

Statement of Financial Information

Pursuant to the *Financial Information Act*

For the year ended March 31, 2022

Kwantlen Polytechnic University
Statement of Financial Information

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Kwantlen Polytechnic University

Statement of Financial Information Approval

In accordance with the requirements of the *Financial Information Act*, all statements and schedules in this Statement of Financial Information have been reviewed and approved by the Kwantlen Polytechnic University Board of Governors.



Ivy Chen
Chair, Board of Governors

Kwantlen Polytechnic University

Management Report

The Financial Statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with Canadian 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 Governors is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control, and exercises this responsibility through regular meetings with management. The Board meets with management and the external auditors once a year.

The external auditors, KPMG, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express an opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the *Financial Information Act*. Their examination includes a review and evaluation of the University's system of internal control with 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 Board of Governors and meet with it once a year or as needed.

On behalf of Kwantlen Polytechnic University



Dr. Alan Davis
President and Vice-Chancellor



Chervahun Emilien
Chief Financial Officer

Financial Statements of

KWANTLEN POLYTECHNIC UNIVERSITY

March 31, 2022



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INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Kwantlen Polytechnic University, and to the Minister of the
Ministry of Advanced Education and Skills Training, Province of British Columbia

Opinion

We have audited the financial statements of Kwantlen Polytechnic University (the "Entity"), which comprise:

- the statement of financial position as at March 31, 2022
- the statement of operations and accumulated surplus for the year then ended
- the statement of changes in net debt for the year then ended
- the statement of cash flows for the year then ended
- the statement of rereasurement gains and losses for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements as at and for the year ended March 31, 2022 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditors' Responsibilities for the Audit of the Financial Statements**" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Emphasis of Matter – Financial Reporting Framework

We draw attention to Note 2(a) to the financial statements which describes the applicable financial reporting framework and the significant differences between that financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified in respect of this matter.

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

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

In preparing the financial statements, management is responsible for assessing the Entity'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 Entity or to cease operations, or has no realistic alternative but to do so.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' 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 the 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 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 Entity'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 Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the 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 auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- 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.



Chartered Professional Accountants

Vancouver, Canada
May 25, 2022

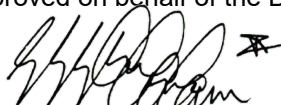
KWANTLEN POLYTECHNIC UNIVERSITY

Statement of Financial Position
(in thousands of dollars)
As at March 31, 2022

		2022		2021
Financial assets				
Cash and cash equivalents	(Note 3)	\$ 135,836	\$	88,891
Accounts receivable	(Note 4)	3,874		1,928
Inventories for resale		383		447
Investments	(Note 5)	32,999		31,614
		173,092		122,880
Liabilities				
Accounts payable and accrued liabilities	(Note 6)	45,140		43,114
Deferred revenue		72,418		40,860
Deferred contributions	(Note 8)	11,225		5,497
Deferred capital contributions	(Note 9)	157,020		152,503
Obligations under capital lease	(Note 10)	-		33
		285,803		242,007
Net debt		(112,711)		(119,127)
Non-financial assets				
Tangible capital assets	(Note 11)	237,346		243,096
Endowment investments	(Note 5)	2,817		2,817
Prepaid expenses and deposits		1,955		2,088
		242,118		248,001
Accumulated surplus		\$ 129,407	\$	128,874
Accumulated surplus is comprised of: (Note 12)				
Accumulated operating surplus		\$ 127,328	\$	126,706
Accumulated remeasurement gains		2,079		2,168
		\$ 129,407	\$	128,874

Contractual obligations (Note 14)
Commitments and contingent liabilities (Note 15)
Contractual rights (Note 17)

Approved on behalf of the Board:



Michael McAdam
Chair, Board of Governors



Chervahun Emilien
Chief Financial Officer

See accompanying notes to financial statements.

KWANTLEN POLYTECHNIC UNIVERSITY

Statement of Operations and Accumulated Operating Surplus

(in thousands of dollars)

Year Ended March 31, 2022

	Budget	2022	2021
	(Note 2(k))		
Revenue:			
Grants from the Province of British Columbia	\$ 80,001	\$ 66,978	\$ 79,344
Revenue from deferred contributions (Note 8)	5,522	7,892	6,228
International tuition and student fees	74,985	99,830	73,753
Domestic tuition and student fees	39,047	37,196	37,913
Ancillary services	2,961	2,440	1,926
Other revenue	3,091	6,979	6,123
Revenue from deferred capital contributions (Note 9)	8,989	9,492	8,735
	214,596	230,807	214,022
Expenses:	(Note 18)		
Instruction, research and support	214,354	227,005	207,143
Ancillary operations	3,834	3,180	2,709
	218,188	230,185	209,852
Annual surplus (deficit)	(3,592)	622	4,170
Accumulated operating surplus, beginning of year	122,536	126,706	122,536
Accumulated operating surplus, end of year	\$ 118,944	\$ 127,328	\$ 126,706

See accompanying notes to financial statements.

KWANTLEN POLYTECHNIC UNIVERSITY

Statement of Changes in Net Debt
 (in thousands of dollars)
 Year Ended March 31, 2022

	Budget	2022	2021
	(Note 2(k))		
Annual surplus	\$ (3,592) \$	622 \$	4,170
Acquisition of tangible capital assets, net of write-offs	(14,073)	(14,371)	(13,237)
Amortization of tangible capital assets	20,599	20,121	19,146
	6,526	5,750	5,909
Net use of prepaid expenses and deposits	-	133	336
Net remeasurement gains (losses)	-	(89)	2,114
Change in net debt	2,934	6,416	12,529
Net debt, beginning of year	(119,127)	(119,127)	(131,656)
Net debt, end of year	\$ (116,193) \$	(112,711) \$	(119,127)

See accompanying notes to financial statements.

KWANTLEN POLYTECHNIC UNIVERSITY

Statement of Cash Flows
 (in thousands of dollars)
 Year Ended March 31, 2022

	2022	2021
Cash provided by (used in):		
Operating activities:		
Annual surplus *	\$ 622	\$ 4,170
Items not involving cash:		
Amortization of tangible capital assets	20,121	19,146
Write-off of tangible capital assets	33	413
Revenue recognized from deferred capital contributions	(9,492)	(8,735)
Change in non-cash operating working capital:		
Accounts receivable	(1,946)	740
Prepaid expenses and deposits	133	336
Inventories for resale	64	85
Accounts payable and accrued liabilities	2,026	(1,115)
Deferred revenue	31,558	9,903
Deferred contributions	5,728	1,545
Net change from operating activities	48,847	26,488
Capital activities:		
Cash used to acquire tangible capital assets	(14,404)	(13,650)
Net change from capital activities	(14,404)	(13,650)
Financing activities:		
Contributions received for tangible capital assets	14,009	5,449
Principal payments on capital lease obligations	(33)	(59)
Net change from financing activities	13,976	5,390
Investing activities:		
Increase in investments	(1,474)	(1,554)
Net change from investing activities	(1,474)	(1,554)
Net change in cash and cash equivalents	46,945	16,674
Cash and cash equivalents, beginning of year	88,891	72,217
Cash and cash equivalents, end of year	\$ 135,836	\$ 88,891

* Total interest paid during the year \$52 (2021 - \$59)

See accompanying notes to financial statements.

KWANTLEN POLYTECHNIC UNIVERSITY

Statement of Remeasurement Gains and Losses

(in thousands of dollars)

Year Ended March 31, 2022

	2022	2021
Accumulated remeasurement gains, beginning of year	\$ 2,168	\$ 54
Unrealized gains (losses) generated during the year from:		
Fixed income investments	805	1,246
Pooled investments, mortgage-backed securities and mutual funds	(109)	2,517
Foreign currency translation	(30)	(114)
Remeasurement (gains) losses realized and reclassified to the Statement of Operations and Accumulated Surplus from:		
Fixed income investments	-	(1,278)
Pooled investments, mortgage-backed securities and mutual funds	(797)	(460)
Foreign currency translation	42	203
Net remeasurement gains (losses) for the year	(89)	2,114
Accumulated remeasurement gains, end of year	\$ 2,079	\$ 2,168

See accompanying notes to financial statements.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

1. Authority and purpose

Kwantlen Polytechnic University (“the University”) operates under the authority of the *University Act* of British Columbia. The University is a not-for-profit entity governed by a Board of Governors, the majority of which are appointed by the Provincial Government of British Columbia. The University is exempt from income taxes under section 149 of the *Income Tax Act*.

The University offers career, vocational, developmental and academic programs from its Richmond, Langley and three Surrey campuses located in southwestern British Columbia. The academic governance of the University is vested in the Senate.

2. Summary of significant accounting policies

(a) Basis of accounting

The 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 financial statements be prepared in accordance with the set of standards and guidelines that are comprised of generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that are comprised of generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Government Organization Accounting Standards Regulation 257/2010 requires all taxpayer supported organizations in the schools, universities, colleges and hospitals sectors to adopt the Canadian Public Sector Accounting Standards (“PSAS”) without any public sector (“PS”) 4200 elections, effective their first fiscal year commencing after January 1, 2012.

Government Organization Accounting Standards Regulation 198/2011 requires that restricted contributions received or receivable for 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.

Regulation 198/2011 also requires that the 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 when the stipulation or restriction on the contributions have been met.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

2. Summary of significant accounting policies (continued)

(a) Basis of accounting (continued)

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of PSAS which requires 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 PS 3410. Externally restricted contributions are recognized in revenue in the period when the resources are used for the purpose specified in accordance with PS 3100.

As a result, revenue recognized in the Statement of Operations and Accumulated Surplus and certain related deferred capital contributions in the Statement of Financial Position would be recorded differently under PSAS.

(b) Cash and cash equivalents

Cash and cash equivalents include highly liquid investments with a term to maturity of three months or less at the date of purchase.

(c) Financial instruments

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

(i) Fair value category: The University manages and reports performance for groups of financial assets on a fair-value basis. Cash and cash equivalents and investments 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 except for those related to restricted endowments are recognized in the Statement of Remeasurement Gains and 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 Statement of Operations and Accumulated Surplus and related balances reversed from the Statement of Remeasurement Gains and Losses. Unrealized gains and losses on endowment investment assets, where earnings are restricted as to use, are recorded as deferred contributions and recognized in revenue when disposed or when the related expenses are incurred.

(ii) Cost category: Amounts receivable are measured at cost less any amount for valuation allowance. Valuation allowances are made when collection is in doubt.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

2. Summary of significant accounting policies (continued)

(d) Inventories for resale

Inventories for resale, including new and used textbooks, course manuals, stationery, art supplies, clothing, and crested and non-crested giftware, are recorded at the lower of cost or net realizable value.

Cost includes the original purchase cost, plus shipping and applicable duties. Net realizable value is the estimated proceeds on sale less any costs to sell. Inventories are written down to net realizable value when the cost of inventories is estimated not to be recoverable.

When circumstances that previously caused inventories to be written down below cost no longer exist, the amount of write-down previously recorded is reversed.

(e) Contaminated sites

A liability for contaminated sites is recognized when the following criteria are met:

- (i) An environmental standard exists;
- (ii) Contamination exceeds the environmental standard;
- (iii) The University is directly responsible or accepts responsibility;
- (iv) It is expected that future economic benefits will be given up; and
- (v) A reasonable estimate of the amount can be made.

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

(f) Non-financial assets

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

(i) Tangible capital assets

Tangible capital asset acquisitions are initially recorded at cost, which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. The cost, less residual value, of the tangible capital assets, excluding land and air space parcels, are amortized on a straight-line basis over their estimated useful lives shown below. Land is not amortized as it is deemed to have a permanent value. Work in progress is not amortized until the asset is available for productive use.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

2. Summary of significant accounting policies (continued)

(f) Non-financial assets (continued)

(i) Tangible capital assets (continued)

	Term
Buildings	40 years
Major site improvements	10 years
Major equipment	10 - 20 years
Library holdings	10 years
Technology infrastructure	8 years
Furniture and equipment	5 years
Computing equipment	4 years
Leased capital assets	lesser of 5 years or lease term

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

(ii) Leased tangible capital assets

Leases which transfer substantially all of the benefits and risks incidental to ownership of property are accounted for as obligations under capital lease and are reflected as part of tangible capital assets in the financial statements. All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

(g) Employee future benefits

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

The University's sick leave benefits do not vest or accumulate and related costs are expensed as incurred.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

2. Summary of significant accounting policies (continued)

(h) Revenue recognition

Tuition and student fees, and sales of goods and services are reported as revenue at the time the services are provided or the products are delivered, and collection is reasonably assured.

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

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

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

Investment income is reported as part of Other Revenue on the Statement of Operations and Accumulated Surplus and includes interest recorded on an accrual basis, dividends recorded as declared, and realized gains and losses on the sale of investments.

(i) Use of estimates

In accordance with PSAS, the preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, related disclosures, and the disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Areas where management has made estimates and assumptions include those related to the determination of useful lives of tangible capital assets for amortization and the amortization of related deferred capital contributions, accrued liabilities, valuation of accounts receivable, and provisions for contingencies. Where actual results differ from these estimates and assumptions, the impact will be recorded in future periods when the difference becomes known.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

2. Summary of significant accounting policies (continued)

(j) Foreign currency translation

The University's functional currency is the Canadian dollar. Transactions in foreign currencies are translated into Canadian dollars at the exchange rate in effect on the transaction date. Monetary assets and liabilities denominated in foreign currencies and non-monetary assets and liabilities which are designated in the fair value category under the financial instrument standard are reflected in the financial statements in equivalent Canadian dollars at the exchange rate in effect on the Statement of Financial Position date.

