencies

The total commitment under construction contracts for capital projects as at March 31, 2023 is \$125,220 (2022 \$37,011) which are funded by the Province and the Institute.

There are lawsuits pending arising in the ordinary course of business, in which the Institute is involved. 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.

As at March 31, 2023, the Institute recorded a contingent liability of \$5,000 (2022 - \$0) in salaries and benefits payable, related to the renegotiation of expired collective agreements. The contingent liability is based on the elements of the Province of BC's 2022 Shared Recovery Mandate, which will take effect upon ratification of the respective collective agreements.

The Institute also has a contingent asset of \$5,000 (2022 - \$0) based on the Province of BC 2022 Shared Recovery Mandate. The probability of ratification of the collective agreements is likely to result in a recovery or future receipt of an asset that is likely to materialize next year.

### 17 Contractual Obligations

The Institute has entered into multi-year construction contracts. The contractual obligations will become future liabilities once the terms of these agreements have been met. The table below highlights the delivery dates of the contractual obligations.

	Construction Contracts
2024	\$ 40,802
2025	49,786
2026	394
	\$ 90,982

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 18 Supplemental cash flow information

	2023	2022
<b>Change in non-cash working capital items</b>		
Accounts receivable	\$ (2,434)	\$ (1,999)
Inventories	191	73
Prepaid expenses	(85)	205
Due from government and other government organizations	16,727	(19,389)
Accounts payable and accrued liabilities	3,539	4,325
Due to government and other government organizations	510	2,569
Deferred tuition fees	3,023	(8,893)
Deferred revenue – other	889	6,277
Deferred contributions	(13,204)	18,740
	<b>\$ 9,156</b>	<b>\$ 1,908</b>
	<b>2023</b>	<b>2022</b>
<b>Non-cash transactions</b>		
Receipt of donated capital assets	\$ 304	\$ 742
Buildings and equipment under capital lease	9,077	623
Increase (decrease) in asset retirement obligation	1,124	(195)
Derivative	(1,588)	-

### 19 Financial risk management

#### Risk management

The Institute is exposed to risks of varying degrees of significance from its use of financial instruments which could affect its ability to achieve its strategic objectives. The Board of Governors ensures that the Institute has identified major risks and management monitors and controls them.

(a) 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 establishes budgets, monitors actuals and forecasts cash flow projections to ensure that it has the necessary funds to meet its obligations as they become due.

(b) Market and interest rate risk

Market risk is the risk that fluctuations in market prices will affect the Institute's net assets and the value of holdings in investments. The objective of market risk management is to control market risk exposure within acceptable parameters while optimizing the return on risk. Market risk comprised of the following:



# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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(i) Interest rate risk

Interest rate risk refers to the effect on the market value of the Institute's assets due to the 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. The Institute has entered into a derivative for the purpose of mitigating exposure to future interest rate fluctuations.

(ii) Foreign currency risk

Foreign exchange risk is the risk of financial impact due to exchange rate fluctuations. The Institute has investments in global pooled equity funds where the underlying securities are denominated in foreign currencies. The Institute manages this risk by diversifying its investment portfolio in accordance with its approved investment policy.

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

(c) Credit risk

Credit risk is the risk of financial loss to the Institute if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Such risks arise principally from certain financial assets held by the Institute consisting of cash and cash equivalents, investments and accounts receivable.

The Institute manages credit risk with established credit management and investment policies and guidelines that include regular monitoring of each debtor's payment history and performance.

## 20 Expenses by object

	<b>2023</b>	<b>2022</b>
Salaries and wages	\$ 220,453	\$ 213,746
Employee benefits	47,011	46,398
Amortization of tangible capital assets	33,176	30,787
Supplies and general	24,191	22,010
Repairs and maintenance	22,587	20,895
Fees for service	18,314	19,738
Student awards	7,831	5,613
Utilities and taxes	6,184	5,938
Training, travel and professional development	4,965	3,625
Interest	3,585	3,646
Cost of goods sold	3,517	3,611
	<b>\$ 391,814</b>	<b>\$ 376,007</b>

# British Columbia Institute of Technology

## Notes to Consolidated Financial Statements

March 31, 2023

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### 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 accounts receivable is \$2,533 (2022 – \$2,206) from BCCAT.

### 22 Impact of accounting for restricted contributions in accordance with Restricted Contributions Regulation 198/2011

As disclosed in the significant accounting policies Note 2 (a), Regulation 198/2011 requires the Institute to recognize revenue from restricted contributions for the purpose of acquiring or developing a depreciable tangible capital asset on the same basis as the related amortization expense of the tangible capital asset. As these transfers do not contain stipulations or restrictions creating a liability over the term of the expected useful life of a related tangible capital asset, PSAS would require these contributions to be recognized in revenue as a tangible capital asset is acquired or development and construction of a tangible capital asset is complete.

The impact of the departure from PSAS on the consolidated financial statements of the Institute is as follows:

As at March 31, 2021	
Increase in accumulated operating surplus	307,939
Decrease in deferred capital contributions	(307,939)
For the year ended March 31, 2022	
Decrease in annual operating loss	(30,136)
As at March 31, 2022	
Increase in accumulated operating surplus	338,075
Decrease in deferred capital contributions	(338,075)
For the year ended March 31, 2023	
Decrease in annual operating loss	(44,996)
As at March 31, 2023	
Increase in accumulated operating surplus	383,071
Decrease in deferred capital contributions	(383,071)

### 23 Comparative information

Certain comparative information has been reclassified to conform with the consolidated financial statement presentation adopted for the current year.



BRITISH COLUMBIA  
INSTITUTE OF TECHNOLOGY

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## Management's Report

The Financial Statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with generally accepted accounting principles or stated accounting principles, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all the statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control and exercises this responsibility through the Audit and Finance Committee of the Board. The Audit and Finance Committee meets with management, the internal auditors and the external auditors at least 5 times a year.

The corporation's internal auditor has the responsibility for assessing the management systems and practices of the corporation.

The external auditors, PricewaterhouseCoopers LLP, conduct an independent examination, in accordance with generally accepted auditing standards, and express their opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the Act. Their examination includes a review and evaluation of the corporation's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly. The external auditors have full and free access to the Audit and Finance Committee of the Board.

On behalf of British Columbia Institute of Technology

A handwritten signature in black ink, appearing to read "Trish Pekeles", written over a horizontal line.

Trish Pekeles  
Chief Financial Officer and VP, Administration  
September 19, 2023

**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, 2023**

**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, 2023**

**PAYMENTS**

Employees' Remuneration	Exhibit B <sup>(a)</sup>	\$	214,489,922
Employees' Expenses	Exhibit B		3,285,577
Board of Governors, Remuneration	Exhibit C		20,647
Board of Governors, Expenses	Exhibit C		14,473
Accounts Paid	Exhibit D		<u>193,490,350</u>
			411,300,969

**ITEMS NOT INCLUDED IN PAYMENT AMOUNTS**

Changes in Accrued Liabilities	\$	11,381,999	
Changes in Inventories		190,884	
Student Awards		7,830,849	
Subsidiary Expenditure		588,714	
Capital Expenditure		(76,771,000)	
Amortization		33,176,079	
Donated Equipment Expensed		304,000	
Other		3,811,877	
			<u>(19,486,598)</u>

TOTAL OF EXPENDITURES PER STATEMENT OF OPERATIONS		\$	391,814,370
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<sup>(a)</sup> Exhibit B does not reconcile to the operational statement section of salaries and wages, as the operational statement includes exhibit B, C, and other items that are part of payroll but may not be for an employee.

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**STATEMENT OF EMPLOYEES' REMUNERATION AND EXPENSES**  
**FOR THE YEAR ENDED MARCH 31, 2023**  
**EXHIBIT B**

Name	Remuneration	Expenses
Abdelhafez, Muhammad Ali	84,496	-
Abdel-Haj, Mahmoud	163,677	-
Abdelhamid, Yousry Salaheldin	101,325	1,837
Abdullah, Syed Zaki	105,417	-
Abulaban, Hiam	102,803	4,167
Achtemichuk, Jonathan Lee	116,761	8,572
Agboola, Ife	79,569	-
Aguilar, Imelda A	109,601	76
Aguirre Amador, Luz Darinka	84,766	-
Agurilla, Rose Bert Valdez	80,351	1,272
Ahmed, Muhammad Jamil	107,489	-
Aibin, Anna	83,940	3,824
Aibin, Michal	120,560	20,250
Akers, John	104,014	-
Alards-Tomalin, Julia Anna June	89,093	2,765
Aldiab, Motasem	75,044	-
Alemi, Mohammad	81,721	1,345
Ali, Zulfiqar	108,312	2,048
Alphonso, Myles	110,178	-
Ambrose, Catherine Anne	101,120	3,750
Amintabar, Amirhasan	93,697	4,633
Amiraslany, Mina	106,971	4,105
Amlani, Meena Mitha	102,675	2,860
Anand, Aparajita	78,152	-
Anderson, Amanda Francine	101,909	409
Anderson, Clifford Dwayne	78,550	3,032
Anderson, Earl	104,189	7,584
Anderson, Eric Mark	107,966	2,089
Andrei, Liviu	117,555	774
Andrews, Bryan	82,903	2,586
Andrews, Myra	123,985	2,067
Angelidis, Joanna	89,140	2,461
Anthony, Bruce	119,029	4,740
Anvari, Daniel	99,416	-
Arcega, Victor	113,313	340
Argo, Brent James	99,612	-
Armstrong, James R	111,180	279
Arntsen, Erik Peter	101,373	3,434
Arreola, Marte Antonio	109,464	250
Ashley, Ken Ian	106,519	7,705
Askari, Vahid	102,643	2,259
Atha, Joanne	121,724	13
Avila, Victor Hugo	93,544	1,899
Awad, Ahmed	89,493	1,915
Axford, Lynn Alayne	102,803	245
Aydin, Tayfun	79,158	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Azmitia, Juan Jose	166,303	2,285
Bach, Donald	76,584	-
Bachrich, Simon Lewis	126,280	5,962
Bagri, Harmit Kaur	80,444	-
Bainbridge, Sarah	97,106	5,469
Bains, Gurpreet	102,675	2,658
Baldry, Janice	161,214	-
Baldwin, Daemon	118,062	-
Baldwin, Kevin John	103,917	-
Bali, Asha	76,281	45
Barclay-Estrup, Kirsty	102,675	-
Barekat, Fardin	75,080	329
Barnes, Elspeth Marjorie	97,833	741
Barrett, Nadine Ellen	112,011	536
Barron, Chelsea Joanna	80,369	-
Bartz, James Thomas	117,988	-
Bassan, Jonathan	138,910	215
Bassi, Gurbakish	82,764	-
Bassi, Puneet	83,812	392
Baumert, Michael Eberhard	102,675	2,688
Bayliss, Richard	113,810	-
Bazargani, Poureya	91,287	279
Bearss, Erica Claire	105,423	-
Beatson, Rodger P	102,675	4,750
Beatty, Cheryl Lynn	102,803	-
Beatty, Graham	88,061	1,735
Beauchamp, Michelle A	104,115	339
Beaulne, Matthew Marcel	85,044	-
Beck, Elmer J	148,711	1,877
Begley, Shauna Lyn	126,222	1,253
Bell, Donald Wesley	95,605	-
Bellaire, Thomas Lloyd	78,194	-
Bellamy, Byron Douglas	126,328	-
Bento, Lucy	75,127	-
Berenbaum, David Brian	88,152	-
Beresford, Peter	82,544	466
Berg, Emma	91,528	13,864
Berinde, Vasile Dumitru	107,733	-
Berladyn, Jim	105,474	17,773
Bernsen, Robyn Nicole	84,809	328
Berrington, David Arthur	124,988	2,144
Berry, Helene Antoinette	108,123	-
Beyenir, Serhat	108,727	2,084
Bhagat, Percy Godrej	102,513	-
Bhatia, Gurleen Kaur	93,983	2,355
Bhinder, Ramandeep Kaur	105,056	55

