



# **CONSOLIDATED FINANCIAL STATEMENTS**

For year ended March 31, 2020

Vancouver, B.C. Canada



THE UNIVERSITY OF BRITISH COLUMBIA

**STATEMENT OF FINANCIAL INFORMATION**  
**YEAR ENDED MARCH 31, 2020**  
Published in Accordance with the Financial Information Act

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**CONSOLIDATED FINANCIAL STATEMENTS  
YEAR ENDED MARCH 31, 2020**

**Statement of Management Responsibility**

The consolidated financial statements of the University of British Columbia (the University) have been prepared by management in conformity 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 outlined in note 2(a). The consolidated financial statements present the financial position of the University as at March 31, 2020, and the results of its operations, remeasurement gains and losses, and the changes in net debt and changes in its cash flow for the year ended March 31, 2020.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, management has developed and maintains a system of internal control designed to provide reasonable assurance that the University assets are safeguarded from loss and that the accounting records are a reliable basis for the preparation of financial statements.

The Board of Governors is responsible for reviewing and approving the consolidated financial statements, and overseeing management's performance of its financial reporting responsibilities.

The Board of Governors carries out its responsibility for review of the consolidated financial statements principally through its Audit Committee. No members of the Audit Committee are officers or employees of the University. The Audit Committee meets with management, the external auditors and the internal auditors to discuss the results of audit examinations and financial reporting matters. The external and internal auditors have full access to the Audit Committee, with and without the presence of management.

The consolidated financial statements for the year ended March 31, 2020 have been reported on by the Office of the Auditor General of British Columbia. The Independent Auditors' Report outlines the scope of the audit and provides the audit opinion on the consolidated financial statements.

[signed]

Santa Ono  
President and Vice-Chancellor

June 16, 2020

[signed]

Peter Smailes  
Vice-President Finance & Operations





## **INDEPENDENT AUDITOR'S REPORT**

*To the Board of Governors of the University of British Columbia, and  
To the Minister of Advanced Education, Skills and Training, Province of British Columbia*

### ***Qualified Opinion***

I have audited the accompanying consolidated financial statements of the University of British Columbia [“the group”], which comprise the consolidated statement of financial position as at March 31, 2020, and the consolidated statements of operations and accumulated surplus, changes in net debt, cash flows, and remeasurement gains and losses for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of my report, the consolidated financial statements present fairly, in all material respects, the financial position of the group as at March 31, 2020, and the results of its operations, change in its net debt, cash flows, and remeasurement gains and losses for the year then ended in accordance with Canadian Public Sector Accounting Standards (PSAS).

### ***Basis for Qualified Opinion***

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

As described in Note 2(a) to the consolidated financial statements, the group’s accounting treatment for contributions received from governments and for externally restricted contributions received from non-government sources is to initially record them as deferred contributions (a liability) and then recognize revenue in the statement of operations either on the same basis as the related expenditures occur or, in the case of funds for the purchase or construction of capital assets, to recognize revenue on the same basis as the related assets are amortized. The group was required to adopt this accounting policy as prescribed by Province of British Columbia Treasury Board Regulation 198/2011.

Under Canadian Public Sector Accounting Standards, the group’s method of accounting for contributions is only appropriate in circumstances where the funding meets the definition of a liability. Otherwise, the appropriate accounting treatment is to record contributions as revenue when they are received or receivable. In my opinion, certain contributions of the group do not meet the definition of a liability, and as such, the group’s method of accounting for those contributions represents a departure from Canadian Public Sector Accounting Standards.

This departure has existed since the inception of the standard, which applies to periods beginning on or after April 1, 2012. When the cumulative effects of this departure to date are adjusted through opening accumulated surplus, the group’s records indicate that the effects of this

departure on the current year consolidated financial statements is an overstatement of the liability for deferred capital contributions of \$1,588 million, an understatement of opening accumulated surplus of \$1,556 million and a current year understatement of revenue of \$32 million.

Accordingly, the current year surplus is understated by \$32 million and net debt is overstated by \$1,588 million.

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the group in accordance with the ethical requirements that are relevant to my audit of the group's financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements.

### ***Other Matters***

Without modifying my opinion, I advise the reader that I was not engaged to audit the comparative financial statements of the University of British Columbia as at March 31, 2019, for their fair presentation in accordance with Canadian Public Sector Accounting Standards. The financial statements of the University of British Columbia as at March 31, 2019 were audited by a professional accounting firm who previously reported on their compliance with Section 23.1 of the *Budget Transparency and Accountability Act* including Treasury Board Regulation 198/2011 prescribing the accounting policy for contributions. However, because that audit reported against a different framework than that of the current year, I must advise you that the comparative information in the financial statements and related disclosures were not audited in accordance with Canadian Public Sector Accounting Standards, but rather in compliance with Section 23.1 of the *Budget Transparency and Accountability Act*.

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

Those charged with governance are responsible for the oversight of the financial reporting process. Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting when the group will continue its operations for the foreseeable future.

### *Auditor's Responsibilities for the Audit of Financial Statements*

My objectives are to obtain reasonable assurance about whether the group's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my 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 aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of these consolidated financial statements.

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

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than 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 group'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 group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. I am responsible for the direction, supervision and performance of the group audit and I remain solely responsible for my audit opinion.



I 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 I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence and communicated with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

[signed]

Stuart Newton, CPA, CA  
Assistant Auditor General

Victoria, British Columbia, Canada  
June 24, 2020

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION  
AS AT MARCH 31**

(in thousands of dollars)

	<u>Note</u>	<u>2020</u>	<u>2019</u>
			Restated (Note 28)
<b>Financial Assets</b>			
Cash and cash equivalents	3	\$ 197,121	\$ 149,596
Promissory notes receivable	4	77,502	27,672
Accounts receivable	5	187,178	180,094
Housing and other loans receivable	6	45,630	42,898
Inventories for resale		6,556	6,170
Operating investments	7	608,657	638,985
Endowment investments (expendable balance)	7	788,914	877,469
Investments in government business enterprises	8	64,280	123,669
Supplemental pension assets	12(a)	97,346	101,707
		<u>2,073,184</u>	<u>2,148,260</u>
<b>Liabilities</b>			
Accounts payable and accrued liabilities	10	314,267	279,485
Deferred revenue	11	145,524	132,379
Employee future benefits	12(c)	9,818	9,865
Supplemental pension liabilities	12(a)	97,346	101,707
Deferred contributions	13	1,115,580	1,170,797
Deferred capital contributions	14	1,588,326	1,555,969
Deferred land lease revenue	15	977,369	957,180
Debt	16	345,496	350,286
		<u>4,593,726</u>	<u>4,557,668</u>
<b>Net debt</b>		(2,520,542)	(2,409,408)
<b>Non-Financial Assets</b>			
Tangible capital assets	17	3,708,304	3,529,400
Investments			
Endowment (original contribution)	7	1,010,395	970,536
Inventories held for use		2,302	2,119
Prepaid expenses		22,230	25,101
		<u>4,743,231</u>	<u>4,527,156</u>
Accumulated surplus		\$ <u>2,222,689</u>	\$ <u>2,117,748</u>
Accumulated surplus is comprised of:			
Accumulated surplus		\$ 2,186,137	\$ 2,065,492
Accumulated remeasurement gains		36,552	52,256
		<u>\$ 2,222,689</u>	<u>\$ 2,117,748</u>
Contractual obligations	21		

**Approved on behalf of the Board of Governors:**

[signed]

Michael Korenberg  
Chair, Board of Governors

[signed]

Azim Lalani  
Chair, Audit Committee

(See accompanying notes to the consolidated financial statements)



**CONSOLIDATED STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS**

**YEAR ENDED MARCH 31**

(in thousands of dollars)

	<u>Note</u>	<u>Budget</u> (Note 29)	<u>2020</u>	<u>2019</u> Restated (Note 28)
<b>Revenues</b>				
Government grants and contracts	19	\$ 1,132,988	\$ 1,236,653	\$ 1,147,750
Tuition and student fees		878,081	891,104	814,904
Sales and services		413,015	419,563	403,977
Non-government grants, contracts and donations		174,264	192,694	175,720
Investment income		84,791	94,766	96,925
Income from government business enterprises	8	13,684	(4,804)	3,623
Revenue recognized from deferred capital contributions	14	90,797	86,019	84,833
		<u>2,787,620</u>	<u>2,915,995</u>	<u>2,727,732</u>
<b>Expenses</b>				
Learning	24	1,349,692	1,427,404	1,301,008
Research		495,989	537,028	505,074
Facilities		392,515	322,138	289,221
Students		361,422	371,005	343,730
Community engagement		70,861	73,479	66,254
Administration		87,115	95,289	90,479
		<u>2,757,594</u>	<u>2,826,343</u>	<u>2,595,766</u>
<b>Annual surplus from operations</b>		30,026	89,652	131,966
<b>External endowment donations</b>		25,000	30,993	22,742
<b>Annual surplus</b>		55,026	120,645	154,708
<b>Accumulated surplus, beginning of year</b>		2,149,598	2,065,492	1,910,784
<b>Accumulated surplus, end of year</b>		<u>\$ 2,204,624</u>	<u>\$ 2,186,137</u>	<u>\$ 2,065,492</u>

(See accompanying notes to the consolidated financial statements)



**CONSOLIDATED STATEMENT OF CHANGES IN NET DEBT  
YEAR ENDED MARCH 31**

(in thousands of dollars)

	<u>Budget</u> (Note 29)	<u>2020</u>	<u>2019</u> Restated (Note 28)
Annual surplus	\$ 55,026	\$ 120,645	\$ 154,708
Exclude items not affecting net debt:			
Endowment donations and transfers	<u>(25,000)</u>	<u>(39,859)</u>	<u>(28,081)</u>
	30,026	80,786	126,627
Acquisition of tangible capital assets, net of dispositions	(524,945)	(397,527)	(362,438)
Amortization of tangible capital assets	<u>224,229</u>	<u>218,623</u>	<u>208,772</u>
	<u>(300,716)</u>	<u>(178,904)</u>	<u>(153,666)</u>
Acquisition of inventories held for use	-	(6,088)	(5,255)
Acquisition of prepaid expense	-	(21,805)	(24,701)
Consumption of inventories held for use	-	5,905	5,151
Use of prepaid expense	<u>-</u>	<u>24,676</u>	<u>21,830</u>
	<u>-</u>	<u>2,688</u>	<u>(2,975)</u>
	(270,690)	(95,430)	(30,014)
Net remeasurement gains (losses)	<u>7,033</u>	<u>(15,704)</u>	<u>12,360</u>
<b>Increase in net debt</b>	(263,657)	(111,134)	(17,654)
<b>Net debt, beginning of year</b>	(2,362,541)	(2,409,408)	(2,391,754)
<b>Net debt, end of year</b>	<u>\$ (2,626,198)</u>	<u>\$ (2,520,542)</u>	<u>\$ (2,409,408)</u>

(See accompanying notes to the consolidated financial statements)



**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**YEAR ENDED MARCH 31**

(in thousands of dollars)

	<u>2020</u>	<u>2019</u>
		Restated (Note 28)
<b>Cash provided by operating activities</b>		
Annual surplus	\$ 120,645	\$ 154,708
Items not affecting cash:		
Amortization of tangible capital assets	218,623	208,772
Amortization of deferred capital contributions	(86,019)	(84,833)
Amortization of deferred land lease revenue	(10,405)	(8,598)
Change in employee future benefits	(47)	878
Loss (income) from government business enterprises	4,804	(3,203)
Loss (gain) on disposal of tangible capital assets	3,314	(1,500)
Non-cash adjustment for infrastructure development	-	13,639
	<u>250,915</u>	<u>279,863</u>
Change in non-cash operating working capital:		
Increase in accounts receivable, loans and promissory notes receivable	(58,681)	(77,023)
Increase in inventories	(569)	(201)
Decrease (increase) in prepaid expenses	2,728	(2,871)
Increase in accounts payable and accrued liabilities	38,225	9,881
Increase in deferred revenue	13,145	9,718
Increase in deferred contributions	28,460	39,248
	<u>274,223</u>	<u>258,615</u>
<b>Cash used in capital activities</b>		
Acquisition of tangible capital assets	(403,380)	(360,938)
Contributions received for tangible capital assets	120,113	130,064
	<u>(283,267)</u>	<u>(230,874)</u>
<b>Cash provided by (used in) investing activities</b>		
Distributions received from government business enterprises	75,000	88,200
Investment in government business enterprises	(5,345)	-
Decrease (increase) in operating investments	32,299	(105,934)
Increase in endowment investments	(54,859)	(108,081)
	<u>47,095</u>	<u>(125,815)</u>
<b>Cash provided by financing activities</b>		
Payment of long-term debt and sinking fund	(2,587)	(2,801)
Payments received for infrastructure development	12,061	19,300
	<u>9,474</u>	<u>16,499</u>
Increase (decrease) in cash and cash equivalents	47,525	(81,575)
Cash and cash equivalents, beginning of year	149,596	231,171
<b>Cash and cash equivalents, end of year</b>	<u>\$ 197,121</u>	<u>\$ 149,596</u>
<b>Supplemental cash flow information</b>		
Cash paid for interest	<u>\$ 20,363</u>	<u>\$ 20,418</u>

(See accompanying notes to the consolidated financial statements)



**CONSOLIDATED STATEMENT OF REMEASUREMENT GAINS AND LOSSES**  
**YEAR ENDED MARCH 31**

(in thousands of dollars)

	<u>2020</u>	<u>2019</u> Restated (Note 28)
Accumulated remeasurement gains, beginning of year	\$ <u>52,256</u>	\$ <u>39,896</u>
Remeasurement (gains) losses realized and reclassified to statement of operations from:		
Equity investments quoted in active market	(3,273)	(9,393)
Other investments designated at fair value	2,660	(677)
Unrealized gains (losses) generated during the year from:		
Equity investments quoted in active market	(18,499)	9,716
Other investments designated at fair value	3,408	12,778
Other comprehensive income (losses) from government business enterprise	<u>-</u>	<u>(64)</u>
<b>Net remeasurement gains (losses) for the year</b>	<b>(15,704)</b>	<b>12,360</b>
<b>Accumulated remeasurement gains, end of year</b>	<b>\$ <u><u>36,552</u></u></b>	<b>\$ <u><u>52,256</u></u></b>

(See accompanying notes to the consolidated financial statements)



## CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2020

(all tabular amounts are in thousands of dollars)

### Notes to the Consolidated Financial Statements

#### 1 Authority and Purpose

The University of British Columbia (UBC or the University) operates under the authority of the *University Act* of British Columbia. UBC is a comprehensive research university offering a full range of undergraduate, graduate and continuing studies programs. The academic governance of the University is vested in the Senate. As a not-for-profit entity, UBC is governed by a Board of Governors, the majority of whom are appointed by the provincial government of British Columbia. UBC is also a registered charity and is therefore exempt from income taxes under section 149 of the *Income Tax Act*.

#### 2 Significant Accounting Policies

The consolidated financial statements of the University are prepared by management in accordance with the basis of accounting described below. Significant accounting policies of UBC are as follows:

##### (a) Basis of Accounting

The consolidated financial statements have been prepared in accordance with Section 23.1 of the *Budget Transparency and Accountability Act* of the Province of British Columbia supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board, referred to as the Financial Reporting Framework ("FRF").

The *Budget Transparency and Accountability Act* requires that the consolidated financial statements be prepared in accordance with Canadian Public Sector Accounting Standards ("PSAS") except as modified by regulation 198/2011. This regulation 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 accounted for as deferred capital contributions as described in note 2(d)(ii).

Revenue recognized in the Consolidated Statement of Operations and Accumulated Surplus and certain related deferred capital contributions are recorded differently under FRF than under PSAS. Note 26 summarizes the impact of FRF versus PSAS on the consolidated financial statements.

##### (b) Basis of Consolidation

###### (i) Consolidated Entities

The consolidated financial statements reflect the assets, liabilities, revenues, and expenses of organizations which are controlled by UBC and its proportional interest in government partnerships. Government business enterprises are accounted for by the modified equity method.

The following organizations are 100% controlled by the University and are consolidated in these financial statements. Inter-organizational transactions, balances, and activities have been eliminated on consolidation.

- UBC Investment Management Trust Inc. manages the investment assets of the University, including the endowment funds, staff pension plan, working capital and other investment portfolios.
- UBC Foundation, a not-for-profit foundation that develops public awareness and encourages financial support of the University.
- American Foundation for UBC, an American charitable foundation that encourages financial support of the University.



## 2 Significant Accounting Policies (continued)

### (b) Basis of Consolidation (continued)

#### (i) Consolidated Entities

- Hong Kong Foundation for UBC, a not-for-profit organization incorporated in Hong Kong that promotes and advances all matters concerning education.
- UK Foundation for the University of British Columbia, an official charitable organization in the United Kingdom that promotes and advances all matters concerning education.
- UBC Asia Pacific Regional Office Limited, a Hong-Kong based association that promotes and advances the academic and research interests of the University and its partners in the Asia Pacific region.
- entrepreneurship@UBC Management Inc. manages UBC's investments in start-up ventures.

#### (ii) Investment in Government Business Enterprises

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

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

- UBC Properties Investments Ltd. ("UBCPIL") (100% interest)
- Great Northern Way Campus Trust ("GNWCT") (25% interest)
- Paragon Testing Enterprises Inc. ("Paragon") (79% interest)

#### (iii) Investment in Government Partnerships

Government partnerships are accounted for under the proportionate consolidation method. The University accounts for its interest in the partnership on a line by line basis in the consolidated financial statements and eliminates any inter-organizational transactions and balances. Accounting policies of the partnerships are conformed to those of UBC before it is proportionately consolidated.

The consolidated financial statements include the accounts of the following government partnerships:

- Tri-Universities Meson Facility ("TRIUMF")

The University has a 7.14% interest in TRIUMF which operates a facility supporting fundamental and applied research in particle and nuclear physics, as well as the materials and life sciences. TRIUMF operates on the UBC campus and elsewhere.

- Western Canadian Universities Marine Sciences Society ("WCUMSS")

The University has a 20% interest in WCUMSS, operating as Bamfield Marine Sciences Centre which provides a base for marine research in Bamfield, B.C.



## 2 **Significant Accounting Policies (continued)**

### (b) Basis of Consolidation (continued)

#### (iii) Investment in Government Partnerships

- CDRD Ventures Inc. (“CVI”, formerly DDI Drug Development Inc.)

The University has a 33.33% interest in CVI which is the commercialization partner of the Centre for Drug Research and Development (CDRD) and provides financial, managerial and development support for start-up ventures.

### (c) 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.

### (d) Revenue Recognition

#### (i) Unrestricted Revenue

Government grants that are not restricted to their use and unrestricted contributions and donations are recognized as revenue when received or receivable. Other unrestricted receipts, including tuition fees and sales of services and products, are reported as revenue at the time the services are provided or the products are delivered. Amounts received in advance of services provided or products delivered are recorded as deferred revenue.

#### (ii) Restricted Revenue

Externally restricted grants or donations are recorded as deferred contributions and are recognized as revenue when the restrictions imposed by the contributors on the use of the monies are satisfied as follows:

- Contributions for specific purposes are recorded as deferred contributions and recognized as revenue in the year in which the stipulation or restriction on the contribution has been met.
- Restricted capital contributions are initially recorded as deferred contributions and transferred to and recorded as deferred capital contributions when the amounts have been spent on tangible capital assets.
- Restricted contributions spent on acquiring or developing a depreciable tangible capital asset or received in the form of a depreciable tangible capital asset, are recorded to deferred capital contributions and recognized in revenue at the same rate that the amortization of the tangible capital asset is recorded.
- Restricted contributions where the tangible capital asset has an unlimited life, is recorded in revenue and an increase to tangible capital assets.
- Restricted contributions to be retained in perpetuity, or endowments, are recorded as external endowment donations in the Consolidated Statement of Operations and Accumulated Surplus and are recognized in the period in which they are received.

## CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2020

(all tabular amounts are in thousands of dollars)

### 2 Significant Accounting Policies (continued)

#### (iii) Investment Income

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

The investment income earned on endowments is deferred and recognized when the related expenditure is made or stipulations are met.

#### (iv) Deferred Land Lease Revenue

The University leases certain properties to third parties for a period of 99 years. Land lease revenue is initially recognized when the contract has been entered into and all performance obligations have been met. Subsequently, the land lease revenue is deferred and amortized over the 99 year term of the lease.

#### (e) Financial Instruments

Financial instruments are classified into two categories: (i) fair value and (ii) cost.

- (i) Fair value category: Portfolio investments that are quoted in an active market, derivatives, private equity investments managed on a fair value basis, and sinking fund investments are all 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 unrestricted financial assets carried at fair value are recognized in the Consolidated Statement of Remeasurement Gains and Losses until such time that the financial instrument is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the Consolidated Statement of Operations and Accumulated Surplus and related balances reversed from the Consolidated Statement of Remeasurement Gains and Losses. Unrealized gains and losses on financial assets related to restricted endowments are included in deferred contributions on the Consolidated Statement of Financial Position.

The carrying value of University's cash and cash equivalents, accounts receivable and accounts payable and accrued liabilities approximate fair value due to the short-term maturity of these financial instruments.

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)

- (ii) Cost category: Cash and cash equivalents are recorded at cost. Accounts receivable are recorded at cost less amount for valuation allowance. Debt and other financial liabilities are recorded at amortized cost. Gains and losses are recognized in the Consolidated Statement of Operations and Accumulated Surplus when the financial asset is derecognized due to disposal or impairment. Sales and purchases of investments are recorded on the trade date. Transaction costs related to the acquisition of investments are included in the cost of the related investments.



## CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2020

(all tabular amounts are in thousands of dollars)

### 2 Significant Accounting Policies (continued)

#### (f) Inventories for Resale

Inventories held for resale, including books, food services, and gift shop items, are recorded at the lower of cost or net realizable value. Cost is determined using the weighted average basis. Cost includes invoice cost and other costs incurred in bringing the inventories to their present location and condition. Net realizable value is the estimated selling price less the estimated costs necessary to make the sale. 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.