Any gains or losses resulting from a change in rates between the transaction date and the settlement date or Statement of Financial Position date is recognized in the Statement of Remeasurement Gains and Losses. In the period of settlement, the related cumulative remeasurement gain/loss is reversed in the Statement of Remeasurement Gains and Losses and the exchange gains or losses in relation to the exchange rate at the date of the item's initial recognition is recognized in the Statement of Operations and Accumulated Surplus.

(k) Budget figures

Budget figures have been provided for comparative purposes and have been derived from the 2021-2022 University Budget approved by the Board of Governors on March 31, 2021. The budget is reflected in the Statement of Operations and Accumulated Surplus and the Statement of Changes in Net Debt.

3. Cash and cash equivalents

	2022	2021
Cash	\$ 132,860	\$ 85,861
Cash equivalents	2,976	3,030
	<u>\$ 135,836</u>	<u>\$ 88,891</u>

4. Accounts receivable

	2022	2021
Accounts receivable	\$ 5,032	\$ 3,669
Allowance for doubtful accounts	(1,158)	(1,741)
	<u>\$ 3,874</u>	<u>\$ 1,928</u>

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

5. Investments and endowment investments

Investments and endowment investments recorded at fair value are comprised of the following:

	2022	2021
Designated to the fair value category (Level 1)		
Fixed income pooled investments	\$ 19,970	\$ 19,164
Canadian equities pooled investments	8,723	6,971
International equities pooled investments	6,381	7,914
Total Level 1 Category Investments	35,074	34,049
Designated to the fair value category (Level 3)		
Infrastructure pooled investments	294	198
Real estate pooled investments	448	184
Total Level 3 Category Investments	742	382
Total Investments	35,816	34,431
Endowment investments	2,817	2,817
Investments	\$ 32,999	\$ 31,614

All fixed income investments held at March 31, 2022 mature at various dates to October 2083 (2021 – October 2083) and bear interest at rates varying from 0.36% to 8.23% (2021 – 0.18% to 11.75%).

PSAS defines the fair value of a financial instrument as the amount of the consideration that would be agreed upon in an arm's length transaction between knowledgeable, willing parties who are under no compulsion to act. The University uses the following methods and assumptions to estimate the fair value of each class of financial instruments for which the carrying amounts are included in the Statement of Financial Position under the following captions:

- Cash and cash equivalents, accounts receivable, and accounts payables and accrued liabilities – the carrying amounts approximate fair value because of the short maturity of these instruments.
- Investments – the carrying amounts are shown at fair value based on quoted prices (unadjusted) in active markets.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

5. Investments and endowment investments

The financial instruments measured at fair value held within each investment are classified according to a hierarchy which 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: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices)
- Level 3: Inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The following table reconciles the changes in the fair value of investments classified as Level 3 during the year.

	2022	2021
Balance, beginning of year	\$ 382	\$ -
Purchases	520	687
Dispositions	(198)	(305)
Income Distribution	19	-
Unrealized Gain	19	-
Balance, end of year	\$ 742	\$ 382

6. Accounts payable and accrued liabilities

	2022	2021
Accounts payable and accrued liabilities	\$ 25,137	\$ 21,544
Salaries and wages payable	7,788	9,496
Accrued vacation payable	12,215	12,074
	\$ 45,140	\$ 43,114

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

7. Employee future benefits

(a) Pension benefits

The University and its employees contribute to the College Pension Plan and Municipal Pension Plan (jointly trustee pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the pension plans, including investing assets and administering benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at August 31, 2021, the College Pension Plan has about 16,500 active members, and approximately 9,500 retired members. As at December 31, 2020, the Municipal Pension Plan has about 220,000 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 for the College Pension Plan as at August 31, 2018, indicated a \$303,000 surplus for basic pension benefits on a going concern basis.

The most recent valuation for the Municipal Pension Plan as at December 31, 2018, indicated a \$2,866,000 funding surplus for basic pension benefits on a going concern basis. The University paid \$11,286 for employer contributions to the plans in the fiscal year 2022 (2021 – \$10,562).

The next valuation for the College Pension Plan will be as at August 31, 2021, with results available in 2022. The next valuation for the Municipal Pension Plan will be as at December 31, 2021, with results available in fiscal 2023.

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 each plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plans.

(b) Maternity or parental leave

The University provides supplemental employee benefits for faculty, staff and administration on maternity or parental leave. For the duration of the leave, employees on maternity or parental leave receive a supplemental payment added to employment insurance benefits. Employer-paid benefits also continue to be paid on the employees' behalf. The University has expensed \$798 in the current year (2021 – \$1,005). As at March 31, 2022, the University has an obligation of \$710 (2021 – \$393) which has been included in salaries and wages payable.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

8. Deferred contributions

Deferred contributions represent the unspent externally restricted grants and contributions that will be used in future periods for academic programming and student awards, as specified by the contributor.

	2021	Amounts received	Recognized as revenue	2022
Provincial	\$ 3,294	\$ 10,007	\$ (5,517)	\$ 7,784
Federal	935	1,840	(1,058)	1,717
Other sources	1,268	1,773	(1,317)	1,724
	\$ 5,497	\$ 13,620	\$ (7,892)	\$ 11,225

9. Deferred capital contributions

Changes in deferred capital contributions balance are as follows:

	2021	Amounts received	Recognized as revenue	2022
Provincial	\$ 129,890	\$ 13,043	\$ (8,080)	\$ 134,853
Federal	8,892	966	(732)	9,126
Other sources	13,721	-	(680)	13,041
	\$ 152,503	\$ 14,009	\$ (9,492)	\$ 157,020

10. Obligations under capital lease

The University has paid off its remaining capital lease obligation and has not entered into any new capital lease agreements in 2022.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

11. Tangible capital assets

	Land	Buildings	Major site improvements	Major equipment	Library holdings	Technology infrastructure	Furniture & equipment	Computing equipment	Leased capital assets	Work in progress (WIP)	2022	2021
Cost												
Opening balance	\$ 21,485	\$ 266,712	\$ 46,622	\$ 12,062	\$ 9,400	\$ 3,866	\$ 77,624	\$ 11,443	\$ 91	\$ 4,065	453,370	440,412
Additions	-	107	652	27	339	-	4,805	3,329	-	5,145	14,404	13,650
Dispositions	-	-	-	-	-	-	-	-	(91)	-	(91)	(692)
Transfer to/(from) WIP	-	-	-	3,515	-	-	-	-	-	(3,515)	-	-
Closing balance	21,485	266,819	47,274	15,604	9,739	3,866	82,429	14,772	-	5,695	467,683	453,370
Accumulated amortization												
Opening balance	-	(102,490)	(21,705)	(2,104)	(7,575)	(2,132)	(65,372)	(8,838)	(58)	-	(210,274)	(191,407)
Amortization	-	(6,670)	(4,499)	(986)	(378)	(482)	(5,316)	(1,790)	-	-	(20,121)	(19,146)
Dispositions	-	-	-	-	-	-	-	-	58	-	58	279
Closing balance	-	(109,160)	(26,204)	(3,090)	(7,953)	(2,614)	(70,688)	(10,628)	-	-	(230,337)	(210,274)
Net book value	\$ 21,485	\$ 157,659	\$ 21,070	\$ 12,514	\$ 1,786	\$ 1,252	\$ 11,741	\$ 4,144	\$ -	\$ 5,695	\$ 237,346	\$ 243,096

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

12. Accumulated surplus

The accumulated surplus is comprised of the following:

	2022	2021
Investment in tangible capital assets	\$ 80,326	\$ 90,593
Endowments (note 5)	2,817	2,817
Internally restricted	6,170	6,170
Unrestricted	38,015	27,126
Accumulated remeasurement gains	2,079	2,168
	\$ 129,407	\$ 128,874

13. Financial risk management

The University has exposure to certain risks from its financial instruments.

The Board of Governors ensures that the University has identified its major risks and ensures that management monitors and controls them.

(a) Credit risk

Credit risk is the risk of financial loss to the University 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 University consisting of cash and cash equivalents, investments and accounts receivable.

The University manages credit risk with established investment guidelines for its investment management companies to follow in managing its investment portfolios. The guidelines limit investments to those with BBB- or greater credit rating. The University does not invest in any derivatives.

(b) Market risk

Market risk is the risk that changes in the market prices, such as interest rates, will affect the University's income. The objective of market risk management is to control market risk exposures within acceptable parameters while optimizing the return on risk.

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in the market interest rates.

It is management's opinion that the University is not exposed to significant market or interest rate risk arising from its financial instruments.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

13. Financial risk management (continued)

(c) Liquidity risk

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

The University manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated investing and financing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the University's reputation.

(d) Foreign exchange risk

Foreign exchange risk is the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate due to changes in foreign exchange rates. The University is exposed to foreign exchange risk on investments that are dominated in foreign currencies.

The functional currency of the University is the Canadian dollar. The University conducts some transactions in foreign currencies, particularly the U.S. dollar. The University maintains a U.S. dollar denominated bank account to minimize foreign exchange risk on these transactions.

(e) COVID-19 Pandemic

The COVID-19 outbreak has continued to cause disruption in operations for institutions of higher education. The ongoing effects of the pandemic, both in terms of impact and duration, are still uncertain at this time. These factors present uncertainty over future cash flows, may cause significant changes to the carrying values of assets or liabilities and may have a significant impact on futures operations. An estimate of the financial effect is not practicable at this time.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

14. Contractual obligations

The nature of the University's activities can result in multi-year contracts and obligations whereby the University will be committed to make future payments. Significant contractual obligations related to operations that can be reasonably estimated are as follows:

	2023	2024	2025	2026	2027
Capital commitments	\$ 3,760	\$ 17	\$ 2	\$ -	\$ -
Operational commitments	17,620	5,033	1,667	1,060	725
	\$ 21,380	\$ 5,050	\$ 1,669	\$ 1,060	\$ 725

15. Commitments and contingent liabilities

(a) The University may, from time to time, be involved in legal proceedings, claims, and litigation that arise in the normal course of operations.

There are several lawsuits pending in which the University is involved. It is considered that the potential claims against the University resulting from such litigation would not materially affect the financial statements of the University.

(b) The University has the ability to draw on a line of credit with a commercial bank for \$7,500 (2021 – \$7,500). As at March 31, 2022, the University has not utilized the available line of credit.

(c) As at March 31, 2022, the University has issued two letters of credits to the City of Surrey totalling \$189 (2021 – \$294) which expire on January 25, 2023. There is an automatic renewal that occurs each year thereafter and will terminate once the City of Surrey advises the University that the guarantee is no longer required.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

16. Related party transactions

The University has entered into certain transactions and agreements in the normal course of business with certain of its related parties. These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

Significant related party transactions with the provincial government entities are as follows:

Revenue and expenses:

Included in revenue	2022	2021
Ministry of Advanced Education, Skills and Training grants	\$ 66,978	\$ 79,344
Other provincial government entity – grants and revenue recognized from deferred contributions	5,518	4,554
Other provincial government entity – grants and revenue recognized from deferred capital contributions	8,080	7,310
	\$ 80,576	\$ 91,208

Included in expenses	2022	2021
Ministry of Advanced Education, Skills and Training	\$ 261	\$ 249
Other provincial government entities	1,327	1,395
Other provincial universities	397	376
	\$ 1,985	\$ 2,020

Receivables and payables:

Included in accounts receivable	2022	2021
Ministry of Advanced Education, Skills and Training	\$ 700	\$ 565

Related party transactions with key management personnel:

During the year ended March 31, 2022, the key management personnel, comprised the Board and the University's Executives, have nil (2021 – nil) related party transactions with the University with respect to the delivery of goods and services, and payment of fees that were transacted at non-arms' length. As at March 31, 2022, the University had a net receivable of nil (2021 – nil) and a net payable of nil (2021 – nil) with respect to these transactions.

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

17. Contractual rights

The University may, from time to time, enter into contracts or agreements in its normal course of operations that will result in the realization of assets and revenues in future fiscal years. The University is a recipient of research grants from various federal, provincial and municipal funding agencies.

The University enters into various multi-year research funding agreements whereby the University has the opportunity to earn revenue in future years by incurring qualified expenditures. These research funding agreements do not abnormally impact the University's financial position and do not guarantee the University the right to future funding.