\*May include overtime, allowances and part-time salary



Name	Remuneration	Expenses
Billing, Laura	103,784	2,449
Binns, Dawn-Marie	106,314	696
Bird, Geoffrey Curtis	115,430	167
Bjur, Jason	80,871	537
Blaison, Yves	104,014	-
Block, Daniel	82,647	375
Boehm, Jochen	103,961	732
Bojic, Marija	89,229	500
Bonci, Gheorghe D	104,494	6,588
Booth, James	83,792	5,013
Borer, Kristin Ashley	92,265	46
Borisoff, Jaimie	157,694	10,169
Borman, Pamela J	102,021	-
Bortignon, Roger	107,492	274
Boskovic, Sanja	145,471	10,780
Boucher, Taurra Raquel	122,365	689
Boulton, Lisa	89,851	10,875
Bourke, Eamonn	108,967	332
Bourke, Heather Lynn	105,444	2,954
Bourke, William Michael	106,314	29
Bowal, Jessica	85,734	-
Bowman, Donald J	103,516	64
Boyd, Dave	104,413	-
Boyd, Joseph	102,675	-
Brain, Chad Douglas	85,487	-
Brander, Lin	102,778	5,516
Brar, Paul Singh	125,347	14,366
Brar, Tarnpreet	78,395	4,302
Braun, Robert David	104,872	544
Bravo, Maria Teresa	106,314	3,815
Brenner, Daniel G	104,413	-
Brereton, Justin	87,030	-
Bretschneider, Patricia Xiuhtenyotz	75,019	-
Brett, Jason Albert	104,014	-
Brewer, James P	124,764	1,735
Bridge, Michele	109,262	-
Bringeland, Dawne Colleen	116,017	11,761
Brocklehurst, Deidre Anne	94,736	3,329
Brown, Geoff A	113,025	-
Brown, Paula Naomi	159,679	12,939
Brown, Roderick A E	104,014	-
Bruce, Esmeralda	90,021	20
Bryant, Michael John	106,692	972
Buchanan, Douglas	93,316	-
Buckley, Brian	91,648	8,615
Buckton, Timothy Lorne	80,564	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Burgess, Susan Marie	164,376	302
Burlock, Clarence	117,012	12,533
Buschau, Tanya	126,747	2,352
Bushnell, Judy	106,286	626
But, Ivan Tak Chung	94,451	1,334
Butorac, Dennis Frank	101,617	-
Butterfield, Linda	109,061	2,179
Cahill, Cheryl M	117,610	8,868
Cai, James Jianmin	147,279	5,408
Cairns, Kim Patrick	93,586	-
Callangan, Salvador P	78,798	-
Calvert, Denise Laura	149,962	5,128
Carde, Terri	105,291	324
Cardiff, Treena Catherine	138,605	26
Carlyle, Craig	83,878	102
Carney, Lydia	91,809	-
Carrese, Gino	123,944	2,909
Carroll, Steven John	85,923	52
Casas, Eduardo Fernando	107,420	3,384
Case, Tiffany	76,839	434
Castillo, Jordan	101,422	1,234
Catt, Daniel J	77,783	4,722
Chacon, Erick Antonio	105,660	1,263
Chan, Angeline	105,660	3,857
Chan, Anthony Y	113,048	115
Chan, Colin Hock Ming	111,581	1,821
Chan, Colleen Chin Veon	102,675	1,867
Chan, David K	111,723	7,327
Chan, Michael	95,162	3,483
Chander, Harmesh Lal	104,014	-
Chandler, David	104,014	4,046
Chang, Liou Chun	119,336	2,683
Chang, Xue Feng	83,109	1,401
Changizi, Neda	82,295	3,150
Chapin, Nathaniel Victor	141,273	9,734
Chavoshi Jolfaee, Simin Sadat	164,997	5,583
Chech Mathew, Soniya	90,508	990
Chen, Dale Zhu Dong	90,380	1,416
Chen, David Jianwei	123,984	-
Chen, Emily	79,633	5,466
Chen, Hai Bing Kevin	80,671	1,803
Chen, Yuna	77,933	2,793
Chernoff, Maxwell	76,725	-
Cheung, McKen	81,407	-
Chiang, Te Hsin	94,482	1,505
Chiarello, Mark Steven	88,138	3,456

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Chien, Chia Wen	111,808	607
Chilibeck, Colin Nicholas	100,267	1,817
Ching, Gloria	79,192	-
Chiu, Jonathan	113,514	-
Chiu, Simon Chapkim	87,115	11
Chong, Kenneth	104,014	-
Chong, Phyllis Lok-Ting	96,368	-
Choo, Yap Yin	124,863	1,319
Chou, Hobert	98,265	1,448
Chou, Natalie	98,544	89
Chou, Wen-Chen	79,022	-
Chow, Kevin Andrew	85,433	-
Chu, Agathe	107,208	2,870
Chu, Lisa Wai Ming	186,417	22,394
Chung, Aldrich Martin Ching	100,360	2,574
Chung, Chok Fei Aimee	125,172	9,224
Chung, Ellison	85,340	16,983
Cichon, Frank H	118,918	8,158
Cioata, Stefan	138,711	6,184
Ciobanu, Olivian	104,198	-
Clark, Connie Elizabeth	113,871	8,020
Clark, Suzanne Elizabeth	80,662	797
Clarke Roe, Lorraine	106,314	38
Clement, Daniel Joseph Raymond	144,841	19,529
Clement, Shera Raquel	184,562	1,335
Cliff, Andrew	101,069	-
Cohen, Mitchell	84,720	-
Cohen-Fernandez, Anayansi Cecilia	105,653	2,281
Collins, Giselle	95,033	-
Collins, Lisa	229,513	8,823
Collins, Robert Wayne	94,352	-
Coman, Gheorghe	98,353	11,998
Conroy, Donna L	102,621	6,912
Cook, Desmond A	84,915	3,974
Cook, Jeremy Alexander	97,845	-
Cooper, Cherie Lynn	97,888	168
Cordua-von Specht, Winona	127,327	168
Cormack, Terence Hugh	80,242	-
Cortese, Joseph Marco	105,801	5,562
Cosh, Joseph Wayne	125,642	6,071
Cowan, James David	83,425	5,927
Crawford, Deborah Ellen	88,518	5
Cronmiller, Amy Katherine	86,869	663
Cudihee, Kevin	122,239	1,870
Culham, Shaun	102,675	-
Currie, Michael Joseph	139,368	3,796

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Dabeet, Antone	91,451	620
Dabell, Joanne L	106,300	5,491
Daeizadeh, Ali	110,135	-
Dale, Mark	77,344	-
Dargahi, Farnaz	102,675	12,375
Darnell, Jesse Cameron	111,109	16
Dauids, Carsten	91,120	904
Davidson, Richard Alan	101,563	144
Davis, Charles E	105,483	-
Davoodi, Alireza	86,170	-
Daxon, Ray	79,019	4,929
Day, Robin	165,828	51
De Azevedo, Jonas Arantes	104,014	-
de Souza, Alaric Royce	111,390	1,226
De Stefano, Diane Santos	87,834	1,957
De Zen, Raimonda	177,461	1,907
Debuen, Jennifer Lynn	80,340	-
Dehaan, Jean	106,515	-
Dehghani Estarki, Maryam	107,553	-
Delibalta, Fabienne Daniele	110,824	400
Delorme, Robert	102,675	6,169
Denike, Jaime	86,531	-
Denomey, Fergus Harvey	88,865	-
Deo, Ajeshni	87,325	1,996
Deol, Rajen Singh	83,812	-
Depatie, Caroline	139,526	2,678
Deroche, Mark	115,375	5,036
Deville, Alyssa Ruth	78,940	1,547
Devlin, Deacon J	118,912	-
Devlin, Michael Paul	116,454	-
Devos, Nathan J.	106,314	4,264
deVries, Raymond Jacob	102,675	100
Dewhurst, Jeffrey Stuart	102,919	-
Dezvareh, Siavash	100,518	-
Dhaliwal, Sonia Sanjeev	87,449	3,583
Dhanji, Armaan	87,807	-
Dhesi, Maninder Kaur	77,077	14,408
Dhiman, Kamal	140,456	1,387
Dhungana, Alok	102,383	8,275
Di Bella, John	84,173	1,506
Di Marco, Carmine	106,193	3,583
Dian, Farzin John	118,597	2,351
Dickinson, Adam	84,360	-
D'Ilio, Adrianna	102,678	5,122
Din, Tariq Mahmoud	100,921	330
Diopita, Ritchie Araza	104,014	9

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Dishman, Dylan Douglas	86,501	2,024
Dixon, Scott	101,605	-
Djoric, Natasha	81,384	-
Djurkovic, Danica	226,311	3,358
Doad, Harb	88,970	-
Dolezalova, Ludmila	95,292	-
Dominguez, Glenda Elizabeth	83,534	-
Dominguez, Raul Q	80,728	-
Dorn, Wilhelm Paul E.	104,014	-
Dorocicz, Irene	111,921	625
Dosanjh, Angie	88,469	1,569
Dotto, Jonathan	85,170	1,520
Dotto, Kim	207,857	11,362
Downey, Ryan Patrick	103,976	2,433
Doyle, James	104,598	-
Doyon, Marie Ann Suzanne	98,971	1,464
Draper, Danny Scott	104,014	-
Dube, Darryl Donald	91,312	979
Dudnyk, Iryna	128,179	45
Duffey, Patrick	108,316	111
Duffy, Simon Paul	92,972	-
Dunfield, Airrick Robert	82,130	1,024
Dunn, Brent R	158,068	1,765
Dunn, David	141,466	14,581
Dunn, Sarah Ann	139,077	8,260
Dunphy, Kevin	106,314	1,759
Dzebic, Adisa	100,658	13,731
Easton, Thomas A	84,111	-
Edwards, Bernadette Therese	122,034	2,741
Edwards, Blake	96,490	7,339
Edwards, Skai	77,933	343
Egert, Amanda Grace	113,066	11,900
Elder, Stephen	100,895	8,308
Eliades, Carly Brooke	102,748	1,668
Eliassen, Noah	104,014	-
Elliott, Jennifer	141,312	1,629
Elmasry, Medhat	115,759	7,759
Emery, Trevor	86,741	-
Emes, Allan	120,179	-
Emmett, Cheryl	94,411	2,920
Eng, Eugene Jan Keung	114,171	3,702
Eng, Kenneth	147,370	-
Ennis, Brian James	87,708	-
Epp, Heather Carolyn	116,256	10,909
Epstein, Kyla	97,087	12,556
Erho, Gregory Allan	104,014	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Erickson, Lynn Cecile	106,314	6,641
Etkin, Alan	93,911	7,524
Evans, Connie Joan	107,121	26
Ewald, Thorsten	102,675	892
Fair, Bryan	98,238	-
Fairey, Kathleen	96,580	1,714
Fajardo, Edward Ricardo	169,251	4,464
Farhangi, Hassan	97,403	-
Farooq, Mohammed	77,933	-
Faruki, Mubasher	150,111	28,713
Faulkner, Kimberly Lee	76,099	513
Felardeau, Barry F	104,014	-
Feldstein, Jaimee	117,035	2,620
Felgner, Michael Bernd	96,888	-
Fell, Amy Raine	116,732	4,740
Feng, Fengtian	101,634	3,515
Fengler, Adrian Michael	81,631	-
Fentie, Lorraine	93,457	-
Ferdosian, Masih	96,503	1,490
Ferguson, Arron	102,737	11,031
Fernandez, Melia	103,249	3,617
Ferrier, Malcolm	110,721	7,930
Ferrinho, Ana Maria	102,675	6,760
Ferros, Scott	92,750	-
Figner, Jennifer Lyn	185,693	6,297
Fillion, Stacy Ryan	76,317	-
Findlay, Judy	86,939	494
Fine, Brenda	102,675	-
Fingler, Ian David	102,675	392
Finn, Steve	110,172	135
Fiore, Pasquale	102,675	2,158
Flynn, Mark	119,641	2,015
Fok, Yuliia	77,053	1,400
Foley, Vincent	127,138	-
Foote, Ian Donald	94,977	-
Foran, Patricia Ruth	82,376	89
Ford, Andrea C	102,675	2,842
Forero Lozano, Felipe	96,180	1,600
Forrest, Christopher Sean	117,028	919
Forsyth, Robert B	102,675	206
Fourie, Johan George	109,017	2,214
Fowler, Amalia Elizabeth	77,127	952
Fowler, Paul R D	108,203	-
Fox, Nicholas Gerard	153,523	-
Foy, Julia D	112,271	2,791
Francois, Patrick G	102,367	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Fraser, Robert	94,734	-
Fraser, Shelley	149,124	1,264
Frawley, Emily Anne	85,657	2,204
Freeburn, Joe	123,390	17,326
Friday, Kelly	116,323	3,752
Friedrich Fong, Carol	109,403	-
Friesen, Erin Nicole	90,581	986
Frisque, Andrea	184,131	27,119
Fromm, Zuzana	146,188	6,140
Frost, Les	92,075	1,621
Fry, Eric	129,845	10,070
Fryer, Chad	90,200	-
Fung, Celene Sze-Ying	105,561	-
Fung, Eddy	129,217	-
Gacek, Caroline Laura	86,869	5,301
Gajdics, Sylvia A	108,844	4,778
Gale, Roger	140,134	-
Gall, Dave Robert	104,014	-
Galli, Michael	129,946	43,304
Galloway, Conan Dale	127,679	-
Galway, Robert Sean	120,303	8,384
Gandham, Inderprit Kaur	93,513	793
Ganeff, Christopher Edmond	77,879	437
Gardell, Michael Andrew	101,842	-
Gardiner, Christopher	106,000	-
Garic-Komnencic, Sanja	102,675	4,838
Gatchalian, Gerald Francis	103,133	13,197
Genio, Shaun Luis	95,242	784
German, Christine Page	87,718	185
German, Martin	103,722	-
Gessaroli, Jerome	109,603	13,449
Ghaderyan, Joutiar	86,604	-
Ghaffari, Farzan	102,675	1,032
Ghazanfari Hashemi, Samaneh	87,269	-
Ghomari, Tamara	119,691	-
Gibson, Robin	113,720	113
Gilbert, Kelly Anne	83,940	1,167
Gill, Balbir	128,952	43
Gill, Kam	92,750	2,164
Gill, Manpreet Kaur	103,426	112
Gilles, Stephen William	104,813	373
Gillman, Christopher Bryce	92,937	2,881
Giltrow, Mark	86,340	4,092
Gladish, Carl	90,323	-
Gnoato, Teresa Lynne	106,314	456
Gobin, Leah	115,612	1,689