#### (g) 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 assets are recorded at cost, which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. Contributed tangible capital assets are recorded at fair value at the date of contribution.

Tangible capital assets are amortized on a straight-line basis over their estimated useful life as shown below. Land is not amortized as it is deemed to have a permanent value.

Site improvements	15-80 years
Buildings and renovations	5-50 years
Furnishings, equipment and systems	3-10 years
Library books	10 years

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

Tangible capital assets are written down when conditions indicate that they no longer contribute to UBC'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 leased tangible capital assets. All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

##### (iii) Unrecognized Assets

Major categories of unrecognized assets include works of art and historical collections, mineral resources, and licenses.

##### (iv) Inventories Held for Use

Inventories held for use are recorded at the lower of cost and replacement cost.



## CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2020

(all tabular amounts are in thousands of dollars)

### 2 Significant Accounting Policies (continued)

#### (h) Employee Benefits

The pension plan for faculty members is a defined contributions plan and the pension plan for staff is a target benefit plan. The assets and liabilities of these plans are not recognised in the University's financial statements. The University's contributions to these plans are recorded as an expense in the period in which they are due.

The supplemental pension arrangement is a defined contribution plan. The liabilities under this arrangement are the general liabilities of the University. The University is the sole legal and beneficial owner of the assets under this arrangement. These assets and liabilities are recognized in the University's financial statements. The University's contributions to this arrangement are recorded as an expense in the period in which they are due.

Certain employee benefits that vest or accumulate are recognized as expenses and liabilities in the period in which the employee provides the services.

#### (i) Liability for Contaminated Sites

Contaminated sites are a result of contamination being introduced into air, soil, water or sediment of a chemical, organic or radioactive material or live organism that exceeds an environmental standard. Liabilities are recorded net of any expected recoveries. A liability for remediation of contaminated sites is recognized when all 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) a reasonable estimate of the amount can be made.

#### (j) Use of Estimates

The preparation of these consolidated financial statements in accordance with PSAS requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the reporting period. Significant areas requiring the use of management estimates and assumptions relate to the determination of useful lives of tangible capital assets for amortization and the amortization of related deferred capital contributions, valuation of financial instruments, the present value of employee future benefits and commitments, 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.

#### (k) Debt Issue Costs

The underwriting discount along with consulting fees relating to the debenture issuances are capitalized and amortized to match the term of the long-term debenture. Amortization is calculated based on the effective interest rate method.



## CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2020

(all tabular amounts are in thousands of dollars)

### 2 Significant Accounting Policies (continued)

#### (l) Functional Classification of Expenses

Expenses in the Consolidated Statement of Operations and Accumulated Surplus have been classified based upon functional lines of service provided by the University. The outline of services provided by each function is as follows:

- (i) Learning - This function includes expenses related to all direct educational delivery within the institution and activities that directly support the academic functions of the institution. This includes credit and non-credit courses, diploma, certificate and degree programs; continuing education; curriculum and program development; libraries and galleries; on-line delivery; information technology; specific purpose funding; and endowment non-award funding. Costs associated with this function include contract expenses; Deans/Directors and/or Chairs; and instructional administration (general and financial), support staff and support costs directly related to these activities.
- (ii) Research - This function includes research activities specifically funded by contracts and/or grants from external organizations and undertaken within the institution to produce research outcomes. Costs associated with this function include such things as research administration, research accounting, support costs established to conduct all research projects, and research related amortization.
- (iii) Facilities - This function includes all capital asset related expenditures for the operation of the University. These include the operation and maintenance of physical plant and equipment for all institutional activities; utilities; facilities administration; custodial services; landscaping and grounds keeping; major repairs and renovations; security services; administration of infrastructure development; amortization expense (other than research related) and debt servicing costs related to the entire University.
- (iv) Students - This function includes activities that directly support the individual students or groups of students. These include student service administration; counseling; career services; social development and recreation; financial aid administration; scholarships and bursaries; and any other centralized general and financial administration and support costs related to these activities. It also includes ancillary operations that provide goods and services to the students, endowment award related funding and award funds that support students. Costs associated with this function include general and financial administration and support costs directly related to these activities.
- (v) Community engagement - This function includes activities that support the relationship between the University and the community. It includes campus planning; advancement and development office; alumni; public / government relations; community affairs, and any other centralized institution wide external affairs. Costs associated with this function include general, financial administration and support costs directly related to these activities.
- (vi) Administration - This function includes activities that support the institution as a whole, such as executive management; governance committees; the Board and Senate; corporate finance; human resources; purchasing; and any other centralized institution-wide general administrative activities.

#### (m) New accounting standards

Effective April 1, 2021 the University will be required to adopt the PS 3280 Asset Retirement Obligations. This standard establishes when to recognize and how to measure an asset retirement obligation. This standard may be applied retroactively or prospectively and early adoption is permitted. The impact on adopting this standard on the University's financial results has not been determined at this time.



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**2 Significant Accounting Policies (continued)**

(m) New accounting standards (continued)

Effective April 1, 2022 the University will be required to adopt PS3400 Revenue. This standard establishes standards on how to account for and report on revenue. Under this standard, transactions are differentiated between revenue that arises from performance obligations and those that do not. Revenues from transactions with performance obligations are recognized when they are satisfied. Revenues from transactions without performance obligations are recognized when they are received or receivable. This standard may be applied retroactively or prospectively and early adoption is permitted. The impact on adopting this standard on the University's financial results has not been determined at this time.

**3 Cash and Cash Equivalents**

	<b>March 31 2020</b>	<b>March 31 2019</b>
Cash	\$ 32,368	\$ 34,535
Cash equivalents	164,753	115,061
	<u>\$ 197,121</u>	<u>\$ 149,596</u>

**4 Promissory notes receivable**

The University issued unsecured promissory notes with UBC Properties Trust bearing an annual interest greater of 2.5% or prime less 1% and maturing on June 30 and December 31, 2020. The notes are payable on demand.

**5 Accounts receivable**

	<b>March 31 2020</b>	<b>March 31 2019</b>
Research receivables	\$ 73,990	\$ 69,396
Distribution receivable from UBCPIL	53,924	52,047
Other receivables	65,722	63,863
Total accounts receivable	193,636	185,306
Allowance for doubtful accounts	(6,458)	(5,212)
Net accounts receivable	<u>\$ 187,178</u>	<u>\$ 180,094</u>

**6 Housing and other loans receivable**

	<b>March 31 2020</b>	<b>March 31 2019</b>
Loans receivable	\$ 19,777	\$ 21,733
Housing and other loans receivable	25,853	21,165
	<u>\$ 45,630</u>	<u>\$ 42,898</u>

(a) Loans receivable are issued for building construction and improvements and are paid by student fees. The loans have terms from 25 to 35 years at an interest of 5.75% per annum, repayable at any time, and are unsecured.



**CONSOLIDATED FINANCIAL STATEMENTS**

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(all tabular amounts are in thousands of dollars)

**6 Housing and other loans receivable (continued)**

(b) Housing loans are issued in accordance with University's Housing Action Plan. These loans include 20 year mortgages and term loans payable at maturities of 15 or 30 years. Interest is accrued at the Canada Revenue Agency's prescribed interest rate and these loans are secured by first or second mortgages.

**7 Investments**

(a) The investments are presented in the consolidated financial statements as:

	<b>March 31 2020</b>	<b>March 31 2019</b>
Operating investments	\$ 608,657	\$ 638,985
Endowment (expendable balance)	788,914	877,469
Endowment (original contribution)	1,010,395	970,536
	<u>\$ 2,407,966</u>	<u>\$ 2,486,990</u>

(b) The composition of investments recorded at fair value is as follows:

<b>March 31, 2020</b>	<b>Total</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
<b>Endowment investments:</b>				
Cash and short-term notes	\$ 2,487	\$ 2,487	\$ -	\$ -
Fixed income mutual funds	169,715	169,715	-	-
Canadian equities	243,240	108,733	134,507	-
Canadian equities mutual funds	69,469	69,469	-	-
United States equities mutual funds	112,270	112,270	-	-
International equities mutual funds	415,030	415,030	-	-
Real estate	179,494	-	-	179,494
Private equity	138,595	-	-	138,595
Hedge fund	114,900	-	-	114,900
Infrastructure equity	196,114	-	-	196,114
Private debt	56,079	-	-	56,079
Other	101,916	-	30,339	71,577
<b>Total endowment investments recorded at fair value</b>	<u>1,799,309</u>	<u>877,704</u>	<u>164,846</u>	<u>756,759</u>
<b>Operating investments:</b>				
Fixed income				
Corporate	1,000	-	-	1,000
Mutual funds	593,583	593,583	-	-
Canadian equities	771	771	-	-
Private equity	13,303	-	-	13,303
<b>Total operating investments recorded at fair value</b>	<u>608,657</u>	<u>594,354</u>	<u>-</u>	<u>14,303</u>
<b>Total</b>	<u>\$ 2,407,966</u>	<u>\$ 1,472,058</u>	<u>\$ 164,846</u>	<u>771,062</u>



**CONSOLIDATED FINANCIAL STATEMENTS**  
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**7 Investments (continued)**

(b) The composition of investments recorded at fair value is as follows (continued):

March 31, 2019	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
<b>Endowment investments:</b>				
Cash and short-term notes	\$ 24,786	\$ 24,786	\$ -	\$ -
Fixed income mutual funds	129,851	129,851	-	-
Canadian equities	293,226	158,246	134,980	-
Canadian equities mutual funds	84,489	84,489	-	-
United States equities mutual funds	131,139	131,139	-	-
International equities mutual funds	476,145	476,145	-	-
Real estate	158,780	-	-	158,780
Private equity	110,364	-	-	110,364
Hedge fund	106,565	-	-	106,565
Infrastructure equity	200,498	-	-	200,498
Private debt	25,817	-	-	25,817
Other	106,345	-	28,373	77,972
<b>Total endowment investments recorded at fair value</b>	<u>1,848,005</u>	<u>1,004,656</u>	<u>163,353</u>	<u>679,996</u>
<b>Operating investments:</b>				
Fixed income				
Corporate	1,000	-	-	1,000
Mutual funds	623,837	623,837	-	-
Canadian equities	1,566	1,566	-	-
United States equities	23	23	-	-
Private equity	12,559	-	-	12,559
<b>Total operating investments recorded at fair value</b>	<u>638,985</u>	<u>625,426</u>	<u>-</u>	<u>13,559</u>
<b>Total</b>	<u>\$ 2,486,990</u>	<u>\$ 1,630,082</u>	<u>\$ 163,353</u>	<u>\$ 693,555</u>

**Derivative instruments**

Unrealized gains and losses on forward currency contracts are included in cash and short term notes above. As at March 31, 2020, the University recorded an unrealized loss of \$0.1 million (March 31, 2019 - \$0.1 million gain) on forward currency contracts with notional values of \$339.1 million (March 31, 2019 - \$269.9 million), which matured on April 30, 2020.

During the current year, the University recognized \$20.9 million (2019 - \$4.4 million) of net realized losses on forward currency contracts of which \$5.2 million (2019 - \$1.1 million) was recorded in investment income on the Consolidated Statement of Operations and Accumulated Surplus and \$15.7 million (2019 - \$3.3 million) was recorded to deferred contributions on the Consolidated Statement of Financial Position.



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**7 Investments (continued)**

(c) The following table reconciles the changes in fair value of financial instruments classified as level 3 during the year.

	<u>March 31</u> <u>2020</u>	<u>March 31</u> <u>2019</u>
Balance, beginning of year	\$ 693,555	\$ 503,835
Unrealized gains	32,885	30,777
Purchases	73,541	189,624
Dispositions	<u>(28,919)</u>	<u>(30,681)</u>
Balance, end of year	<u>\$ 771,062</u>	<u>\$ 693,555</u>

(d) Endowment Investments

(i) Endowment investments are reported as financial assets (expendable portion) and non-financial assets (original contribution). The portion reported as non-financial assets comprise investments representing the original donation and amounts required to be reinvested to maintain the capital, which are externally restricted by donors and, therefore, cannot be spent and are not considered financial assets.

	<u>March 31, 2020</u>			<u>March 31, 2019</u>		
	<u>Principal</u>	<u>Expendable</u>	<u>Total</u>	<u>Principal</u>	<u>Expendable</u>	<u>Total</u>
Balance, beginning of year	\$ 970,536	\$ 877,469	\$ 1,848,005	\$ 942,455	\$ 779,374	\$ 1,721,829
Donations	30,993	-	30,993	22,742	-	22,742
Internal transfers	8,866	-	8,866	5,339	-	5,339
Transfers to/from cash	-	15,000	15,000	-	80,000	80,000
Investment income (loss)	-	(18,113)	(18,113)	-	94,380	94,380
Expenses	<u>-</u>	<u>(85,442)</u>	<u>(85,442)</u>	<u>-</u>	<u>(76,285)</u>	<u>(76,285)</u>
Balance, end of year	<u>\$ 1,010,395</u>	<u>\$ 788,914</u>	<u>\$ 1,799,309</u>	<u>\$ 970,536</u>	<u>\$ 877,469</u>	<u>\$ 1,848,005</u>

(ii) Endowments Held by Vancouver Foundation

Endowments with a fair value of \$28.7 million (March 31, 2019 - \$26.8 million) are held and managed by Vancouver Foundation and are included in the University's consolidated financial statements. The University has the discretion to direct Vancouver Foundation to transfer the whole or any part of the capital of these endowment funds to the University.

Endowments with a fair value of \$25.5 million (March 31, 2019 - \$23.8 million) are held by the Vancouver Foundation in perpetuity for the benefit of the University and are not included in the University's consolidated financial statements. The capital of these endowment funds are held permanently by Vancouver Foundation and invested in accordance with the provisions of the Vancouver Foundations Act.



**CONSOLIDATED FINANCIAL STATEMENTS**  
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**8 Investments in Government Business Enterprises**

The University's investment in government business enterprises is as follows:

	<u>Note</u>	<u>2020</u>	<u>2019</u>
UBC Properties Investments Ltd.	8(a)	\$ 47,166	\$ 111,318
Great Northern Way Campus Trust	8(b)	12,169	12,351
Paragon Inc.	8(c)	4,945	-
Total		<u>\$ 64,280</u>	<u>\$ 123,669</u>

The University's income (loss) from government business enterprises is as follows:

	<u>Note</u>	<u>2020</u>	<u>2019</u>
UBC Properties Investments Ltd.	8(a)	\$ (5,431)	\$ 571
Great Northern Way Campus Trust	8(b)	(182)	3,052
Paragon Inc.	8(c)	809	-
Total		<u>\$ (4,804)</u>	<u>\$ 3,623</u>

(a) UBC Properties Investments Ltd.

UBCPIL was created on January 20, 1999 under the Business Corporations Act of British Columbia and is a wholly-owned subsidiary of the University. UBCPIL is the sole trustee of UBC Properties Trust which develops, owns and operates a portfolio of residential, mixed use and commercial properties on behalf of the University.

The University's 100% interest in UBCPIL is classified as a government business enterprise, accounted for on the modified equity basis utilizing the annual audited financial statements of UBCPIL prepared as at March 31.

The continuity of the University's investment in UBCPIL is as follows:

	<u>2020</u>	<u>2019</u>
Investment, beginning of the year	\$ 111,318	\$ 125,089
Net income	10,826	79,716
Distributions from UBCPIL	(74,978)	(93,487)
Investment, end of year	<u>\$ 47,166</u>	<u>\$ 111,318</u>

During the prior year, UBCPIL adopted IFRS 15 *Revenue from Contracts with Customers*, which resulted in a \$95.3 million adjustment to its opening retained earnings. This adjustment is reflected in the opening 2019 investment in government business enterprises balance in University's consolidated financial statements.



## CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2020

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### 8 Investments in Government Business Enterprises (continued)

(a) UBC Properties Investments Ltd. (continued)

Condensed financial information of UBCPIL is as follows:

<b>Consolidated Statement of Financial Position</b>	<b>March 31 2020</b>	<b>March 31 2019</b>
Financial assets	\$ 105,967	\$ 145,028
Liabilities	594,653	480,724
Net assets (liabilities)	(488,686)	(335,696)
Non-financial assets	535,852	447,014
Accumulated surplus	\$ 47,166	\$ 111,318

  

<b>Consolidated Statement of Operations</b>	<b>2020</b>	<b>2019</b>
Revenue	\$ 37,853	\$ 97,972
Expenses	27,027	18,256
Surplus for the year	10,826	79,716
Adjustment to defer land sales	(16,257)	(79,145)
Surplus (deficit)	\$ (5,431)	\$ 571

UBCPIL recognizes revenue from sales of 99-year leases when the contract has been entered into and all performance obligations have been met including the transfer of control of the prepaid lease. The University defers these revenues in its Consolidated Statement of Financial Position and amortizes the balance to its Consolidated Statement of Operations and Accumulated Surplus over the duration of the leases (Note 15).

During the current year, the University received \$75.0 million in distributions from UBCPIL (2019 - \$93.5 million declared, \$81.8 million received).

During the current year, UBCPIL invoiced the University \$3.8 million (2019 - \$2.8 million) for project management fees. During the current year, the University collected \$12.1 million in infrastructure development charges from UBCPIL (2019 - \$19.3 million).

(b) Great Northern Way Campus Trust

GNWCT was formed on September 15, 2002 for the equal benefit of the University, Simon Fraser University, British Columbia Institute of Technology and the Emily Carr University of Art + Design. GNWCT manages and operates real estate and property management, financial and endowment management and supports the academic programs at the Centre for Digital Media, including the Master of Digital Media graduate degree program. The University has a 25% interest in GNWCT.

The University's 25% interest in GNWCT is classified as a government business enterprise, accounted for on the modified equity basis utilizing the annual audited financial statements of GNWCT prepared as at December 31. As the fiscal periods of GNWCT and the University differ, any significant financial transactions that occur during the intervening period are recorded in these consolidated financial statements based on the fiscal year of the University.

Other comprehensive income from GNWCT is included in the Consolidated Statement of Remeasurement Gains and Losses.



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**8 Investments in Government Business Enterprises (continued)**

(b) Great Northern Way Campus Trust (continued)

The continuity of the University's investment in GNWCT is as follows:

	<u>2020</u>	<u>2019</u>
Investment, beginning of the year	\$ 12,351	\$ 9,363
Share of net income (loss)	(182)	3,052
Share of other comprehensive loss	-	(64)
Investment, end of year	<u>\$ 12,169</u>	<u>\$ 12,351</u>

Condensed financial information of GNWCT is as follows:

<b>Consolidated Statement of Financial Position</b>	<u>March 31 2020</u>	<u>March 31 2019</u>
Financial assets	\$ 40,092	\$ 41,045
Liabilities	9,778	10,987
Net assets	<u>30,314</u>	<u>30,058</u>
Non-financial assets	18,364	19,348
Accumulated surplus	48,678	49,406
UBC's proportionate share of accumulated surplus (25%)	<u>\$ 12,169</u>	<u>\$ 12,351</u>

**Consolidated Statement of Operations**

	<u>2020</u>	<u>2019</u>
Revenue	\$ 8,402	\$ 26,114
Expenses	9,129	13,905
Net income (loss)	<u>(727)</u>	<u>12,209</u>
UBC's proportionate share of net income (loss) (25%)	<u>\$ (182)</u>	<u>\$ 3,052</u>

During the current year, the University did not receive any distributions from GNWCT (2019 - \$nil declared, \$6.4 million received related to prior year distribution).

(c) Paragon Testing Enterprises Inc.

The University has a 79.44% (2018 – 80.24%) interest in Paragon which was formed on August 6, 2009 to develop, deliver, and licence English proficiency tests, as well as test preparation programs and testing software.

Prior to year ended March 31, 2020, Paragon was consolidated into the University's financial results on a proportionate basis. During the year ended March 31, 2020 it was determined that Paragon met the criteria of a government business enterprise and effective April 1, 2019 it is accounted for on the modified equity basis of accounting. This change in status was treated prospectively in the University's consolidated financial statements.

The University's 79.44% interest in Paragon is accounted for on the modified equity basis utilizing the annual audited financial statements of Paragon prepared as at September 30. As the fiscal periods of Paragon and the University differ, any significant financial transactions that occur during the intervening period are recorded in these consolidated financial statements based on the fiscal year of the University.



**CONSOLIDATED FINANCIAL STATEMENTS****YEAR ENDED MARCH 31, 2020**

(all tabular amounts are in thousands of dollars)

**8 Investments in Government Business Enterprises (continued)**

(c) Paragon Testing Enterprises Inc.

The University's investment in Paragon is recorded as follows:

	<b>March 31, 2020</b>
UBC's share of net assets as at April 1, 2019	\$ 4,136
Share of net income	850
Loss on 0.79% decrease in investment	(41)
Investment, end of year	<u>\$ 4,945</u>

Condensed financial information of Paragon is as follows:

## Consolidated Statement of Financial Position

	<b>March 31, 2020</b>
Assets	\$ 10,591
Liabilities	<u>2,336</u>
Net assets	8,255
Non-controlling interest	<u>2,030</u>
Accumulated surplus	6,225
UBC's proportionate share of accumulate surplus (79.44%)	<u>\$ 4,945</u>

## Consolidated Statement of Operations

	<b>2020</b>
Revenue	\$ 22,274
Expenses	<u>21,204</u>
Net income	1,070
UBC's proportionate share of net income (79.44%)	850
Loss on 0.79% decrease in investment	<u>(41)</u>
UBC's adjusted proportionate share of net income (79.44%)	<u>\$ 809</u>



**CONSOLIDATED FINANCIAL STATEMENTS**  
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**9 Investments in Government Partnerships**

The financial results of TRIUMF, WCUMSS, and CDRD Ventures Inc. are proportionately consolidated with those of the University based upon University's share of total contributions.