18. Expense by object

The following is a summary of expenses by object:

	Instruction, research, and support	Ancillary operations	2022
Salaries and benefits	\$ 150,482	\$ 876	\$ 151,358
Travel and professional development	1,960	7	1,967
Supplies	4,795	7	4,802
Student awards, bursaries and donations	9,246	-	9,246
Fees and services	28,000	469	28,469
Facilities	11,706	284	11,990
Cost of sales	-	1,502	1,502
Leases, property taxes, insurance	695	35	730
Amortization of tangible capital assets	20,121	-	20,121
	<u>\$ 227,005</u>	<u>\$ 3,180</u>	<u>\$ 230,185</u>

	Instruction, research, and support	Ancillary operations	2021
Salaries and benefits	\$ 146,302	\$ 924	\$ 147,226
Travel and professional development	1,458	2	1,460
Supplies	3,160	6	3,166
Student awards, bursaries and donations	11,393	-	11,393
Fees and services	14,594	246	14,840
Facilities	10,365	99	10,464
Cost of sales	-	1,408	1,408
Leases, property taxes, insurance	725	24	749
Amortization of tangible capital assets	19,146	-	19,146
	<u>\$ 207,143</u>	<u>\$ 2,709</u>	<u>\$ 209,852</u>

KWANTLEN POLYTECHNIC UNIVERSITY

Notes to Financial Statements
(In thousands of dollars)

Year ended March 31, 2022

19. Kwantlen Polytechnic University Foundation

The Kwantlen Polytechnic University Foundation (the “Foundation”) was established on July 14, 2000 and is registered under the Societies Act of British Columbia. The Foundation is a registered charity under the Income Tax Act of Canada. The purpose of the Foundation, is the solicitation and management of donations and endowments for the purpose of providing awards and grants to students of the University and to advance the University’s engagement with and within communities it serves. The Foundation is governed by an independent board of directors, the voting members of which can include employees and officers of the University. The University does not exercise control over the Foundation.

During the year, as part of its ordinary course of business, the University transferred certain funds to the Foundation.

	2022	2021
KPU Equity, Diversity, Inclusion and Indigenous Affairs Endowment	\$ -	\$ 4,000
KPU Financial Aid Endowment	3,300	2,000
KPU Research Initiatives Endowment	-	4,000
KPU Financial Barrier Reduction Fund	3,700	-
	<u>\$ 7,000</u>	<u>\$ 10,000</u>

The University also provides administrative, management and staff resources to the Foundation at no charge.

20. Comparative information

Certain comparative figures have been reclassified to conform to the current year financial statement presentation. These changes do not affect prior year’s annual surplus.

Other Financial Information
(Unaudited)

Kwantlen Polytechnic University
Schedule of Board Members' Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Board Member Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Baird, Kim	Ex Officio/Chancellor	-	300	300
Bennett, Rhiannon	Appointed Member	-	-	-
Case, Sandra	Appointed Member/Chair/Chair Human Resources Committee	-	-	-
Chen, Ivy	Appointed Member	-	-	-
Davis, Alan	Ex Officio/President	-	-	-
Davis, Bob	Elected Faculty Member	-	-	-
Fredrick, Amanda Kelly	Appointed Member	-	-	-
Kambere, Amos	Appointed Member	-	-	-
Mahabub, Mohammed	Appointed Member	-	-	-
Malhotra, Rahul	Elected Student Member	-	-	-
Malik, Muhammad Afzal	Appointed Member	-	-	-
McAdam, Michael	Appointed Member/Vice Chair/Chair, Finance and Audit Committees	-	-	-
Sandhu, Purru	Elected Student Member	-	-	-
Sato, Takashi	Elected Faculty Member	-	-	-
Taiwo, Waheed	Professional Service Representative	-	-	-
Wong, Jack	Appointed Member	-	-	-
(A) Total Board Members		\$ -	\$ 300	\$ 300

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Abiew, Francis	Political Science Instructor	101,427	-	101,427
Adams, Jennifer	Acquisitions & Collection Assessment Librarian	101,427	403	101,830
Adams, Michael	Chemistry Instructor	101,427	-	101,427
Adams, Paul	Biology Instructor	101,585	-	101,585
Adebayo, Dada	Psychology Instructor	101,427	-	101,427
Aderemi, Taiwo	School of Business Instructor	104,014	2,393	106,406
Affleck, Monika	School of Business Instructor	89,755	771	90,526
Aguilera, Laura	Learning Specialist	75,959	1,907	77,866
Ahluwalia, Seema	Sociology Instructor	101,527	1,900	103,427
Akbar, Mohammad	School of Business Instructor	104,620	300	104,920
Al-Ani, Mayyadah	Computer Science & Information Technology Instructor	106,954	259	107,213
Alger, Martha	Learning Strategist	100,961	-	100,961
Ali, Khairunnisa	Co-op Instructor	92,353	11,532	103,885
Ali, Laila	School of Business Instructor	84,381	2,546	86,927
Al-koubaisi, Zainab	Director, Global Engagement	109,719	5,922	115,640
Alsaid, Mohammed	School of Business Instructor	114,960	-	114,960
Alvarado Barraza, William	Divisional Business Manager, Trades & Technology	79,370	-	79,370
Amlani, Aym	School of Business Instructor	101,427	15,802	117,229
Anaquod, Jennifer	Indigenous Studies Instructor	82,229	-	82,229
Anderson, Bradley	School of Business Instructor	101,458	83	101,541
Anderson, Jim	Senior Network Analyst	84,162	836	84,998
Andrejevic, Mateja	School of Business Instructor	99,512	2,238	101,750
Andrews, Kenneth	Anthropology Instructor	81,719	1,363	83,082
Andrews, Wayne	Carpentry/Building Construction Instructor	100,977	-	100,977
Androsiuk, Mary	Fashion & Technology Degree Instructor	101,812	1,685	103,497
Angelina, Maria	Counsellor	101,427	6,427	107,854
Anvari, Daniel	Mathematics Instructor	102,027	246	102,273
Armerding, Lois	Divisional Business Manager, Faculty of Academic and Career Advancement	106,465	1,234	107,698
Armitage, Nancy	Manager, Alumni Affairs	96,050	1,428	97,479
Armstrong, Jennifer	Criminology Instructor	82,191	-	82,191
Ash, Kristan	School of Business Instructor	101,593	2,873	104,466
Ashenhurst, Erin	Graphic Design for Marketing Instructor	83,025	90	83,115
Ashman, Melissa	School of Business Instructor	102,801	9,444	112,244
Ashton, Stephanie	Criminology Instructor	89,602	1,550	91,152
Assogba, Dossou	Faculty of Science and Horticulture Instructor	95,088	100	95,188
Au, Jennifer	Chemistry Instructor	101,584	357	101,941
Aulakh, Ruby	Project Leader	78,258	2,112	80,371
Azaron, Amir	School of Business Instructor	133,419	2,039	135,458
Aziz, Rabia	School of Business Instructor	107,653	-	107,653
Baggott, Emma	Electrical Instructor	101,534	3,944	105,478
Bagshaw, Kimberly	Bachelor of Psychiatric Nursing Instructor	101,427	-	101,427
Bains, Gurinder	Academic and Career Preparation Instructor	101,427	-	101,427
Ball, Robert	Director, Information Security	121,271	1,110	122,381
Ballarin, Richard	Project Leader	84,697	920	85,617
Barencott, Dorothy	Fine Arts Instructor	101,712	933	102,645
Barnes, Sarah	Manager, Human Resources Information Systems	85,976	1,115	87,092
Bartlett, Andrew	English Instructor	101,427	1,350	102,777
Basil, Robert	School of Business Instructor	101,427	-	101,427
Basra, Armanvir	Business Advisor	81,282	2,570	83,852
Bassi, Arshpreet	Manager, Organizational Risk	107,865	1,655	109,520
Bayntun, Jessica	Fashion & Technology Degree Instructor	97,863	1,602	99,465
Bayrock, Mark	Manager, Security Systems	104,138	2,104	106,242
Beasleigh, Sarah	Associate Dean, Faculty of Health	92,909	2,452	95,361
Begalka, Aimee	Dean, Academic and Career Advancement	156,042	8,671	164,713
Behme, Christina	Philosophy Instructor	98,547	-	98,547
Belisle, John	Graphic Design for Marketing Instructor	101,587	-	101,587
Belter, Wendy	Counsellor	88,686	1,704	90,390
Benevides, Judith	School of Business Instructor	101,427	583	102,010
Benn, Lynette	Director, Student Development & Success	124,570	789	125,360
Berg, Terrance	Faculty of Science and Horticulture Instructor	110,937	300	111,237
Berger, Brittany	Manager, Human Resource Administration	91,139	2,781	93,920
Bernard, Dominic	Brewing and Brewery Instructor	101,584	296	101,881
Bernstein, Daniel	Psychology Instructor	102,932	1,741	104,673

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Bhagat, Meena	School of Business Instructor	101,427	210	101,637
Bhatt, Gira	Psychology Instructor	103,118	413	103,531
Bicep, Judith	Mathematics Instructor	101,427	507	101,934
Bickell, Mary	School of Business Instructor	112,291	-	112,291
Binuya-Barros, Norwinda	Manager, Institutional Analytics	92,929	300	93,229
Bishop, Barbara	Instructor, Faculty of Health	91,714	614	92,329
Blenkhorn, Deborah	English Instructor	101,427	-	101,427
Blizard, Lida	Nursing Instructor	79,926	618	80,544
Boboricken, Tanya	Faculty of Science and Horticulture Instructor	101,880	-	101,880
Bohinska, Elzbeta	School of Business Instructor	101,454	2,233	103,687
Bolton, Dustin	Manager, Facilities Operations	91,619	2,013	93,631
Bomford, Michael	Sustainable Agriculture Instructor	101,427	-	101,427
Boroumand-Jazzi, Sepand	School of Business Instructor	107,521	2,284	109,805
Boulton, Adrienne	Educational Studies Instructor	107,002	1,382	108,385
Bourgeois, Helen	English Language Studies Instructor	101,587	150	101,737
Boyce, Joan	Nursing Instructor	100,897	999	101,896
Boyd, Shelley	Associate Dean, Faculty of Arts	122,119	612	122,731
Boydell, Carroll	Criminology Instructor	101,587	149	101,736
Braaksma, Anita	School of Business Instructor	101,065	1,843	102,908
Bratch, Tejinder	Graduate Nurse Internationally Educated Re-Entry Instructor	102,899	794	103,694
Bright, Gillian	English Instructor	101,427	308	101,735
Brinkerhoff, Celia	Librarian	101,587	226	101,813
Broderick, George	School of Business Instructor	110,130	798	110,927
Broser, Jenny	Bachelor of Science in Nursing Advanced Entry Instructor	101,706	718	102,424
Browne, Patricia	School of Business Instructor	93,530	210	93,740
Brucks, Kimiko	Japanese Instructor	83,595	334	83,929
Bruins, Henrietta	Academic and Career Preparation Instructor	98,731	890	99,621
Bryce, Laura	Horticulture Instructor	89,652	1,047	90,699
Bryja, Bogdan	Academic and Career Preparation Instructor	101,427	-	101,427
Bumann, Ernest	Anthropology Instructor	101,403	1,930	103,333
Burchha, Amarpreet	Health Instructor	101,564	614	102,178
Burke, Phaedra	School of Business Instructor	101,427	84	101,511
Burns, Christine	Librarian	101,587	642	102,229
Burns, David	Associate Vice President, Academic	140,995	951	141,946
Burnstein, Cheryl	Nursing Instructor	101,427	1,332	102,759
Byrne, Daniel	School of Business Instructor	96,052	2,094	98,146
Cabral, Raquel	Mathematics Instructor	101,427	-	101,427
Cahill, Shawn	Manager, Maintenance & Capital Renewal	102,386	848	103,233
Calao, Carlos	School of Business Instructor	122,279	583	122,862
Calbick, Charisse	Human Resources Business Partner	96,994	4,303	101,297
Callaghan, Fergal	Physics Instructor	101,427	-	101,427
Cannon, Roger	Electrical Instructor	101,427	90	101,517
Cardwell, Steve	Vice President Students	216,087	959	217,046
Carmichael, Deborah	Director, People Relations	141,709	1,028	142,737
Carpenter, Katherine	School of Business Instructor	108,101	1,330	109,431
Chaban, Kelsey	Librarian	81,303	-	81,303
Chadha, Jasson	Manager, Accounting Services	104,427	4,138	108,564
Champagne, Marc	Philosophy Instructor	101,403	-	101,403
Chan, Elian	School of Business Instructor	101,427	2,486	103,913
Chan, Gregory	English Instructor	101,427	4,324	105,751
Chan, Josephine	Special Assistant to Provost, Academic	110,273	2,799	113,072
Chan, Kin	Acupuncture Instructor	99,884	1,320	101,203
Chandra, Ryan	Manager, Human Resource Information Systems	78,524	837	79,360
Chanyungco, Teresa	Director, University Space	122,774	955	123,728
Charania, Shiraz	School of Business Instructor	115,120	1,796	116,916
Charlton, Peter	School of Business Instructor	100,897	633	101,530
Charlton, Steven	Psychology Instructor	95,389	1,549	96,938
Cheah, Kooi Guan	School of Business Instructor	86,128	-	86,128
Cheema, Harleen	Nursing Instructor	101,427	723	102,150
Chia, Jacqueline	School of Business Instructor	101,427	1,644	103,071
Chin, Kenward	School of Business Instructor	101,683	50	101,733
Ching, Vivian	School of Business Instructor	101,427	-	101,427
Chiou, Ted	School of Business Instructor	101,074	-	101,074