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Goetz, Christopher Gregor	81,631	478
Golder, Katherine J	102,675	951
Goldlist, Amy Rachel	128,001	5,677
Golovachova, Nataliia	78,260	778
Gonzalez, Sol	76,632	-
Goodwin, David Anthony	75,180	10,401
Gordon, Joseph Terry	150,878	-
Gorgosilich, Denise G	112,966	124
Gowans, Lisa Alice	105,366	7,754
Grace, Deirdre Alexandra	100,266	1,624
Gracias, Marian	102,675	2,536
Grant, Jason Matthew	94,116	-
Gray, Aaron	81,530	938
Graziano, Bryan	103,365	87
Green, Karla Michelle	89,005	6,249
Green, Thomas Murray	117,358	-
Greene, Nicole Jennifer	80,933	-
Greig, Matthew Robert Edwin	91,252	4
Gresat, Chris	121,780	-
Grewal, Gurminder Singh	83,924	186
Grewal, Inderdeep Kaur	92,671	7,863
Gribov, Shulamit	101,933	-
Griffin, Alison Elaine	96,160	1,277
Griffith, Christopher	94,016	1,061
Griffiths, David Stuart	102,021	10,116
Grikis, Guntis	97,947	-
Grof, Edward Julius	113,754	635
Grone, Ruthanne	104,014	-
Gruber, Jacqueline Isaan	143,824	3,476
Gu, Lawrence Lian S	202,097	34,994
Guest, Robert William	108,050	6,219
Guicherd, Timothee Florian Alain Gh	90,839	-
Guichon, Patrick J	88,482	68
Gunn, Edward R	107,058	-
Guo, Quan	136,983	-
Gutica, Mirela	110,945	8,712
Habiballah, Kacem	141,971	3,149
Hadikin, Peter	125,847	3,550
Hagan, Scott	102,675	-
Haire, Richard Joseph	112,302	5,581
Hajikolaei, Kambiz Haji	93,047	-
Haldorson, Kelby Paul	105,872	3,773
Hall, Ike	142,303	1,231
Halsted, Nigel B	102,675	7,111
Halvorsen, Erica Jane	104,294	2,822
Hamer, Melissa	91,728	5,595

\*May include overtime, allowances and part-time salary



Name	Remuneration	Expenses
Hamilton, Kim	81,769	-
Han, Wang Hee	86,332	1,667
Hancock, Todd N	84,904	-
Hand, Wayne L	206,169	10,069
Hannah-Suarez, Maria	89,493	-
Haratikia, Alireza	125,524	-
Harder, Michael	112,664	1,574
Hardie, Tammy Ann	99,612	-
Harper, David	84,811	2,345
Harris, Mandy Dionne	96,955	13,920
Hartlaub, Russell	128,201	4,036
Hartsen, Steen	107,249	9,284
Hartwig, Chelsey Dionne	87,970	291
Harvey, Andrea Michelle	94,227	1,405
Hausmann, Matthew Philip	106,314	1,260
Haward, Bradley	81,681	4,056
Hawkins, Michelle	85,340	1,993
Hawthorne, Eric	93,404	-
Hayden, Eamon Nicholas	107,518	-
He, Ming Yan	104,014	-
Heacock, Helen J	98,351	4,964
Heath, Norah Desiree-Mew	102,803	2,257
Heaver, Carmen Lynn	102,675	-
Heba, Daniela	98,042	1,476
Hebert, Alexandre	120,340	2,679
Helm, Uwe	100,812	-
Henault, Lisa	93,862	1,641
Henderson, Gary Elmer	104,203	-
Henderson, Mary	75,645	759
Heng, Susan	92,075	3,928
Hennessey, Craig Adam	106,789	7,072
Herle, Keith A	102,021	3,305
Heshmatzadeh, Maryam	117,253	-
Hewlett, Robert G	138,817	2,813
Hildebrand, Dean	188,402	9,444
Hildebrandt, Karl Heinz	103,172	2,198
Hill, Benjamin	83,038	-
Hill, Michael J	113,502	4,716
Hill, Rochelle	98,367	1,228
Hiller, Lorena Ruth	103,218	488
Ho, Mary	130,393	-
Ho, Sarah Pui-Fong	102,021	305
Ho, Stephen	92,750	2,117
Hodges, Michael	104,248	3,806
Hodgkinson, Douglas Glen	104,793	-
Hodgson, Tara T	110,429	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Hofler, Connor	102,548	174
Hofmann, Andy	105,436	-
Hogg, David Joseph	119,287	1,016
Holding, Steve John	103,386	-
Holloway, David Michael	112,537	1,228
Hopkins, Kimberley Anne	106,667	-
Horsfall, Tim	78,194	3,530
Horvath, Wayne Murray	117,957	3,099
Hosier, Brian	164,469	-
Hosseini, Seyyed Aliasghar	76,224	-
House-Kokan, Michelle Anne Marie	99,612	23,013
Howatt, Trudi	88,892	3,692
Howells, Mike J	104,014	863
Howey, Clay Alden	103,251	5,553
Hreich Panagiotopoulos, Helene	96,452	3,715
Hristova, Kameliya	109,899	1,103
Huang, Chi En	139,827	-
Hudson, Christopher Alan	177,198	184
Hughes, Heather Grace	84,181	2,987
Hughes, Kristine Elizabeth	91,305	49
Hunter, Aaron	113,429	29,911
Hunter, James Arthur	106,442	3,403
Hunter, Jennifer	85,340	685
Hunter, Rachael Ann	132,484	-
Hunter, Russ	104,014	-
Hur, Roger W	102,136	5,313
Huynh, Tan Tran Nhat	91,514	1,815
Icoz, Kirksal	116,977	165
Ilsever, Yalcin Joe	95,104	-
Ip, Chi Hang	83,572	133
Islam, Nouroul	141,321	1,881
Ivanova, Magdalena	125,254	1,227
Ives, Kim	102,859	1,196
Izgerean, Laurie Jean	95,425	9,080
Jackson, Andrew W	93,575	-
Jackson, Breena Lee	105,902	27
Jacob, Jacqueline Marie	215,809	1,953
Jacobs, Esti	84,859	-
Jacobs, Ryan Joseph	101,761	-
Jaggernath, Carl Preston	101,605	604
Jamal, Naifin	82,268	1,542
Jamensky, Derek Allan	102,675	4,766
James, Bradley William	84,673	-
James, Jeanine	92,853	1,716
James, Nathan Gray	94,460	-
Jang, Anne	83,257	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Jang, Won-Seok	105,190	-
Jannesar, Shervin	90,759	308
Jappy, Ian Douglas	78,239	-
Jassal, Sukhjeet Singh	163,257	1,757
Jefferson, Greta Ashley	87,889	88
Jeffery, Tamara	77,285	576
Jefford, Kevin Martin	101,091	-
Jeffreys, Yvonne	129,996	1,116
Jelic, Anna	104,880	375
Jetha, Farah	107,857	6,098
Jin, Zhenji	122,273	1,674
Jit, Naleen	104,014	13
Jit, Naveen Chandra	111,297	-
Jivraj, Ashif	120,727	5,044
Jiwa, Fairouz H	84,254	1,938
Jiwani, Armin	79,726	129
Jodoin, Jeff	85,084	-
Joe, Christopher Gat Ying	94,961	7,559
Johal, Chandan	118,662	9,793
John, Daniel Curtis	98,748	-
Johnson, Jeremy Marino	86,196	-
Johnson, Kent N	93,106	1,607
Johnson, Lara Lynn	239,763	349
Johnson, Valerie Marie	83,812	7,945
Johnston, Bonnie	105,145	3,121
Johnston, Robert Norman	104,014	-
Jones, Antonella	102,803	-
Jones, Caitlin Denise	78,683	3,034
Jones, Colin Arthur Philip	99,498	23
Jones, David Cyri	77,006	-
Jones, Jason Mathew	119,064	-
Jones, Vince N	90,391	732
Jones, Yvette	102,675	1,073
Jopling, Tom	109,871	12,502
Jordan, Tessa	155,873	3,601
Joseph, Stefan W	102,675	2,108
Joseph, Zaa Derik Gammel	102,675	6,766
Juan, Samantha	105,198	17,698
Jubb, Stephen	87,065	2,510
Jung, Lisa	134,538	825
Jung, Sung Moon Stanley	104,360	-
Kader, Barbara	87,667	156
Kaese, Jacqueline Lee	89,425	4,452
Kaisara, Gothusang	92,750	418
Kan, Susanna Sie Wun	102,314	4,448
Kaneko, Ken	88,509	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Kao, Elizabeth	184,354	-
Karimi Sharif, Hamed	99,248	-
Karimi, Kian	94,001	-
Karlstedt, Kyle	106,479	-
Karppinen, David Leroy	88,457	87
Kary, Amy Carmen	109,223	1,971
Kassteen, Inge	111,700	-
Kaur, Harpreet	96,590	4,827
Kearns, Michelle Marie	97,113	3
Keilbart, Ken K	83,947	4,476
Kelly, Shannon	112,501	1,939
Kempt, Jacob	81,680	1,663
Kennedy, Kathryn Joan	136,232	800
Kennedy, Vern Christie	78,194	5,042
Kent, Cynthia Velma	132,480	2,211
Kerr, Jennifer	123,243	-
Kerrie, Shayna	102,803	5,068
Kerrigan, Jill	104,649	4,792
Keshavarz, Rouzbeh	173,009	424
Khakbaznejad, Abdolreza	78,824	100
Khazei, Caroline Joanne	104,461	10,395
Khelifi, Djamel	102,675	-
Khramov, Alexander	92,488	-
Kim, Diane	82,969	27,845
Kim, Ho-Sup	83,911	3,465
Kim, James	112,589	644
Kinloch, Kathy	105,019	-
Kipp, Keanan	86,536	-
Kiriian, Sergii	84,753	1,615
Klassen, Derek	108,685	-
Klundt, Allison	102,675	952
Koehler, Amanda Jean	83,925	5,556
Koenig, Ray	102,021	-
Koirala, Anish	134,446	1,103
Kojwang, David Ogwen	112,666	-
Koke, Thomas E	100,786	-
Kolarski, Slobodanka	82,285	-
Kominko, Svitlana	95,734	45
Kong, Jennifer Yimnong	117,632	-
Konieczny, Kristin Alicia	104,473	1,595
Koo, Tony	90,996	1,597
Kooner - Basanti, Harjot Kaur	108,826	-
Kornienko, Anna	97,581	16,588
Kosub, Timothy Alexander	85,602	6,278
Kovacic, Diana K	122,060	3,953
Krapchan, Ludmila	93,232	8,182