The amounts included in these consolidated financial statements are as follows:

Consolidated Statement of Financial Position

	<b>March 31 2020</b>	<b>March 31 2019</b>
Financial Assets	\$ 13,013	\$ 12,551
Liabilities	8,884	9,187
Net assets	4,129	3,364
Non-financial assets	3,320	3,431
Accumulated surplus	<u>\$ 7,449</u>	<u>\$ 6,795</u>

Consolidated Statement of Operations

	<b>March 31 2020</b>	<b>March 31 2019</b>
Revenue	\$ 9,346	\$ 8,753
Expenses	8,686	7,847
Surplus for the year	<u>\$ 660</u>	<u>\$ 906</u>

**10 Accounts Payable and Accrued Liabilities**

	<b>March 31 2020</b>	<b>March 31 2019</b>
		Restated (Note 28)
Accounts payable and accrued liabilities	\$ 199,732	\$ 181,617
Salaries and benefits payable	49,643	42,844
Accrued vacation pay	36,516	32,087
Amounts payable to UBCPIL	28,376	22,937
	<u>\$ 314,267</u>	<u>\$ 279,485</u>

**11 Deferred Revenue**

	<b>March 31 2020</b>	<b>March 31 2019</b>
Tuition and fees	\$ 50,236	\$ 51,541
Student housing	24,601	19,210
Infrastructure funding	15,606	14,767
Other	55,081	46,861
	<u>\$ 145,524</u>	<u>\$ 132,379</u>



**12 Employee Future Benefits**

(a) Description of the Pension Plans

The University has two pension plans and a supplemental arrangement providing pension and other benefits to its employees.

Faculty Pension Plan

The Faculty Pension Plan is a defined contribution plan providing benefits on a money purchase basis. The cost of pension benefits includes the current service cost based on 10.00% of salary (2019 – 10.00%), less a fixed offsetting amount relating to Canada Pension Plan contributory earnings. The University expenses contributions to this plan in the year the contributions are related to.

Staff Pension Plan

The Staff Pension Plan is a target benefit plan and provides benefits based on 1.80% (2019 - 1.80%) of the average best three years' basic salary multiplied by the number of years of contributory service. The University's contribution for the Staff Pension Plan is 9.40% of salary (2019 - 9.40%), less a fixed offsetting amount relating to Canada Pension Plan contributory earnings. In the event of funding deficiencies, the University's contributions remain fixed and benefits for members may be reduced. Accordingly, the University accounts for this as a defined contribution plan and expenses contributions to this plan in the year of the related contributions. Benefits security for employees is improved by the plan maintaining a contingency reserve. The contingency reserve ceiling recommended by the plan's actuary and approved by the pension board and Canada Revenue Agency is 40% of liabilities.

Supplemental Arrangement

The Supplemental Arrangement has been established for employees whose aggregate annual pension contributions exceed the contribution limit allowed under the Income Tax Act for registered plans. The University contributes the excess amounts to each member's supplemental account. These supplemental accounts under this arrangement are the general liability of the University. The University invests these funds and remains the sole legal and beneficial owner of the assets.

The Supplemental Arrangement is a money purchase plan and the amount in the member's supplemental account will be adjusted for investment experience. No payments are made out of the Supplemental Arrangement account before the earliest of the member's termination, retirement or death.

(b) Contributions to Pension Plans

University contributions made to each of the pension plans were:

	<b>March 31 2020</b>	<b>March 31 2019</b>
Faculty Pension Plan	\$ 45,208	\$ 43,256
Staff Pension Plan	53,543	48,675
Supplemental Arrangement	4,938	4,796
	<u>\$ 103,689</u>	<u>\$ 96,727</u>

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**12 Employee Future Benefits (continued)**

(c) Accumulated Sick Leave Benefit and Income Replacement Plan (IRP)/Disability Benefit Plan (DBP)

(i) Income Replacement Plan / Disability Benefit Plan

The income replacement plan for faculty and disability benefit plan for all other employees provide income for disabled employees. The plans commence after a qualifying period of four months for CUPE 2950 employees and six months for all other employees. When an employee is in receipt of income replacement or disability benefits, the University continues to pay the costs of certain member benefits. The costs of the plans are employee funded. The University is not required to contribute to the plans nor is it responsible for any deficit that the plans may incur.

(ii) Sick Leave Benefits

The University's employees are entitled to sick leave in accordance with the terms and conditions of their employment contracts. The costs of those benefits which vest or accumulate are actuarially determined based on service and estimates of retirement ages and expected future salary or wage increases. The obligation is accrued based on projected benefits as the employees render services necessary to earn the future benefits. Actuarial gains and losses from event-driven benefits that do not vest or accumulate are recognized immediately in the Consolidated Statement of Operations and Accumulated Surplus.

The accrued benefit obligation is as follows:

	<b>Sick Leave</b>	<b>IRP and DBP</b>	<b>March 31 2020</b>	<b>March 31 2019</b>
Balance, beginning of year	\$ 3,143	\$ 6,722	\$ 9,865	\$ 8,987
Current service and interest cost	1,141	1,094	2,235	1,968
Benefits paid	(1,192)	(1,090)	(2,282)	(2,208)
Actuarial loss	-	-	-	1,118
Balance, end of year	<u>\$ 3,092</u>	<u>\$ 6,726</u>	<u>\$ 9,818</u>	<u>\$ 9,865</u>
Components of net benefit expense:			<b>2020</b>	<b>2019</b>
Service cost			\$ 1,871	\$ 1,674
Interest cost			364	294
Net benefit expense			<u>\$ 2,235</u>	<u>\$ 1,968</u>

The actuarial assumptions are as follows:

	<b>Sick Leave</b>		<b>IRP and DBP</b>	
	<b>March 31 2020</b>	<b>March 31 2019</b>	<b>March 31 2020</b>	<b>March 31 2019</b>
Discount rate	3.30%	3.30%	3.50%	3.50%
Expected wage and salary increases	2.50%	2.50%	2.00%	2.00%
Expected future inflation rate	-	-	2.00%	2.00%



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**13 Deferred Contributions**

Deferred contributions represent unspent externally restricted grants, donations, contributions and endowment investment income.

	<u>March 31 2020</u>	<u>March 31 2019</u>
Research	\$ 377,251	\$ 368,005
Capital	11,690	17,802
Trust	151,451	145,275
Endowment	575,188	639,715
Balance, end of year	<u>\$ 1,115,580</u>	<u>\$ 1,170,797</u>

Changes in deferred contributions are as follows:

	<b>March 31, 2020</b>				
	<b>Research</b>	<b>Capital</b>	<b>Trust</b>	<b>Endowment</b>	<b>Total</b>
Balance, beginning of year	\$ 368,005	\$ 17,802	\$ 145,275	\$ 639,715	\$ 1,170,797
Grants, contributions, donations and endowment income	508,547	58,849	225,870	4,448	797,714
Transferred to deferred capital contributions (Note 14)	(52,475)	(67,638)	-	-	(120,113)
Recognized to revenue	(446,826)	2,677	(219,694)	(68,975)	(732,818)
Balance, end of year	<u>\$ 377,251</u>	<u>\$ 11,690</u>	<u>\$ 151,451</u>	<u>\$ 575,188</u>	<u>\$ 1,115,580</u>

	<b>March 31, 2019</b>				
	<b>Research</b>	<b>Capital</b>	<b>Trust</b>	<b>Endowment</b>	<b>Total</b>
Balance, beginning of year	\$ 333,348	\$ 25,781	\$ 136,472	\$ 620,205	\$ 1,115,806
Grants, contributions, donations and endowment income	508,763	65,148	214,169	70,754	858,834
Transferred to deferred capital contributions (Note 14)	(52,941)	(77,123)	-	-	(130,064)
Recognized to revenue	(421,165)	3,996	(205,366)	(51,244)	(673,779)
Balance, end of year	<u>\$ 368,005</u>	<u>\$ 17,802</u>	<u>\$ 145,275</u>	<u>\$ 639,715</u>	<u>\$ 1,170,797</u>



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**14 Deferred Capital Contributions**

Contributions that are restricted for capital and have been spent on capital are recorded as deferred capital contributions. Contributions that are restricted for capital but have not yet been spent are recorded as deferred contributions until such time that the amounts are spent on tangible capital assets. Amounts are recognized into revenue as the liability is extinguished over the useful life of the related tangible capital asset.

Changes in the deferred capital contributions balance are as follows:

	<b>March 31 2020</b>	<b>March 31 2019</b>
Balance, beginning of year	\$ 1,555,969	\$ 1,510,738
Grants, contributions and donations spent (Note 13)	120,113	130,064
Current year amortization	(86,019)	(84,833)
Disposals	(1,737)	-
Balance, end of year	<u>\$ 1,588,326</u>	<u>\$ 1,555,969</u>

**15 Deferred Land Lease Revenue**

Deferred land lease revenue represents the unamortized amount of the revenue from the 99 year land leases:

	<b>March 31 2020</b>	<b>March 31 2019</b>
Balance, beginning of year	\$ 957,180	\$ 758,277
Additions	30,594	207,501
Current year amortization	(10,405)	(8,598)
Balance, end of year	<u>\$ 977,369</u>	<u>\$ 957,180</u>

**16 Debt**

Debt is measured at amortized cost as follows:

	<b>Maturity Date</b>	<b>Interest Rate</b>	<b>March 31 2020</b>	<b>March 31 2019</b>
Series A Debentures, Unsecured	2031	6.65%	\$ 126,815	\$ 126,761
Series B Debentures, Unsecured	2035	4.82%	125,566	125,543
Canada Mortgage and Housing Corporation	2022 to 2023	7.25% to 7.88%	1,612	2,256
Province of BC Unsecured Debentures	2037	4.70%	126,630	126,628
Royal Bank of Canada	2021	3.39%	196	212
			<u>380,819</u>	<u>381,400</u>
Less sinking fund investments			(35,323)	(31,114)
Total			<u>\$ 345,496</u>	<u>\$ 350,286</u>



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**16 Debt (continued)**

The principal portion of debt repayments over the next five years and thereafter are as follows:

	2021	2022	2023	2024	2025	Thereafter
Series A Debentures, Unsecured	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 125,000
Series B Debentures, Unsecured	-	-	-	-	-	125,000
Canada Mortgage and Housing Corporation Province of BC Unsecured Debentures	553	595	434	-	-	-
Royal Bank of Canada	196	-	-	-	-	125,000
<b>Total</b>	<b>\$ 749</b>	<b>\$ 595</b>	<b>\$ 434</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 375,000</b>

Interest expense for the year on outstanding debt is \$20.6 million (2019 - \$20.8 million), which is recorded in the Consolidated Statement of Operations and Accumulated Surplus.

In addition to principal repayments, sinking fund payments are made into government invested funds, to be applied against repayment of provincial debentures on maturity. The market value of sinking fund investments as at March 31, 2020 is \$35.3 million (March 31, 2019 - \$31.1 million) and is invested in government and corporate bonds. The University will make sinking fund payments over the next five years and thereafter as follows:

	2021	2022	2023	2024	2025	Thereafter
Sinking fund investments	\$ 2,006	\$ 2,006	\$ 2,006	\$ 2,006	\$ 2,006	\$ 26,074

The University has a seasonal revolving line of credit. During September 1 to May 31, the line of credit is CAD \$40 million, and during June 1 to August 31, the line of credit is increased to CAD \$60 million. This operating facility includes, as a sub-limit, a US dollar current account overdraft facility up to US \$5 million. As at March 31, 2020 and 2019, there were no amounts outstanding on the line of credit.

The University has a letter of credit facility of \$27.6 million available as of March 31, 2020 (March 31, 2019 - \$26.3 million). This letter of credit is provided as security to BC Hydro for electrical infrastructure upgrade work to be completed by October 2020. The University does not expect to draw on the letter of credit as BC Hydro is expected to recover its costs via increased electrical billings.



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**17 Tangible Capital Assets**

<b>Cost</b>	<b>Balance at March 31 2019</b>	<b>Additions (Transfers)</b>	<b>Disposals</b>	<b>Balance at March 31 2020</b>
Land	\$ 21,456	\$ 52	\$ -	\$ 21,508
Site improvements	255,126	24,610	3,527	276,209
Buildings and renovations	4,118,306	239,761	77,866	4,280,201
Assets under construction	124,532	(36,516)	-	88,016
Furnishings, equipment and systems	625,891	158,941	100,723	684,109
Library books	145,996	15,730	12,646	149,080
<b>Total</b>	<b>\$ 5,291,307</b>	<b>\$ 402,578</b>	<b>\$ 194,762</b>	<b>\$ 5,499,123</b>

<b>Accumulated Amortization</b>	<b>Balance at March 31 2019</b>	<b>Amortization</b>	<b>Disposals</b>	<b>Balance at March 31 2020</b>
Land	\$ -	\$ -	\$ -	\$ -
Site improvements	50,546	6,495	2,612	54,429
Buildings and renovations	1,342,906	110,945	73,730	1,380,121
Assets under construction	-	-	-	-
Furnishings, equipment and systems	300,081	86,431	100,723	285,789
Library books	68,374	14,752	12,646	70,480
<b>Total</b>	<b>\$ 1,761,907</b>	<b>\$ 218,623</b>	<b>\$ 189,711</b>	<b>\$ 1,790,819</b>



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**17 Tangible Capital Assets (continued)**

<b>Cost</b>	<b>Balance at March 31 2018</b>	<b>Additions (Transfers)</b>	<b>Disposals</b>	<b>Balance at March 31 2019</b>
Land	\$ 21,456	\$ -	\$ -	\$ 21,456
Site improvements	243,663	11,850	387	255,126
Buildings and renovations	3,946,809	186,226	14,729	4,118,306
Assets under construction	95,387	29,145	-	124,532
Furnishings, equipment and systems	612,635	121,799	108,543	625,891
Library books	145,102	14,918	14,024	145,996
<b>Total</b>	<b>\$ 5,065,052</b>	<b>\$ 363,938</b>	<b>\$ 137,683</b>	<b>\$ 5,291,307</b>

<b>Accumulated Amortization</b>	<b>Balance at March 31 2018</b>	<b>Amortization</b>	<b>Disposals</b>	<b>Balance at March 31 2019</b>
Land	\$ -	\$ -	\$ -	\$ -
Site improvements	44,988	5,945	387	50,546
Buildings and renovations	1,252,709	103,426	13,229	1,342,906
Assets under construction	-	-	-	-
Furnishings, equipment and systems	323,777	84,847	108,543	300,081
Library books	67,844	14,554	14,024	68,374
<b>Total</b>	<b>\$ 1,689,318</b>	<b>\$ 208,772</b>	<b>\$ 136,183</b>	<b>\$ 1,761,907</b>

<b>Net Book Value</b>	<b>March 31 2020</b>	<b>March 31 2019</b>
Land	\$ 21,508	\$ 21,456
Site improvements	221,780	204,580
Buildings and renovations	2,900,080	2,775,400
Assets under construction	88,016	124,532
Furnishings, equipment and systems	398,320	325,810
Library books	78,600	77,622
<b>Total</b>	<b>\$ 3,708,304</b>	<b>\$ 3,529,400</b>



## 18 Financial Risk Management

The University has a Fiscal Strategy that provides the framework of financial management that ensures the University is operating in a financially sustainable manner and that its financial affairs are conducted in a sound and prudent manner. In addition, the University has a Statement of Investment Policies and Procedures (SIPP) for each of the funds including: liquidity fund, working capital fund and the endowment fund. The Board of Governors reviews and monitors UBC's financial performance against these frameworks and policies.

The University has exposure to the following risks from its use of financial instruments: credit risk, liquidity risk, and market risk (which is further broken down in Note 18 (c)).

### (a) Credit Risk

Credit risk is the risk that a counterparty to a financial instrument fails to meet its contractual obligations. Credit risk primarily arises from the University's cash and cash equivalents, accounts receivable and portfolio and endowment investments.

Credit risk associated with cash and cash equivalents is minimized by ensuring that the assets are invested with high credit quality financial institutions.

Accounts receivable primarily consist of receivables from the Province of British Columbia and the federal government of Canada and respective government agencies, student accounts receivables, and distribution receivable from UBCPIL. The remaining receivables from other sources is limited.

The University manages its exposure to credit risk from student receivables by limiting further enrollment in courses and withholding transcripts until payment is made. Additionally, the University actively manages the collection of receivables from students.

The University manages its credit risk on its portfolio and endowment investments with provisions in its investment policies which set out parameters and monitoring of the credit quality of the securities in which it invests.

### (b) 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 maintains a level of highly liquid funds in order to meet its financial commitments. These include cash, assets that can readily be converted into cash, and access to a revolving line of credit. In addition, the University has a \$100 million liquidity fund to meet its short to medium term operating requirements. The University maintains a short-term liquidity target of 45 days of operating expense or greater, and an intermediate liquidity target of 90 days of operating expenses or greater.

The University prepares an annual operating budget to ensure the University does not allocate any funding beyond what it is expected to earn. The operating budget, which includes capital expenditures, is monitored and updated as required. Significant capital projects must be approved by the Board prior to commencement.

**18 Financial Risk Management (continued)**

(c) Market risk

Market risk is the risk that the value of financial instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual financial instrument or factors affecting financial instruments traded in the market. The significant market risks to which the University is exposed to are interest rate risk, foreign exchange risk and price risk.

(i) Interest rate risk

Interest rate 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 market interest rates.

The University is exposed to interest rate risk on its fixed income investments held in its portfolio and endowment investments. The University invests in a diversified portfolio of fixed income securities to provide stability of capital within a suitable risk reward framework.

The University is not at risk for changes in its cash flow due to changes in interest rates on its long-term debt as these borrowings are at fixed rates of interest.

(ii) 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.

The University's endowment fund invests in foreign denominated financial instruments. It has a currency hedging program in place to mitigate its exposure to foreign exchange risk. The counterparty to any derivative transaction must have a high quality credit rating.

(iii) Price risk

Price risk refers to the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate because of changes in market prices. The University is exposed to market price risk on its portfolio investments.

The University follows principles of asset mix, portfolio diversification and investment selection to mitigate its exposure to market price risk. Equities are diversified by stock, capitalization and industry, and by region and country in the case of foreign equities. Private equities are diversified by company, capitalization, industry and global region.

Fixed income assets are invested in governments or corporations with high credit ratings, while mortgage investments are restricted to pooled mortgage funds consisting of geographically diversified mortgages for different types of properties.

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**19 Government Grants and Contracts**

	<b>March 31 2020</b>	<b>March 31 2019</b>
Province of British Columbia		
Core academic funding	\$ 623,864	\$ 634,979
Postgraduate medical education program	150,020	139,469
Other funding	127,839	48,510
Total Province of British Columbia	901,723	822,958
Government of Canada	312,009	304,561
Other governments	22,921	20,231
	<u>\$ 1,236,653</u>	<u>\$ 1,147,750</u>

During the year, the University received restricted and unrestricted funding from the Province of British Columbia in the amount of \$936 million (2019 - \$867 million). \$902 million has been recognized as revenue from funding received in the current year and prior years (2019 - \$823 million). Unspent funding represents restricted contributions and is recorded as deferred contributions in the Consolidated Statement of Financial Position.

**20 Contractual Rights**

The University has entered into multi-year research funding agreements whereby it has the opportunity to earn revenue of \$8.4 million to March 31, 2025. The timing of revenue is dependent on the University incurring eligible expenditures as defined within the funding agreements.

**21 Contractual Obligations**

The University has entered into multi-year contracts for property leases, delivery of services and purchase of private equity investments. These contractual obligations will become liabilities in the future when the terms of the contracts are met. Amounts related to the unperformed portion of the contracts are shown in tables below.

a) Commitments related to property leases and delivery of services:

	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>Thereafter</b>
Construction contracts	\$ 166,737	\$ 33,454	\$ 787	\$ -	\$ -	\$ -
Property leases	7,603	5,053	4,428	3,976	2,764	42,339
Subscription agreement	5,202	5,202	-	-	-	-
Total	<u>\$ 179,542</u>	<u>\$ 43,709</u>	<u>\$ 5,215</u>	<u>\$ 3,976</u>	<u>\$ 2,764</u>	<u>\$ 42,339</u>

Construction contracts include \$25.3 million in construction commitments of UBCPIL.

b) Commitments related to the purchase of private equity investments:

	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>Thereafter</b>
Private equity investments	\$ 81,421	\$ 66,132	\$ 16,254	\$ 8,994	\$ -	\$ -



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### 22 Contingent Liabilities

The University is involved from time to time in litigation, which arises in the normal course of operations. Liabilities on any litigation are recognized in the consolidated financial statements when the outcome becomes reasonably determinable. In management's judgement, there is no material negative exposure at this time from existing litigations.

The University is a member of the University, College and Institute Protection Program (UCIPP), which is an actuarially valuated program of self-insurance for the Province of British Columbia that has been in place since 1987. It is one of several self-insurance programs operated within the Insurance and Risk Management Account (IRMA), which is a special account established under the *Financial Administration Act*, controlled by the Risk Management Branch of the Ministry of Finance. Annually, an independent actuarial firm reviews the claims history, funding levels and balances in the various programs making up IRMA to ensure that it is maintained at a level sufficient to pay both known claims and incurred, but not reported, losses.

### 23 Related Party Transactions

The University is related through common control to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities, and crown corporations. Transactions with these related parties, unless disclosed otherwise, are considered to be in the normal course of operations and are recorded at their exchange amounts, which is the amount of consideration established and agreed to between the University and the related parties.

The University has entered into operating lease and licensing agreements with entities under common control and non-business government partnerships in which the University charges nominal rates.

Transactions and balances between the University and UBCPIL have been recorded separately in Notes 5, 8 and 10.

During the year ended March 31, 2020, there were no material transactions between the University and its key management personnel or their close family members.

### 24 Expenses by Object

The following is a summary of expenses by object:

	<b>March 31</b>	<b>March 31</b>
	<b>2020</b>	<b>2019</b>
		Restated (Note 28)
Salaries	\$ 1,464,740	\$ 1,350,857
Employee benefits	254,080	219,518
Supplies and sundries	298,205	253,467
Amortization	218,623	208,772
Scholarships, fellowships and bursaries	153,060	147,011
Grants and reimbursements to other agencies	144,068	127,872
Professional and consulting fees	133,885	124,606
Travel and field trips	61,523	57,807
Cost of goods sold	41,467	45,779
Utilities	36,096	39,296
Interest on long-term debt	20,596	20,781
	<u>\$ 2,826,343</u>	<u>\$ 2,595,766</u>



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**25 Grants and Reimbursements to Other Agencies**

During the year, the University distributed research and other funds to agencies totalling \$144.1 million (2019 - \$127.9 million). These funds were distributed under agreements with granting agencies, whereby the University is the administrative head and a portion of the research is undertaken at other agencies.