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Choi, Jin Woo	Coordinator, Fashion Marketing Diploma	101,587	730	102,317
Chong, Jane	School of Business Instructor	101,427	2,684	104,111
Chow, Bob	School of Business Instructor	114,960	100	115,060
Chow, Catherine	Chemistry Instructor	78,056	565	78,621
Chuang, Ying-Yueh	Fine Arts Instructor	101,587	793	102,380
Clancy, Laurie	Vice President, Human Resources	204,614	849	205,463
Clarinval, Olivier	French Instructor	101,427	143	101,570
Clark, Heather	Chair, Fashion and Technology	111,294	4,015	115,308
Clayton, Lindsay	School of Business Instructor	104,807	36	104,843
Clements, Kiran	English Instructor	89,695	1,061	90,756
Cobb, Gordon	Music Instructor	98,672	2,236	100,908
Cober, Michael	Graphic Design for Marketing Instructor	101,587	-	101,587
Coburn, Patricia	Psychology Instructor	101,427	1,314	102,741
Cochand, Sharolyn	Nursing Instructor	99,136	718	99,854
Connop Price, David	Manager, Media and Communications	88,674	1,577	90,251
Conversi, Grant	AMRA APPR Instructor	101,427	-	101,427
Conway, Sean	Academic and Career Preparation Instructor	101,427	-	101,427
Cook Bondy, Robin	School of Business Instructor	105,067	795	105,863
Coombes, Michael	Physics Instructor	101,584	271	101,856
Cowley, Ian	Associate Dean, School of Business	94,608	784	95,391
Crisp, Dianne	Psychology Instructor	101,074	1,918	102,991
Crothers, Simon	School of Business Instructor	112,105	10,392	122,497
Cruthers, Arley	Communications Instructor	104,018	2,019	106,037
Cserepes, Dana	Fine Arts Instructor	101,527	404	101,931
Culham, Eugenia	School of Business Instructor	100,897	1,024	101,921
Cullum, Frederick	Manager, Information Access & Privacy	84,394	-	84,394
Cunnin, Elizabeth	Time Release Kwantlen Faculty Association	101,427	313	101,740
Cunningham, Kelly	School of Business Instructor	102,034	2,525	104,559
Curman, Andrea	Criminology Instructor	101,427	-	101,427
Currin, Jennifer	Computer Business Systems Instructor	101,427	269	101,696
Cyr, Heather	English Instructor	101,587	247	101,834
Dale, Denise	Librarian	101,587	1,611	103,198
Daley, Joanna	English Language Studies Instructor	101,427	300	101,727
Dallas, Laura	School of Business Instructor	108,886	4,270	113,156
Dallavalle, Jason	Occupational Health and Safety	85,475	1,460	86,935
Daniels, Caroline	Librarian	101,427	791	102,218
Danielson, Donna	Collaborative Nursing Instructor	101,074	635	101,709
Dastur, Farhad	Psychology Instructor	101,527	-	101,527
Davis, Alan	President & Vice Chancellor	259,193	2,962	262,155
Davis, Robert	Millwright Instructor	101,612	-	101,612
Davison, Karen	Biology Instructor	99,171	8,763	107,934
De Asis, Lily	Business Advisor	93,766	2,805	96,571
De Boer, Monica	Biology Instructor	101,584	243	101,827
De Silva, Santhiyago	Manager, Network Operations	103,062	1,100	104,162
Dearle, Gillian	Time Release Kwantlen Faculty Association	101,587	100	101,687
Dearle, Robert	Chair, English	101,427	255	101,682
Dehghani Estarki, Maryam	School of Business Instructor	86,803	1,182	87,985
Deisman, Wade	Associate Dean, Faculty of Arts	134,880	1,115	135,995
Dempsey, Liam	Philosophy Instructor	101,427	-	101,427
Denker, Julia	Director Career Development Centre	105,877	955	106,832
Deol, Harleen	Bachelor of Psychiatric Nursing Instructor	101,454	3,311	104,765
Detwiler, Laurie	Counsellor	101,427	1,961	103,388
Dhaliwal, Nirmal	Health Care Assistant Instructor	77,865	1,052	78,917
Diaz, Alexander	Fashion & Technology Degree Instructor	95,585	868	96,453
Dickens, Charles	School of Business Instructor	101,264	-	101,264
Diotte, Mark	Time Release Kwantlen Faculty Association	101,612	-	101,612
Dixon, Beth	Manager, Total Compensation	95,565	836	96,401
Dixon, Frank	School of Business Instructor	101,154	-	101,154
Djokic, Mirela	Librarian	101,560	36	101,596
Dobrowolsky, Robert	Senior Network Analyst	85,115	639	85,754
Dobud, Pablo	Manager, Occupational Health & Safety	129,093	1,402	130,495
Dockery, Stephen	Electrical Instructor	101,587	-	101,587
Dolling, Sarah	Confidential Assistant, Office of Registrar	74,497	1,211	75,708

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Doolan, Jeffrey	Plumbing Instructor	101,587	573	102,160
Doyle, Kelly	English Instructor	101,454	-	101,454
Dube, Catherine	Director, People Services	150,004	536	150,541
Duffy, Patrick	Chemistry Instructor	101,427	-	101,427
Dukewich, Kristie	Psychology Instructor	101,427	-	101,427
Duncan, Sarah	Communications Instructor	101,427	-	101,427
Dunster, Katherine	Horticulture Urban Ecosystem Degree Instructor	101,360	47	101,407
Duprey, Jennifer	General Counsel	175,302	5,420	180,722
Dyck, Jeffery	Associate Dean, Faculty of Science & Horticulture	132,824	1,124	133,948
Ebrahimi, Shora	School of Business Instructor	112,105	1,586	113,692
Edwards, Timothy	Accounting Instructor	101,612	998	102,610
Edwards, Warren	School of Business Instructor	101,652	-	101,652
Egi, Aleksandar	Brewing and Brewery Instructor	110,584	47	110,631
Eigenfeldt, Catriona	School of Business Instructor	103,212	3,545	106,757
Elliott, Brent	Director, Planning, Development	138,933	1,036	139,969
Emilien, Chervahun	Chief Financial Officer	142,155	23,117	165,272
Erickson, Shawn	Co-op Instructor	101,372	1,530	102,901
Fairburn, Susan	Product Design Instructor	101,612	129	101,741
Falcus, John	School of Business Faculty	133,552	4,860	138,413
Fawcett, Daniel	School of Business Instructor	101,587	100	101,687
Fengstad, David	Applied Servicing Instructor	110,867	668	111,536
Fenske, Wayne	Philosophy Instructor	101,427	-	101,427
Ferens, Ralph	School of Business Instructor	88,703	1,415	90,119
Ferrari, Semone	School of Business Instructor	98,530	583	99,113
Fessenden, Sarah	Anthropology Instructor	116,714	640	117,354
Findler, Patrick	Philosophy Instructor	102,027	-	102,027
Finlay, Natalia	Divisional Business Manager, Campus Master Planning	103,220	1,004	104,224
Florkowski, David	Associate Vice President, Academic	97,048	12,053	109,101
Fong, Petti	School of Business Instructor	88,609	447	89,056
Ford, Richard Michael	School of Business Instructor	101,612	24,852	126,464
Foreman, Patricia	Access Programs for People With Disabilities Instructor	78,421	1,056	79,477
Formisano, Colleen	School of Business Instructor	101,427	100	101,527
Forslund, Coral	Disability Management Specialist	82,509	1,489	83,998
Francis, Darren	Communications Instructor	106,281	1,823	108,103
Franco, Elena	Divisional Business Manager, Health	77,775	2,054	79,829
Frank, Andrew	School of Business Instructor	101,427	4,628	106,056
Frazer, John	School of Business Instructor	106,488	2,820	109,308
Frymire, Angela	School of Business Instructor	101,074	-	101,074
Fuhr, Robert	History Instructor	101,427	135	101,562
Furlong, Mark	Automotive Service Technician Program Instructor	84,520	-	84,520
Gagne, Lucie	Interior Design Instructor	101,587	1,755	103,342
Gagnon, Nathalie	Criminology Instructor	101,427	450	101,877
Gandais, Alban	School of Business Faculty	75,385	-	75,385
Gao, Jianying	Traditional Chinese Medicine Instructor	95,870	1,999	97,868
Garcha, Jaisun	School of Business Instructor	101,454	1,478	102,931
Garrett, Brian	Philosophy Instructor	100,262	-	100,262
Gatzeva, Mariana	Sociology Instructor	102,027	930	102,957
Gauvreau, Laurence	French Instructor	101,398	111	101,508
Gedak, Lisa	Teaching & Learning Strategist	76,303	2,636	78,939
Gelineau, Robert	Fine Arts Instructor	101,427	680	102,107
Giles, Christopher	Criminology Instructor	101,527	-	101,527
Gill, Kiren	Assistant Registrar, Student Enrolment Services	79,577	2,323	81,900
Gill, Rajdeep	Interdisciplinary Expressive Arts Instructor	101,527	-	101,527
Gocer, Izgy	Counsellor	80,859	2,707	83,567
Goelman, Ari	School of Business Instructor	101,427	325	101,752
Gooding, Elizabeth	English Instructor	101,427	141	101,568
Goodman, Aaron	Journalism Instructor	102,027	6,935	108,962
Gorval, Debbie	School of Business Instructor	101,427	1,422	102,849
Goundrey, Andhra	Dean, Faculty of Design	150,250	586	150,836
Gradowski, Tomasz	Horticulture Instructor	75,796	1,859	77,654
Grant, John	Entrepreneurial Leadership Instructor	159,484	3,556	163,040
Graziano, Barbara	Vice President, External Affairs & CEO, KPU Foundation	81,157	665	81,822
Greenlaw, Duncan	English Instructor	101,427	-	101,427

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Greeno, Sharon	Fashion & Technology Degree Instructor	88,993	-	88,993
Greig, Taryn	School of Business Instructor	107,434	1,477	108,911
Grewal, Alexy	Assistant Registrar, Systems	99,522	504	100,026
Guild, Lorraine	Health Care Assistant Instructor	112,011	664	112,675
Guirguis, Mazen	Philosophy Instructor	101,427	795	102,222
Gupta, Deepak	Associate Vice President, Research	163,779	2,913	166,692
Gurm, Balbir	Nursing Instructor	101,454	2,590	104,044
Hadfield, Janine	Graduate Nurse Internationally Educated Re-Entry Instructor	101,427	866	102,293
Hakik, Sajidah	Nursing Instructor	101,427	668	102,095
Hall-Thomsen, Robert	Plumbing Instructor	101,427	-	101,427
Hamilton, Kevin	Psychology Instructor	101,074	1,783	102,857
Han, Lu	Manager, International Admission & Enrollment Management	82,347	949	83,296
Hannas, Paula	Manager, Client Services	109,785	886	110,671
Hans, Manmohan	Senior Network Analyst	89,092	900	89,992
Harbut, Rebecca	Sustainable Agriculture Instructor	92,510	1,112	93,622
Hardcastle, Christopher	School of Business Instructor	101,427	-	101,427
Hardwick, Jennifer	English Instructor	102,187	-	102,187
Harrington, Jennifer	Interim Senior Manager Labour Relations	118,575	4,459	123,034
Harris, Anthony	Senior Information Security Analyst	75,065	505	75,570
Harris, Daniel	School of Business Instructor	101,295	778	102,073
Harris, Gregory	Biology Instructor	101,427	350	101,777
Harrison, Heather	Associate Dean, School of Business	117,808	795	118,603
Harvey, David	School of Business Instructor	101,074	1,936	103,010
Harwood, Nicola	Creative Writing Instructor	84,573	1,345	85,918
Hassan, Shereen	Criminology Instructor	103,238	1,591	104,829
Hassanlou, Ali	School of Business Instructor	125,332	-	125,332
Hauta, Christopher	Environmental Technology Contract Instructor	88,895	646	89,541
Hayes, Jack	History Instructor	101,527	1,650	103,177
Hazel, Judith	Nursing Instructor	76,072	1,303	77,374
He, Xiao Xuan	Organizational Development Specialist	76,899	300	77,199
Hearty, Kathleen	Assistant Registrar, Scheduling & Registration	78,129	701	78,830
Hedley, Cara	English Instructor	82,092	-	82,092
Heidt, Randall	Vice President, External Affairs	159,484	9,116	168,600
Heinrick, Christina	Computer Aided Design & Drafting Instructor	101,427	-	101,427
Hemsworth, Lesley	Chair, English Language Studies	101,427	301	101,729
Henderson, Deborah	Regional Innovation Chair	142,642	9,067	151,708
Henriksen, Rosemary	School of Business Instructor	101,202	-	101,202
Henwood, Nadia	Associate Registrar, Admissions, Graduation and Enrolment Services	119,208	786	119,994
Herrmann, Shari	School of Business Instructor	93,999	335	94,334
Hickinbottom, Sarah	Department of Educational Studies Instructor	76,072	560	76,631
Higashi, Lisa-Kei	Director, Student Success	93,673	1,254	94,927
Higgitt, Ryan	Sociology Instructor	101,427	1,912	103,339
Higo, Travis	Divisional Business Manager, School of Business	99,405	1,415	100,820
Hills, Gail	Graduate Nurse Internationally Educated Re-Entry Instructor	110,293	702	110,995
Ho, Ho Man	Manager, Capital Projects	86,553	1,659	88,212
Ho, Philip	School of Business Instructor	101,427	100	101,527
Hobson, Jane	Biology Contract Instructor	79,677	590	80,267
Hodgkinson, Carley	Graphic Design for Marketing Instructor	109,139	441	109,580
Holland, April	Bachelor of Psychiatric Nursing Instructor	87,083	-	87,083
Hollaway, Rachelle	Time Release Kwantlen Faculty Association	101,427	178	101,606
Hosking, Jeremy	Psychology Instructor	101,427	-	101,427
Hosseinyazdi, Mahboobeh	Mathematics Instructor	101,451	-	101,451
Howes, Stephanie	Dean, School of Business	157,772	8,041	165,813
Hoyland, James	Physics Instructor	101,427	433	101,861
Hsiao, Wan-Ju	School of Business Instructor	101,427	-	101,427
Hubick, Lisa	Librarian	82,877	712	83,589
Huestis, Amy-Claire	Fine Arts Instructor	96,401	2,106	98,507
Hunter, Aislinn	Creative Writing Instructor	86,691	-	86,691
Hunter, Andrea	School of Business Instructor	101,427	5,892	107,319
Hunter, Iain	Director, Maintenance and Operations	133,321	1,529	134,850
Hunter, Kimberly	Manager, Human Resources Business Partners	104,306	820	105,127
Immell, Tara	School of Business Instructor	93,306	4,280	97,586
Indurugalla, Deepani	Chemistry Instructor	101,609	50	101,659