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Kreut, Bob James	123,833	2,256
Krishnan, Thrupthy	96,251	-
Kristoff, Wendy	79,574	-
Kroetsch, Rick	95,539	7,006
Kruger, Robert Eric	105,026	2,288
Kryt, Garrett T	77,179	996
Kuan, Steven Yet Wui	139,074	9,157
Kuligowski, Ireneusz	84,738	2,445
Kuo, Hsin Hen	87,089	-
Kurji, Zahra	107,207	6,954
Kurooparan, Kulepa	80,177	4,067
Lacis, Brent Darryl	83,717	525
Lacuna, Maria	75,588	90
Ladha, El-Nur	103,848	3,249
Ladubec, Marcie	104,014	-
Laguio, Joselito Espiritu	115,222	3,691
Lam, Angela	94,890	4,050
Lam, Bernie	101,000	1,612
Lam, Wai-Chung	104,014	-
Lamarre, Mary Elise Johanne	102,021	-
Lambie, Krista	113,072	2,781
Lane, Thomas F	107,819	5,019
Lang, Carla Marie	105,733	336
Lange, Kathryn	102,520	2,059
Langlands, Erin Christina	94,469	925
Lary, Anna	120,525	3,348
Lau, Claudia Pak Ka	93,418	20,701
Lau, Ying Yin	86,741	-
Lavoie, Kaela	75,809	731
Law, Alan	113,193	39
Law, Benjamin	92,750	-
Law, Joyce Chung Sze	79,899	5,015
Laxton, Vince	185,595	-
Lazar, Izabela	151,712	-
Lazenby, David J	96,183	1,142
Leaney, Cindy Ann	99,295	3,498
Leathers, Jonathon	75,598	1,955
Leblanc, Louise Ellen	102,149	4,994
Lee, Aaron Matthew	120,252	-
Lee, Adelaide	78,194	1,040
Lee, Kimberly Alice	102,149	16,723
Lee, Ray Chiang	93,132	203
Lee, Stephen Joseph	102,675	-
Legault, Rene Arthur	101,605	-
Lei, Leo	109,297	304
Lemon, Fiona Catherine Isabel	82,295	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Leonard, Shannon	88,860	-
Lesmeister, Trevor	100,266	-
L'Esperance, Bruno	97,106	2,277
Leszczynski, Jocelyne	93,509	1,436
Leung, Boris Yiu Chung	102,675	1,696
Leung, Brent Winston Carl	81,060	1,411
Leung, Chi Wai Wilson	109,525	14,973
Leung, Henry	89,897	2,638
Leung, Lai Man	89,416	-
Leung, Ryan Kin Lun	86,198	-
Leversage, David J	103,740	545
Lewis, Ann Sharon	92,789	1,682
Lewis, Glenn Allan	77,314	5,215
Li, Bo	106,658	2,121
Li, Jie	87,795	-
Li, Yan Judy	168,042	3,816
Li, Yun	108,808	2,827
Licastro, Sandro V	100,111	-
Liebmann, Andrew	91,756	4,023
Lien, Craig	99,830	-
Lindberg, Richard Charles	101,738	795
Link, Bruce D	102,675	-
Linn, Patrick Jamie	91,570	462
Liu, Eddie	87,264	4,677
Liu, Jinfeng	83,798	-
Liu, Peng	95,902	914
Lo, Julie A	83,945	3,263
Lo, Quin Wai	102,454	-
Lobo, Stephen A	104,451	1,174
Logan, Andrew Gordon	111,235	-
Logie, Stuart	100,090	-
Lopes Lemos, Leonardo	92,750	3,328
Lopez, Ana Magdalena	249,820	5,463
Lord, Trevor Dean	107,897	660
Lount, Jingjing	101,747	-
Lovatt, John	102,675	2,026
Low, Kenton Hubert	124,985	318
Low, Stephanie	126,679	426
Low, Vivienne Bik Fong	112,089	969
Lowe, Jimmy Kok Leung	103,944	2,482
Lowe, Michael Andrew	90,121	3,162
Lowe, Pey J	81,631	-
Luk, Marita	126,883	4,639
Lukits, Stefan	102,021	2,867
Lungu, Oleg	108,618	1,562
Luong, Ngoc Lan	94,098	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Luster, Larry N	83,133	3,289
Lvovski, Ilia	101,450	644
Lynch, Deirdre	86,741	402
Ma, Gilbert Kai-Fay	93,587	952
Ma, Hillgan	99,893	1,181
Ma, Wendy W N	87,033	26
MacCharles, Eunice	115,431	376
MacDonald, Janet	77,232	6,053
Macey, Elizabeth	83,373	514
Machhein, Jessie Francois	92,298	2,216
MacInnis, Britney	91,055	-
Maclean, Cynthia	102,021	5,361
MacLean, Steven Richard	117,351	893
Macleod, Cheri Dawn	113,144	4,523
MacPhee, Michael Vaughan	92,750	637
Madigan, Jennifer	117,141	1,920
Mafatow, Michael	95,376	-
Magantino, Davis	78,627	4,291
Magel, Glen Robert	187,102	2,616
Magliery, Thomas	93,316	-
Major, Leslie Joan	168,326	13,988
Maki, William	94,228	78
Manbachi, Moein	108,455	4,631
Mangat, Navneet	76,939	3,279
Manianis, John Paul	148,337	-
Mansell, Greg Harold	97,906	-
Manson, Katherine Ann	139,600	536
Manson, Tiia	108,934	7,243
Marin, Bogdan Nicolae	83,166	-
Mark, Kenneth Chow	102,675	-
Marken, Kenneth Gerald	107,642	1,691
Markvoort, Anne Marion Brine	76,733	-
Marquardt, Carl Kennedy	105,083	-
Martin, Vanessa Nicole	97,234	2,754
Martina, Carol	95,450	200
Marwick, Tara-Leigh	98,890	-
Matheson, Anna C	103,726	5,045
Matthee, Pierre	170,286	3,485
Matthews, Andrea J	103,581	3,465
Matthews, Richard	110,727	-
Mattie, Johanne	92,407	3,602
Mattu, Kuldeep	82,442	2,373
Maxwell, Alexander C	104,014	-
Mazepa, Lindsay Denise	93,180	175
McClain, Steven Allen	87,305	2,531
McConnell, Andrew W	125,517	2,834

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
McConnell, William James	102,727	-
McCrae, Rod	104,014	-
McCullough, Paul Hugh	279,929	32,768
McCutcheon, Jodie Anita	102,803	4,720
McDonald, Tom	111,329	4,960
McDonnell, Aidan	75,527	-
McElroy, Alex	112,537	163
McGee, Patrick Henry	126,793	2,449
McGuinness, Michael Walter	84,752	-
McInally, Phil J J	113,367	263
McIntosh, Kristi	106,314	-
McIntosh, Robin Valerie	101,873	9,163
McKay, Alison	75,489	2,687
McKay, David Jonathan	78,593	669
McKoryk, James Johnson	114,738	-
McLeod, Sarah Jean	106,314	-
McMillan, Ronald	102,925	1,457
McMillan, Stephen Richard	115,097	6,060
McNinch, Nathan	91,497	-
McNulty, Robert W	96,304	-
McQuarrie, Beverly	75,606	280
McWilliam, Mary	81,106	1,187
Meagher, Carrie Leah	115,687	2,029
Meech-Ward, Sam Paul	121,486	-
Meegan, Linda Marie	106,314	-
Mendez, Victor	85,540	-
Menon, Preseedha	103,393	-
Merali, Zainub Zena	103,298	3,538
Mercer, Matthieu Shaw	97,519	-
Merchant, Sandra May	101,466	1,349
Messer, Bryan John	107,904	7,059
Miles, Richard Paul	162,733	-
Miller, Keith Lawrence	77,848	-
Mills, John	102,021	-
Moeller, Erich	106,639	6
Mohammad Vali, Ali	81,631	1,447
Mohieddin Ghomshei, Morteza	102,675	-
Mojarrab, Abbas	104,202	-
Mokrzycki, Andrzej	86,159	2,810
Molinari, Joao	137,220	1,056
Monk, Connie	107,871	6,394
Monks, Michael Andrew	107,804	17,824
Moore, Jason Nicholas	98,054	117
Mora, Rodrigo Alberto	106,314	269
Morency, Richard	81,959	2,348
Morgan, Linda	100,198	670

\*May include overtime, allowances and part-time salary



Name	Remuneration	Expenses
Morgan, Orrett	106,314	5,810
Morgana, Pietro	102,305	-
Morrison, Michele Leanne	101,873	-
Moses, Palvinder Kaur	128,783	5,635
Moshrefzadeh, Joubin	118,590	593
Muhle, Kristopher	88,329	1,050
Mulder, Michael John	108,530	215
Mullis, Steven Patrick	105,312	-
Munro, Neil	105,660	4,289
Murie, Randall	102,675	4,209
Murphy, Andrey	104,752	-
Murphy, Megan Jean	106,079	-
Mustafa, Aiman	92,729	-
Mutis, Catherine Josephine	94,806	1,247
Nadrazsky, Jacquelyn	89,391	910
Naicker, Nitasha	124,799	-
Naidesh, Don William	106,626	1,036
Naidu, Keshwan	86,198	-
Nakamura, Mark Shugo	103,064	15,854
Nakui, Erica	82,645	1,613
Nash, William Thomas	93,971	400
Nason, Robert H	102,983	-
Nath, Rohitendra	96,389	-
Nath, Vnit Vinesh	161,231	-
Netherton, Scott E	83,812	1,650
Nevard, Jon Douglas	101,215	-
Neville, Sarah	105,231	9,012
Ng, George Edward	104,014	-
Ng, Kal Kar Lun	96,389	-
Ng, Mark Ying-Wai	111,648	-
Ng, Steven	132,708	-
Nicholson, Shauna Lee	93,636	-
Nielsen, Evan	75,054	1,422
Nierop, Angela Leanne	89,505	105
Nikfetrat, Koorosh	103,189	3,954
Nishimura, Kim	109,075	1,039
Noureddin, Borna	128,608	9,197
Novakovic, Julie	106,813	-
Nussbaumer, Alison	179,234	6,986
Nyaeme, Bassam Adam	175,736	5,644
Nymark, Dennis L E	88,468	1,621
Oching, William Erneo	102,675	7,580
Odgers, Todd Douglas	145,835	8,956
O'Donovan, Kimberley Anne	108,378	315
Ogden, Stephen Andrew	81,628	-
Ogundare, John	114,484	341