Reimbursements of \$105.9 million (2019 - \$100.0 million) were made to BC health authorities for payments made on behalf of the University for the postgraduate medical education program.

**26 Difference between FRF and PSAS**

	<b>March 31, 2020</b>		
	<u>FRF</u>	<u>PSAS</u>	<u>Difference</u>
<b>Liabilities</b>			
Deferred capital contributions	\$ 1,588,326	\$ -	\$ 1,588,326
Accumulated surplus	2,222,689	3,811,015	(1,588,326)
<b>Revenues</b>			
Government grants and contracts	1,236,653	1,349,527	(112,874)
Sales and services	419,563	417,826	1,737
Non-government grants, contracts	192,694	199,933	(7,239)
Revenue recognized from deferred capital contributions	86,019	-	86,019
Annual surplus	\$ 120,645	\$ 153,002	\$ (32,357)

	<b>March 31, 2019</b>		
	<u>FRF</u>	<u>PSAS</u>	<u>Difference</u>
<b>Liabilities</b>			
Deferred capital contributions	\$ 1,555,969	\$ -	\$ 1,555,969
Accumulated surplus	2,117,748	3,673,717	(1,555,969)
<b>Revenues</b>			
Government grants and contracts	1,147,750	1,263,313	(115,563)
Sales and services	403,977	403,977	-
Non-government grants, contracts	175,720	190,221	(14,501)
Revenue recognized from deferred capital contributions	84,833	-	84,833
Annual surplus	\$ 154,708	\$ 199,939	\$ (45,231)



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**27 Comparative Information**

Certain comparative figures have been reclassified in order to provide presentational consistency with the current year.

**28 Correction of errors**

During the year ended March 31, 2020, the following errors were identified:

(a) Tuition revenue:

In the year ended March 31, 2018 tuition revenue for the second winter session, which runs from January to April, had been incorrectly recorded between fiscal periods. The entirety of the second winter session tuition was included in the fiscal year ended March 31, 2018 and no revenue had been allocated to the next fiscal year. This resulted in a \$48.6 million overstatement of revenue in the year ended March 31, 2018. The accumulated surplus for the years ended March 31, 2018 and 2019 has been restated.

(b) Compensated absences and vacation entitlements:

Prior to the year ended March 31, 2020, the methodology used to calculate accruals related to compensated absences and vacation entitlements was incorrect, resulting in an understatement of these expenses by \$35.5 million. This resulted in a \$31.6 million understatement of expenses for the years ended prior to March 31, 2019 and \$3.9 million for the year ended March 31, 2019.

These corrections have been accounted for retrospectively and corrected by restating each of the affected financial statement line items for the prior year. The following tables summarize the impact of the correction on University's consolidated financial statements as at and for the years ended March 31, 2019 and 2018.

*Consolidated statement of financial position*

		<b>As at March 31, 2018</b>		
	<u>Note</u>	As reported, adjusted for reclassifications (Note 27)	<u>Adjustment</u>	<u>Restated</u>
Financial assets		\$ 1,734,787	\$ -	\$ 1,734,787
Accounts payable and accrued liabilities	28(b)	238,046	31,558	269,604
Deferred revenue	28(a)	71,911	48,657	120,568
Others		3,736,369	-	3,736,369
Total liabilities		<u>4,046,326</u>	<u>80,215</u>	<u>4,126,541</u>
Net Debt		(2,311,539)	(80,215)	(2,391,754)
Non-financial assets		<u>4,342,434</u>	-	<u>4,342,434</u>
Accumulated surplus		<u>\$ 2,030,895</u>	<u>\$ (80,215)</u>	<u>\$ 1,950,680</u>
Accumulated surplus is comprised of:				
Accumulated surplus		\$ 1,990,999	\$ (80,215)	\$ 1,910,784
Accumulated rereasurement gains		39,896	-	39,896
		<u>\$ 2,030,895</u>	<u>\$ (80,215)</u>	<u>\$ 1,950,680</u>



**CONSOLIDATED FINANCIAL STATEMENTS**  
**YEAR ENDED MARCH 31, 2020**  
(all tabular amounts are in thousands of dollars)

**28 Correction of errors (continued)**

*Consolidated statement of financial position (continued)*

**As at March 31, 2019**

	Note	As reported, adjusted for reclassifications (Note 27)	Adjustment	Restated
Financial assets		\$ 2,148,260	\$ -	\$ 2,148,260
Accounts payable and accrued liabilities	28(b)	244,036	35,449	279,485
Deferred revenue	28(a)	83,722	48,657	132,379
Others		4,145,804	-	4,145,804
Total liabilities		<u>4,473,562</u>	<u>84,106</u>	<u>4,557,668</u>
Net Debt		(2,325,302)	(84,106)	(2,409,408)
Non-financial assets		<u>4,527,156</u>	-	<u>4,527,156</u>
Accumulated surplus		\$ <u>2,201,854</u>	\$ <u>(84,106)</u>	\$ <u>2,117,748</u>
Accumulated surplus is comprised of:				
Accumulated surplus		\$ 2,149,598	\$ (84,106)	\$ 2,065,492
Accumulated remeasurement gains		<u>52,256</u>	<u>-</u>	<u>52,256</u>
		\$ <u>2,201,854</u>	\$ <u>(84,106)</u>	\$ <u>2,117,748</u>

*Consolidated statement of operations*

**Year ended March 31, 2019**

	Note	As reported	Adjustment	Restated
Revenues		\$ 2,727,732	\$ -	\$ 2,727,732
Expenses				
Learning		1,297,538	3,470	1,301,008
Research		505,031	43	505,074
Facilities		289,200	21	289,221
Students		343,548	182	343,730
Community engagement		66,167	87	66,254
Administration		90,391	88	90,479
		<u>2,591,875</u>	<u>3,891</u>	<u>2,595,766</u>
Annual surplus (deficit) from operations	28(b)	135,857	(3,891)	131,966
External endowment donations		<u>22,742</u>	-	<u>22,742</u>
Annual surplus		158,599	(3,891)	154,708
Accumulated surplus, beginning of year		1,990,999	(80,215)	1,910,784
Accumulated surplus, end of year		\$ <u>2,149,598</u>	\$ <u>(84,106)</u>	\$ <u>2,065,492</u>



## 29 Budget figures

The budget was approved by the Board of Governors on April 18, 2019. These figures have been provided for comparative purposes.

## 30 Impact of COVID-19

The World Health Organization declared a global pandemic related to Coronavirus disease 2019 (COVID-19) on March 11, 2020. The COVID-19 situation has continued to evolve rapidly in Canada and across the World. This is an unprecedented scenario and the University remains first-and-foremost committed to protecting the health and safety of its students, faculty and staff. The University continues to work closely with provincial and federal authorities and Ministry of Advanced Education, Skills and Training officials to help safeguard its community and to fulfill its academic and research mandate.

For the year ended March 31, 2020, the financial impact of COVID-19 was not significant and the University has sufficient reserves and significant liquidity to handle financial uncertainty.

Even though the financial impact was not significant, the financial markets have experienced significant volatility and additional measurement uncertainty exists for the fair value estimate for the University's investments, due to the economic impacts of the COVID-19 pandemic (Note 7(c)).

COVID-19 may significantly impact the University's financial position for the fiscal year ending March 31, 2021 as the University anticipates potential decreases in key revenue sources and corresponding increases in expenditures that are directly tied to the changes in the teaching and learning modes of delivery / pedagogies, research sustainability and ramp-up, student housing, food and other ancillary services, student emergency support, and renovations / modifications / purchases to comply with health guidelines. Significant volatility in the financial markets may have an impact on the financial performance of the University's investments

The University is finalizing the COVID-19 financial impact and the fiscal 2021 financial budget. The financial budget is being developed with inputs that have high degrees of uncertainty, many of which the University has limited control over. These include enrolment projections, international travel restrictions, public health guidelines and directives, and the potential threat of a second wave of the pandemic in the absence of viable treatment or vaccine. The University will have a greater understanding of the impact of COVID-19 in the third quarter of the 2020/21 fiscal year as students commit to courses and pay student fees. There are possible scenarios where UBC could see an increase in revenue if international borders are opened and British Columbia is seen as a safe haven for international students, thus increasing demand.

The impact of COVID-19 may result in multi-year financial implications. The long-term effects of COVID-19 are being actively assessed. The financial landscape and operations of the University will need to be recast in the post COVID-19 environment to reflect changing priorities, capture new opportunities and address emerging challenges.

To manage the financial uncertainties and ensure the preservation of the long-term sustainability of the University, the University is developing contingency plans and mitigation strategies. Additional funding will be dedicated to pursuing high standards of research, teaching and learning, ensuring quality across programs, supporting the phased ramp-up of research activities, promoting the health and safety of all students, staff and faculty, and adequate contingency to support unanticipated COVID-19 related impacts.

## **SCHEDULE OF DEBTS**

Unaudited Schedule

The Schedule of Debts is included within the Notes to the Consolidated Financial Statements (audited).

## **SCHEDULE OF INDEMNITY AND GUARANTEE AGREEMENTS**

Unaudited Schedule

The University of British Columbia has not given any indemnities or guarantees which require prior government approval under the Indemnities and Guarantees Regulation.



**SCHEDULE OF REMUNERATION AND EXPENSES  
IN RESPECT OF THE MEMBERS OF THE BOARD OF GOVERNORS  
YEAR ENDED MARCH 31, 2020**  
Unaudited Schedule

No remuneration has been paid to any member of the Board of Governors for Board activity. The remuneration and expenses of the President, Faculty, Staff or Students who are also members of the Board, are listed in the Schedule of Remuneration and Expenses Paid to Employees.

		<b>Expenses</b>
Gordon, Lindsay	Chancellor	1,563
Ono, Santa J	President and Vice-Chancellor	1,324
<b>Appointed by the Province</b>		
Korenberg, Michael J	Chair	7,127
Cawley, Sandra L M	Vice-Chair	2,213
Brewin, Alison P	Board Governor	1,190
Dusangh, Jessie	Board Governor	1,190
Gillanders, Chaslynn S	Board Governor	1,190
Gopal, Raghwa	Board Governor	4,533
Haldane, Celeste A	Board Governor	1,399
Lalani, Azim N	Board Governor	-
McKenzie, Nancy L	Board Governor	3,400
Reimer, Andrea M	Board Governor	500
Smith, Kevin R	Board Governor	1,536
Solomon, Joel W	Board Governor	1,851
Sundhu, Balwinder (Bill)	Board Governor	7,430
<b>Elected by Faculty</b>		
Ghoussoub, Nassif	Board Governor	1,324
Kindler, Anna	Board Governor	-
Klironomos, John	Board Governor	6,089
Mac Lean, Mark	Board Governor	-
Menzies, Charles R	Board Governor	1,298
<b>Elected by Staff</b>		
Fernandez, Darran	Board Governor	-
Toor, Kavie	Board Governor	1,190
Udzenija, Nicole	Board Governor	10,161
<b>Elected by Students</b>		
Fashanu, Shola	Student Board Governor (Term ended April 15 2019)	502
Gattinger, Jakob	Student Board Governor (Term ended April 15 2019)	171
Holmes, John M	Student Board Governor	1,324
Malone, Jeanie	Student Board Governor	1,228
Naqvi, Jassim S	Student Board Governor	6,290



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**  
Unaudited Schedule

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The amounts reported in accordance with the Financial Information Act are cash payments in the fiscal year; whereas, the Consolidated Statement of Operations is prepared on an accrual basis. In addition, the Consolidated Statement of Operations includes subsidiaries, government partnerships and government business enterprises which are included on different bases. Accordingly, there will be differences between the amounts reported in the Schedule of Remuneration and Expenses Paid to Employees or on Behalf of Employees and the Consolidated Statement of Operations.

\* Expenses paid to employees or on behalf of employees are reported on a gross basis and are not adjusted for external cost recoveries.



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Aamodt, Tor M	205,030	12,395	Adler, James Douglas	120,869	2,522
Abanto Salguero, Arlen K	77,818	550	Adriasola Munoz, I A	124,944	2,842
Abbassi, Arash	96,371	-	Adshade, Marina	99,707	-
Abbott, Laura	88,398	3,176	Aery, Naval	112,169	708
Abdelaziz, Morad	105,837	2,658	Afendoulis, Afendakis	82,898	-
Abdellatif, Waleed A A	79,284	-	Afendoulis, Anthony	78,090	156
Abdi, Ali A	227,428	680	Affleck, Frances	97,221	1,504
Abdul-Mageed, Muhammad	140,644	10,884	Affleck, Ian Keith	261,166	2,635
Abedinifard, Mostafa	84,312	2,867	Affleck, Karen	120,134	-
Abel-Co, Karen	122,344	15,225	Affolder, Natasha	254,697	5,362
Abello Rubio, Juan C	139,772	3,376	Afshar, Kourosh	117,498	-
Abercromby, Shelley	88,273	1,549	Agahi, Jamshid	82,749	206
Abji, Tamiza	93,770	2,497	Agarwal, Isha Agatep,	206,746	4,068
Abolmaesumi, Purang	231,088	13,499	Joel Agawa, Philip	102,807	85
Abraham, Ninan	198,345	2,937	John Agerskov,	79,240	-
Abramovay Ferraz Do Amaral, Claudio	198,829	-	Henrik	125,004	-
Abrutyn, Seth	137,089	4,487	Agharebparast, Farshid	154,823	936
Abshire, Levonne T	102,246	1,736	Aguiar, Luis	130,903	1,567
Abu-Laban, Riyad	109,379	2,176	Agyapong-Poku, Derek	103,565	-
Accili, Eric	157,902	-	Ahamed, Tazim	94,503	1,000
Acton, Donald	170,206	1,118	Ahenakew, Cash	146,747	1,710
Adam, Sheryl	108,138	-	Ahmed, Omer	160,079	23,991
Adams, Keith	188,405	1,912	Ahmed, Rumees	168,096	15,728
Adams, Nancy	94,713	2,580	Ahmed, Saher	79,812	3,711
Adamson, Martin	158,898	-	Ahmed, Suborna Shekhor	89,280	897
Addison, Christopher J	129,131	9,068	Ahn, Soyon	87,919	-
Adebar, Perry Erwin	246,012	1,900	Aiello, Jonathan Paul	75,184	-
Adem, Alejandro	129,906	11,425	Aiello, William	150,063	-
Adem, Maria Luisa M	86,678	2,081	Ainslie, Philip Neil	244,881	22,636
Adl, Ramine	128,345	-	Aitken, Sally	223,560	10,260



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Ajayi, Olugbotemi	99,454	-	Allen, Paul Gordon	77,966	-
Alam, Shahria	187,266	26,700	Allen, Phoebe Edwina	80,847	1,385
Alam, Yusuf Patrick	115,633	3,046	Allen, Susan Elizabeth	192,488	5,468
Alava Saltos, Juan J	78,579	10,994	Allison, Ian Findlay	92,528	2,279
Albert, Arianne	107,408	550	Allison, Kelly	94,562	663
Albon, Simon P	145,003	2,452	Alliston, Janeen	133,831	5,123
Album, Torbjorn	185,608	4,619	Almeida, Fernanda	223,177	-
Alcantara, Andrew	94,436	4,608	Aloni, Erez Ben Zion	164,438	5,014
Aldana, Catherine	79,565	-	Altan, Lisa Marie	88,521	3,062
Alden, Lynn	183,536	6,852	Altintas, Orcun	107,631	31,069
Aleksejuniene, Jolanta	163,510	1,314	Altintas, Yusuf	261,026	29,861
Alexander, Bryan	79,905	3,311	Altshuler, Douglas L	187,533	15,292
Algar, Walter Russell	147,728	2,247	Altwasser, Brian	140,928	1,895
Ali, Nafiza	78,607	2,343	Aludino, Ronald Allan	83,370	4,502
Ali, Naureen	141,212	5,649	Alvarez-Moreno, Raul	140,386	1,846
Ali, Rizwan	150,589	-	Alviarez, Vanessa I	224,412	8,787
Ali, Zulfiqar	85,640	236	Al-Wakeel, Firas	98,451	486
Alikhani, Fayroza	76,407	6,405	Amari, Erica	86,934	1,689
Alila, Younes	159,169	473	Ameli, Ali Asghar	116,086	25,330
Alimohammadi, Majid	180,010	1,785	Amini, Marghaleray	100,182	-
Al-Kassim, Dina	163,619	2,068	Amiri, Mandana	98,141	5,230
Alkenbrack, Catherine	162,742	155	Amisano, Rita	78,025	550
Allaire, Catherine	128,279	-	Amlani, Alym	77,862	-
Allaire, Justin C	112,465	1,078	Anand, Meera	78,829	-
Allan, Andrew	80,727	626	Anand, Richa	93,235	127
Allan, Douglas	178,305	1,177	Ananthanarayana, G	101,334	-
Allan, Susan	116,008	25,025	Anasavarapu, Srikantha	162,365	8,744
Allard, Michael	416,634	1,866	Andersen, Aaron	119,278	41,355
Allen, Aleta	84,932	-	Andersen, Raymond J	206,013	-
Allen, Corey James	85,218	2,625	Anderson, Ann	174,900	1,700
Allen, Meghan	152,602	1,360	Anderson, David	197,658	3,680



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Anderson, Jim	179,527	3,076	Anis, Aslam H	266,102	-
Anderson, Kristin S	261,130	4,035	Anseeuw, Nadine	99,494	814
Anderson, Leonard Mark	129,853	4,636	Ansermino, John Mark	178,949	9,286
Anderson, Lisa C	81,739	788	Anstee, Richard P	109,954	-
Anderson, Marcy	92,854	14,973	Antcliffe, Blair	107,727	1,152
Anderson, Sarah	88,612	40	Anthony, Joseph	136,603	6,370
Anderson, Scott Allen	146,143	918	Antifaeff, Aaron	146,670	4,569
Anderson, T Bruce	156,645	6,181	Antonenko, Karina	77,554	-
Andjelic, Nerkeza	80,047	-	Antweiler, Werner	298,266	2,443
Andrade, Janice	76,353	422	Antwi, Phaniel	131,690	5,341
Andraza, Gary	77,781	-	Ao, Ziliang	139,079	-
Andreas, Wolfgang H	125,253	1,597	Aparicio, Samuel	422,821	-
Andres, Lesley Coral	156,068	3,154	Aquino, Karl	359,236	11,255
Andreutti, Lawrence	93,805	-	Aragay, Salinas G	90,631	1,155
Andrew, Christian	120,998	-	Araujo, Anderson	134,548	15,218
Andrew, James	76,640	18,511	Arbel, Efrat	180,017	1,299
Andrews, Jeffrey	122,401	3,327	Arbour, Laura	200,162	2,572
Andrews, Michael C	87,369	-	Arcese, Peter	121,178	10,261
Andrews, Ross	108,303	-	Archibald, Bryan	89,932	2,285
Andrews, Susan	136,956	2,339	Archibald, Denise Lynn	79,212	2,559
Ang, Alice	106,679	5,818	Arciniegas, Diego	99,570	5,077
Ang, Betty	92,700	2,748	Arduini, Andrea	110,961	3,180
Angel, Omer	194,267	4,188	Arentsen, Stephen M	77,840	-
Angel, Patricia	78,524	3,815	Arguello, Arturo	92,381	-
Angeles, Leonora C	138,512	889	Arias Hernandez, R	98,637	5,382
Anger, Suzy	137,970	2,000	Arida, Andrew A	164,134	8,148
Angers, Mario	158,514	2,266	Arjmand, Mohammad	108,662	1,723
Angert, Amy	173,526	2,811	Armer, Jamie Peter	93,022	5,879
Anglesio, Michael S	106,022	6,122	Armer, Zoe Louise	142,821	9,402
Angwenyi, Anne Trufosa	93,531	-	Armitage, Neil	76,069	1,420
			Armstrong, Carl	89,506	-



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Armstrong, Geoff	133,021	-	Atkinson, Wendy Lee	88,415	9,384
Armstrong, Jeannette	136,526	4,391	Atwal, Perdip S	310,819	9,014
Armstrong, Linlea	268,407	2,607	Au, Ka Po	81,235	7,090
Armstrong, Sheldon	152,690	5,163	Auffray, Robert	78,663	713
Arndt, Kevin Douglas	138,136	13,927	Auger-Methe, Marie	132,237	6,513
Arneil, Barbara	221,042	16,374	Auld, Vanessa J	202,988	4,135
Arnott, Reid	98,317	-	Austin, Jehannine	190,764	1,683
Arnovick, Leslie K	123,836	-	Austin, Philip H	149,806	285
Arockiasamy, Vincent	90,079	4,248	Austin, Stephen	83,793	-
Aron, Ionut Andrei	86,460	598	Auston, Victoria	197,101	2,267
Aronson, Meigan	353,578	8,356	Auyeung, Norris	84,117	2,069
Arthur, Peter J	143,504	696	Avalos Rivera, Alys D	84,266	1,845
Arthurs, Jane Mary	117,439	8,176	Avdich, Justin Solih	75,161	6,291
Asbury, Shon	94,433	2,880	Avelena, Michelle	116,939	15,652
Ashe, Maureen	149,443	-	Averill, Gage	337,434	10,575
Ashford, Jason	78,212	-	Av-gay, Yossef	165,259	2,967
Ashman, Dwayne	82,963	-	Aviles, Leticia	182,073	6,306
Ashton, Naomi Crystal	83,971	550	Avina-Zubieta, Juan A	140,799	145
Ashwell, Sheila Anne	103,260	1,234	Avitan, Renee Louise	102,468	5,060
Asia, Clarissa	86,311	4,476	Avraham, Chavah Sarah	117,121	3,929
Askin, Daniel	96,932	277	Avramidis, Stavros	196,354	5,274
Asrat, Abraham Paulos	88,392	4,938	Awan, Kashif Masud	80,520	6,104
Assanand, Sunaina	131,693	5,778	Axerio-Cilies, Peter	77,058	-
Asselin, Edouard	205,851	31,433	Ayas, Najib	167,443	-
Asselin, Marlene	153,818	154	Aydede, Murat Mustafa	214,623	1,787
Astorino, Tania	84,162	-	Azami, Lee-Aye	114,304	3,386
Atabaki, Nima	152,597	523	Azarpajouh, Yasaman	78,357	2,437
Athans, George	132,533	4,427	Aziz, Arslan	224,566	5,816
Atkey, Susan	121,471	-	Ba, Habibatou	81,416	-
Atkinson, Claire E	102,221	-	Babel, Molly Elizabeth	148,307	2,995
Atkinson, Rene	82,359	1,625			