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Inglis, Peter	Biology Instructor	101,427	-	101,427
Ip, Pamela	School of Business Instructor	90,322	2,200	92,522
Islam, Anan	Interim Manager, Financial Reporting	92,325	3,334	95,659
Iwanchuk, Andre	Librarian	92,574	100	92,674
Jackson, Kyle	History Instructor	102,027	1,675	103,702
Jaffer, Adam	Special Advisor, Strategic Initiatives	111,525	985	112,510
Jahn, Christy	Divisional Business Manager, Faculty of Arts	86,493	6,375	92,869
Janzen, Jeffrey	Electrical Instructor	101,612	-	101,612
Jarvis, Jeremy	School of Business Instructor	101,074	2,598	103,672
Jenion, Gregory	Criminology Instructor	101,587	-	101,587
Jeon, Hye Won	Vice-Chair, Senate	101,587	100	101,687
Jhangiani, Rajiv	Associate Vice President, Teaching & Learning	169,402	1,168	170,570
Johal, Gurpreet	Criminology Instructor	108,250	-	108,250
Johal, Ranbir	Punjabi Instructor	94,705	678	95,383
Johari-Shirazi, Atefeh	Organizational Development Specialist	90,284	1,104	91,388
Johnston-Hatch, Victoria	Education Assistant Instructor	100,110	8,800	108,910
Joller, Marlis	Interior Design Instructor	82,754	1,113	83,868
Jonas, Petra	Criminology Instructor	102,332	3,382	105,714
Jones, Gary	Horticulture Instructor	101,850	857	102,707
Jordan, Jennifer	Director, Student Rights & Responsibilities	99,568	536	100,104
Kaan, Philomena	Faculty of Science and Horticulture Instructor	103,046	-	103,046
Kalkat, Jaswant	Facilities Services Supervisor, Surrey	75,822	1,066	76,888
Kaminski, June	Nursing Instructor	101,074	735	101,809
Kampschuur, Marc	School of Business Instructor	101,427	5,184	106,611
Karash, Iryna	Product Design Instructor	109,393	3,908	113,300
Kargut, Sigrid	Librarian	101,534	100	101,634
Kaur, Harinder	Network Administrator	76,816	836	77,652
Kaur, Ravnit	Programmer/Analyst	73,432	3,996	77,428
Kazymerchuk, Stanley	Horticulture Instructor	101,231	-	101,231
Kean, Shelly	Manager, Information Access & Privacy	90,443	426	90,869
Kennedy, Neil	English Instructor	101,427	-	101,427
Kerti, John	Senior Network Analyst	83,676	1,056	84,732
Kestler, Ulrike	Librarian	77,625	76	77,701
Keys, Christine	Assistant Registrar, Records, Curriculum & Graduation	78,397	-	78,397
Khakbaznejad, Abdolreza	Chief Information Officer	194,311	955	195,266
Khalwati, Merwise	School of Business Instructor	111,722	314	112,036
Khoshaie, Azadeh	School of Business Instructor	75,526	-	75,526
Khun-Khun, Baljit	Nursing Instructor	87,462	1,990	89,452
Kidd, Kristine	Interim Director, Financial Operations	129,739	3,177	132,916
Kietaibl, Anton	School of Business Instructor	123,053	341	123,394
King, Conrad	Political Science Instructor	98,659	46	98,704
King, Leonora	Geography Instructor	80,091	3,529	83,620
Kinik-Diceli, Melike	Manager, Quality Assurance	92,903	300	93,203
Kinney, Tracey	History Instructor	94,630	1,650	96,280
Kiraly, Michael	Biology Instructor	101,427	-	101,427
Kitt, Lisa	Criminology Instructor	85,519	3,304	88,823
Kleis, Landon	Coordinator, Fashion Marketing Diploma	101,458	3,001	104,459
Klimek, Connie	Nursing Instructor	101,427	1,135	102,563
Knickerbocker, Madeline	History Instructor	92,221	1,694	93,915
Ko, Steve	English Language Studies Instructor	101,587	-	101,587
Koch, Johannes	Geography Instructor	101,427	1,377	102,804
Kolano, Gillian	Graduate Nurse Internationally Educated Re-Entry Instructor	101,427	635	102,062
Korman, Laurette	School of Business Instructor	101,612	2,597	104,209
Koskinen, Paivi	Linguistics Instructor	82,918	140	83,057
Kozak, Romy	Director, Diversity	104,767	841	105,607
Kozłowski, Kaitlin	Nursing Instructor	99,809	635	100,444
Krishnan, Parthiphan	Geography Instructor	101,427	-	101,427
Kroeker, Tess	Bachelor of Psychiatric Nursing Instructor	93,894	2,628	96,522
Kwadzovia, Thomas	Director, Procurement Services	130,640	836	131,476
Kwan, Benjamin	School of Business Instructor	108,286	1,913	110,199
Ladd, Heather	English Instructor	79,601	100	79,701
Lafreniere, Robert	Plumbing Instructor	114,601	129	114,730
Lagoutin, Raphael	Electrical Instructor	101,427	796	102,223

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Laird, Ross	Creative Writing Instructor	101,427	-	101,427
Lait, Cameron	Plant Health Instructor	103,771	165	103,936
Lamont, James	Horticulture Instructor	102,793	1,300	104,093
Lang, Jaret	Associate Vice President, Campus & Community Planning	180,173	1,827	182,000
Lantinova, Vera	School of Business Instructor	111,135	-	111,135
Larsen, Kim	English Instructor	101,427	537	101,964
Larsen, Michael	Criminology Instructor	107,576	474	108,050
Laverty, Gerard	Farrier Instructor	101,560	229	101,789
Law, Andy	School of Business Instructor	118,689	3,727	122,416
Law, Victor Hung Yan	School of Business Instructor	83,096	1,621	84,717
Le Grand, Richard	Psychology Instructor	102,333	1,610	103,942
Lee, Ada	Global Development Manager	75,044	1,234	76,278
Lee, Chi Chi Andrew	School of Business Instructor	101,427	-	101,427
Lee, Kyungjae	Computer Science and Information Technology Instructor	118,923	-	118,923
Lee, Sarah	School of Business Instructor	99,633	2,414	102,047
Lee, Sharmen	Dean, Faculty of Health	152,319	1,119	153,438
Lee, Sue Shu-Hsien	Academic and Career Preparation Instructor	101,587	91	101,678
Lehal, Gurbinder	Nursing Lab Faculty	115,503	1,609	117,112
Leigh, Charles	School of Business Instructor	107,748	1,914	109,662
Leitch Joss, Sharon	Health Care Assistant Instructor	110,459	1,575	112,034
Leonard, Michael	School of Business Instructor	91,719	-	91,719
Lett, Daniel	Criminology Instructor	101,427	879	102,307
Leung, Christopher	School of Business Instructor	101,074	3,858	104,932
Leung, Mou Kit	Fine Arts Instructor	90,555	1,310	91,864
Leung, Robin Ying Kit	Educational Media Strategist	74,785	1,354	76,138
Lewarne, Steve	Executive Director, Advancement	152,538	537	153,075
Li, Pak Ki Jacky	School of Business Instructor	101,560	263	101,823
Li, Puqun	Philosophy Instructor	101,427	100	101,527
Li, Wei	School of Business Instructor	101,652	1,110	102,762
Lian, Minli	School of Business Instructor	101,427	2,216	103,643
Lichimo, Marie	School of Business Instructor	111,759	2,491	114,250
Ling, Laurence	School of Business Instructor	101,612	1,876	103,488
Liu, Alex	Mathematics Instructor	101,427	1,300	102,727
Liu, Xin	Chemistry Instructor	92,510	1,846	94,356
Liu, Xing	School of Business Instructor	112,584	100	112,684
Lloyd, Michael	Welding Instructor	130,966	-	130,966
Lo, Edward	School of Business Instructor	125,692	150	125,842
Lo, Tak-Shun	Legal Counsel	127,838	978	128,816
Loodu, Sarbjit	Division Business Manager, Faculty of Design	113,612	480	114,092
Lopes, Evandro	Psychology Instructor	101,581	-	101,581
Lopez Castellanos, Cesar	School of Business Instructor	118,843	4,414	123,257
Low, Ho Yee	School of Business Instructor	101,427	4,041	105,468
Lucas, Michaela	Philosophy Instructor	101,427	-	101,427
Lymburner, Jocelyn	Psychology Instructor	101,427	3,061	104,488
Lyon, Alexandra	Sustainable Agriculture Instructor	101,584	1,029	102,614
Lyon, David	Criminology Instructor	92,353	797	93,150
Lyons, Russell	Horticulture Instructor	78,306	-	78,306
Lyons, Tara	Criminology Instructor	106,025	585	106,609
Ma, Bojiang	School of Business Instructor	92,409	-	92,409
Ma, Hao	School of Business Instructor	101,427	395	101,822
Ma, Michael	Criminology Instructor	101,527	1,600	103,127
Ma, Praise	School of Business Instructor	84,013	2,681	86,694
MacDonald, Leanne	English Instructor	90,775	-	90,775
Machado, Marcelo	School of Business Instructor	120,229	9,700	129,929
MacKenzie, Joyce	Nursing Instructor	95,815	1,502	97,317
MacKenzie, Leanne	Co-op Instructor	104,537	1,074	105,611
MacLean, Carla	Psychology Instructor	89,741	4,079	93,819
MacLeod, Colin	Mathematics Instructor	101,609	220	101,829
MacRitchie, Adrienne	Manager, Health and Wellness	76,007	1,516	77,523
MacTaggart, Alison	Fine Arts Instructor	101,427	807	102,234
Magee, Kaylee	Biology Instructor	98,382	31	98,413
Magson, Sherri	Director of Advancement	102,341	763	103,104
Maguire, Gidgit	Confidential Assistant to Director of Facilities	74,886	2,759	77,645

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Mah, Jaime	Marketing Instructor	101,427	-	101,427
Mahapatra, Chinmaya	School of Business Instructor	101,427	130	101,557
Majano, Paulo	Fine Arts Instructor	107,273	873	108,147
Malyon, Donna	Collaborative Nursing Instructor	101,860	671	102,531
Manhas, Indra	Divisional Business Manager International Education	90,103	900	91,003
Mann, Michael	Electrical Instructor	101,587	728	102,315
Mann, Shamsheer	Facilities Supervisor, Langley	78,007	1,104	79,111
Marando, Jessica	Human Resources Business Partner	98,107	-	98,107
Marcotte, Megan	Biology Instructor	101,584	-	101,584
Marinescu, Daniela	Mathematics Instructor	82,887	-	82,887
Marino, Franco	Criminology Instructor	78,185	-	78,185
Marom, Lilach	Department of Educational Studies Instructor	102,027	1,552	103,579
Martin, Eryk	History Instructor	97,562	1,684	99,246
Martin, John	Geography Instructor	101,627	1,569	103,196
Martinez, Victor	Product Design Instructor	90,322	-	90,322
Marzouk, Zahia	Educational Studies Instructor	92,090	28	92,118
Masilamani, Logan	Political Science Instructor	88,134	1,309	89,443
Mason, Frederick	School of Business Instructor	106,760	2,414	109,174
Massey, Daryl	Computer Aided Design & Drafting Instructor	101,427	2,778	104,205
Massey, Joanne	Computer Aided Design & Drafting Contract Instructor	101,427	-	101,427
Mathewson, Donald	Physics Instructor	101,558	2,025	103,583
Matskiw, Christopher	Welding Instructor	129,250	4,145	133,394
Matson, Janis	Horticulture Instructor	97,116	-	97,116
Matsuba, Kyle	Psychology Instructor	106,670	4,790	111,461
Maultsald, Deirdre	School of Business Instructor	101,698	1,878	103,576
May, Evelyn	Technical Apparel Design Instructor	101,587	2,651	104,238
Maydan, Catherine	School of Business Instructor	100,928	565	101,493
McAuley-Bax, Shauna	School of Business Instructor	84,381	-	84,381
McBride, Scott	Fine Arts Instructor	101,427	-	101,427
McBurnie, Ann	Manager, Library Resources	80,014	1,466	81,480
McCannell, Lesley	School of Business Instructor	101,427	3,998	105,425
McClinton, Brian	Millwright Instructor	101,612	114	101,726
McConill, Casey	Mathematics Instructor	101,584	-	101,584
McConnell, Keiron	Criminology Instructor	112,098	4,528	116,626
McDonald, Laura	Associate Dean, Trades & Technology	122,922	1,326	124,248
McDonald, Robert	Psychology Instructor	93,519	-	93,519
McEachern, Joan	School of Business Instructor	101,587	538	102,125
McEroy, Lori	Associate Vice President, Planning & Accountability	164,068	1,843	165,911
McGill, Kimberley	Manager, Community Engagement & Major Events	92,101	896	92,998
McGonigal, Donald	Project Leader	77,756	180	77,936
McLellan, Ann-Marie	Department of Educational Studies Instructor	101,458	500	101,958
McMullen, Marla	School of Business Instructor	109,982	583	110,565
McNeil, Harry	Interim Director, Risk and Security	147,182	2,589	149,771
McPherson, Kathy	English Language Studies Instructor	101,612	-	101,612
Meijer-Kline, Karen	Librarian	86,857	63	86,920
Menzies, Robert	History Instructor	101,415	1,055	102,470
Messer, Ron	School of Business Instructor	101,202	1,042	102,245
Mihell, Lana	Divisional Business Manager, Science & Horticulture	109,390	13,449	122,838
Mihs, Edward	Carpentry/Building Construction Instructor	101,074	-	101,074
Millard, Gregory	Pro Tem Dean, Faculty of Arts	134,490	1,026	135,516
Minhas, Gurjeet	Nursing Instructor	100,889	-	100,889
Mirfakhraie, Amir	Sociology Instructor	101,827	2,145	103,972
Mitchell, Joshua	Associate Vice President, Student Affairs	152,162	991	153,153
Mitchell, Kyle	Sociology Instructor	101,427	3,345	104,772
Mitchell, Zena	Associate Vice President, Enrolment Services & Registrar	163,239	7,182	170,421
Moffat, Nicole	Nursing Instructor	81,665	1,435	83,100
Moffatt, Debra	Accountant	83,674	5,414	89,087
Mohammed, Mustafa	Learning Technology Support Analyst	131,930	303	132,233
Mokkonen, Mikael	Biology Instructor	101,184	50	101,234
Monchalin, Lisa	Criminology Instructor	101,427	1,700	103,127
Moniz, Ann	Director, Health & Community	118,924	539	119,462
Morkunas, Vida	School of Business Instructor	101,427	58	101,485
Morris, Janice	Academic and Career Preparation Instructor	101,427	3,057	104,484