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Oh, Janine Tracey	112,976	1,283
Olsen, Christina Renee	135,995	6,664
Olszewski, Adrienne Ginger	86,546	3,870
O'Neill, Donna	105,660	903
Ontkanin, Juraj	118,350	8,007
Oraji, Rahim	119,803	-
Orr, Carly Yan Chi Wong	108,579	4,645
Osborne, Russell	100,581	-
Ostermann, Henry K	98,003	-
Otto, Jeffrey	105,115	1,114
Ouellet, Corey	79,090	74
Ovanesova, Anna V	105,453	1,285
Overgaard, Mark	104,081	-
Owen, Kristina Audrey	95,156	-
Owen, Sean William Albert	101,632	-
Oye, Russell H	92,931	259
Pace, Manon H	100,458	7,850
Padilla, Elizabeth Clair	104,754	6,740
Palizban, Heydarali	141,889	8,107
Pandey, Anurag	112,250	7,245
Pandey, Bishnu Hari	102,675	799
Panduri, Gisella	85,082	138
Pang, Winnie	76,350	-
Papps, Kristine	107,103	1,685
Paraninfi, Anna	83,606	-
Pare, Francois-Xavier	99,612	250
Park, Cindy	83,002	-
Parker, Bryan	83,202	-
Parker, Lara	108,331	2,742
Parks, Kenneth	103,805	-
Parliament, Deb	91,791	-
Parmar, Jaspal Kaur	170,639	75
Parry, Sandra Jeanne	102,021	2,333
Parsakish, Ramin	83,158	-
Pascual, Joan	106,984	1,373
Passos, Maria Rosario	105,660	23,454
Paterson, Scott J	107,492	1,296
Patterson, Jody	97,066	3,648
Pavle, Andrew James	84,094	-
Paxton, Christie	110,170	-
Payrastre, Heather Jane	80,340	1,291
Pedley, Sidney	95,729	1,300
Pekeles, Trish	251,511	4,162
Penner, Travis Sean	82,319	-
Penner, Vincent Jonathan	78,559	-
Penny, Michelle	82,268	2,975

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Peralejo, Cristina	113,996	447
Peralta, Billy	91,252	1,583
Pereira, Agnelo Lucio	86,280	-
Perry, Steven John	184,775	23,017
Peterson, James	103,266	243
Petrie, Cynthia D.	215,044	22,847
Petrov, Olga	115,123	1,993
Pettenon, Stefano G	116,579	258
Phelan, Richard C	108,388	-
Phipps, Rosalind Anne	84,329	4,969
Picher, Melissa	95,069	1,229
Pichugin, Ivan	104,728	-
Pierce, Tami	118,869	15,767
Pillay, Alysha	78,061	3,789
Pilotte, Ryan C	91,021	-
Piper, Deloris	103,251	369
Pirvu, Ciprian	156,329	8,072
Piva, Jeffrey Anthony	90,392	4,122
Podut, Alexandru	104,014	-
Poehlke, Josh Anthony Austin	99,235	-
Poelzer, Denise De Vita	105,660	3,016
Pogrebinsky, Igor	83,020	2,447
Pointon, Barry W	102,675	3,431
Pongracz, Tamara	120,570	4,086
Potyondi, Lawrence John	117,434	-
Pouria, Arezou	102,675	3,470
Powszedny, John Eric	104,014	-
Prakash, Anthony R	91,051	-
Prior, Roger Michael	99,033	-
Przestacki, Sebastian	79,634	140
Purdy, John	86,670	216
Quazi, Hijab	92,857	1,684
Quily, Tom	96,896	-
Quiring, Gretchen	102,675	-
Rai, Parmjit	112,467	-
Rai, Reena Kaur	83,970	645
Rajabi, Mohammad Ali	111,940	5,029
Ram, Erika Ashley	83,702	1,340
Ramazzini, Soraida	86,741	298
Ramer, Phillip Edward	137,969	11
Randhawa, Kalwinder K	95,244	7,914
Randhawa, Tejinder	133,507	4,523
Ranftl, Richard	102,021	207
Ransome, Douglas Bruce	105,459	5,049
Raoufi, Cyrus	124,140	-
Raschke, Silvia U	102,675	12,313

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Rawji, Hala Fatima	103,751	-
Read, David Bruce	137,694	1,235
Reaugh, James Jonathon	126,557	-
Redmond, David	104,014	-
Rees, Glynda Joan	108,490	11,906
Regan, Kendal Lea	109,059	6,645
Regan, Marion F	76,614	-
Reichenback, Karl P	113,533	-
Reid, Lyle Hanford	101,379	-
Reinert, Richard R	107,972	2,833
Rempel, Allan	96,223	4,407
Renzullo, Tracey Catherine	123,977	11,968
Ribble, Kevin G	102,021	6,160
Richardson, David	81,793	-
Richter, Charlene	132,807	3,602
Rickard, Dylan	125,443	2,100
Riley, Tami R	124,308	272
Rimanic, Louise	102,021	6,131
Riquelme, Robert	104,014	-
Riquelme, William	101,654	4,117
Rishi, Neilu	119,856	1,905
Robertson, Fraser Iain	138,869	3,260
Robertson, Rebecca L	119,159	5,106
Robinsmith, Michael Joseph	135,688	3,285
Rockall, Matthew	109,529	-
Rockel, Danielle	135,380	1,679
Rodham, Paul J L	105,660	1,448
Roemer, Tom	182,369	35,422
Romalo, David	107,074	2,362
Romanisson, Michael	77,918	-
Rosario, Anne Angelica Sy	92,542	-
Rosenau, Marvin Leslie	108,862	5,867
Rouse, Cameron Sean	89,299	-
Rout, James William	193,350	5,152
Rowan, Edwin	84,400	3,885
Rowsom, Kristy Anne Sarah	85,468	1,506
Rozman, Paul	102,675	2,475
Rubalcava Vargas, Tatiana Aigul	90,843	4,328
Rudrakumar, Manik	105,571	-
Rukavina, Tony Martin	83,298	41
Runnings, Brett	102,549	161
Russell, Jacquie	82,334	14,038
Russell, Rosamund	108,467	7,734
Rutherford, David	103,317	10,002
Ruzic, Goran	152,051	-
Ryan, Catherine J	102,675	-

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Ryan, Lisa Joy	184,673	14,212
Ryu, Giho	76,734	-
Saberi, Hassan	106,785	-
Sabeti, Shadi	79,396	-
Sackville, Patricia	165,746	29
Saczuk, Eric	130,162	4,364
Safiq, Kathleen Maria	93,258	217
Safoniuk, Mike	107,492	30
Sajid, Ghulam Mustafa	86,876	10,169
Salsabil, Umme	94,209	652
Salvador, Pamela	77,407	-
Samra, Rajpinder S	93,564	-
Sandhu, Arwinder K	89,501	-
Sandhu, Harjot	117,601	1,428
Sandhu, Ranjit Singh	107,492	54
Sanjuan, Antonio	102,675	3,100
Sarwal, Sanjeev Kumar	104,014	6,142
Satoglu, Shan	117,438	-
Sattari, Behrouz	84,654	-
Sawyer, Paul	116,188	2,405
Schatz, Rachel	91,971	2,808
Scheibel, Stephen	86,263	-
Schmid, Paul	109,268	-
Schmutter, Colin A	78,194	2,549
Schnurr, Frank	110,387	1,895
Schubert, Loren Bryan	142,349	753
Schultz, Jeff Todd	87,297	-
Schutte, Lauren Blythe	104,511	3,706
Scott, Robert	96,271	12,518
Scribner, Jean A	135,423	2,640
Scutt, Greg	105,104	-
Seixas Castela Viegas, Joao Vasco	96,645	53
Sekhon, Anoop	91,123	1,745
Sekhon, Hardalbir Gill	97,403	-
Selesky, Kevin	89,951	-
Seto, Roy Chun-Lok	94,460	-
Shahabi, Bahareh	101,388	16,944
Shahabi, Saeed	83,397	-
Shahrokh, Mahnaz	101,680	6
Shandler, Judy	123,546	4,625
Shannon, Christopher Andrew	116,816	536
Sharda, Harroop Kaur	102,803	10,791
Shariat-Zadeh, Minoo	116,837	8,116
Shauer, Barbra Lee	100,941	-
Shelest, John Grant	106,828	2,652
Shellard, Joan	102,675	18

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Shelton, Curt	119,276	4,391
Shema, Yves Rene	78,560	1,602
Shen, Shih-Yang	96,052	792
Shen, Wei-Jen	107,005	4,822
Shepherd, Matthew	104,517	-
Shiple, Kari	79,669	1,134
Shore, Gary	118,079	8,425
Shukla, Monisha	179,137	450
Siddiqui, Mujeeb	106,591	-
Sidhu, Anita	138,167	3,192
Sidhu, Carmine	91,911	-
Sidhu, Jatinderpal Singh	125,824	1,297
Sidjak, Craig Thomas	144,841	-
Siedlaczek, Kathy	167,228	4,815
Siljander, Mark David	84,706	729
Silveira, Annie	105,660	3,308
Simmons, Charles E	127,261	-
Simpson, Ying	78,848	1,133
Sinclair, Shaun	108,350	-
Singh, Gurdial	77,942	1,121
Singh, Preetpal	83,762	-
Singh, Sukhwinder	77,784	844
Sivia, Gagandeep	90,288	4,296
Sivia, Kulwinderjeet Kaur	88,923	1,920
Skipper, Philip	79,693	373
Smith, Adrian Erle	88,390	2,182
Smith, D'Arcy Dewolf	129,143	10,514
Smith, Don	101,605	-
Smith, Douglas E	110,403	-
Smith, Jan	165,068	9,274
Smith, Kavan Ann Binnie	92,378	35
Smith, Martin Frank	107,492	7,838
Smith, Mathew	133,082	412
Smith, Pamela Lynne	87,718	2,196
Smith, Wayne Michael	80,821	-
Smyth, Jonathan	99,392	2,197
Snider, Timothy Allen	90,820	-
So, Janet	89,765	2,657
Sokol, Cheryl	106,314	-
Sokolov, Nikolai Vasilievitch	108,726	3,556
Sokolova, Antonina	116,677	2,698
Song, Huimin	123,380	-
Soo Lum, Deborah	83,645	247
Sosa, Adriana	76,164	9,183
Soulsbury, Kevin	106,314	-
Springer, Gail	82,597	2,566

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Sreenath, Remya	93,695	6,135
Stanisavljevic, Dusan	111,810	-
Stanley, Holly	120,147	-
Steiner, Robert	111,605	-
Stevic, Jasna	107,505	-
Stewart, Alan J	78,194	695
Stewart, Kathryn	102,675	-
Stewart, Michelle	76,838	606
Stewart, Ronald John	96,724	4,203
Storm, John Kenneth	102,675	3,675
Stott, Laurie Jeanette	118,582	2,642
Strange, Martin Alexander	87,647	11
Streimer, Arlen Randall	84,548	-
Stropky, David M	102,675	409
Strujenco, Victoria	90,728	4,531
Sujadi, Ira Gustiana	82,124	1,050
Sull, Sarbjit	82,268	2,089
Susanthan, Subramaniam	104,014	-
Sutherland, Lenalda	81,637	-
Sweet, Brian	104,014	-
Sy, Hong	84,990	6,759
Szafran, Thomas	105,313	2,445
Tabatabaian, Mehrzad	102,675	1,325
Tafti, Reza	120,483	-
Taggar, Shivinder K	80,340	1,098
Taheri, Roxana	93,712	2,570
Tait, Alexander Steven	78,541	1,818
Talebi, Hamidreza	119,804	48
Talman, Jennifer	143,305	6,775
Tam, Jasper Cheuk Hang	87,349	4,678
Tam, Nancy Wai-Mun	104,372	128
Tamanna, Omid	78,194	1,358
Tanchak, David	166,009	329
Tang, Huafeng	95,936	7,644
Tanha, Maryam	87,852	1,060
Tanoh, Germain	124,395	1,531
Tariku, Fitsum	168,393	21,535
Tashdjian, Raffi	84,913	-
Taylor, Bryan	104,014	5,233
Te, Richard Co	93,695	-
Terepocki, Weston	84,720	-
Ternes, Robert	88,606	-
Tessier, Raymond Andrew	104,014	-
Thacker, Matthew Raymond	91,513	1,733
Therrien, Laurie Joan	129,956	8,683
Thiessen, Gordon D	102,021	2,085