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Babey, Beverley May J	115,880	116	Baldwin, Susan A	169,394	12,202
Bablitz, Leanne	177,227	307	Baldwin, Tamara	124,340	7,394
Babul, Shelina	130,586	61,855	Bale, Christopher	87,799	593
Baca, Paola G	123,933	5,064	Balfour, Sandra C	107,474	587
Bacca, Mattia	120,298	3,647	Balke, Thomas Fredette	102,759	1,643
Bach, Kenny	76,206	-	Ball, Shelley	168,988	31,603
Bachmann, Sven	134,572	4,325	Ballantyne, Leah	85,764	5,193
Backman, Catherine L	173,278	4,971	Ballarin, Roberta	164,426	3,340
Badir, Patricia	193,056	6,154	Balma, Chris	106,428	1,528
Bagherzadeh, Hosseini	97,038	400	Balmforth, Neil	191,350	3,621
Bahi, Ardeshir	75,526	2,169	Baluk, Melissa M	84,808	-
Bai, Fan	77,891	-	Bambury, Jill	77,702	2,923
Baier, Gerald	162,897	12,692	Bamji, Shernaz	199,976	14,339
Baik, Jie le	79,640	998	Banack, Hartley	96,832	1,376
Bailey, Anthony	303,212	1,223	Banfield, Carla	122,526	3,750
Bailey, C D Alison	107,072	3,439	Baniassad, Elisa	152,557	10
Bailey, Elisabeth	100,712	-	Banks, Kathleen	75,999	1,078
Bailey, Maureen H	77,801	1,273	Banks, Simon	77,068	203
Baines, Donna	171,079	9,306	Bansback, Nicholas J	167,839	6,787
Baines, Erin	163,588	14,400	Banthia, Nemkumar P	275,105	67,669
Baird, Jill Rachel	100,897	4,488	Baranowski, Roman	136,806	3,226
Bakan, Daniel Lowell	77,921	2,015	Barber, Stacy	92,831	83
Bakan, Joel Conrad	244,726	1,455	Barbic, Skye Pamela	130,299	5,491
Baker, Donald Leslie	183,992	-	Barclay, Sarah Jane	107,866	10,539
Baker, Melissa	88,339	2,254	Barer, Ariana	94,757	33
Baker, Scott Wayne	108,513	8,006	Barforoush, Saranaz A	93,556	-
Baker, Victoria	78,589	3,178	Baric, Kristina Daisy	82,475	100
Bakker, Karen Jessica	208,665	28,619	Barichello, Richard	197,083	11,923
Balasubramanian, P	121,710	46,256	Barigela, Naren	76,104	-
Baldauf, Markus	318,059	21,259	Barkaskas, Patricia M	164,121	3,660
			Barker, John	182,385	1,471



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**  
Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Barker, Philip	262,259	20,639	Bateman, Chris James	102,807	2,405
Barker, Stephen	84,004	8,691	Bateman, Timothy Myles	89,927	1,358
Barkley, Danielle	75,707	3,008	Bates, Cherie Dawn	95,461	550
Barnes, Marion	86,442	-	Bates, Simon Peter	261,325	1,712
Barnes, Steven	167,384	6,922	Bateson, Zaahid	96,768	-
Barnes, Trevor J	225,915	4,566	Bauer, Bernard	218,167	-
Barnett, Adam	76,919	10,408	Baum, Bruce	164,803	-
Barnsley, Connor Reny	98,207	249	Baumbusch, Jennifer	165,275	1,224
Baron, Andrew	201,173	2,855	Bauschke, Heinz H	208,746	8,054
Baron, Marietta	90,551	1,470	Bavli, Chen	76,334	850
Barr, Alasdair M	192,191	4,995	Baxter, Breeonne M	97,491	427
Barr, Tim	124,535	75	Baylis, Patrick W	148,554	5,176
Barrett, Nicole Ann	154,017	10,702	Bayne, Alexandra	184,516	2,213
Barron, Matthew C	90,512	1,277	Bayrampour, Basmenj H	121,312	9,289
Barrows, Lauren	141,945	12,323	Baysan, Michelle	75,234	1,143
Barry, Shauna M	80,603	-	Beall, Sarah Kathryn	77,536	1,888
Barsky, Eugene	127,066	5,185	Beamish, Laura E	86,022	-
Barth, Brian	92,442	433	Beasley, Clare Louise	134,114	977
Bartha, Paul	196,886	1,674	Beasley-Murray, J P	136,628	-
Bartlett, Erin Frances	109,850	8,917	Beattie, Karen	95,778	-
Bartlett, Karen H	201,192	17,686	Beatty, John Henry	221,965	-
Bartley, Gary Bruce	94,695	3,547	Beatty, John T	88,516	-
Bartolic, Silvia K	123,878	1,000	Beaty, Fiona	87,025	391
Barton, Jason	324,601	-	Beauchamp, Mark	198,475	4,405
Basha, Genc	91,823	-	Beauchesne, Kim	160,510	1,233
Bashashati, Saghezchi	117,319	998	Beaudoin, Mario	88,982	486
Bass, John	158,549	2,345	Becir, Michael John	117,330	2,040
Bassett, Ken L	225,317	880	Beck, Charlotte	134,077	4,942
Bastien, Chris David	106,770	4,137	Beck, Kirk Andrew	123,975	3,261
Batchelar, Geoffrey	86,001	-	Beck, Phillip	78,417	-



**SCHEDULE OF REMUNERATION AND EXPENSES  
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YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Beckie, Roger D	203,802	9,720	Benson, Darren	87,818	-
Bedaiwy, Mohamed Ali	187,122	944	Benzel, Andrea Rae	197,090	6,017
Bedi, Robinder P	146,583	5,291	Berard, Marie-France	88,770	285
Bedke, Matthew S	181,684	10,108	Berbee, Mary	165,844	-
Begg, Iain	144,927	760	Berciu, Mona	197,979	4,860
Begley, Joy	276,177	7,252	Berdahl, Jennifer	270,742	3,979
Behrend, Kai	227,586	-	Berdan, John Michael	111,090	-
Belanger, Danai	80,102	2,400	Berenbeim, Eli Moen	126,999	11,292
Belanger, Leisa Joanne	168,170	1,918	Beresford, James John	121,605	2,769
Bell, Allan	179,771	14,296	Beretta, Jocelyn	92,760	1,122
Bell, Brannen Stewart	87,794	5,145	Berezny, Allan	184,574	3,700
Bell, Jeremy Thomas	76,497	437	Berezowsky, Craig M S	126,081	-
Bell, Margot Lynn	106,829	184	Berg, Lawrence	179,194	4,417
Bellavance, James	119,302	-	Berg, Maureen	88,113	-
Belleville, Patrice	190,403	2,732	Berg, Stephen	132,136	2,681
Belliveau, George	196,423	15,526	Berge, Cheryl	127,552	-
Belsito, Mark	128,337	461	Berger, Iris	83,146	2,773
Belton, Robert	191,791	-	Bergmann, Luke Robert	145,494	20,683
Bena, Jan	326,523	12,905	Bergstrom, Krista	78,195	2,887
Benard, Francois	524,934	9,386	Beristain, Alexander G	133,938	-
Benavente, Oscar	154,575	1,419	Berkow, Shelley	81,524	-
Ben-David, Shelly	107,916	4,499	Berkowitz, Jonathan	201,223	-
Bendickson, Aven	84,053	550	Berlinguette, Curtis P	314,815	76,211
Bendl, Jennifer Mary C	147,864	4,535	Berman, Peter Alan	411,608	23,359
Benedet, Janine	253,087	2,300	Bernaerdt, Leanne	110,309	73
Benedetti, Quinten R	91,731	2,532	Bernatchez, Pascal	187,327	14,101
Benitez, Bonita-Grace	77,529	7	Berner, Michelle Faye	183,838	2,349
Bennett, Kirsten B	81,955	1,730	Berret, Charles	85,336	3,383
Bennett, Michael A	208,968	7,208	Berringer, Heather	156,759	10,663
Benoit, Carleigh	102,421	11,956	Berryman, Sylvia	174,080	1,920



**SCHEDULE OF REMUNERATION AND EXPENSES  
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YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Bertanjoli, Dubravka	83,408	-	Bittner, Thomas Jacob	76,685	-
Bertram, Allan	218,340	3,384	Biukovic, Ljiljana	246,361	15,861
Bertrand, Melanie	76,167	-	Bixby, Miriam Esther	81,543	1,522
Berube, Pierre	204,173	26,066	Bizzotto, Dan	178,470	7,557
Beschastnikh, Ivan	159,200	17,743	Bizzotto, Roger	142,846	7,583
Best, Kelly	108,850	5,096	Bjorn, Hakan	128,366	17,386
Bettinger, Julie	179,679	4,336	Blachford, Alistair M	119,615	-
Beznosov, Konstantin	199,386	25,461	Blachford, Leith T	134,655	8,885
Bhagavatula, Sastry	188,045	-	Black, Charlyn	241,699	114
Bhanwadia, Farrah	88,769	2,685	Black, Donald William	160,759	2,624
Bhardwaj, Arjun	157,249	4,918	Black, Fraser	75,079	6,007
Bhargava, Vijay	253,753	680	Black, Jennifer	128,795	-
Bi, Xiaotao	211,718	9,243	Black, Nancy	111,933	150
Bian, Bo	86,667	2,339	Black, Peter C V	161,349	-
Bibbs, Susan	95,145	-	Black, Thomas Andrew	147,368	474
Bichler, Lukas	176,851	9,392	Blackburn, Carole	124,624	-
Biermann, Wilhelmina G	84,923	-	Blackett, Stephen J	95,302	988
Biesanz, Jeremy C	146,599	4,627	Blackmore, Sandra D	112,999	-
Bigazzi, Alexander Y	135,878	6,351	Blackwell, Michelle	88,603	2,108
Bigelow, Ken	98,662	160	Blake, Thomas Michael	165,945	1,464
Bilodeau, Leanne	113,313	8,645	Blanis, Litsa	75,777	2,106
Bin, Jing Yun Anna	109,723	2,083	Blank, Jayne Frances	83,728	3,363
Binfet, John Tyler	129,878	8,329	Bleackley, Deborah	104,351	308
Bingle, Wade	137,347	-	Bleck, Alexander	294,274	16,029
Binsted, Gordon James	250,119	41,046	Bloch, Alexia	147,028	10,635
Birch, Patricia	118,011	577	Block, Stephanie N	155,606	-
Birch, Susan A J	162,083	-	Bloem-Reddy, Benjamin	108,079	1,710
Birol, Gulnur	125,188	5,080	Blomerus, Paul	128,687	5,732
Biron, Melina Sarah	77,465	1,732	Bloor, Ashley Dawn	76,596	2,944
Bishundayal, Deonarine	88,982	-			



**SCHEDULE OF REMUNERATION AND EXPENSES  
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YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Blouin, Jean-Sebastien	208,871	2,722	Bosch, Gordon L	109,767	-
Blue, Graydon James	87,695	130	Boschma, Geertje	187,479	31
Blum, Martin	136,772	-	Bose, Sarika P	101,784	-
Blum, Yael	137,329	1,031	Bose, Sushant	85,243	-
Bluman, Robert Alan	120,079	5,449	Boskic, Natasha	120,759	545
Blydt-Hansen, Tom	116,488	2,545	Bosma, Laine	93,829	-
Bob, Tanya	86,542	1,198	Bostock, Michael G	220,889	4,865
Bobinski, Mary Anne	105,022	4,709	Bottorff, Joan L	270,190	12,471
Bobowski, Jake S	126,166	1,501	Bouajram, Rohene	110,568	8,348
Bobyn, Chantal	75,429	1,128	Bouchard-Cote, A	158,798	49
Boccassini, Daniela	119,591	-	Boudreau, Katherine	94,323	-
Boedhihartono, Agni K	157,611	15,969	Boudreau, Robert M	123,723	1,162
Boersma, Lucia M	80,613	1,158	Boultbee, Kerry	79,505	-
Boettcher, Carly Jane	75,029	1,902	Bourbonnais, Mathieu	88,595	5,001
Bohlmann, Carl Joerg	233,910	13,646	Bourdon, Eric Bruce	156,817	-
Boicey, Brian	108,745	-	Bournot-Trites, M	144,417	2,151
Boileau, Sean	89,139	24,443	Boushel, Robert C	238,101	16,617
Bole, Gregory Michael	120,306	-	Boutin, Amelie	80,045	9,064
Boley, Aaron C	149,919	6,754	Bouvette, Shiloh S	106,436	187
Bombardini, Matilde	234,560	5,035	Bow, Stephen Charles	161,069	-
Bonakdarpour, Arman	76,354	-	Bowers, Katherine	125,701	22,863
Bond, Phillip William	110,394	4,217	Bowker, Elizabeth	171,740	1,100
Bonetti, Walter	108,677	-	Bowman, William James	136,587	9,547
Bonn, Douglas Andrew	239,480	1,184	Boyan, Lisrianti	81,117	152
Booker, Courtney	149,952	556	Boyce, Anthony	82,982	106
Boparai, Shina	85,674	964	Boyd, David Richard	150,145	-
Bora, Biraj Kumar	87,558	-	Boyd, John	141,524	4,377
Borgen, William A	202,442	2,077	Boyd, Lara A	227,025	9,459
Boroomand, Seti	83,487	-	Boydston, Matthew	181,862	2,685
Boscarino, Antonio	123,900	2,169	Boyle, Julia	76,170	-
			Boyles, Marianne	98,670	-



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Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Bozorgi, Narges	87,446	-	Brinkman, Jacquelyn N	95,684	6,084
Brackenbury, Robert	94,328	3,905	Brinton, Laurel J	198,501	-
Bradfield, Megan E	87,445	473	Briseno-Garzon, A	99,595	-
Bradley, Amanda	132,026	619	Brobbel, Amanda Lise	87,191	848
Brady, Colleen	172,321	810	Brock, Hugh W	135,031	-
Brain, Robert Michael	145,460	316	Brock, Warren	86,082	5,197
Brain, Ursula	99,035	2,234	Broekhuyse, Henry M	102,508	-
Brand, Alexander C	77,586	20	Bromme, Dieter	266,993	6,823
Brander, James	370,421	1,334	Brondani, Mario A	198,566	3,976
Brasher, Penelope M A	156,007	-	Brongers, Carina	95,591	-
Bratlotis, Christiana	124,052	3,776	Brook, Timothy	234,110	27,195
Bratlien, John	89,063	-	Brooke, Julian	106,329	3,368
Brauer, Michael	200,917	13,905	Brooks, Barry D	119,623	-
Braun, John	210,374	15,943	Brooks, Donald	199,007	13
Braund, Susan Hilary	217,575	4,610	Broom, Catherine	113,386	853
Brauner, Colin	197,553	6,423	Broome, Skooker	98,069	2,230
Breakfast, Lana Lee	99,783	-	Brotten, Courtney Anne	85,658	1,719
Brealey, Chad Anthony	113,526	-	Brotto, Fontana Lori	211,513	4,806
Brears, Sarah	116,779	8,853	Broughton, Wayne	124,642	931
Bredin, Shannon	142,087	3,425	Browes, Alison	84,366	2,718
Breen, Amandeep Kaur	127,478	2,563	Brown, Amanda Kathryn	90,107	7,542
Brereton, John Alan	89,493	525	Brown, Carolyn Janet	223,270	10,607
Bressler, Bernard H	77,767	1,384	Brown, Deirdre E	101,975	2,252
Brett, Wendy	79,666	2,675	Brown, Dylan E T	88,490	7,590
Bridal, John W	135,130	11,162	Brown, Helen Jean	162,151	9,060
Bridgewater, Blake	108,047	-	Brown, Ingeborg	80,819	7
Briggs, Marlene A	85,736	2,000	Brown, Kelly	120,169	4,266
Brigham, Doug	128,998	2,508	Brown, Lindsay Deborah	84,522	60
Brimner, Tammy L	162,664	953	Brown, Loch	119,362	295
Brinkerhoff, Joshua	122,153	3,504			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Brown, Lorna	107,721	5,070	Buckley, Heather N P	84,264	3,924
Brown, Mick	105,591	-	Budke, Isabel	82,112	2,569
Brown, Rod William	140,741	2,953	Buendia, Selene	83,273	1,189
Brown, Ryan David	79,399	1,399	Buffam, H V Bonar	116,576	9,041
Brown, Sandra J	114,202	-	Bugeaud, Danielle P	125,846	-
Brown, Suann Deonne	86,311	244	Buhler, Jeremy	127,023	2,137
Browne, Annette	121,751	3,474	Buijs, Larissa Anne	80,340	6,237
Brown-Evans, Taylor	81,700	1,843	Bulkan, Janette	150,064	464
Brown-Lum, Meisan	81,610	2,332	Bull, Gary	211,326	4,712
Brubacher, Jeffrey	138,769	7,988	Bull, Justin G	199,841	5,355
Bruegeman, Nancy	87,919	2,150	Bullard, Julia Amber	97,704	2,102
Brumer, Harry	194,902	17,738	Bumbulovic, Mladen	102,778	473
Brunet, Kenneth C C	95,931	1,506	Bundon, Andrea	127,146	6,294
Brunham, Liam	186,377	14,704	Bungay, Victoria	183,259	2,500
Brusse, Philip	156,815	4,049	Bunnell, Keith D	118,208	-
Brussoni, Mariana	174,271	2,876	Bunting, Mary Kathleen	104,071	6,131
Bryan, Jim	203,123	2,336	Burchill, Michelle	89,835	35
Bryan, Stirling	257,365	-	Burgess, Michael	274,413	22,503
Bryans, Catherine Jean	77,028	2,554	Burgess, Miranda	130,035	-
Bryant, Colin F	90,969	-	Burk, Stefania	164,880	3,294
Bryant, John David A	82,421	976	Burke, Sarah	145,869	15,648
Bryant, S Ross	179,642	1,148	Burkholder, Leslie	123,108	-
Bryman, Douglas A	232,362	230	Burnett, Patrick John	77,137	-
Bryson, Mary	245,558	6,482	Burns, Jennifer	254,974	16,255
Bual, Amanda	75,551	2,045	Burns, Jo-Ann Madeline	77,204	3,939
Bucevska, Marija	81,737	275	Burrage, Hollie	98,303	-
Buchanan, Marla Jean	178,653	24,278	Burrows, Marlene	126,776	1,366
Buchanan, Stewart	75,967	349	Burt, Helen Mary	257,995	17,205
Buchanan-Parker, Lucy	90,645	2,874	Burton, Cole	135,250	6,313
Buchholz, Marcia	160,647	27,116	Burton, Jeff	84,385	1,199