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Mroczek, Jolanta	English Language Studies Instructor	101,427	44	101,471
Muhammad, Kabeer	School of Business Instructor	101,587	100	101,687
Mullinix, M. Kent	Director, Sustainable Horticulture & Food Security	140,292	2,837	143,128
Mundle, Todd	University Librarian	154,286	836	155,122
Murphy, Joshua	Criminology Instructor	101,427	-	101,427
Murphy, Julia	Anthropology Instructor	101,687	1,809	103,496
Murray, Joel	Interim Associate Dean, Trades & Technology	134,365	2,352	136,717
Murray, Ronald	Electrical Instructor	101,587	57	101,644
Musil, Debbie	School of Business Instructor	102,826	3,427	106,253
Myette, Brian	Millwright Instructor	101,228	-	101,228
Myhre, Johnathan	Biology Instructor	103,974	-	103,974
Nasitwitwi, Mungandi	Geography Instructor	101,427	3,124	104,551
Nayar, Kamala	Asian Studies Instructor	101,427	1,481	102,908
Neuhold, Bernie	School of Business Instructor	100,924	-	100,924
Newton, Samuel	School of Business Instructor	92,353	998	93,351
Nichols, Corrie	Nursing Instructor	101,587	3,884	105,471
Nickerson, William	Pro Tem Associate Dean, Arts	99,090	773	99,863
Nielissen, Macey	Senior Manager, Labour Relations	127,552	8,971	136,524
Nijjar, Jatinder	Nursing Instructor	97,929	141	98,069
Nijjar, Navjeet	Graduate Nurse Internationally Educated Re-Entry Instructor	105,713	664	106,377
Nilsson, Joakim	English Instructor	94,926	-	94,926
Niosi, Andrea	School of Business Instructor	101,427	98	101,525
Nishihara, Alison	Mathematics Instructor	101,451	-	101,451
Norman, Nancy	Education Assistant Instructor	105,007	-	105,007
Norris, Lindsay	Product Design Instructor	99,510	3,738	103,249
Novocelskii, Serguei	Mathematics Instructor	110,426	-	110,426
Nyenhuis, Michael	Mathematics Instructor	102,785	50	102,835
Ohler, Paul	English Instructor	101,520	707	102,227
Olson, Harmeet	Graduate Nurse Internationally Educated Re-Entry Instructor	101,427	1,303	102,730
Oman, Leslie	School of Business Instructor	89,791	-	89,791
O'Meara, Mark	School of Business Instructor	101,427	1,785	103,212
Onusko, Geoffrey	Project Leader	77,422	569	77,991
Openshaw, Katie	Government Relations Advisor	87,487	555	88,042
Orban, Levente	Psychology Instructor	89,839	1,700	91,539
Ordish, Connie	Nursing Instructor	90,809	614	91,424
Ostrowski, Paul	English Instructor	101,074	-	101,074
Page, Christina	Learning Strategist	81,261	473	81,733
Pagliericci, Gino	Manager, Emergency Planning	158,807	332	159,139
Palak, Laura	School of Business Instructor	92,942	4,009	96,951
Pankratz, Debra	School of Business Instructor	121,449	225	121,674
Pannu, Mandeep	School of Business Instructor	108,101	2,596	110,697
Parfyonov, Danica	Psychology Instructor	86,382	-	86,382
Parhar, Harjot	Nursing Faculty, Faculty of Health	87,515	635	88,151
Parolin, Maria	Fine Arts Instructor	101,587	1,151	102,738
Paschen, Jeannette	School of Business Instructor	101,427	94	101,522
Paschen, Ulrich	School of Business Instructor	101,427	225	101,652
Pasha, Hasan	Senior Network Specialist, Information Technology	78,034	536	78,570
Pasquini, Robert (Confidential)	English Instructor	92,015	-	92,015
Passmore, Lyndsay	Chair, Business Management	76,203	2,600	78,803
Paul, Joseph	English Instructor	101,427	296	101,723
Pearce, Suzanne	Chemistry Instructor	101,584	2,933	104,518
Pedersen, Cory	Psychology Instructor	112,929	1,142	114,071
Pegg, Brian	Anthropology Instructor	101,427	1,600	103,027
Penner, Kurt	Psychology Instructor	101,427	1,968	103,395
Perera, Nishan	Chair, Marketing	108,128	4,431	112,559
Petersen, Karl	English Language Studies Instructor	101,202	-	101,202
Petrillo, Larissa	Anthropology Instructor	92,827	99	92,926
Phillips, Nicholas	Director, Counselling and Access	120,974	536	121,510
Phillips, Stephanie	Product Design Instructor	104,906	2,345	107,251
Phillips, Susana	Psychology Instructor	101,427	786	102,213
Piluk, Tanis	Divisional Business Manager	101,843	2,513	104,356
Pink, Ross	Political Science Instructor	102,027	-	102,027
Piotrowski, Marcelina	Director Flex Learning & Academic Instructor	83,442	850	84,292

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Podrouzek, Wayne	Psychology Instructor	100,977	1,643	102,620
Pollard, Lesley	Fashion & Technology Degree Instructor	101,587	3,575	105,162
Pond, Ellen	Policy Studies Instructor	81,757	949	82,706
Poole, Nicole	Assistant Registrar, Domestic Recruitment	78,094	1,235	79,329
Poon, Michael	Physics Instructor	101,584	578	102,162
Pope, Michael	Fashion & Technology Degree Instructor	98,579	30	98,609
Popoff, Richard	Chemistry Instructor	92,247	-	92,247
Pradhan, Dolagobinda	Geography Instructor	101,454	1,879	103,333
Purbs, Karsten	Director, Ancillary Services	127,872	4,594	132,466
Purvey, Diane	Pro-Tem Provost & Vice President, Academic	200,024	1,225	201,249
Qin, Shaomin	Project Leader	77,993	277	78,271
Qu, Yan	Acupuncture Instructor	101,587	850	102,437
Qu, Yanfeng	Mandarin Language Instructor	102,534	1,491	104,025
Quong, Meijane	Music Instructor	79,497	220	79,717
Radcliffe, Duane	School of Business Instructor	113,005	583	113,588
Rahaman, Imtiyaz	Business Transformation Lead	154,700	1,251	155,951
Rai, Sabrina	Accounting Instructor	102,834	2,696	105,529
Ramadan, Hisham	Criminology Instructor	101,587	-	101,587
Ramnarine, Sasha	School of Business Instructor	125,381	-	125,381
Ramsey, Jason	Anthropology Instructor	101,427	1,193	102,620
Rana, Sonayna	Nursing Instructor	87,466	935	88,401
Rapa, Alina	Faculty of Science and Horticulture Instructor	106,608	-	106,608
Raza, Imran	School of Business Instructor	101,612	-	101,612
Reddick, Donald	Associate Dean, School of Business	117,198	990	118,188
Reese, Garrity	Counsellor	99,751	1,751	101,502
Reichl, Arleigh	Psychology Instructor	111,194	-	111,194
Reimer, Steven	Plumbing Instructor	103,435	69	103,504
Reyimjan, Raheem	Faculty of Science and Horticulture Instructor	108,708	3,405	112,112
Rhodenizer, Lawrence	Automotive Service Technician Program Instructor	106,441	-	106,441
Richardson, Allison	Librarian	101,502	50	101,552
Richmond, Alexandra	School of Business Instructor	101,427	1,642	103,069
Richter, Kimberly	School of Business Instructor	101,331	150	101,481
Riel, David	Electrical Instructor	75,999	-	75,999
Roberts, Neil	School of Business Instructor	101,458	-	101,458
Roberts, Seiko	Japanese Instructor	76,072	743	76,814
Rohde, Sven	Plumbing Instructor	101,427	-	101,427
Rojas-Primus, Reya	Spanish Instructor	101,427	819	102,246
Rose, John	Geography Instructor	101,427	-	101,427
Roth, Aaron	Lab Supervisor Horticulture & Equine	83,200	407	83,608
Rozell, Allyson	Mathematics Instructor	102,184	100	102,284
Ruiz Oliveras, Flavio	Physics Instructor	101,584	290	101,874
Ruloff, Colin	Philosophy Instructor	101,427	-	101,427
Rumpeltes, Michael	Welding Instructor	125,660	-	125,660
Rupert, John	English Instructor	76,502	100	76,602
Rusticus, Shayna	School of Business Instructor	112,979	2,782	115,761
Ryan, Angela	Librarian	101,612	-	101,612
Sacho, Brad	School of Business Instructor	101,074	2,609	103,682
Sadhra, Avtar	Mathematics Instructor	101,202	427	101,629
Sadoway, David	Geography Instructor	87,406	-	87,406
Sahota, Ranveer	Nursing Instructor	101,427	619	102,046
Saint, Susan	English Language Studies Instructor	101,427	565	101,992
Salih, Qussay	School of Business Instructor	108,101	-	108,101
Salumbre, Daniel	Database Administrator	88,865	1,442	90,306
Salumbre, Winnie	Manager, IT Enterprise Software	96,033	703	96,737
Sanaei, Asiyeh	Mathematics Instructor	101,558	993	102,551
Sandhu, Harjinder	Nursing Instructor	101,427	1,335	102,762
Sandhu, Herraj	Graduate Nurse Internationally Educated Re-Entry Instructor	101,427	536	101,963
Sandhu, Simren	Nursing Instructor	104,712	635	105,348
Sangha, Anita	School of Business Instructor	97,101	681	97,783
Sato, Takashi	Physics Instructor	101,584	2,609	104,194
Saunders, Joanne	Executive Director, Marketing & Communications	169,814	840	170,654
Sayed, Asma	English Instructor	101,581	2,605	104,187
Schlamp, Kristine	Horticulture Instructor	86,663	-	86,663