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Thomas, Heather	96,395	-
Thomas, Peter Cyril	107,400	-
Thomas, Ryan R	105,279	-
Thompson, Bruce	138,729	31,232
Thompson, Christopher George	85,340	-
Thompson, Debbie	89,493	-
Thompson, Kristine	110,921	2,609
Thompson-Jendrysek, Blair	105,406	205
Thornton, Christopher	102,021	2,000
Thursby, Sheena	79,358	147
Thurston, Mary Kay	137,923	1,490
Tikkanen, David	116,583	3,925
Tipton, Travis Blair	93,628	2,149
Tirado, Maria	109,940	941
Toor, Paviter Singh	113,209	536
Toyserkani, Zahra	89,818	-
Torillo, Maria	86,401	325
Tran, Vivian	100,738	614
Trost, Robert	103,090	2,640
Tsao, Haruna	94,294	-
Turnbull, Joanne Janice	87,222	368
Turner, Donna Ewun	136,345	6,732
Turner, Travis William	96,720	369
Tydd-Whiting, Rhandall	82,423	-
Tzou, Tsung-Han	91,907	3,422
Udevi-Aruevoru, Chinyelu Theresa	100,139	-
Underwood, Derrick	177,960	-
Upton, Anthony Richard	103,748	6,167
Vail, Laura	154,070	9,453
Valbonesi, Peter	116,457	-
Van Beest, Harry Clement	83,524	-
van Ginkel, Cynthia Elizabeth	103,817	1,990
van Jaarsveld, Izelde	129,908	-
van Jaarsveld, Marlize Ingrid	165,103	-
Vance, Kenneth Bryon	86,615	-
Varaich, Pawandeep Singh	88,280	-
Velardo, Maria	101,549	-
Verbeem, Jeffery John	102,675	790
Verner, David Hamilton	102,675	998
Vicic, Marko	102,492	673
Vigar, Jodie	85,340	1,663
Vo, Quang	98,475	1,382
Vohra, Neera	105,483	5,871
von Aulock, Maryna	102,675	331
Voong, Pei Sei	82,556	-
Vorlicek, Simon	85,321	12,093

\*May include overtime, allowances and part-time salary



Name	Remuneration	Expenses
Vuong, Elaine	102,122	1,491
Vurdela, Richard	138,720	-
Waberi, Shawna Marie	95,136	1,878
Wadge, Soizic	100,749	450
Wahl, Gregory	84,994	-
Waite, Lisa Marie Christina	102,136	-
Wajzer, Agata	77,712	1,343
Walker, Rick G	104,842	-
Walker, Stephen	79,358	-
Walls, Kevin Christopher	85,375	-
Walsh, Sean Allan	160,107	-
Walters, Rod G	113,808	-
Wan, Gary Chung Kei	79,114	4,888
Wang, Guojian	93,404	-
Wang, Hao	93,435	3,369
Wang, Lin Jui Ray	117,122	2,121
Wang, Tracy Yi Ping	126,883	-
Wanless, James Donald	93,404	5,783
Warburton, Claudine	98,833	-
Ward, Bradley	84,501	14
Warne, Gerald L	99,931	299
Warren, Peter	84,517	914
Watson, Craig	75,983	-
Webb, Darlene	102,675	-
Weckworth, Peter	98,700	2,292
Wei, Albert Ho Min	102,675	4,958
Wei, Caleb Shun Tao	104,014	-
Weintraub, Jennifer	88,152	1,304
Weisner, Jesse William	100,981	1,976
Wenzel, Carol Lorraine	103,967	339
West, Mary Elizabeth	86,239	-
Westcott, Morgan Shaun Fraser	139,543	13,921
Weston, Alan C	111,878	6,240
Whitney, Benjamin Charles	80,223	-
Whittle, Erin Elizabeth	132,995	1,408
Whyte, Michael Jasper	104,517	150
Wiebe, Brian Michael	101,923	-
Wiebe, Christopher Rolf	102,675	9,125
Wiebe, Douglas S	108,149	142
Wiebe, Murray Douglas	86,198	-
Wilczek, Richard	84,913	-
Wilder, Jason William	193,172	6,860
Willcock, Tracy	104,454	-
Williams, Gareth	85,128	-
Williams, Stephanie	76,768	2,197
Wills, Anita Suzanne	88,152	540

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Wilson, Danielle Elizabeth	199,137	4,065
Wilson, Kory	193,804	34,381
Wlock, Ronald	108,202	5,892
Wolf, Deborah Anne	92,203	1,743
Wolf, Jennifer Robbins	111,273	-
Wolfe, Patrick	102,675	-
Wong, Angie Sharon	78,194	-
Wong, David K	101,630	7,870
Wong, Michelle Leticia	84,338	-
Wong, Philip Gordon	107,883	3,568
Wong, Shannon	79,419	-
Wong, Stanley	104,793	-
Wong, Thomas Ryan	99,837	856
Wong, Vicky Wing Ka	99,523	2,337
Wong, William Ching Lim	87,083	-
Woo, Elaine Nyuk Kiau	132,180	1,918
Woo, Robyn Louise	93,700	3,753
Wood, Christopher Mackay	91,889	2,251
Wood, David G	102,254	-
Wood, Timothy	104,014	-
Woodbridge, Kenzie Ann	93,513	-
Woodley, Douglas	144,617	11,220
Woodley, Jordan N	104,014	-
Woods, David	79,004	1,645
Worley, William Leonard	116,606	-
Wright, Christopher K	96,819	1,418
Wyllie, Wayne	86,198	766
Yallouz, Steve	146,336	5,413
Yamamoto, Valencia	95,952	1,515
Yang, Chang Chuan	76,373	164
Yasir, Areeb Soo	95,183	-
Yatlo, Sergiy	104,014	0
Yau, Terry Yin Sheung	105,660	8,555
Yen, Doris	148,248	317
Yim, Jeffrey Wayne Hong	90,843	5,258
Yong, Hui Ling	99,612	12,518
Yoo, Richard C	108,101	-
Yoon, Stephanie	83,812	-
Younan, Bacel	126,307	9,885
Young, Jason Ivan	133,503	174
Young, Mei S	98,866	1,687
Youssef, Rageey	113,471	-
Yu, Benjamin	88,264	616
Zanatta, Enzo	77,752	-
Zanatta, Sandra L	75,042	8,509
Zandhabibi, Houman	92,750	3,442

\*May include overtime, allowances and part-time salary

Name	Remuneration	Expenses
Zeleschuk, Ken D	105,190	1,240
Zhang, Dai	102,675	883
Zhang, Lei	129,574	211
Zhang, Qi	85,340	998
Zhang, Xiaohui	78,848	1,385
Zhang, Xinggao	95,101	7,434
Zhong, Weiqi	84,664	-
Zhu, Jian Gang	129,305	-
Zikakis, Lindsey	85,162	393
Zlotnik, Janet Erin	102,675	595
ZZ --- Salaries under \$75000	78,097,759	-
	214,489,922	3,285,577

\*May include overtime, allowances and part-time salary

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**STATEMENT OF BOARD OF GOVERNORS, REMUNERATION AND EXPENSES**  
**FOR THE YEAR ENDED MARCH 31, 2023**  
**EXHIBIT C**

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**

**STATEMENT OF BOARD OF GOVERNORS, REMUNERATION AND EXPENSES**

**FOR THE YEAR ENDED MARCH 31, 2023**

Name	Remuneration	Expenses <sup>(a)</sup>
Reader, Dan Stuart	1,937	-
Boivie, Catherine Aczel	1,550	-
Bonshor, Michael Alan	1,330	-
Braundy, Marcia	1,550	12,590
Enns, Robert L	1,550	-
Lauren, Liam James	1,665	-
Matthew, Donald John	1,550	-
Mauritz, Marilyn Loewen	1,550	1,574
McGillivray, Stewart	1,550	310
Musialek, Jeffrey	1,550	-
Sanghera, Balwant Singh	1,550	-
Sargent, Meredith Anne	1,550	-
Tones, Ryan	215	-
Wang, Claire	1,550	-
	-	-
Total:	<u>20,647</u>	<u>14,473</u>

<sup>(a)</sup> These approved expenses include reimbursement mainly for out of town governors, for travel to and from board meetings, professional development and BCIT events.

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**

**STATEMENT OF ACCOUNTS PAID**

**FOR THE YEAR ENDED MARCH 31, 2023**

**EXHIBIT D**

SUPPLIER'S NAME	EXPENSES
1148893 BC LTD	117,575
2457895 ALBERTA LTD	56,895
A CRAIG & SON PAINTING	91,491
AJ FORSYTH, DIVISION OF RUSSEL METALS	206,208
APICS EDUCATIONAL SOCIETY (VANCOUVER)	101,079
ACADEMICA GROUP INC	30,581
ACCESS COPYRIGHT	85,379
ACCESS INFORMATION MANAGEMENT OF CANADA	54,584
ACKLANDS GRAINGER INC.	165,739
ACML MANAGEMENT WESTERN LIMITED	1,193,184
ADVANCED NETWORK DEVICES	40,083
AFFINITY SYSTEMS LTD	290,439
AFL TELECOMMUNICATIONS	40,590
AGILENT TECHNOLOGIES CANADA INC	81,662
AINSWORTH INC	88,430
AIR LIQUIDE CANADA INC	261,478
AIR TINDI LTD.	101,603
ALFRED HORIE CONSTRUCTION CO. LTD	6,644,547
ALSIM SIMULATEURS SAS	34,215
ALVIS TSUI (FSS) INC	31,879
AMAZON	257,557
AME CONSULTING GROUP LTD	43,386
ANDREW SHERET LTD	43,399
ANISOFT GROUP INC	145,212
ANNA LEGAULT	52,403
APLIN & MARTIN CONSULTANTS LTD	40,518
APPLE CANADA INC	30,083
APPLYBOARD INC	211,018
APPSANYWHERE, INC	167,864
ARC DOCUMENT SOLUTIONS	31,626
ARM MEDICATION AND CONSULTING	71,379
ASSA ABLOY ENTRANCE SYSTEMS	101,812
ASSOCIATED HEALTH SYSTEMS INC	112,790
A-TECH INSTRUMENTS LTD.	104,294
ATLAS COPCO COMPRESSORS CANADA	51,426
ATLASSIAN PTY LTD	77,475
AUTOMATIONDIRECT.COM	44,054
AVI-SPL CANADA LTD	2,523,013
BC COMMUNICATIONS INC	38,317
BC ELECTRICAL ASSOCIATION	37,891
BAKER BROS CONSTRUCTION	96,906
BARRY-HAMEL EQUIPMENT LTD	218,432
BBA CONSULTING GROUP INC	38,714
BC HYDRO	3,035,031
BCIT STUDENT ASSOCIATION	34,245