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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Burton, Strang	96,591	258	Cai, Yi Mei	106,348	-
Buschert, Kimberly	87,200	5,383	Cairns, Brian	208,324	962
Buse, Sara	111,579	8,356	Calam, Betty	161,250	1,789
Bush, Kathryn	105,917	-	Calero, Rodolfo E	90,066	-
Bushe, William Kendal	162,815	13,135	Callan, Lindsay	103,583	733
Bussard, Natalia	76,611	550	Callison, Candis La J	121,570	15,825
Busse, Andrea Lynn	86,932	-	Calvino-Fraga, Jesus	158,351	473
Bussiere, Guillaume	124,969	1,004	Cam, Michael	123,617	4,035
Bustin, Amanda	97,473	8,926	Came, Katherine	85,215	447
Bustin, Robert Marc	190,726	22,069	Cameron, Kirsten	84,399	418
Buszard, Deborah J	305,312	67,939	Cameron, Maxwell A	212,906	10,283
Butenschon, Sven M	89,828	13,614	Cameron, Michelle	142,395	12,810
Butler, Deborah	227,640	1,311	Cameron, Sarah	85,233	8,514
Butler, Georgina Susan	97,973	3,839	Camp, Patricia	155,374	30,880
Butler, Joy	81,132	1,250	Campbell, Alice Marie	76,453	-
Butler, Margot Leigh	109,404	3,224	Campbell, Allison	110,238	8,386
Butska, Luba	98,662	2,300	Campbell, Chuck	137,209	-
Button, Karen	101,887	-	Campbell, Heather J	228,637	8,899
Butz, Edward	117,667	-	Campbell, Kate	87,667	5,110
Buxton, Jane	288,126	-	Campbell, Kim	133,937	3,292
Byers, Kaylee Aileen	82,532	2,244	Campbell, Kristin	176,615	7,385
Byers, Michael	242,235	16,369	Campbell, Myron	110,792	877
Byrne, Danielle Mary	77,720	2,000	Campbell, Nancy	97,580	11,641
Byrne, Fionn James	108,046	3,800	Campbell, Robert	151,598	2,837
Byrne, Jeffrey	106,831	9,242	Campbell, Robert Troy	100,626	6,758
Cabral, David A	171,703	-	Campbell, Sarah E	90,089	3,595
Cacchioni, Kristin A	121,785	6,726	Campbell, Suzanne H	226,316	13,520
Caddy, Laura	95,616	1,021	Campbell, Trevor D J	122,841	3,219
Cadger, Neil	125,169	1,355	Campbell, Zoe	105,917	431
Caedo, Donna	80,235	-	Campol, Robin	99,462	835
Cai, Baiping Iris	81,642	5,576	Canete, Mikhail Ray	79,143	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Canney, Mark Nicholas	79,250	9,050	Carr, Andrew	81,833	730
Cannon, Joanna Erin	153,104	7,972	Carr, Melissa M	85,817	-
Cantu, Carlos	82,967	9,780	Carr, Wendy	167,344	35,404
Canuto, Luisa	95,928	9,060	Carrabre, Thomas P	175,087	3,203
Cao, Lisa	85,035	-	Carreras, Karla C T	91,703	1,945
Cao, Yang	144,235	5,767	Carrier, Brenda Lynn	78,745	5,051
Cao, Yankai	110,485	20,560	Carrillo, Juli Ann	141,018	687
Caouette, Marcy	80,375	-	Carroll, Allan L	197,352	9,308
Cappa, Eduardo Pablo	78,750	149	Carroll, Michael	92,881	374
Capper, Matthew Ian	94,060	2,315	Carroll, Michael	86,926	545
Capps, Deborah	98,498	7,107	Carruthers, Thomas R	120,851	8,052
Carbonetti, Maria	102,146	-	Carry, Ainsley	325,079	16,180
Card, James	87,579	1,533	Carson, Larry	164,174	7,027
Cardarelli, Leite L	91,476	-	Carswell, Denise	101,579	-
Carenini, Giuseppe	207,046	9,563	Carter, Diana Marie	100,277	5,342
Carey, Stephen William	85,507	-	Carter, June Lynn	91,620	4,379
Carlaw, Kenneth	165,760	142	Carter, Kristi	106,665	2,961
Carleton, Bruce	276,684	99,878	Carter, Paul Martin	205,678	60
Carlos, Nicole Celeste	78,505	-	Carty, Leslie	103,432	-
Carlsen, Diana Mariko	100,389	4,792	Carvalho, Porto R	103,279	30,298
Carlsen, Len	135,683	-	Carveth, Aaron	76,439	3,411
Carlson, Murray D	369,755	9,443	Casas, Aguilar Anna	114,466	8,758
Carlson, William B	76,170	-	Casey, Katharine	90,680	5,209
Carlsten, Christopher	300,278	15,244	Casey, Linda May	124,941	541
Carney, Gregory Alan	112,053	11,352	Cashman, Neil	276,633	-
Caron, Nadine	226,178	5,569	Cassels, Alan	85,154	8,539
Caron, Nicholas	96,977	9,026	Casson, Rosemary	89,889	5,045
Carpenter, Mark	188,804	5,045	Castellarin, Simone D	171,552	7,357
Carpenter, Mike	76,506	-	Castelo, Kate	87,680	645
Carpenter, Trevor A	80,847	-	Castonguay-Belanger, J	171,470	2,812
			Castricano, Jodey J	155,051	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Catindig, Sherryll	113,631	-	Chan, Geneva	121,124	-
Catungal, John Paul C	112,647	4,738	Chan, Gordon	122,202	475
Cautis, Sabin	166,863	8,723	Chan, Herbert	85,576	-
Cavanaugh, Lisa	301,987	29,173	Chan, Jason	81,367	-
Cavell, Richard A	189,941	-	Chan, Jennifer Anlin	147,250	1,467
Cavers, Ian	247,748	1,136	Chan, Judy Chuk Kwan	112,888	350
Cavusoglu, Hasan	267,876	12,504	Chan, Kai M A	190,644	1,891
Cawkell, Kenneth Lucas	96,447	773	Chan, Kim	90,035	-
Cembrowski, Mark S	130,316	6,699	Chan, Michael	122,132	-
Cenfetelli, Ronald T	309,412	9,160	Chan, Michelle	82,576	20,863
Cerna, Carolina	114,479	3,821	Chan, Paul	84,210	-
Cerny, Roger	105,121	1,148	Chan, Rose	121,383	96
Ceron, Kelly	107,477	2,858	Chan, Ruth Yuk-Fu- Hui	76,818	1,082
Cerri, Ronaldo Luis A	198,671	16,636	Chan, Sharon Gar Pui	83,648	-
Cervantes, Alejandro	115,125	-	Chan, Vania	88,036	4,883
Cervatiuc, Andreea	122,228	-	Chan, Wylie	93,721	875
Chaaban, Anas	104,779	12,252	Chan, Yvonne	96,719	691
Chabot, Catherine	97,941	1,526	Chand, Rajesh	75,879	210
Chahal, Baljit Singh	152,759	4,709	Chand, Saroj Kanti	89,692	-
Chakrabarty, Trisha	270,794	1,296	Chandler, Danielle	93,739	1,500
Chamberlain, Sandra	259,856	5,675	Chandra	77,868	4,243
Chambers, Jacqueline	75,112	409	Ananthanarayana, G		
Chan, Adeline	77,762	719	Chandrashekar, M	318,663	70,588
Chan, Amy	99,035	615	Chang, Bortolussi D	141,122	-
Chan, Andy	78,959	4,548	Chang, Charlene Yu Tzu	75,836	33,461
Chan, Arlene	89,326	1,401	Chang, Chia Shun	102,106	520
Chan, Benson	109,906	473	Chang, Diana M	75,079	-
Chan, Betty	179,479	2,513	Chang, Hsiu-Ju	81,798	-
Chan, Elic	82,972	-	Chang, Jean	133,189	5,625
Chan, Elmira	75,076	174	Chang, Liana	95,109	1,507
Chan, Gary Wygen	92,116	1,643			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Chang, Max	87,883	2,783	Cheek, Timothy Charles	237,504	9,727
Chang, Rex	83,970	-	Cheifetz, Rona	111,566	-
Chang, Shannon Hsin-Yu	99,198	1,543	Chen, Alexandra	92,244	2,615
Chang, Stephanie	213,665	1,425	Chen, David	184,054	-
Chang, Thomas	250,803	4,030	Chen, Deborah	77,564	5,921
Chanoine, Jean-Pierre	148,632	7,397	Chen, Frances Si-Ping	144,881	-
Chanway, Christopher	155,727	-	Chen, Hailan	89,712	3,289
Chao, Hubert	122,118	3,240	Chen, Jiahua	234,281	13,822
Chapalamadugu, Anusha	81,329	-	Chen, Jingyi	204,316	10,594
Chapman, Cindy	87,524	2,812	Chen, Jinhua	188,579	53,751
Chapman, Mary Ann	147,767	6,075	Chen, Jocelyn	113,548	-
Chapple, Clive	133,479	-	Chen, Liane	136,214	-
Charbonneau, Arthur J	110,484	3,616	Chen, Lily	75,462	3,085
Charles, Grant	174,126	5,276	Chen, Michael	99,148	-
Charles, Samuel	76,439	136	Chen, Simon	101,778	2,637
Charney, Shannon	130,899	406	Chen, Wenjia	87,457	822
Charter-Smith, Lesley	171,541	4,234	Chen, Yao Chu	109,185	-
Chartrand, Emma Jepsen	78,878	3,563	Chen, Yi-Chun	75,332	4,794
Chatman, Stephen G	158,726	-	Chen, Yu Christine	145,377	16,960
Chatterton, Jennifer E	108,240	-	Chen, Yuan	111,745	-
Chau, Albert	167,557	-	Chen, Yue	99,362	2,687
Chau, Kenneth John	152,259	3,540	Chen, Yue V	92,729	1,989
Chau, Lisa	87,691	3,175	Cheng, Jie	182,128	10,695
Chau, Shirley Bo Yee	147,388	5,793	Cheng, John Philip	92,480	-
Chaudhry, Ayesha S	155,682	42,730	Cheng, Julian	196,644	17,645
Chauhan, Neelu	134,642	2,745	Cheng, Karen	76,990	1,411
Che, Xizhe Mike	91,105	509	Cheng, Kathleen	132,600	-
Cheavins, Jacqueline G	84,835	-	Cheng, Kevin	83,618	3,523
Chee, Dennis Gregory	79,202	4,950	Cheng, Kin Shing	93,611	-
			Cheng, Leon Qi Liang	96,612	-
			Cheng, Maorong	103,120	-

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	Remuneration	Expenses*		Remuneration	Expenses*
Cheng, March	87,841	-	Chin, Jennifer Shan	121,679	4,257
Cheng, Sabrina	80,671	497	Chipchar, Timothy	84,503	1,553
Cheng, Yan	94,328	-	Chipperfield, Andy	95,389	-
Cheok, Donia	130,009	2,917	Chitnev, Veta	96,809	1,457
Cheong, Amanda	76,575	3,507	Chittori, Sagar	76,083	3,500
Cherkasov, Artem	155,019	7,690	Chiu, Hanson	97,824	-
Cherkowski, Sabre Lynn	148,859	6,599	Chiu, Jason	99,832	15,123
Cherry, Alissa Colleen	75,621	2,815	Chiu, Rosanna	123,456	1,854
Chesick, Leslie	95,300	1,794	Chiu-Duke, Josephine	150,057	7,899
Cheu, Elizabeth	93,717	-	Cho, Allan	109,666	2,096
Cheung, Benjamin Yue	95,783	-	Cho, Betty	90,817	3,867
Cheung, Calvin	116,725	3,792	Cho, Elaine	78,631	-
Cheung, Chung Yan	76,282	-	Cho, Sunah	112,761	2,745
Cheung, Frank	97,318	-	Choe, Roy	97,707	5,421
Cheung, Grace	110,194	85	Choi, Chin Fai	76,434	-
Cheung, Jackie Man T	89,864	1,470	Choi, Heman	105,655	-
Cheung, Jonathan	76,170	-	Choi, Hyun Beom	85,771	-
Cheung, Ka Wing Junnie	83,599	2,309	Choi, Julia	81,813	684
Cheung, Karen Chihmin	206,509	12,805	Choi, Karen Shiu-Ling	98,975	6,500
Cheung, Lok Han Angel	97,104	3,721	Choi, Kwok Tim	84,122	550
Cheung, Lucia	104,351	-	Choi, Marcia	112,863	1,619
Cheung, Michael	79,159	7,965	Choi, Peter Tsz Lung	165,435	-
Cheung, Wai Lung	164,139	31,096	Chondoma, Lerato	130,410	7,222
Cheung, Yau Man	147,395	321	Chong, Debby	83,308	36,922
Chew, Ben	138,362	-	Chong, John	106,700	-
Chia, Justin T	103,674	-	Chong, Kevin Kim Wang	82,855	2,221
Chiao, Mu	191,100	1,229	Chong, Mary	177,631	998
Chiasson, Mike W	231,439	4,127	Chong, Yau Bing	88,497	412
Chin, Donna Mei Wah	91,704	487	Chong-Kit, Marian	80,847	2,554
			Choo, Andy	85,403	854
			Choo, Oliver	123,656	998



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	Remuneration	Expenses*		Remuneration	Expenses*
Choptuik, Matthew	187,098	-	Chung, Peter	77,016	-
Chou, Keng Chang	176,600	-	Chung, Stephen W	165,519	-
Chou, Stephanie	77,591	-	Chung, Tran Khue T	196,636	-
Chow, Elisa	80,552	-	Chung, Travis	85,690	153
Chow, Etta	92,845	-	Chung, Vivian	76,579	299
Chow, Gordie	88,941	-	Churg, Andrew M	340,646	11,443
Chow, Jaclyn	100,484	1,228	Cibere, Jolanda	153,956	2,673
Chow, Kimmis	140,582	-	Ciceri, Robin Anne	304,579	17,735
Chow, Marlene	107,887	18,432	Ciernia, Annie Vogel	90,079	5,729
Chow, Philip	97,698	557	Cigagna, Taryn A	136,526	11,033
Chow, Sing	76,206	-	Ciocca, Valter	243,280	2,352
Chow, Waii	85,453	-	Cioe, Jan	149,409	9,461
Chow, Yee	87,853	349	Cisneros, Montemayor A	87,063	2,922
Chow, Yuet	108,548	491	Ciufolini, Marco	205,068	-
Chowdhury, Arjun	119,648	3,959	Clancy, Paul	75,324	-
Chowdhury, Nandita	87,803	-	Clark, Jasmine	86,925	5
Chowrira, Gangamma M	160,281	1,867	Clark, Katja Danielle	116,532	4,028
Christensen, Villy	246,281	3,987	Clark, Leigh	92,390	2,457
Christenson, James	309,526	12,580	Clark, Luke	173,895	9,072
Christian, Beverly	100,340	-	Clark, Penney	184,702	1,249
Christie, Gordon	234,349	6,414	Clark, Sean	81,367	-
Christoff, Kalina	199,741	4,244	Clark, Thomas	115,429	-
Christopher, Ada Rani	97,132	760	Clarke, Anthony	172,937	4,895
Christopoulos, John	106,998	4,403	Clarke, Lorne A	362,311	6,920
Chrostowski, Lukas	202,004	9,788	Clarke, Nancy Ellen	82,660	4,294
Chu, Brady	100,495	-	Clarkston, Bridgette E	103,637	1,964
Chu, Me Ling	87,161	8,191	Claxton, Dana	184,061	42
Chua, Romeo	198,783	935	Clee, Susanne Michelle	139,760	3,521
Chung, Annie Y	82,551	-	Clough, David R	234,592	13,287
Chung, Brian	105,219	-	Coates, Laraine J	101,506	2,797
Chung, Janet	88,268	15			



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Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Cockcroft, Steven	287,224	15,804	Connolly, Shane David	81,832	210
Code, Jillianne	125,207	4,702	Connor, Cindy	96,097	3,795
Code, Warren	110,491	3,167	Conte, Tania	84,068	550
Cohen, Freue Gabriela	172,252	5,250	Conway, Alison	157,155	13,186
Cohen, Violetta Maria	83,384	-	Conway, Barbara	94,089	-
Coil, Jeffrey Martin	139,485	-	Conway, Edward M	361,584	1,860
Colby, Lisa J	176,740	7,044	Conzatti, David Robert	81,363	656
Cole, Peter	154,356	-	Cook Zywicki, Natalie	95,036	2,484
Coleman Valensky, C	111,875	3,314	Cook, Siobhan Barbara	95,744	1,503
Coleman, Katharina P	164,568	12,597	Cool, Julie	131,723	5,418
Coleridge, Lindsay	101,910	-	Coombs, Daniel	202,195	4,402
Coletsis, Amadon	83,650	21,699	Cooper, Daniel	113,297	-
Colliander, James	253,373	26,046	Cooper, Elisabeth	168,737	5,406
Collier, Abby Cherise	213,463	3,470	Coops, Nicholas C	268,608	58,968
Collins, Anna	104,166	3,866	Copeland, Brian R	262,597	315
Collins, Colin Conrad	242,340	9,206	Coppinger, Ger	86,898	1,592
Collins, Emily Sky	78,999	163	Corbett, Jon	154,619	1,895
Collins, Marguerite	106,517	13,272	Cordeiro, Jennifer	88,304	2,000
Collins, Raquel	130,008	16,179	Corella, Morales M N	112,330	3,610
Colozzo, Paola	141,600	3,166	Cornelia, James	119,071	994
Colville, Evan	84,252	2,036	Cornelissen, Evelyn C	77,016	923
Colwell, Richard Harry	86,329	520	Corner, Patricia	206,708	3,755
Comeau, Joseph S	113,210	6,297	Cornil, Yann Sylvain M	249,199	9,309
Como, Derek	83,092	898	Corpuz, Luiza M	80,181	256
Conachey, Evan	86,643	-	Corrigall-Brown, C	159,234	3,954
Conati, Cristina	219,667	20,590	Cosco, Lia R	96,850	3,110
Condon, Anne	244,016	535	Costerton-Grant, A	82,505	550
Condon, Kristy	75,535	2,075	Cote, Helene	167,471	2,304
Condon, Patrick M	208,432	3,499	Cottons, Darcelle	120,766	187
Conibear, Elizabeth	190,572	5,617	Couch, Brett Charles	134,599	-
Conklin, Annalijn	160,549	13,405			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Coughlin, Leanne	82,931	673	Crocker, Peter	147,607	4,201
Coughlin, Liz	75,082	5,713	Cronin, Cameron	96,451	1,587
Coughtrie, Michael W H	317,680	20,577	Cronk, Quentin Charles	190,911	-
Coulombe, Antoine	94,562	1,438	Crosbie, Mark	198,079	5,403
Coulthard, Glen Sean	155,539	838	Cross, Helen Margot	80,079	5,377
Coulthard, Lisa	145,315	8,646	Crossfield, C	109,922	-
Courneya, Carol-Ann	163,660	4,063	Crowley, Chris F	111,899	3,357
Court, Evelyn C	82,154	79	Crowther, Angelique	78,257	2,152
Cousland, Robert	133,967	2,000	Cruickshank, Abigail	96,979	18,438
Covey, Scott	123,571	-	Cruz, Araceli	167,595	7,315
Cowan, Mary	82,255	209	Cua, Debbie Sy	75,130	-
Cowley, Trevor	104,436	605	Cubbon, Paul	227,070	5,254
Cox, Barbara	139,933	-	Cubranic, Davor	89,152	2,060
Cox, Daniel Wade	132,528	-	Cudmore, John Tyler	88,390	1,416
Cox, Michael	162,574	2,040	Cui, Jing	122,115	441
Craddock, Sharon	91,393	-	Cui, Wei	240,736	25,664
Cragg, Jacquelyn	144,697	833	Culbert, Patrick Davis	106,137	6,312
Craig, Ann Marie	253,014	312	Cull, Ian Terrence	168,754	31,091
Craig, W Briar	162,999	4,370	Cullen, Clare	80,418	861
Crang, Paul	76,076	-	Cullen, Darcy Belle	95,799	5,686
Cranston, Emily	197,272	25,710	Cullis, Pieter R	182,528	8,241
Craven, William	104,862	-	Culver, Keith	231,558	24,000
Crawford, Robert M	120,693	-	Cundiff, Geoffrey W	203,904	3,062
Creagh, Aimee Louise	149,544	561	Cundy, Steven	175,130	49,339
Creelman, Charles	89,036	106	Cunliffe, Emma	229,775	6,652
Creese, Gillian	204,667	3,307	Cunningham, Alyssa Rae	79,778	3,074
Creighton, Millie R	143,575	12,618	Cunningham, Michael R	121,530	849
Crema, Leonora L	124,184	3,386	Cupples, Douglas R	77,188	130
Cresswell, Silke	133,811	-	Curat, Herve	82,672	-
Cretu, Edmond	180,067	473	Curcin, Ana	85,040	1,316
Cripton, Peter A	213,261	20,336			



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	Remuneration	Expenses*		Remuneration	Expenses*
Cureton, Kathryn	86,283	2,619	Dante, Gideon	95,743	59
Currie, Leanne Marie	158,869	3,681	Danyluk, Zachary	110,700	2,296
Curtis, Paul Jeff	89,881	152	Dao, Duc Khanh	97,579	6,196
Cutler, Frederick E	151,293	1,510	Dauvergne, Catherine	348,365	35,342
Cynader, Max	195,535	-	Dauvergne, Peter	259,881	4,764
Cyr, Paul W	110,728	4,061	David, Maureen	88,244	927
Cytrynbaum, Eric	151,042	1,317	Davidoff, Thomas	284,999	4,057
Czech, Edith	88,379	-	Davidson, Bruce	117,801	11,045
Czerpak, Megan	78,789	6,402	Davies, Hugh William	171,632	11,876
Da Silva, Isabel M	111,894	-	Davies, Jonathan	148,938	13,217
D'Abreo, Robin Jude	123,798	7,509	Davies, Paul	208,739	75
D'Adduzio, Jenna	198,179	17,255	Davies, Paul	157,161	473
Dahinten, Susan	142,981	-	Davis, Egan	94,897	-
Dahl, Darren	574,653	30,397	Davis, Ernest	77,063	-
Dahlgren, Leanne S	295,110	-	Davis, Henry Thomas	180,581	1,316
Dahmen, Joseph	130,785	1,531	Davis, Michelle Saskia	125,299	2,325
Dai, Chunping	87,574	3,074	Davis, Noelle L	105,334	-
Dake, Gregory Richard	162,234	-	Davis, Thomas	88,931	92
Daley, Denise	189,223	20,413	Davis, Wade	167,981	11
Daley, Joel D	76,971	277	Dawe, Leah	85,254	2,466
Dalton, Brian Harry	111,746	5,642	Dawes, Martin	214,108	-
D'Altroy, Lea C	84,960	2,064	Dawson, Marliese Y S	87,108	1,377
Dalziel, Pamela	147,359	-	Dawson, Terence E	135,566	-
Damascelli, Andrea	291,102	10,427	Dawydiak, Yvonne L	96,687	750
Damji, Fatima	76,976	16,242	Day, James	84,658	3,692
Dancygier, Barbara	180,605	6,663	Day, Susan Downing	170,708	7,651
Dang, Luan	120,817	-	De Angelis, Franco	139,142	2,000
Dang, Thu Thuy	95,587	2,200	De Araujo, Carmen R	78,517	4,470
Daniels, Lori	190,738	38,813	De Bosch Kemper, N	111,248	550
Daniels, Michael	247,381	9,917	De Burgos, Hugo	121,754	2,604
Daniluk, Judith C	131,948	984	De Castell, Suzanne	149,329	1,431