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Schulz, Briar	Department of Educational Studies Instructor	102,252	100	102,352
Schwartz, Andreas	School of Business Instructor	116,231	398	116,629
Schwichtenberg, Catherine	Graduate Nurse Internationally Educated Re-Entry Instructor	101,427	1,634	103,061
Sears, Christopher	Academic and Career Preparation Instructor	100,897	562	101,460
Sen, Abhijit	School of Business Instructor	100,897	813	101,710
Serrano, Guillermo	School of Business Faculty	89,743	1,291	91,034
Seru, Renuka	Counsellor	101,202	3,997	105,199
Shay, Ron	School of Business Instructor	101,202	100	101,302
Shepherd, John	School of Business Instructor	104,944	2,378	107,322
Sherlock, Tracy	Journalism Instructor	87,125	2,431	89,555
Shivji, Salim	Senior Network Analyst	76,203	887	77,090
Shortridge, Lori	Nursing Instructor	179,566	678	180,244
Shukla, Amit	School of Business Instructor	99,904	932	100,836
Sidhu, Amandeep Singh	Director, Risk and Security	133,702	2,176	135,878
Sidhu, Navneet	Manager, Talent Acquisition & Recruitment	96,449	810	97,259
Siermacheski, Catherine	Manager, Assessment & Testing Services	75,642	1,383	77,024
Siermacheski, Peter	Director, Business Services	122,430	770	123,200
Sikora, Karen	Human Resources Business Partner	76,593	881	77,474
Simmons, Dianne	Department of Educational Studies Instructor	101,454	26	101,479
Simmons, Gregory	Criminology Instructor	106,670	100	106,770
Simon, Richard	School of Business Instructor	101,074	-	101,074
Singer, Stefanie	Manager, Budgeting & Planning	118,966	1,684	120,650
Singh, Neetu	Senior Business Advisor	98,085	2,034	100,119
Singh, Rajinder	School of Business Instructor	101,427	710	102,137
Singh, Vinshu	Mathematics Instructor	101,560	-	101,560
Skelton, Chad	Journalism Instructor	101,587	1,674	103,261
Skoumal, Zdenek	Music Instructor	95,039	312	95,351
Small, William	Welding Instructor	101,612	150	101,762
Smith, Teresa	Director Organizational Development & Employee Experience	122,829	5,585	128,414
Smith, Wendy	English Instructor	101,427	271	101,698
Smolkin, Doran	Philosophy Instructor	102,627	100	102,727
Snaith, Brenda	Interior Design Instructor	93,023	1,185	94,208
Soe, Naing	Manager, Enterprise System Architecture	102,525	837	103,362
Soles, Nicola	Access Programs for People With Disabilities Instructor	112,868	-	112,868
Somji, Alia	School of Business Instructor	101,877	3,215	105,092
South, Cluny	School of Business Instructor	75,720	-	75,720
Spalding, Elizabeth	Time Release Special Project	105,698	350	106,048
Speirs, Theresa	Health Care Assistant Instructor	85,462	58	85,520
St. Laurent, Carole	Associate Vice President, International	163,000	1,325	164,325
St. Loe, Stephanie	Interior Design Instructor	81,303	1,347	82,650
Stanwood, Ian	Academic and Career Preparation Instructor	101,427	141	101,568
Stark, Kenneth	Anthropology Instructor	101,427	1,042	102,469
Stein, Justin	Asian Studies Instructor	88,302	1,597	89,899
Stewart, Roderick	Executive Director, Facilities Services	159,040	2,152	161,192
Stonehouse, Catherine	Creative Writing Instructor	76,060	100	76,160
Strand, Elisebeth	Nursing Instructor	101,427	994	102,421
Stratton, Sabine	Anthropology Instructor	95,851	1,731	97,582
Stuart-Chiu, Naomi	Manager, Student Awards & Financial Assistant	83,769	1,215	84,985
Sud, David	Chemistry Instructor	101,584	-	101,584
Suderman, Gail	Music Instructor	98,105	-	98,105
Sudlow, Gillian	Time Release Special Project	101,376	-	101,376
Sumal, Al	Welding Instructor	120,026	2,453	122,479
Sundquist, Glenda	Manager, Payroll Operations	97,671	923	98,594
Sussmann, Andrea	Biology Instructor	101,427	-	101,427
Swail, Brian	English Instructor	101,427	201	101,628
Swan, Teresa	Access Programs for People With Disabilities Instructor	101,431	1,030	102,461
Swanink, Melissa	English Language Studies Instructor	101,427	525	101,952
Sweeney, Sherilyn	Graduate Nurse Internationally Educated Re-Entry Instructor	105,403	635	106,038
Tahani, Kianoosh	Physics Instructor	101,609	72	101,681
Tahriri Adabi, Sepideh	Researcher	78,289	65	78,354
Tarry, Hammond	Psychology Instructor	105,765	-	105,765
Tauber, Mark	Project Leader	79,960	786	80,746
Taylor, Terri	Associate Registrar, Registration, Records and Systems	115,412	671	116,082

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Tebb, Richard	School of Business Instructor	100,897	1,074	101,971
Tekatch, Terry	Accounting Instructor	103,651	2,584	106,235
Terblanche, Karen	Manager, Procurement Services	95,904	1,271	97,175
Thangapandy, Angeline Abraham	Manager, Capital Projects	83,250	536	83,786
Thibodeau, Joyce	Nursing Instructor	101,427	730	102,157
Thiessen, Randal	English Language Studies Contract Instructor	117,599	-	117,599
Thind, Ravinder	Director, Business Performance & Advisory Services	154,360	681	155,041
Thompson, Shirley	Fashion & Technology Degree Instructor	88,613	340	88,953
Thompson, Susan	Psychology Instructor	105,765	1,755	107,519
Tiessen, Esther	School of Business Instructor	101,427	-	101,427
Tomiak, Kim	Learning Strategist	101,612	100	101,712
Tomkins, Melissa	Executive Assistant, Vice President Human Resources	68,035	10,983	79,018
Tones, Daniel	Music Instructor	110,668	1,444	112,112
Tong, Chun Kuen Rick	School of Business Instructor	101,454	2,807	104,261
Toohey-Wiese, Elizabeth	Fine Arts Instructor	93,738	4,176	97,914
Tourand, Kyle	Coordinator Desktop Hardware Services	74,608	1,341	75,949
Tracey, Donald	School of Business Instructor	101,427	-	101,427
Traynor, Christopher	Academic and Career Preparation Instructor	101,612	-	101,612
Tritchew, Panteli	School of Business Instructor	102,641	1,133	103,773
Tsui, Tyron	Physics Instructor	101,451	-	101,451
Tunbridge, Nicole	History Instructor	97,086	150	97,236
Tutlewski, Wiktor	School of Business Instructor	101,259	1,797	103,055
Tyndall, Paul	English Instructor	76,261	756	77,017
Uppal, Bill (Balbir)	Facilities Services Supervisor, Richmond	86,147	1,488	87,635
Valana, Maria	Horticulture Instructor	107,411	45	107,456
van Gerven, Keri	University Secretary & Executive Assistant	86,859	1,675	88,534
Van Sickle, Kerry	School of Business Instructor	101,587	-	101,587
Vanan, Shalini	Manager, Sport, Recreation & Health Promotion	87,721	1,380	89,101
Vanderburgh, Sandy	Provost & Vice President Academic	126,255	6,837	133,092
Vardy, Mark	Criminology Instructor	98,547	1,481	100,027
Vaz, Reynold	School of Business Faculty	111,813	302	112,115
Velazquez, Cayley	Health Science Instructor	103,126	-	103,126
Verhage, Courtney	Nursing Instructor	75,882	635	76,517
Vezina, Valerie	Political Science Instructor	102,227	-	102,227
Vidal, Claudio	Sociology Instructor	100,897	-	100,897
Vincent, Susan	Counsellor	80,962	2,759	83,722
Vosburgh, Joseph	School of Business Instructor	105,809	-	105,809
Vujovic, Sinisa	School of Business Instructor	101,427	407	101,834
Waddington, Leeann	Director, Learning Technology & Educational Development	121,328	758	122,086
Wadkar, Prashant	Manager, Procurement Services	101,500	1,307	102,806
Wake, Beverly	Journalism Instructor	77,849	1,547	79,396
Wakulchik, Robert	Electrical Instructor	101,534	-	101,534
Wall, Karissa	Manager, Institutional Research	87,981	300	88,281
Wall, Orlando	Electrical Instructor	101,550	-	101,550
Walsh, Diane	Time Release Kwantlen Faculty Association	101,612	-	101,612
Wang, Xiao Dong	Project Leader	84,240	855	85,095
Wang, Zehua	School of Business Instructor	118,372	-	118,372
Wanniarachchi, Kavinda	School of Business Instructor	104,976	389	105,365
Warren, Valerie	School of Business Instructor	123,482	2,639	126,121
Webster, Janet	Academic and Career Preparation Instructor	78,508	979	79,488
Wegener, Lisa	Lab & Research Coordinator	79,925	1,040	80,965
Welsh, Robert	Instructor Associate, Turf & Mechanic	87,016	801	87,817
Wesley, Geraldine	Audiovisual Technician	100,773	34	100,807
Westgate, Thomas	Applied Servicing Instructor	110,442	-	110,442
Whittemore, Joel	School of Business Instructor	101,612	668	102,280
Whittington-Walsh, Fiona	Sociology Instructor	101,427	3,000	104,428
Wijnsma, Kristina	Criminology Instructor	101,427	15,417	116,844
Wilding, Daniel	Nursing Instructor	101,587	614	102,201
Williams, Jennifer	English Instructor	91,437	465	91,902
Williams, Mark	Learning Specialist	101,427	697	102,124
Wilson, Sherry	Biology Instructor	101,584	100	101,684
Wilton, Mary	Parts Instructor	101,427	-	101,427
Wong, Bess	Post-Baccalaureate Diploma Instructor, Operations & Supply Chain	109,843	-	109,843

Kwantlen Polytechnic University
Schedule of Employee Remuneration and Expenses
Fiscal Year Ending March 31, 2022

<u>Employee Name</u>	<u>Position</u>	<u>Remuneration \$</u>	<u>Expenses \$</u>	<u>Total \$</u>
Wong, Richard	School of Business Instructor	105,406	1,494	106,901
Wood, Kathryn	Operations Manager, Bookstore	91,737	1,862	93,599
Wood, Lindsay	Co-op Instructor	101,427	1,244	102,671
Woodcock, Linda	Librarian	101,587	404	101,991
Wood-Wiens, Natalie	Manager, Indigenous Services	75,825	903	76,728
Woodyard, Sylvia	Education Assistant Instructor	80,071	417	80,487
Worobec, Elizabeth	Dean, Faculty of Science and Horticulture	191,870	205	192,075
Wrench, Danny	Academic and Career Preparation Instructor	101,587	-	101,587
Wright, David	Electrical Instructor	101,427	-	101,427
Wu, Aihua	School of Business Instructor	102,327	-	102,327
Yang, John	Chair, Traditional Chinese Medicine	101,427	1,486	102,913
Yezerinac, Stephen	Associate Registrar, Senate and Curriculum	103,953	671	104,623
Yip, Shu Kam	Director, Technology Services	123,014	836	123,851
Yoshida, Sara	Anthropology Instructor	101,581	1,700	103,281
Yoshizawa, Rebecca	Sociology Instructor	100,215	3,889	104,104
Yuan, Wenting	Director, International Recruitment, Admissions	117,610	2,732	120,342
Yuill, Garry	School of Business Instructor	115,824	1,592	117,416
Yusuf, Ali	Criminology Instructor	101,550	1,600	103,150
Zamfirescu, Vasile	School of Business Instructor	114,590	100	114,690
Zhang, Bo	School of Business Instructor	101,427	3,214	104,641
Zhang, Guoren	School of Business Instructor	101,427	1,386	102,814
Zhao, Ping	Graduate Nurse Internationally Educated Re-Entry Instructor	98,077	635	98,713
Zhou, Feixue	Project Leader	79,006	836	79,842
Zhou, Shiqu	Economics Instructor	99,688	-	99,688
Zmudzka-Bajerski, Malgorzata	Faculty of Science and Horticulture Instructor	119,668	225	119,893
Remuneration and expenses greater than \$75,000		80,080,540	1,029,837	81,110,377
Consolidated total of other employees with remuneration and expenses of \$75,000 or less		44,725,966	454,027	45,179,994
(B) Total Employees		\$ 124,806,506	\$ 1,483,865	\$ 126,290,371

Kwantlen Polytechnic University
Schedule of Payments to Suppliers of Goods and Services
Fiscal Year Ending March 31, 2022

<u>Vendor Name</u>	<u>Payment \$</u>
3CP Energy Utility Ltd	148,975
4th Utility Inc	90,248
A. Craig & Son Ltd	85,372
Abacus Overseas Education Advisors	31,545
Acme Visa Solutions Ltd.	36,820
Ad Astra Information Systems, L.L.C	70,220
Affinity Group	67,741
Alarmtron (BC) Ltd	44,647
Alliance Scientific Inc	25,730
Alvis Tsui (FSS) Inc.	76,434
Anthology Inc. of Missouri	44,035
ApplyBoard Inc	233,638
Arora Immigration & Education Consu	85,246
Associated Health Systems Inc.	34,796
ATCO Structures & Logistics Ltd.	83,449
Australia Education Victoria Pty Lt	32,406
AVI-SPL Canada Ltd.	196,102
B.N. Overseas Educational Services	34,456
BC Hydro	1,075,654
BC Pension Corporation	11,348,806
BCNET	1,312,859
BDO Canada LLP	74,840
BitTRACK Consultants Pvt.Ltd.	289,710
Black Press Group Ltd	32,409
Bonfire Interactive Ltd.	30,763
Brewers Supply Group (Canada) Ltd	47,479
Bright Can-Achieve Limited	36,579
Bright International Student Servic	32,449
Bunt & Associates Engineering Ltd	31,700
BWYA Holdings Ltd	26,000
C&W Facility Services Canada Inc.	1,887,074
C22P0391 Wood Tech Millwork	30,546
C3M Construction Contractor Group I	179,610
Campus Bookstore Consulting Corpora	39,858
Canada Post Corporation	106,674
Canadian Premier Consulting	34,386
Canadian Research Knowledge Network	401,392
Canam Consultants Limited	841,592
Canbridge Business Group Ltd.	25,020
Can-Design Enterprises Ltd	86,342
Canstar Restorations	260,240
CAUBO	28,854
CCDI Consulting Inc.	50,813
CDW Canada Corp	33,358
Cengage Canada	214,938
Charms International Consultants In	280,114
Charter Telecom Inc	633,674
Cherwell Software Inc	70,616
City of Langley	91,954
City of Richmond	35,628

Kwantlen Polytechnic University
Schedule of Payments to Suppliers of Goods and Services
Fiscal Year Ending March 31, 2022