SUPPLIER'S NAME	EXPENSES
BCNET	1,683,384
BECKMAN COULTER CANADA LP	56,549
BECTON DICKINSON CANADA INC	284,556
BELL CANADA	150,837
BELL MACHINERY LTD	25,679
BENIFACTOR CAPITAL	26,813
BEST BUY CANADA LTD	36,091
BEST SERVICE PROS	4,977,449
BIRD CONSTRUCTION GROUP	1,097,583
BIV MEDIA LIMITED PARTNERSHIP	49,507
BLACKBAUD	87,993
BMI GLOBALED LTD	39,277
BONFIRE INTERACTIVE LTD	40,629
BOYDEN VANCOUVER	146,238
BURNABY BOARD OF TRADE	28,545
BURNABY IRRIGATION LTD	29,121
BUSH, BOHLMAN & PARTNERS	25,943
CAE HEALTHCARE INC	804,207
CAMOSUN COLLEGE	594,991
CANADIAN TURNER CONSTRUCTION COMPANY	1,141,629
CANAM CONSULTANTS LTD	34,046
CANSTAR RESTORATIONS LP	272,486
CARDINAL HEALTH CANADA INC	30,373
CARDINAL PATH	121,655
CASCADE RAIDER HOLDINGS LTD	91,626
CBVL ROBOTICS INC	82,843
CDW CANADA CORP	681,764
CENGAGE LEARNING CANADA INC	519,972
CHAIRLINES	52,608
CHARTER TELECOM INC	1,029,193
CHARTWELLS	393,213
CHEVRON	42,243
CHUNG, TIMOTHY ARTHUR	42,090
CINEPLEX ENTERTAINMENT LIMITED PARTNERSHIP	45,001
CITRON HYGIENE	88,198
CITY OF BURNABY	1,361,756
CITY OF VANCOUVER	41,896
CITY WIDE ENVIRONMENTAL CLEANING	69,762
CITYSTUDIO VANCOUVER	65,000
CLARK WILSON LLP	75,734
COLBORNE ARCHITECTURAL GROUP	224,761
COLLIERS PROJECT LEADERS INC	166,254
COMPUGEN INC	4,253,290
CONSULAB EDUCATECH INC	32,554
COOL AIR RENTALS LTD	30,761



SUPPLIER'S NAME	EXPENSES
CORITY SOFTWARE INC	176,580
CORNERSTONE SIGNAGE & DESIGN LTD	83,491
CORSMED AB	67,574
COUNCIL OF PRAIRIE AND PACIFIC UNIVERSITY	115,447
CREATIVE ENERGY VANCOUVER PLATFORMS	80,311
CSA GROUP	310,994
CT CONTROL TEMP LTD	394,158
CWB GROUP - INDUSTRY SERVICES	33,886
DG MACLACHLAN LTD	26,751
D2L CORPORATION	57,925
DAVIDSON & SONS CUSTOMS BROKERS LTD	36,437
DE LAGE LANDEN FINANCIAL SERVICES	35,946
DEKOR GLASS (1996) LTD	55,749
DELAGE ARCHITECTURE & DESIGN	27,999
DELOITTE MANAGEMENT SERVICES LP	134,745
DELTEC ELECTRIC LTD	406,175
DHL	146,194
DICKS LUMBER	164,011
DIGICERT INC.	41,482
DIGI-KEY CORP	43,207
DYNAMIC RESCUE TRAINING LTD	130,356
ESRI CANADA LIMITED	60,575
EARTH ENTERPRISES OF BRITISH COLUMBIA	44,620
EATON INDUSTRIES (CANADA) COMPANY	32,862
EBSO CANADA LTD	54,710
ECKEL NOISE CONTROL TECHNOLOGIES	222,583
ECOPEST INC.	96,805
EDEHR TECHNOLOGIES INC.	26,620
ELANDER INSPECTIONS LTD	39,671
ELECTRO SONIC GROUP INC	35,441
ELLUCIAN TECHNOLOGIES CANADA ULC	135,789
ELSEVIER INC	172,021
EMCO CORPORATION	107,124
ENTERPRISE PAPER COMPANY LTD	50,186
ENVIRONICS ANALYTICS GROUP LTD	35,001
ESBE SCIENTIFIC INDUSTRIES INC	69,294
ESC AUTOMATION INC	461,158
ESSENTIAL TURBINES INCORPORATED	495,140
EUROVIA BRITISH COLUMBIA INC.	69,533
EVOKE BUILDING ENGINEERING INC.	120,464
EXP SERVICES INC	104,864
EXPLORANCE INC	81,139
FACEBOOK	50,416
FASTEEL INDUSTRIES LTD	113,646
FINLINK CONSTRUCTION LTD	1,968,544

SUPPLIER'S NAME	EXPENSES
FISHER SCIENTIFIC	333,141
FORTE LAW CORPORATION	99,562
FORTISBC ENERGY INC	1,658,288
FOUNDRY COMMERCIAL KITCHENS INC.	60,554
FOUR LAKES MECHANICAL	41,902
FRASER HEALTH AUTHORITY	637,550
FULCRUM MANAGEMENT SOLUTIONS LTD	25,886
GE HEALTHCARE	259,389
G TRASOLINI CONTRACTORS LTD	224,494
GARTNER CANADA CO.	101,255
GETINGE CANADA LTD	69,515
GLOBAL PAYMENTS	308,897
GLOBAL INDUSTRIAL	26,095
GOODHEART-WILLCOX PUBLISHER	28,051
GP-TECHNICAL	54,343
GRACE Y.H. CHAN	133,460
GRAHAM CONSTRUCTION & ENGINEERING	5,789,335
GREAT BIG SOLUTIONS LTD	29,925
GREATER VANCOUVER BOARD OF TRADE	110,200
GREGG DISTRIBUTORS BC LTD	201,286
GUARD.ME INTERNATIONAL INSURANCE	104,676
GUILLEVIN INTERNATIONAL INC	104,144
HAAKON INDUSTRIES	28,000
HARBOUR WEST CONSULTING INC	93,561
HARRIS & COMPANY	981,396
HCMA ARCHITECTURE + DESIGN	75,223
HEALTH CARE RELOCATIONS LTD.	148,004
HEALTH TAX (EHT)	4,248,134
HEMLOCK PRINTERS LIMITED	62,726
HERITAGE OFFICE FURNISHINGS	1,101,602
HIGH PERFORMANCE CLIMBING WALLS	87,082
HOLDEN BEGGS	65,966
HOLMES & BRAKEL BC INC	108,839
HOMWOOD HEALTH INC	123,806
HORIZANT, INC	216,811
HOSKIN SCIENTIFIC LIMITED	99,575
HOULE ELECTRIC LTD	67,435
HOWARD CARTER LEASE LTD	60,844
HUGH MILLIGAN & CO. LTD.	26,246
HUNT PERSONNEL TEMPORARILY YOURS	39,577
IEEE	35,947
IBI GROUP ARCHITECTS ENGINEERS	59,564
ICBC	84,914
IEC ONLINE GMBH	27,058
IG IMAGE GROUP INC	137,059

SUPPLIER'S NAME	EXPENSES
IMPACT ENGINEERING	155,117
IMPARK	327,369
IMPERIAL DADE CANADA INC	297,281
INDRO ROBOTICS INC	43,829
INNOVATIVE INTERFACES INCORPORATED	109,473
INNOVATIVE SIGNAGE	42,486
INSIGHTS LEARNING & DEVELOPMENT (CANADA)	36,891
INSTRUMENTATION LABORATORY (CANADA)	86,088
INSURANCE INSTITUTE OF CANADA	29,380
INTEGRAL GROUP CONSULTING (BC) LLP	30,896
INTERNATIONAL SOS CANADA ASSISTANCE	150,791
IRON MOUNTAIN	26,959
ITIQ TECH RECRUITERS INC	354,972
IVANTI INC.	184,650
JERRY MESNER CONSULTING	120,921
JFROG INC	27,840
JIVE SOFTWARE	291,346
JOHN HEMSWORTH ARCHITECTURE INC.	38,551
JOHN O'DONNELL DBA OCS SYSTEMS SOFT	27,709
JOHN WILEY & SONS(CANADA) LTD	194,204
JONES & BARTLETT PUBLISHERS INC	116,371
JUSTICE INSTITUTE OF BC	483,514
KMS TOOLS & EQUIPMENT LTD	47,189
KALESNIKOFF TIMBER INSPIRES	66,163
KERR WOOD LEIDAL ASSOCIATES LTD	75,892
KEYDATA ASSOCIATES INC	516,933
KINCAID HOLDINGS LTD	2,114,131
KING'S PRINTER BOOK STORE	38,417
KIRSTEN REITE ARCHITECT INC	176,332
KMS TOOLS & EQUIP	72,335
KONCIA MINOLTA	70,300
KONE INC	361,613
KONGSBERG DIGITAL SIMULATION LTD	156,287
KONTUR GEOTECHNICAL CONSULTANTS	32,568
KPMG LLP	196,911
KUDA EQUIPMENT LTD	180,875
KWELA LEADERSHIP & TALENT MANAGEMENT INC	47,465
L & J GRAPHICS CORPORATION	34,179
LAERDAL MEDICAL CANADA LTD	180,116
LEC QUANTITY SURVEYING	95,944
LEDCOR CONSTRUCTION LTD	20,788,910
LEICA MICROSYSTEMS (CANADA) INC	265,865
LIFE TECHNOLOGIES INC	127,389
LIFEWORKS (CANADA) LTD	25,633
LINDE CANADA INC	67,779

SUPPLIER'S NAME	EXPENSES
LINKEDIN IRELAND UNLIMITED COMPANY	60,784
LOGIN CANADA	190,948
LONSDALE QUAY HOTEL	194,517
LUMA TECH SOLUTIONS CANADA LTD	201,086
MTU MAINTENANCE CANADA LTD	824,093
MACK KIRK ROOFING AND SHEET METAL LTD	293,195
MACQUARIE EQUIPMENT FINANCE LTD	2,665,647
MAKE PROJECTS LTD	227,710
MANDEL SCIENTIFIC COMPANY INC	40,291
MANULIFE FINANCIAL COMPANY	10,934,015
MAPLE LEAF DISPOSAL LTD	84,716
MARJORIE CO LAW CORPORATION	189,190
MARSH CANADA LTD	499,579
MARSHIELD RADIATION SHIELDING	54,390
MATHWORKS INC	35,618
MAXCRAFT AVIONICS LTD	25,853
MAXON COMPUTER INC	47,190
MAXWELL FLOORS LTD	42,315
MCELHANNEY CONSULTING SERVICES LTD	337,483
MCGRAW-HILL RYERSON LIMITED	206,208
MCMASTER-CARR	26,930
MCSQUARED SYSTEM DESIGN GROUP INC	27,909
MD CREATIVE DESIGN AGENCY INC	102,135
MELO BIOTECH INC.	30,095
MELTWATER NEWS CANADA, INC	56,700
MERCEDES BENZ CANADA INC	66,930
MERIDIAN ONE CAP CREDIT CORP	43,515
METRO MOTORS LTD	87,389
MICROSERVE BUSINESS COMPUTER SERVICE	903,640
MICROSOFT CANADA INC	133,935
MIDWEST TURBINES LLC	306,205
MINISTER OF FINANCE	3,700,263
MIRION TECHNOLOGIES (CANBERRA CA)	64,123
MIZA ARCHITECTS INC	169,372
MORIYAMA & TESHIMA ARCHITECTS	290,978
MORRISON HERSHFIELD LTD	100,574
MULTIGRAPHICS LTD	31,791
MULTIVISTA CONSTRUCTION DOCUMENTATION	189,726
NAPA AUTO PARTS	94,076
NATIONAL GRAPHIC SOLUTIONS INC	43,569
NATIONAL PROJECT MANAGEMENT INC	109,045
NATUS CANADA CORP	29,453
NEUROLEADERSHIP INSTITUTE INC.	25,522
NEW CITY SOLUTIONS INC	457,563
NEWCOMP ANALYTICS INC	131,218