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
De Guzman, Erneida	79,721	4,074	Demello, Adam K	128,207	-
De Hoog, Carmen Lenore	84,881	2,202	Demirbas, Seckin	92,091	-
De Jager, Adriaan A	201,386	46,631	Dempsey, Jessica	145,723	2,133
De Jong, Allan	157,819	5,725	Deng, Nan Jiang Tom	83,793	-
De Leon, Maricres	84,412	20,105	Deng, Wanyin	83,492	-
De Leon, Paul Anthony	114,628	-	Denis, Leanne	175,020	10,641
De Long, Deborah	127,471	6,370	Denison, Jacqueline S	100,039	-
De Longis, Anita	196,846	17,853	Dennis, Jessica	88,620	6,154
De Oliveira, Andreotti	180,155	12,581	D'Entremont, Agnes G	137,662	3,328
De Silva, Clarence W	212,658	10,358	Der, Garry	119,372	6,154
De Sousa, Tavares N L	93,942	200	Der, Lindsay	88,513	1,987
De Trenqualye, M	80,477	2,970	Der, Morie P	83,196	520
De Vera, Mary	178,937	5,063	Deretic, Momcilo	98,472	-
De Villiers, Jessica	148,638	-	Dery, Bruce	81,788	-
Dean, Jared	77,167	310	Descalzo, Rolando C	82,197	2,622
Dean, Joanne	94,349	2,320	Deschambault, Ryan	112,662	-
Deans, Tara M	80,139	2,182	Desjardins, Sylvie	152,530	-
Dearness, Katherine F	78,565	13,126	Desmarais, Claude Paul	102,612	750
Debnam, Travis	91,922	-	Desmarais, Francois	90,448	200
Dechaine, Rose-Marie	153,683	803	Desouza, Norysca	80,187	(2,897)
Decolongon, Joel T	77,906	-	Desroches, Jason	80,139	-
Decolongon, Joji	88,490	9,344	Desroches, Regan P	78,550	-
Dee, Derek	131,239	6,310	Dettling, Bruno	76,475	327
Deer, Glenn	112,441	-	Deutsch, Meir	103,912	405
Deering, Kathleen N	82,579	-	Devereux, Michael B	265,957	15,252
Degraaf, Darren Tyson	163,005	-	Devine, Dana Virginia	203,995	5,565
Del, Bel Kate	77,915	1,664	Devisscher, Tahia	76,980	6,962
Delisle, Stephane G A	95,166	848	Devlin, Angela	178,088	4,406
Delraj, Jeeva	132,482	2,440	Devolin, Mike	130,277	153
			Dewald, Alisa	78,908	4,794
			Dexter Chaichian, L E	89,496	4,957

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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Deyholos, Michael	201,612	12,714	Dobson, Teresa	188,441	1,068
Dhamrait, Tajinder	77,468	-	Dodd, Garrett	81,989	1,440
Dhari, Ranjit Kaur	129,360	2,531	Dodds, Anthony	93,142	19,870
Dhatt, Ekjot	85,196	5,685	Dodds, Colin	86,486	8,010
Dhesi, Rupinder	75,998	-	Dodek, Peter M	108,283	3,308
Diamond, Adele	284,611	22,508	Dodge, Matthew	77,175	-
Dias, Allan	101,055	2,338	Doebeli, Michael W	211,407	-
Dias, Manuel	88,928	-	Doiron, Gerald	135,024	1,973
Diaz, Yasmin Angelica	102,272	1,998	Dolamulla, Rajitha	96,979	550
Dick, Alexander	150,509	4,057	Dolf, Mathew	109,622	7,843
Dick, Ernest Charles	79,009	-	Dollinger, Stefan	150,625	2,102
Dickson, Jenny	76,836	-	Domenco, Edward	76,369	771
Didur, Anita Louise	93,876	6,134	Domingue, Edith	118,262	6,772
Dierker, Steven	282,332	-	Donald, William Stuart	129,535	129
Dierkes, Julian	186,291	3,759	Donald-Jones, Mark Ian	98,868	-
Diewert, W Erwin	160,079	5,076	Donaldson, R Glen	340,378	-
DiLabio, Gino	221,923	18,402	Dong, Marlene	86,662	-
Din, Tariq	117,550	950	Dong, Xuesen	125,295	12,682
Dinn, Nelson	124,739	10,163	Donnelly, Leeann	163,885	1,737
Dipple, Gregory M	237,604	22,215	Donner, Simon	168,637	3,646
Ditchburn, Brian	84,992	3,015	D'Onofrio, Christine	124,162	1,000
Ditchfield, Moyra	167,353	-	Dooley, Damion M	79,677	7,243
Dixon, David G	189,860	3,146	Doran-Coelho, Sarah	86,883	1,710
Dixon, Joy	139,853	2,385	Dormuth, Colin	216,502	13,056
Dixon, Sarah Jane	88,917	624	Doroudi, Majid	166,178	3,270
Do Livramento, H	111,000	-	Dorscheid, Delbert R	163,258	-
Doan, Jonathan	100,019	7,108	Dosanjh, Pinder	87,670	5,097
Doan, Quynh	249,738	2,363	Doucet, Sharon M	76,989	409
Doberstein, Carey	125,385	2,509	Doudet, Doris	200,463	-
Dobie, Richard	75,685	619	Doughty, Gregg	81,082	1,449
Dobrer, Sabina	77,048	-	Douglas, Jennifer	82,584	55



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	Remuneration	Expenses*		Remuneration	Expenses*
Douglas, Jennifer	113,400	13,202	Duffell, Kim	99,879	3,860
Douglas, Scott	142,271	4,679	Duffy, Damian	122,432	4,213
Douglas, Tracey Lee	96,379	-	Duggan, Jennifer	112,747	200
Dow-Fleisner, Sarah J	107,916	8,025	Duggan, Shane	98,833	10,238
Dowlatabadi, Hadi	96,369	2,525	Dujon, Daryl J G	91,215	-
Doyle, Alan	129,058	61	Dulic, Aleksandra	150,089	3,481
Doyle, Doug	158,144	1,134	Dullum, Leah	87,695	1,335
Drage, Tara	83,413	4,535	Dullum, Ryan Craig	103,830	-
Dragojlovic, Nicolas I	96,384	1,078	Dumanoir, Colleen Rae	87,253	615
Drakes, Renita	119,637	-	Dumanoir, Gregory R	120,343	2,493
Drapala, Robert Joseph	103,445	2,012	Dumaresq, Cheryl E	184,380	26,943
Drebit, Sharla	126,127	12,505	Dummer, Trevor	181,450	749
Dreisinger, David B	240,780	32,023	Dumont, Guy A M	267,349	28,010
Drelichman, Mauricio	198,565	8,028	Dunat, Tatijana	85,263	-
Drenska, Eleonora	95,241	2,956	Dunbar, W Scott	214,048	5,758
Driscoll, Robert F	83,460	6,297	Duncan, Bradley James	82,895	100
Drljaca, Igor	92,860	4,944	Duncan, Clive P	226,702	-
Drozdzik, Marcus	119,712	-	Dunford, William G	93,120	9,278
Drynian, Donna	162,762	6,050	Dunham, Bruce	99,259	764
D'Silva, Reginald	113,597	1,754	Dunington, Brent	140,609	7,682
D'Souza, Sheila	76,881	-	Dunn, Elizabeth W	186,298	3,780
Du, Caigan	111,179	4,436	Dunn, Heather E	93,606	115
Dube, Olivier	85,879	5,927	Dunn, Shannon	146,266	22,646
Dubec, Joseph Abeetung	80,223	-	Dunsmuir, Dustin	75,938	3,477
Ducharme, Michel	153,845	1,108	Duong Van Hoa, Franck	173,107	2,472
Duckworth, Dillon	76,635	494	Dupont, Sarah	134,514	11,112
Dueck, Kevin Douglas	123,493	1,336	Durall, Daniel	76,782	6,034
Duff, David	293,120	16,054	Duranti, Luciana	200,880	42,289
Duff, Patricia	237,014	5,452	Duronio, Vincent	210,582	-
Duffek, Karen	96,148	3,687	Durynek, Jonathan	75,533	222



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	Remuneration	Expenses*		Remuneration	Expenses*
Dutz, Jan Peter	313,308	-	Egan, Brian	84,060	-
Dvorak, Marcel F S	89,342	-	Eggleston, Robert	139,945	12,336
Dyanatkar, Motaghed S	123,507	1,381	Egli, Colleen	89,428	9,102
Dyck, Lisa	106,382	1,239	Eich, Eric	260,079	5,905
Dyer, Earl	114,293	4,618	Eidsvik, Jean-Paul	142,327	7,966
Dyer, Roger Alan	79,304	-	Eikenaar, Jannik	92,067	9,570
Dysserinck, Holly Rae	79,210	699	Einarson, Rob	188,413	14,230
Earle, Bo	106,579	-	Eisma, Nur	102,711	2,286
Early, Margaret M	143,336	2,171	El, Khatib Lara	111,875	-
Eastwood, Michael	88,691	2,431	El-Adwar, Lamia	127,902	-
Eaton, Brett	180,073	-	Elango, Rajavel	140,751	-
Eaton, Christopher	151,675	9,884	El-Bezre, Nazih	79,413	-
Eaton, Kelly Lynn	115,610	1,750	Eldstrom, Jodene	86,967	2,097
Eaton, Matthew	126,833	-	Elfimov, Ilya S	104,978	-
Ebadian, Mahmood	75,995	3,170	Elfring, Gwynn Johan	143,131	13,393
Eberhardt, Erik	209,892	10,056	El-Kassaby, Yousry A	232,129	31,439
Eberle, Jennifer	84,033	5,117	El-Khoury, Masumi Abe	85,026	-
Eberle, Wilson Allan T	159,929	4,215	Ellermann, Antje	170,834	3,158
Ebl, Tamara L	104,450	1,410	Elliott, Sinikka	133,692	7,887
Eccott, Lynda	137,727	4,285	Elliott, Stacy L	101,049	-
Echard, Sian	221,637	8,737	Ellis, Cathryn	145,738	14,870
Eddy, Allison Audrey	249,782	6,922	Ellis, Debora Lynn	99,018	2,835
Edelstein-Keshet, Leah	99,060	1,454	Ellis, Ingrid	90,816	(183)
Edgley, Mark L	122,132	1,217	Ellis, Jason	133,224	-
Edinger, Elizabeth	169,297	801	Ellis, Matthew	94,457	-
Edwards, Christopher	81,550	494	Ellis, Naoko	151,980	8,209
Edwards, James	82,967	-	Ellis, Shona Margaret	176,206	1,375
Edwards, Mark	103,861	1,431	Ellis, Simon	162,341	7,750
Edwards, Meredith	94,671	-	Ellis, Ursula	114,224	359
Egami, Renay	139,694	1,359	Ellison, Jolie	103,054	2,224
			Ellison, Malcolm	85,969	782



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Elmo, Davide	161,205	17,688	Etmanski, Tamara R	166,378	7,360
Elnaggar, Ayman	126,331	6,572	Etminan, Mahyar	134,241	3,284
Elouazizi, Noureddine	98,760	-	Eto, Uyoyouoghene	78,829	8,712
Eltis, Lindsay D	224,858	4,637	Etxabe, Julen	123,829	6,025
Elviss, Tlell Caitlin	85,549	-	Eva, Kevin	255,452	1,975
Emanuels, Ingrid	93,406	344	Evangelista, Ellen	75,409	2,347
Emmett, Kelin Anne	80,769	573	Evangelista, Hannah N	80,363	-
Enarth, Shashidharan	103,067	7,567	Evans, Christine	78,660	-
Eng, Debra Ho Yun	88,644	3,576	Evans, Daniel M	85,968	4,799
Eng, Janice	226,567	13,457	Evans, Garth C	81,603	9,536
Engle, William Macneil	95,566	760	Evans, Heidi J S	146,589	10,184
Englezos, Peter	246,300	10,210	Evans, Laurel	195,548	6,094
English, Carolyn L	75,770	800	Evans, Michael	189,053	25,499
English, Conor	82,262	4,328	Evans, Paul M	184,941	12,931
Englund, Letitia	79,690	3,841	Evans, Philip David	224,361	17,763
Enns, James T	241,655	10,227	Evans, William	200,362	1,205
Epp, Richard Arthur	85,131	1,280	Evenden, Matthew D	202,347	6,311
Epp, Sheila M	171,040	3,567	Eves, Neil D	179,381	5,992
Erb, Tanya Lynn	76,371	185	Ewald, Graham Daniel	87,986	3,119
Erdelyi, Shannon	79,938	-	Ewen, Stephanie	82,618	647
Erener, Suheda	76,577	5,691	Eyles, Barbara Jean	87,158	4,925
Erewa, Toritseju	91,423	-	Faber, Shawna	137,730	720
Erfan, Aftab	123,835	7,617	Fabiano, Antonio	77,187	303
Esdaille, John	221,629	-	Faddegon, Jennifer C	136,216	1,470
Eshghi, Shirin	137,325	1,420	Falkner, Krista Ann	121,544	4,200
Eskelson, Bianca	135,643	3,023	Faller, Florian	84,914	-
Eskicioglu, Cigdem	182,066	9,603	Fallis, Natalie	88,327	842
Essak, Martha	100,600	429	Fallon, Gerald	132,187	3,500
Esson, Lynne	125,202	706	Fama, Kimberly Lace	80,168	2,322
Esteves, Andrea P Z	188,679	2,343	Fan, Belen	80,411	-
Etesami, Farzad	142,109	-	Fan, Grace Hong	104,399	10,074



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Fang, Kayla Maria	96,172	949	Feldman, Joel S	95,559	-
Fang, Limin	228,722	8,938	Feldman, Rebecca	82,573	-
Fang, Ting	89,853	147	Fels, S Sidney	233,420	1,524
Fannin, R Jonathan	204,955	21,016	Feng, Chen	109,921	39,653
Farah, Katra	82,546	77	Feng, Hsi-Yung Steve	221,139	915
Farhang, Mehr	96,566	13,958	Feng, James Jingtao	205,110	9,855
Farzaneh			Fengler, Markus	140,408	3,473
Farinha, Luz Vitor	164,900	19,508	Fennelly, Michael	122,590	10,163
Farmer, Susan W	87,919	3,833	Fenton, Meredith C	105,615	2,845
Farr, Jennifer Leigh	137,253	1,502	Ferguson, Joseph P J	92,718	1,021
Farrar, Paula	118,897	1,332	Ferguson, Vicki	81,123	582
Farrell, Anthony	201,675	18,454	Fernandez, Darran	79,366	2,119
Farrell, Laura Marie	82,579	267	Fernandez, Leslie	112,797	550
Farrell, Todd	195,000	-	Fernandez, Orjuela J A	76,287	1,022
Farrelly, Paul	153,250	6,405	Fernandez, Rachel	177,036	3,859
Farrer, Matthew James	156,818	5,413	Fernandez, Utrera M S	141,817	5,053
Fast, Selina	82,611	-	Fernlund, Goran	135,243	3,850
Fatmi, Mahmudur Rahman	93,414	7,018	Ferrari, Peter J	85,667	-
Faulkner, Guy Edward J	210,498	8,435	Ferraro, Janet	95,716	-
Faulkner, Teresa	93,359	5,227	Ferrazzi, Michael	82,900	-
Favilukis, Jack	343,493	2,623	Ferreira, Alfredo	102,416	3,724
Fay, Christopher	128,090	1,060	Ferreira, Da Silva D	216,151	4,621
Fedida, David	234,284	6,601	Ferreira, Laila	76,873	1,524
Fedorova, Alexandra	193,857	440	Ferreira, Zenia	76,569	5,078
Feeley, Michael J	237,084	-	Ferris, Andrew	78,213	-
Fehr, Andy	96,482	4,001	Festa-Bianchet, G	105,567	798
Fehr, Erin	83,284	4,114	Field, Thalia Shoshana	128,310	2,545
Feichtinger, Leanne	89,139	1,249	Fielden, Ian William	78,974	1,758
Feighan, Denise	101,903	6,109	Fields, Erin	127,659	838
Feist, Brad	76,128	247	Filipenko, Margot	149,936	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Filipozzi, Luca	160,359	1,481	Fleming, Kele L	123,894	2,100
Filwok, Shaun	145,282	4,586	Fletcher, Jennifer Lee	80,134	-
Finch, Hilary	78,033	32,461	Fletcher, Sarah	77,762	4,745
Finestone, Scott A	80,467	467	Fletcher, Thandi	96,713	88
Fink, Jonathan	92,448	5,724	Flibotte, Stephane	81,769	-
Finlay, B Brett	327,391	9,156	Flinn, Bernard J	107,760	-
Finlay, Sara-Jane	215,707	23,022	Flood, Karen Ruth	107,353	3,977
Finniss, Mark	79,863	-	Floresco, Stanley B	194,912	11,741
Seymour			Flynn, Alexandra	133,512	16,847
Firican, George	135,627	1,677	Fogelman, Dafna	91,968	4,778
Firkins, Jacqueline	123,251	-	Fogelman, Menachem	113,341	500
Fischer, Erik	94,043	236	Fograscher, Judith M	81,609	908
Fischer, Linda C	161,945	631	Folk, Joshua	179,113	2,765
Fischer, Michelle	118,864	-	Alexander		
Fisher, Adlai J	441,499	-	Folk, Silvia	76,969	-
Fisher, Alexander	184,017	9,546	Fong, Andrew Jeffery	75,255	-
John			Fong, Trevor	122,836	147
Fisher, Anat	80,046	5,095	Foo, Kuan	108,960	-
Fisher, Brendan	98,577	-	Ford, Adam	123,729	7,679
Fisher, Charles	81,908	-	Ford, Cristie Lee	234,083	1,912
Fisher, Gar L	76,206	-	Ford, Laurie	155,834	4,835
Fisher, Kevin	125,247	5,469	Ford, Nancy	204,073	6,944
Fisher, Richard	191,562	9,646	Forer, Barry Allan	103,813	195
Fisher, Teri Vered	159,750	3,843	Fornieris, Tanya	140,109	7,334
Fisk, Janna	89,736	3,987	Fornes, Crespo Oriol	75,079	1,831
Fitzgerald, Colleen	107,161	-	Forsberg, Pamela	95,722	184
Fitzgerald, Mark	184,239	2,880	Forssman, Natalie	76,322	-
Fiuzza, Alexis Schanen	80,235	-	Anne		
Flannigan, Ryan	87,899	-	Forster, Bruce	270,196	1,052
Fleetham, John A	166,002	558	Forsyth, Lindsay John	75,625	1,109
Fleming, Anne	154,572	-	Fortier, Dan	77,171	-
Fleming, John	129,559	1,124	Fortin, Marie-Claude	165,024	6,513



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	Remuneration	Expenses*		Remuneration	Expenses*
Fortin, Nicole	249,469	4,829	Fraser, Bud	113,111	1,250
Forwell, Susan	227,676	10,065	Fraser, David G	239,001	71
Fosbery, Kelly	81,777	6,442	Fraser, Marni A	97,209	-
Foster, Denise	97,818	-	Fraser, Scott Gordon	76,608	566
Foster, Glen	142,759	7,965	Fratpietro, Lisa	103,372	1,270
Foster, Jodie Lynn	76,424	1,159	Fray, Scott M	82,829	99
Foster, Leonard	250,186	18,440	Frechette, Rebecca L M	80,139	605
Foster, Paula	94,582	564	Freedman, Ruth	167,408	165
Foster, Stephen	122,433	15	Freek, Chris Marshall	110,655	632
Foulds, Ian	127,077	6,657	Freeman, Hugh James	167,637	158
Fox, Joanne Alison	235,065	19,184	Frelick, Nancy M	109,047	6,917
Foxall, Eric	75,074	795	French, Stephanie	79,927	-
Foyevtsova, Kateryna	79,215	8,431	French, William Earl	97,606	-
Frackman, Kyle Edward	140,426	14,679	Frenklach, Miriam	127,933	1,399
Fradet, Guy	103,795	-	Freudenreich, Andreas	102,807	6,020
Fragante, Gerardo	120,333	-	Freund, Luanne	182,507	5,035
Franch, Ballester J C	115,319	120	Fridman-Garner, J	128,039	2,029
Franchuk, Jeff	76,498	480	Friedersdorf, Stephan	121,182	-
Franchuk, Vyacheslav	121,611	-	Friedlander, Michael P	245,236	9,367
Francis, Gordon	170,747	8,592	Friedman, Jan Marshall	247,878	4,947
Francois, Nelly	125,079	399	Friedman, Joel	184,690	-
Francois, Patrick	280,563	4,756	Friedman, Richard M	114,872	-
Francois, Roger	135,605	7,805	Frigaard, Ian	220,332	26,749
Frangou, Sophia	118,829	-	Frisque, Jenica	94,997	10,336
Frank, Adam J	157,364	1,344	Froese, Richard Gerd	80,884	2,972
Frank, Blye	348,955	58,645	Frohard-Dourlent, H	98,481	3,177
Frank, Erica	197,097	-	Frohlick, Susan	175,697	17,321
Frank, Lawrence	203,652	7,018	Frost, Cecily A	201,122	3,566
Frankel, Adam	184,624	218	Frost, Heather D	116,031	-
Franz, Marcel	193,025	2,085			
Fraser, Ailana	208,339	5,355			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Frost, Lindi	177,576	13,383	Galea, Liisa Ann M	217,658	11,404
Frost, Ruth	127,327	1,931	Galiano, Zurbriggen I	86,485	85
Frost, Yvette Lisa	92,260	15,024	Galla, Candace K	129,641	8,589
Frostad, John	126,260	4,245	Gallagher, Joseph	76,463	1,611
Fryzuk, Michael D	108,131	3,174	Gallagher, Niall	112,384	85
Fu, Hu	150,118	20,115	Gallipoli, Giovanni	239,682	17,238
Fu, Qiang	132,165	13,976	Gallo, Maria Eugenia	167,205	5,114
Fuentes, Jennifer J	120,393	998	Galpin, Daniel	89,114	2,977
Fuerst, Robert	141,689	1,693	Galvao, Jim Matos	101,568	6,596
Fujita, Mari	171,064	10,383	Gamble, Brad	194,020	3,931
Fujita, Miki	85,431	2,976	Ganguly, Riya	106,770	5,227
Fuller, Sylvia	154,685	432	Gantt, Soren Matthew	258,733	13,586
Fullerton, Jennifer	109,738	1,844	Ganz, Pia Jane	112,053	3,507
Fullerton, Margarita M	140,197	1,789	Gao, Yong	135,295	3,689
Fulton, Bruce	135,098	-	Garbi, Rafeef	196,557	1,538
Fund-Reznicek, Ella	80,827	-	Garbuz, Donald	132,254	17,462
Fung, Celene	91,473	40	Garcia Fulle de Owen, M I	120,684	-
Fung, Emily	98,140	998	Garcia, Perez Grisel M	138,621	-
Fung, Grace	77,460	-	Garcia, Ronald	193,314	14,296
Furgal, Matthew	75,759	766	Gardener, Andrew	95,003	1,667
Gabana, Cori	75,079	-	Gardiner, Robert	194,388	-
Gabias, Paul	118,872	-	Gardner, Gregg	117,710	22,519
Gabor, Helen	87,516	2,581	Gardner, Jeffrey C L	84,888	3,339
Gabora, Liane M	165,332	12,555	Gardner, Sarah	102,807	-
Gadermann, Anne M	130,209	-	Garlappi, Lorenzo	399,116	3,173
Gadhia, Atul Dinesh	94,351	3,921	Garner, Jonathan	90,829	99
Gaertner, David	115,203	1,299	Garnis, Catherine A	157,879	-
Gafincu, Iuliana	118,844	1,713	Garrard, Greg	158,729	10,715
Gagnier, Derek	84,986	-	Garrett, Bernard Mark	149,931	5,755
Gagnon, Susan	128,364	4,333	Gassner, Florian C	108,039	2,747
Gainforth, Heather	131,420	12,202	Gaston, Christopher	135,752	4,627