<u>Vendor Name</u>	<u>Payment \$</u>
City of Surrey	116,082
Clark Wilson LLP	184,616
Clark Wilson LLP In Trust	29,000
Colleges and Institutes Canada	48,556
Comar Electrical Services Ltd	773,883
Compass Group Canada Ltd.	140,833
Compugen Inc	1,759,092
Concord Parking Ltd	31,200
Consulab Educatech Inc	39,239
Corus Sales Inc.	45,637
Council of Prairie & Pacific Univer	146,663
CTV British Columbia - Bell Media I	68,356
Cullen Diesel Power Ltd	26,786
CWB Group - Industry Services	30,262
CWB Group Industry Solutions	29,903
DA Architects + Planners	25,693
Daryl-Evans Mechanical Services Ltd	49,025
Davies Park & Associates (Vancouver	43,031
Dell Canada	168,672
Deloitte LLP	56,035
DIALOG BC Inc.	123,163
Digital Postage on Call	63,000
DIVERSEcity Community Resources Soc	29,155
EAB	113,691
EB Horsman & Son Ltd	116,598
Ebsco Canada Ltd	89,694
Education Consultants Canada (ECC)	44,907
Edwise International	26,579
Ellucian Technologies Canada ULC	373,536
Employee Health Tax	2,381,310
Empowered Development Ltd	27,705
Encompass Support Services Society	29,155
Enlightened Education Holdings Inc	5,250,000
Entity Mechanical Ltd.	47,451
ESC Automation Inc	414,489
eXplorance Inc.	26,650
Facebook	322,229
Festo Didactic Ltd.	56,083
Fisher Scientific Ltd	167,184
FortisBC Energy Inc	178,557
Fraser Valley Steel & Wire	109,173
Frequency Foundry Inc.	344,568
Future Link Consultants Inc	64,312
GB Paving Ltd	92,210
GBS Construction Managers Inc.	97,952
GEEBEE Education Pvt. Ltd.	618,359
General Concrete Ltd	53,052
Genumark Promotional Merchandise In	91,958
GERSTEL, Inc	29,634
Global Container Corporaton	36,113

Kwantlen Polytechnic University
Schedule of Payments to Suppliers of Goods and Services
Fiscal Year Ending March 31, 2022

<u>Vendor Name</u>	<u>Payment \$</u>
Global Industrial Canada	34,314
Globus Consulting Group Pvt. Ltd.	123,056
GoCo Technology LP	322,530
Gocool International	127,753
Google Inc.	202,174
Graphic Office Interiors Ltd.	47,976
Guangson Consulting	39,466
guard.me International Insurance	1,573,114
Hamilton Duncan Armstrong & Stewart	57,721
Harris & Company	100,179
Harris Consulting Inc	28,645
Heritage Food Service Group of Cana	47,478
Heritage Office Furnishings Ltd.	1,930,651
Hill-Rom Canada Ltd.	41,507
Holmes & Brakel (BC) Inc	201,301
Homewood Health Inc	68,052
Horizon Landscape Contractors	247,332
Houle Electric Ltd.	83,588
Hudson, Kyra Lin.	31,546
lae Holdings Inc.	28,287
IDP Education Ltd	1,053,057
IEC Consultants	33,647
Illumina Canada Ulc	190,789
iMotions, Inc	52,504
InnoSoft Canada Inc	25,525
Integral Group	101,242
Intellimix Corp	72,100
International Education Consultants	25,958
IT Equipment	41,962
Jacob Bros Construction	522,611
Jain Overseas Services Inc.	643,679
Jelly Marketing Inc	26,513
Jiacheng Overseas Immigration & Edu	27,548
John Wiley & Sons Canada Ltd	199,233
Johnson Controls Ltd	966,206
Jordao Duarte Costa Me, Marina	55,589
KC Overseas Education Pvt. Ltd.	472,351
KDS Construction	91,804
Key Innovations Inc.	83,546
Kone Inc	82,201
KPMG LLP	90,200
Kromm Contracting Services	35,558
Lamar Companies	81,270
Landmark Immigration Consultants Pv	107,095
Leepfrog Technologies Inc	153,547
Life Technologies Inc.	150,997
Lime Painting Ltd	77,765
LIN HAW INTERNATIONAL	27,795
LINDE CANADA INC	188,612
LinkedIn Ireland Unlimited Co	65,801

Kwantlen Polytechnic University
Schedule of Payments to Suppliers of Goods and Services
Fiscal Year Ending March 31, 2022

<u>Vendor Name</u>	<u>Payment \$</u>
LMP Publication Ltd	41,967
LogMeIn Technologies Canada Ltd	33,776
Lordco Parts Ltd	58,224
Luo, Yajie	93,239
Luxury Transport Inc.	232,514
M & H Admission Overseas Pvt. Ltd.	81,188
MAGIL Construction Pacific Inc	371,769
MAKE Projects Ltd.	52,899
Manulife Financial	7,550,487
Maple Leaf Disposal	88,477
Marine Roofing (1996) Ltd.	897,165
Marsh Canada Limited	100,215
Matrix Video Communications Corp. (98,019
Maxwell Floors (1980) Ltd	28,481
MC Machinery Sales Ltd	49,244
McGraw Hill Ryerson Limited	223,170
McRae's Environmental Services Ltd	27,276
Mega Maintenance Ltd.	32,062
Megamind Consultants Pvt. Ltd.	508,676
Mental Health Commission of Canada	62,895
Mercedes-Benz Financial Services Ca	75,493
Microserve	3,216,961
Microsoft Canada Inc.	96,422
Miles Employment Group Ltd.	68,229
Millennium Computer Systems Ltd	97,692
Minister of Finance	253,353
Molina, Regine Mae	31,688
Morrison Hershfield Limited	73,117
MOTIV Architects Inc	26,428
MPS	124,702
Nguyen, Hong Nhung	25,772
North Stream Contracting Ltd	634,515
Novacom Building Partners Ltd.	463,114
Omicron Canada Inc.	43,727
Optimum Talent Inc.	30,870
Oracle Canada ULC	89,434
Oxford University Press Canada	54,039
PAC Asia Eduserve LLP	77,663
Pacific Coast Fire Equipment	94,620
Paladin Security Group Ltd.	1,620,227
Pattison Outdoor Advertising	162,876
Pearson Education Canada	363,565
PebblePad LLC	71,338
PFS Studio	54,675
Pioneer Immigration&Education Consu	177,514
PJS Systems	90,800
Polytechnics Canada	100,255
Prism Engineering Ltd	40,397
PrismRBS, LLC	47,593
Progressive Intercultural Community	29,155

Kwantlen Polytechnic University
Schedule of Payments to Suppliers of Goods and Services
Fiscal Year Ending March 31, 2022

<u>Vendor Name</u>	<u>Payment \$</u>
Prometour 2000	51,260
Promo Plus Advertising Inc.	34,742
Promote Me	43,698
ProQuest LLC	157,691
Protect International Risk & Safety	28,088
PSYCHOMETRICS CANADA LTD	30,134
Pyramid-e Services Pvt. Ltd.	291,318
QLess Inc.	49,003
QS unisolution GmbH	26,340
Raffles Educity (I) Private Limited	47,299
READ Surrey/White Rock Society	28,941
Receiver General of Canada	6,280,111
Reclass interdepartmental charges	184,692
RedPier Consulting	27,300
RFS Canada	101,327
Richmond Women's Resource Centre	27,813
Ricoh Canada Inc.	214,322
RJS Construction Ltd	94,837
RNF Industries Corporation	27,715
Robert Half Canada	443,993
Rogers	90,739
Ron Sons Torch Repairs & Sales Ltd	45,160
Rural Organization for Betterment o	61,532
Russell Hendrix Foodservice Equipme	29,806
S.i.Systems Partnership	31,894
Sage Publications Inc	44,127
Santa Monica Study Abroad Pvt. Ltd.	164,911
Sehdev Travel & Educational Service	809,279
Shell Energy North America (Canada)	383,992
Showkraft Production Services Ltd	43,192
Sia Immigration Solutions	25,593
Siemens Canada Limited	55,995
Simon Fraser University	394,837
SirsiDynix	57,284
Skyline Immigration Consultants	41,711
Small Robot Corp.	34,020
Software2 Americas Inc	129,224
Sonya International Education Centr	42,527
Sophiya Consultants	79,683
Southern Butler Price LLP	73,781
Southridge Building Supplies Ltd	30,792
STACKADAPT INC	41,318
Staples	232,448
Staples Professional Inc.	50,643
Status Electrical Corporation	217,145
Studio One Architecture Inc	37,800
Sunrise Immigration Consultants Pvt	187,262
Superior Signs and Graphics	37,421
Sure Shot Immigration Consultants L	36,038
Surrey Board of Trade	32,156

Kwantlen Polytechnic University
Schedule of Payments to Suppliers of Goods and Services
Fiscal Year Ending March 31, 2022

<u>Vendor Name</u>	<u>Payment \$</u>
Surrey Centre Hotel Ltd Partnership	142,870
Synergy Products Inc	29,154
Taylor & Francis	31,887
TechSmith Corporation	36,123
TELUS Communications Inc.	63,074
TForce Logistics Canada Inc.	27,421
Thinkspace Architecture Planning In	26,638
Thomson Reuters Canada	53,027
TopHat Monocle Corp	60,107
Total Prepare Inc	73,095
TransACT Communications, LLC dba Th	48,416
Tri-City Cedar Inc	37,611
Triton Canada Inc.	43,456
ULINE	25,918
UniFirst Canada Ltd	33,260
Universal Consultancy Services	48,611
UNIVERSITIES CANADA	73,131
University of the Fraser Valley	73,702
V.V.S.S. Consulting Ltd	49,687
Veritiv Canada Inc.	27,975
Viv's International Education Centr	37,102
VWR International, Ltd	28,108
WD Immigration Consultants	35,743
Western Overseas Study Abroad Pvt.	70,233
WESTLAB	52,701
Westland Insurance Group Ltd	31,932
White Star Property Services Ltd	188,138
Williams Machinery	25,613
Worksafe BC	279,929
Zoom Video Communications Inc	85,273
(A) Total amount paid to suppliers who received aggregate payments of more than \$25,000	79,949,037
(B) Consolidated total of payments to suppliers who received aggregate payments of \$25,000 or less	7,344,311
(C) Consolidated total of grants and contributions exceeding \$25,000	-
Total Vendors	\$ 87,293,348

**Kwantlen Polytechnic University
Statement of Severance Agreements
Fiscal Year Ending March 31, 2022**

The number of agreements made during the 2021/22 fiscal year with employees excluded from coverage under collective agreements was 7.

These agreements represent 55 months of compensation*

* Compensation means the agreements were determined based on salary.

Prepared under the Financial Information Regulation, Schedule 1, subsection 6(7)

**Kwantlen Polytechnic University
Schedule of Long Term Debt
Fiscal Year Ending March 31, 2022**

None to report.

Prepared under the Financial Information Regulation, Schedule 1, subsection 4.

Kwantlen Polytechnic University
Schedule of Guarantee and Indemnity Agreements
Fiscal Year Ending March 31, 2022

The following is a list of financial guarantee and indemnity agreements in force as at March 31, 2022:

- 1 Multi-Lingual Orientation Service Association for Immigrant Communities
- 2 Her Majesty The Queen in Right of Canada as represented by the Minister of Agriculture and Agri-Food
- 3 Compass Group Canada Ltd.
- 4 Colleges and Institutes Canada
- 5 Canadian Cancer Society
- 6 Her Majesty The Queen in Right of the Province of British Columbia as Represented by the Minister of Public Safety and Solicitor General
- 7 MyMM Inc
- 8 Prometour 2000
- 9 Creative Pacific Education Partners Inc. is a British Columbia company, a wholly owned subsidiary of Enlightened Education holdings Inc.
- 10 Greater Vancouver Sewerage and Drainage District (GVS&DD)
- 11 American Type Culture Collection
- 12 thinktv Inc.
- 13 Google Ireland Limited
- 14 Canada Broadcasting Corporation
- 15 Naylor (Canada) Inc.
- 16 Flywire Canada Inc.
- 17 Aptum Tehcnologies (Canada) Inc.
- 18 Squamish Nation Training and Trades Centre

Prepared under the Financial Information Regulation, Schedule 1, subsection 5.

**Kwantlen Polytechnic University
Reconciliation to Financial Statements
Fiscal Year Ending March 31, 2022**

Expenses per Financial Statements

Statement of Operations	<u><u>\$ 230,185,000</u></u>
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Statement of Financial Information

Schedule of Remuneration and Expenses

(A) Total Board Members	\$ 300
(B) Total Employees	126,290,371

Schedule of Payments to Suppliers for Goods and Services

(A) Total amount paid to suppliers who received aggregate payments of more than \$25,000	79,949,037
(B) Consolidated total of payments to suppliers who received aggregate payments of \$25,000 or less	7,344,311
(C) Consolidated total of contributions exceeding \$25,000	-
	<u>\$ 213,584,019</u>

Reconciling Items

Increase in Capital Assets	(14,404,732)
Amortization of Capital Assets	20,120,879
Accruals	5,621,171
Prepays	122,245
Student Awards Paid	2,245,073
Grant Transfer - KPU Foundation	7,000,000
Other adjustments excluded as per SOFI guidance	(4,103,655)
	<u>\$ 16,600,981</u>

\$ 230,185,000

\$ -