SUPPLIER'S NAME	EXPENSES
NIKON CANADA INC	168,102
NORTHERN CENTRE FOR ADVANCES TECHNOLOGY	25,200
N-WISSEN GMBH	33,593
O.C. TANNER	43,151
OFFICE OF MACFARLANE BIGGAR ARCHITECTS	34,440
OKANAGAN COLLEGE	31,200
O'M ENGINEERING INC	47,636
OMD CANADA	1,810,962
ONSOLVE LLC	70,529
ORACLE CANADA ULC	482,289
OXOID COMPANY	30,038
PACE SOLUTIONS CORP	34,205
PACIFIC AIR FILTER LTD	121,667
PACIFIC FLYING CLUB	1,169,261
PACIFIC MAINTENANCE SERVICES	34,125
PACIFIC PREMIERE CONSULTING GROUP	62,099
PACIFIC WESTERN PAINTS LTD	65,398
PALADIN SECURITY GROUP LTD	3,873,518
PALADIN TECHNOLOGIES INC	760,515
PALFINGER MARINE	35,776
PANGLOBAL TRAINING SYSTEM	350,130
PAYPAL	52,762
PCL CONSTRUCTORS WESTCOAST INC	6,999,197
PEARLMAN LINDHOLM	51,419
PEARSON CANADA INC.	361,382
PEMAC ASSET MANAGEMENT ASSOCIATION	29,639
PEN AND PAPER PRINTING LTD	42,063
PENSION CORPORATION	19,700,291
PERCONA LLC	45,971
PEREGRINE GLOBAL SERVICES CORPORATION	29,831
PERKINS WILL CANADA ARCHITECTS CO.	671,459
PFS STUDIO	149,644
PHILIPS ELECTRONICS	115,448
PINCHIN LTD.	300,064
PLURALSIGHT, LLC	26,917
POCKET NURSE	34,878
POLYTECHNICS CANADA	97,056
POST SECONDARY EMPLOYERS ASSOCIATION	73,476
POWER PROS ELECTRICAL LTD	42,641
POWERSCHOOL CANADA ULC	25,448
PREDOM CONSTRUCTION	41,391
PREMIER LANDSCAPING INC	531,287
PRICE WATERHOUSE COOPERS LLP	210,863
PRIMARY RESPONSE	59,339
PRISMRBS LLC	38,790

SUPPLIER'S NAME	EXPENSES
PROCOM CONSULTANTS GROUP LTD.	198,553
PROGRESSIVE AIR PRODUCTS LTD	248,976
PROGRESSIVE EDUCATIONAL SYSTEMS	92,300
PROQUEST LLC	191,966
PROSCENIUM ARCHITECTURE + INTERIORS	485,102
PROVIDENCE HEALTH CARE	133,177
PROVINCIAL HEALTH SERVICES AUTHORITY	64,951
PS&CO BRANDING INC	62,391
PUBLIC POLICY FORUM	26,550
QUALTRICS	48,614
QUEEN'S PRINTER	74,150
RF BINNIE & ASSOCIATES LTD	312,961
RP ELECTRONIC COMPONENTS LTD	35,236
READY EDUCATION INC.	57,575
RECEIVER GENERAL FOR CANADA	11,956,066
RECO DECORATION GROUP INC	200,767
RED HAT CANADA LTD	28,021
REFRIGERATIVE SUPPLY LIMITED	40,327
REIMER HARDWOODS LTD	34,458
RESA CANADA INC.	88,781
RICOH CANADA INC	255,314
RIGHT MANAGEMENT CANADA INC	25,353
ROBERT HALF CANADA INC	257,162
RTDS TECHNOLOGIES INC	53,691
RUSSELL FOOD EQUIPMENT LIMITED	120,913
S&P GLOBAL MARKET INTELLIGENCE	69,157
SAGE PUBLICATIONS, INC	25,330
SALESFORCE	54,149
SAPPHIRE SOUND INC	49,284
SASCO CONTRACTORS LTD	71,812
SAUNDERS ADR SOLUTIONS LTD.	44,892
SCHENCK USA CORP	233,823
SCHOOL DISTRICT NO 35 LANGLEY	57,842
SCORPIO MASONRY BC INC.	36,926
SHAW CABLESYSTEMS GP	29,359
SHELLEY SAINSBURY	139,055
SHOWTIME EVENT & DISPLAY	34,127
SIARON MEDICAL LTD	41,475
SIEMENS CANADA LTD	379,233
SIEMENS HEALTHCARE LIMITED	763,634
SIGMA ALDRICH CANADA	27,687
SIMED MANAGEMENT	46,069
SIMON FRASER UNIVERSITY	288,372
SIMTRONICS	27,809
SIMUTECH MULTIMEDIA INC	78,000

SUPPLIER'S NAME	EXPENSES
SLACK TECHNOLOGIES, LLC	129,682
SNAP-ON TOOLS OF CANADA LTD	128,403
SNOWCAP CONTRACTING LTD	656,348
SOLIDCAD	140,932
SPARTAN CONTROLS LTD	244,954
SPATIAL TECHNOLOGIES INC	74,337
SPENCER STUART STAR CANADA INC	47,009
SPI HEALTH AND SAFETY INC	68,922
SPICERS CANADA ULC	55,370
SPOK, INC.	28,673
SQUIZ INC	30,539
STAEDTLER-MARS LTD	26,267
STANDARD BUILDING SUPPLIES LTD	174,432
STANLEY SECURITY SOLUTIONS	27,720
STANTEC ARCHITECTURE LTD	617,742
STAPLES BUSINESS ADVANTAGE	325,931
STARREZ, INC	78,382
STERIS CANADA INC	148,939
STILL CREEK PRESS	101,211
STILL INTERPRETING INC	135,016
STORMTEC FILTRATION INC.	139,489
STRYKER CANADA ULC	480,725
BCIT STUDENT ASSOCIATION	79,259
STUDIO HUB ARCHITECTS LTD	63,339
SUDDEN TECHNOLOGIES	816,679
SUPER SAVE FUELS	49,658
SUPERTECH INC	239,669
SW EVENT TECHNOLOGY	44,723
SWIM INTERNATIONAL RECRUITING	45,570
SYBERTECH WASTE REDUCTION LTD	53,033
SYMPPLICITY CORPORATION	26,018
SYSMEX CANADA INC	93,618
TLD COMPUTERS INC	38,217
T2 SYSTEMS CANADA INC	39,429
TAYLOR & FRANCIS GROUP LLC	42,678
TECHNICAL SAFETY BC	51,896
TEKARA ORGANIZATIONAL EFFECTIVENESS	32,550
TELUS INC	456,511
TENAQUIP LTD	36,859
THE F.A. BARTLETT TREE EXPERT COMPANY	145,440
THE HOME DEPOT	78,958
THE MASON GROUP INC	114,440
THE PEAKE OF CATERING LTD.	115,929
THE STEVENS COMPANY LIMITED	47,738
THINKSPACE ARCHITECTURE PLANNING INTERIOR DESIGN	416,718

SUPPLIER'S NAME	EXPENSES
THOMAS SKINNER & SON LTD	42,097
THOMSON REUTERS CANADA	50,088
TOP 3D SHOP INC.	49,202
TOPHATMONOCLE CORP	29,253
TOTAL ENERGY SYSTEMS LTD	488,440
TRADES TRAINING CONSORTIUM OF BRITISH COLUMBIA	40,683
TRANE CANADA ULC	165,328
ULINE CANADA CORPORATION	105,967
UNITED POWER LTD	27,960
UNIVERSITY OF BRITISH COLUMBIA	27,008
UNIVERSITY OF NORTHERN BC	43,500
UNIVERSITY OF THE FRASER VALLEY	83,657
UNO DIGITAL SCREEN PRESS LTD	84,429
UPS CANADA	126,744
URBAN ARTS ARCHITECTURE INC.	60,480
URBAN IMPACT RECYCLING	37,214
VANCOUVER COASTAL HEALTH AUTHORITY	209,531
VANCOUVER COMMUNITY COLLEGE	40,376
VANCOUVER INTERNATIONAL AIRPORT AUTHORITY	73,621
VANCOUVER ISLAND HEALTH AUTHORITY	120,735
VANCOUVER PILE DRIVING	77,690
VCEC EDUCATION CONSULTING LTD	28,050
VEZA CONSULTING LTD	35,438
VIKING FIRE PROTECTION INC	384,023
VWR INTERNATIONAL CO	184,742
WASTE CONNECTIONS OF CANADA INC	204,278
WELDCOR SUPPLIES BC INC	72,593
WESCO DISTRIBUTION-CANADA INC	349,241
WEST PACIFIC COATINGS LTD	26,532
WESTBURNE WEST	257,651
WISEBLOOD CONSULTANCY LTD.	101,734
WMW PUBLIC COMMUNICATION INC	64,345
WORKSAFE BC	454,598
WSP CANADA INC	67,154
YOMODO SYSTEMS INC	70,671
ZOOM VIDEO COMMUNICATIONS INC	121,513
ZZ --- ACCOUNTS UNDER \$25,000	8,092,478
Grand Total	193,490,350



**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**SCHEDULE OF SEVERANCE AGREEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**  
**EXHIBIT E**

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**SCHEDULE OF SEVERANCE AGREEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

The number of agreements made during the 2022/23 fiscal year with employees excluded from coverage under collective agreements was 11.

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

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**

**SCHEDULE OF DEBTS**

**FOR THE YEAR ENDED MARCH 31, 2023**

**EXHIBIT F**

## BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

## SCHEDULE OF DEBTS

FOR THE YEAR ENDED MARCH 31, 2023  
(thousands of dollars)

Debentures:			Additional Debt			
Certificate Number	Maturity Date	Rate	Balance 31-Mar-23	Accumulated Sinking Fund	Balance 31-Mar-22	Annual Payment
BCITCDP	Sep,08,2023	8.00%	12,888	6,888	12,888	1,031
BCCD-25	Jun,18,2042	4.30%	37,514	3,623	37,787	1,111
			-	-		-
<b>Capital Lease Obligations</b>			24,598	10,468	16,587	2,457
			<u>75,000</u>	<u>20,979</u>	<u>67,262</u>	<u>4,599</u>

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**  
**EXHIBIT G**

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

The number of guarantee and indemnity agreements in force which required Ministry of Finance approval prior to being given under the Financial Administration Act Guarantees and Indemnities Regulation (B.C. 258/87) during the 2022/23 fiscal year was 11.

There were no Guarantee Agreements approved during the year.

List of indemnities approved during the year by Risk Management Branch of the Ministry of Finance:

<b>Indemnity Agreement</b>	<b>Date Approved</b>
1 The Conestoga College Institute of Technology and Advanced Learning	April 29, 2022
2 Canadian Collegiate Athletic Association	Jun 23, 2022
3 Her Majesty the Queen in Right of the Province of British Columbia, as represented by the Minister of Citizens' Services	Aug 11, 2022
4 A.S.T.C. Science World Society	August 18, 2022
5 His Majesty the King in Right of Canada, represented by the Minister of Advanced Education and Skills Training	Nov 29, 2022
6 Insurance Corporation of British Columbia	December 9, 2022
7 Various employers accepting students from University, College, Institute Protection Program (UCIPP) covered entities for student practice education experiences,	Jan 19, 2023
8 University, College and Institute Protection Program covered entity operating as Institution	Jan 31, 2023
9 various Health Care Protection Program (HCPP) covered entities	Feb 09, 2023
10 His Majesty the King in Right of Canada, represented by the Minister of Post-Secondary Education and Future Skills	Mar 16, 2023
11 British Columbia Hydro and Power Authority	March 24, 2023

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**STATEMENT OF FINANCIAL INFORMATION APPROVAL**  
**FOR THE YEAR ENDED MARCH 31, 2023**  
**EXHIBIT H**

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**STATEMENT OF FINANCIAL INFORMATION APPROVAL**  
**FOR THE YEAR ENDED MARCH 31, 2023**

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



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Don Matthew  
Chair of Audit and Finance Committee

Date: September 19, 2023