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	Remuneration	Expenses*		Remuneration	Expenses*
Gateman, Robert G	155,237	-	Ghioca, Dragos Florin	175,967	-
Gates, Derek	179,216	8,158	Ghoreishi-Madiseh, S A	133,178	27,117
Gaulton, Nikki	86,008	364	Ghosh, Rajesh	110,767	10,874
Gay, Colin	262,562	4,379	Ghosh, Sanjoy	126,392	1,207
Gaynor, Erin	161,086	6,287	Ghoussoub, Nassif	281,762	17,938
Geary, David	131,003	5,623	Ghtaura, Bhavraj S	99,187	43
Gee, Peter	87,579	-	Ghuman, Sukhpal	89,753	-
Gee, Richard	90,477	252	Giaeever, Guri Nina	195,698	-
Geise, Hilary Adams	88,765	1,329	Giammarino, Ronald M	414,324	10,410
Gelbart, Michael Adam	144,541	-	Giang, Amanda	118,996	6,991
Gelinas-Lemaire, V	81,829	12,957	Giannopoulos, N	86,187	-
Gelmon, Michael	97,178	1,848	Giaschi, Deborah E	194,811	4,881
Genschorek, Roland Rex	79,863	-	Gibb, Martin	112,465	2,450
Geoffrion, Roxana	134,879	5,307	Gibbons, Kishani	135,125	2,450
George, Ellen	117,406	-	Gibbs, Ebrima	78,638	-
Gerardo, Carlos	90,079	-	Gibbs, Kara Evelyn	95,036	3,290
Gerber, Patricia	160,576	1,884	Gibon, Julien	93,718	(583)
Gergel, Sarah	189,664	1,165	Gibson, Deanna	149,811	14,272
Gerhard, Gillian M	88,740	-	Gibson, Lindsay	88,579	4,710
Germain, Rachel	112,462	4,191	Gibson, William Thomas	173,501	5,124
Gerofsky, Susan	132,242	10,507	Gick, Bryan	201,232	8,795
Gerrits, Heather	83,492	4,389	Gilbert, Allison J	81,740	2,124
Gervais, Robyn Dean	147,545	839	Gilbert, David Robert	83,287	1,864
Gervin, Mark	103,399	4,807	Gill, Harjit	109,576	4,535
Gesi, Michael	93,209	-	Gill, Hartej	94,549	-
Ghahary, Aziz	235,323	7,379	Gill, Jagbir	121,078	8,799
Ghanbarian, Alavijeh S	83,785	2,103	Gill, Jaspal Tony	100,617	-
Ghaziani, Amin	200,231	10,412	Gill, Jaswinder	117,850	2,302
Ghebremusse, Sara	135,141	5,022	Gill, John	158,867	-
Gheorghita, Ligia	94,328	393	Gill, Paramjit S	127,611	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Gill, Paul	106,923	-	Godfrey, Sima N	132,038	3,194
Gillen, David	280,761	41,146	Godin, David	96,686	4,421
Gillespie, Judy	156,095	4,705	Godin, Robert P	89,837	5,699
Gilley, Brett	179,241	2,438	Goedhart, Christine M	77,917	550
Gillham, David	117,916	-	Goh, Seach Chyr	110,957	4,571
Gillis, Stephen T	81,846	82	Goh, Yah Kiat	89,454	-
Gilpin, Cassandra N	76,086	78	Gold, Michael	231,305	1,815
Gilray, Ann V	90,041	15,766	Goldbach, Toby	139,281	11,352
Gin, Edmund	86,311	158	Goldenberg, Randy	76,819	-
Giorgetti, Elena	75,740	3,713	Goldenberg, S Larry	197,058	1,143
Girard, Jonathan	155,717	2,943	Goldman, Ran	137,150	4,471
Girling, Cynthia L	209,637	243	Goldowitz, Daniel	238,858	8,611
Gisslow, Mary	140,713	5,368	Golesworthy, David	78,445	16,596
Giustini, Dean	117,563	2,452	Golinski, Jennifer Lyn	148,560	11,247
Gladman, Brett	192,637	2,329	Golland, Barish	84,924	4,367
Gladwin, Derek	135,368	10,879	Golovin, Kevin	104,254	9,421
Glassheim, Eagle	170,497	6,447	Golparian, Shaya	88,352	-
Glassman, James F	174,480	-	Gonzales, Yolanda	127,532	12,080
Glave, Nicola	104,629	889	Gonzalez, Sebastian	149,122	184
Gleason, Mona	211,949	5,904	Gonzalez-Montaner, J S	304,808	-
Gleave, Martin E	206,658	4,054	Gooding, Richard	111,828	2,709
Glenning, Mark	76,475	1,965	Goodison, Susanne	148,357	5
Glenning, Niki	85,315	-	Goodreault, Margaret E	99,094	3,293
Glidden-Tracey, C	115,272	2,070	Goodwin, Alan	87,856	285
Glymin, Mawuena S	126,422	2,518	Goodwin, Mark James W	76,012	-
Glynn, Andrew	185,351	692	Goold, Benjamin Jervis	261,720	1,962
Go, Genevieve	101,323	486	Gopal, Soumya	104,392	4,793
Gobis, Barbara	184,449	3,452	Gopalakrishnan, S	208,522	20,595
Goble, Scott	151,819	5,230	Gopaluni, Bhushan	223,854	32,522
Godbout, William V	79,100	-			
Godel, Sean	113,704	-			



**SCHEDULE OF REMUNERATION AND EXPENSES  
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Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Gordillo, Gaston R	185,452	9,180	Grant, Isabel	256,422	623
Gordon, Barbara	153,973	4,483	Grant, Miriam	169,058	575
Gordon, Christopher	119,963	-	Grant, Nicholas	84,053	-
Gordon, Jeremy	147,197	1,045	Granville, David	177,255	11,821
Gordon, Julia Yulia	165,211	300	Gratz, Derek	132,978	8,562
Gordon, Michael D	188,409	3,640	Gravelle, Andre	258,649	8,478
Gordon, Peter Shawn	90,702	-	Graves, Jonathan Lewis	135,345	60
Gorman, Emmet	78,739	-	Graves, Marcia Lynn	113,580	3,229
Gornall, Will	318,668	8,316	Gray, Andrew	105,917	9,469
Gorrie, Charmaine L	83,377	194	Gray, Gordon T	115,431	4,035
Gosselin, Hillary	231,101	4,216	Grayston, Susan	207,172	20,560
Gott, Suzanne	139,254	-	Grecov, Dana Radu	172,652	6,053
Gottenbos, Michael	87,191	-	Greco, Cristian Sorin	92,836	473
Gottlieb, Riki	250,529	3,169	Green, Carolyn	93,015	-
Goundrey, Cindy S	130,727	667	Green, David A	265,476	2,758
Gouthro, Karla Janette	110,501	5,552	Green, Erin	92,854	2,150
Gouzouasis, Peter	179,237	3,252	Green, Sheldon I	241,103	1,405
Grace, Robert	113,982	1,327	Green, Sherry Colleen	97,275	-
Graefe, Sara	88,201	2,169	Greenhough, Paul	85,974	-
Graf, Peter	111,719	1,471	Greenman, Janet E	179,666	8,687
Graham, Jay	112,613	564	Greenough, John D	181,549	2,111
Graham, John	229,437	9,218	Greenstreet, Mark	214,424	377
Graham, Sean	210,830	41	Greenwood, Aleteia	148,562	1,627
Grain, Kari	95,642	2,607	Greer, Kerry	104,524	1,851
Grandi, Giovanni	132,361	3,124	Gregory, Dean Stewart	104,165	4,761
Granot, Daniel	320,353	9,411	Gregory, Derek John	328,021	12,116
Granot, Frieda	420,035	23,234	Gregory-Evans, Cheryl	175,061	2,701
Grant, Carolyn	83,165	7,647	Gregory-Evans, Kevin	265,256	-
Grant, Edward Robert	241,007	39,577	Greif, Chen	269,274	11,866
Grant, Edythe	85,977	16,532	Greig, Alison Mary	164,841	8,588
Grant, Elaine	112,633	-			



**SCHEDULE OF REMUNERATION AND EXPENSES  
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Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Grekul, Lisa	156,458	-	Guenard, Chris Peter	86,311	-
Gretsinger, Kathryn	162,263	4,649	Guenette, Jordan	170,645	30
Grewal, Anna	95,433	-	Guest, Maire Frances	101,573	-
Griep, Louise	86,831	2,914	Guhn, Martin	142,990	4,995
Griesdale, Donald E G	127,370	1,905	Guimond, Cicy	106,902	2,192
Griess, Holger	89,494	4,196	Guimond, Michael R	100,065	998
Griess, Verena C	140,399	12,321	Gulati, Sumeet	171,954	9,591
Grieve, Elizabeth J	83,468	-	Gully, Linda	91,639	726
Griffin, Dale	410,121	19,898	Gunderson, Lee Paul	179,155	-
Griffin, Michael J	186,732	8,182	Gunn, Dylan	129,307	473
Griffith, Aaron	158,779	2,970	Gunn, Jennifer	77,616	3,206
Grigoryan, Armenak	134,059	-	Guppy, Neil L	227,933	1,201
Grimmett, Peter	106,202	3,346	Guram, Harjot	170,853	239
Grinnell, George	152,236	644	Gurstein, Penelope	224,504	4,005
Groat, Lee A	196,870	7,964	Gurton, Tracey Jane	164,984	-
Groeneweg, Gabriella S	92,482	1,273	Gustafson, Paul A	253,008	11,053
Gronberg, Marc Jon	80,423	459	Gustafson, Stephen J	177,931	3,954
Groom, Melanie	75,508	-	Gustar, Jennifer	143,691	1,000
Grosjean, Garnet	137,801	4,643	Gutierrez, Christopher	80,079	8,016
Grosshuesch, Jonathan	97,587	1,729	Guttman, Guy Edward	86,301	2,981
Grossman, Susan	151,711	2,018	Guy, Nancy	84,493	2,101
Grskovich, Dina	142,334	1,042	Guy, Pierre	135,663	-
Grunau, Ruth V E	210,400	18,833	Guy, Robert D	217,481	-
Gruter-Andrew, J	101,096	2,779	Guy-Bray, Stephen	202,828	2,000
Grygorczuk, Irek	93,658	94	Gvora, Randy	88,867	395
Grzybowski, Stefan	137,422	304	Gyenge, Elod Lajos	180,961	545
Gsponer, Joerg Anton	155,875	-	Ha, Anna	76,828	1,597
Gu, Diwen	126,542	3,353	Ha, Kwan Ho	75,206	-
Gu, Xiong	182,367	-	Ha, The Thinh	110,969	-
Gudaitis, Lia	110,737	121	Haapasalo, Markus P	221,325	-
			Haas, Kurt	205,626	11,851

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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Haber, Eldad	170,263	25,643	Han, Andrea	122,014	1,647
Hackett, Tillie-Louise	180,070	4,719	Han, Hsiao-Cheng	135,026	-
Hadden, Julie C	95,440	1,589	Han, Lengyi	77,107	-
Hafeli, Urs	161,427	25,675	Han, Xi Bin	85,972	-
Hagerman, Shannon M	140,683	6,400	Hanberg, Debra	83,580	11,279
Haggart, Renee	132,348	6,019	Hancock, Paul	159,700	4,777
Hakami, Rana	80,940	561	Hancock, Robert E W	264,568	23,130
Hakkarainen, Karen	128,431	2,986	Handy, Todd Cameron	182,336	4,849
Hakkinen, Lari T	203,753	-	Haney, Cara	139,576	6,628
Hall, David Geoffrey	232,056	502	Haney, Colleen	108,846	3,677
Hall, Jamie	127,598	44	Hankins, Janet	91,908	3,223
Hall, Kathleen Currie	132,208	-	Hanley, Gillian E	81,644	-
Hall, Nicholas James	88,366	-	Hanna, Kevin	151,844	11,931
Hall, Shirlett	75,544	-	Hannabuss, Frances A	82,660	-
Hallam, Linda D	92,967	1,556	Hansen, Jorgen	76,206	-
Hallam, Steven James	182,301	6,573	Hanser, Amy Elizabeth	134,110	-
Hallas, Alannah	81,079	3,354	Hanser, Jessica	93,829	-
Hallate, Cindy G	93,961	-	Hanson, Amber	80,761	1,507
Hallensleben, Markus	145,495	9,981	Hanson, Drew Tyler	75,305	2,261
Hallet, Jacqueline	78,575	-	Hanson, Kevin	146,659	22,414
Halpern, Mark	197,942	-	Hansson, Gunnar	157,164	-
Hambler, Patty	116,694	7,917	Harakh, Vinesh	95,210	-
Hameed, Morad	137,462	-	Harbottle, Tyler	120,565	3,873
Hamel, Keith A	156,079	2,189	Harcus, James Charles	76,170	-
Hamilton, Clayon	75,965	6,818	Hardaker, Andrea	84,570	1,753
Hamilton-Eddy, Clare	116,832	3,590	Harder, Alicia C	95,550	1,046
Hamlin, Jane Kiley	162,614	11,778	Harder, Brent	81,820	3,849
Hamm, Corey Donald T	163,318	500	Harder, Kenneth Wayne	148,556	375
Hammond, Gail K	140,162	-	Harding, Jillian Tara	127,011	3,400
Hammond, Geoffrey L	102,018	5,954			



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PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
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Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Hardisty, David Justin	264,711	13,515	Hart, Debbie	108,406	-
Hare, Donovan	121,093	4,407	Hart, Miranda	148,110	18,271
Hare, Jan	234,742	17,011	Hart, Richard	193,508	1,445
Hare, Warren Louis	158,219	6,233	Hartung, Gary	105,884	13,382
Hargott, Natalie	75,494	2,557	Harun, Hazita	111,560	-
Hargraves, Brianna	82,793	1,706	Harvey, Laura	99,028	6,332
Hargreaves, Allison	128,018	1,134	Harvey, Manon	145,079	20,071
Harley, Christopher D	177,636	-	Harvey, Nicholas	190,935	8,039
Harley, Jeff	84,053	-	Harvie, Debbie	90,045	2,660
Harley, Robert	98,148	582	Hasan, Emrul	102,152	-
Harper, Brian	76,601	-	Hasan, Mohammad Khalad	99,778	7,658
Harper, Leonie E	88,304	553	Hasani, Sylvia	86,727	-
Harper, Tim S Y	75,087	210	Hasanzadeh, Hassib	86,745	8,541
Harrigan, Paul R	241,370	4,383	Hashemi, Azadeh	92,561	5,010
Harris, Brent	114,070	1,444	Hasinoff, Michael D	158,893	-
Harris, Ciara	78,387	1,052	Hassan, Marwan	224,074	4,126
Harris, Douglas	248,951	3,868	Hassan, Mohammed	75,505	-
Harris, Gillian	105,439	1,460	Hassan, Syed Arif	108,812	-
Harris, Heather	116,745	10,479	Hassani, Badre T	88,062	29,464
Harris, Kevin	126,239	1,774	Hastie, Bethany	141,502	3,482
Harris, Leila Marie	172,230	4,803	Haston, Christina	147,144	15,128
Harris, Mark Andrew	163,532	9,362	Haswell, Sharon	78,333	1,312
Harris, Nikos	199,050	4,263	Hatala, Rose	161,427	-
Harris, Paul	91,334	-	Hatas, Miroslav	119,623	-
Harris, Robert A	96,754	-	Hatzikiriakos, Savvas	222,340	25,407
Harris, Sara Ellen	196,032	3,031	Hatzimanolakis, Penny	86,353	1,287
Harrison, David	88,631	1,492	Hauert, Christoph	190,960	3,145
Harrison, Fran	83,373	-	Haughian, Kimberly	77,170	-
Harrison, Kathryn	224,511	8,820	Haughn, George	182,974	3,113
Harrison, Mark J	199,921	22,529	Haukaas, Terje	193,879	10,292
Hart, Craig J	198,343	28,013			



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PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
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Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Havaei, Farinaz	105,837	3,325	Helsley, Robert Warren	528,884	149,971
Havercroft, Laura B	75,007	-	Hempen, Daniela	87,544	-
Haverkamp, Beth	159,845	395	Henderson, Gillian	174,275	28,329
Hawkins, Nathaniel	113,275	-	Henderson, Tracy	94,328	1,136
Hay, Lauchlan R	92,261	2,212	Hendijani, Fard F	102,341	5,220
Hayat, Asif	84,819	-	Hendricks, Christina L	177,287	3,112
Hayden, Michael	408,280	9,047	Henkelman, Steven	79,091	229
Hayes, Jonathan	96,051	4,466	Henry, Alisa	99,391	4,033
Haynes, Charles A	241,120	3,575	Henry, Annette	208,136	2,996
Hays, Paul Stephen	130,563	105	Henry, Gregory H R	171,880	10,261
Haywood, Bradley David	77,488	1,461	Hensel, Irene	137,239	3,508
Head, C Keith	272,696	10,007	Herdin, Wolfram	122,012	167
Heale, John-Paul	192,334	4,192	Herdman, Anthony	154,854	26
Hearty, Christopher	149,507	8,762	Hermansen, Sally A	91,990	1,631
Heathcote, Brian	188,416	4,056	Hermida, Alfred John	211,494	11,251
Heatley, Stephen	194,970	205	Hermiston, Nancy Jane	223,652	4,133
Heck, Aaron	158,270	4,929	Hermon, Dave	102,807	-
Heckman, Nancy	105,856	4,373	Hernandez, Jordi	107,612	-
Hedtrich, Sarah	172,672	9,000	Hernandez, Marcela	160,219	965
Heer, Karamjeet Kaur	145,590	6,845	Herrera, Omar Enrique	132,850	1,342
Heeren, Cinda	192,802	-	Herrington, Darren	94,912	25
Heichert, Brian J	86,747	8,650	Herrington, Susan	196,509	2,064
Heilke, Thomas	177,800	6,206	Herzer, Stacey	87,601	-
Hein, Jason	147,019	33,664	Heseltine, Lorraine M	97,917	1,489
Heine, Steven	206,389	12,036	Hesselink, Nathan	161,415	527
Heinkel, Robert Lee	323,396	-	Heth, James Vernon	136,635	6,898
Heinrich, Kurt	168,248	6,089	Hewage, Kasun	200,043	13,973
Helm, Frederic Pierre	104,614	1,953	Hewitt, Nina	87,176	4,161
Helm, Jeffrey Roy	79,087	-	Hewitt, Paul L	145,771	6,225
Helm, Kelsey A	75,879	536	Hewko, Rockne	75,697	-



**SCHEDULE OF REMUNERATION AND EXPENSES  
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	Remuneration	Expenses*		Remuneration	Expenses*
Hewlett, Krista	76,498	377	Hirtz, Janine	101,924	6,666
Heyl, Jeremy S	188,060	4,269	Hiscox, Jay	161,043	2,407
Hibbert, Alicia	76,793	205	Hnatkovska, Viktoriya	177,193	330
Hickey, Kenneth	141,316	7,033	Hnik, Iris	117,884	-
Hicks, Martin	78,238	5,424	Ho, Albert	80,139	-
Hickson, Paul	185,622	9,525	Ho, Donna Ting	77,599	546
Hiebert, Daniel Joseph	177,988	5,913	Ho, Ida	105,267	527
Hiemstra, Kristina	122,680	397	Ho, Julie Jia Li	84,874	475
Hientz, Melanie	82,046	441	Ho, Ka Chu	102,385	-
Hieter, Philip	294,662	4,090	Ho, Kendall	265,001	33,946
Higgs, Catherine	181,233	9,441	Ho, Patrick	113,609	-
Hill, Alex	87,664	2,384	Ho, Richard Donovan	76,411	649
Hill, Andrew James	95,541	-	Ho, Sylvia Yuan-Yuan	79,686	-
Hill, Derrick	87,625	252	Ho, Vincent	222,550	9,978
Hill, Ian	113,427	3,155	Ho, Yuen Hong Alvin	102,733	473
Hill, Joy	83,919	6,181	Hobbs, Amy Lee	99,041	2,324
Hill, Tracy	87,710	691	Hoberg, George	191,123	4,897
Hilliard, Jason K	77,582	-	Hobrough, Ana-Maria	206,280	7,408
Hills, Brent	121,670	426	Hockertz, Michael	113,735	20
Hilsmann, Norma	97,621	270	Hodge, Carl	90,276	-
Hilton, A Sandy R	217,934	2,705	Hodges, Karen	168,886	2,740
Hinch, Scott	226,697	12,338	Hodges, Nicola	171,058	5,527
Hingston, Adrian Owen	100,382	3,599	Hodges, Norman	97,792	-
Hingston, Patricia A	111,921	3,960	Hodgson, Antony J	194,577	13,956
Hinshaw, Gary	232,626	6,613	Hodgson, Elizabeth	174,518	7,934
Hinton, Joyce	139,920	19,893	Hoegg, Jo Andrea	342,306	4,651
Hipsey, Paul	93,209	2,627	Hoffman, Bradford G	141,950	-
Hirani, Saker	148,701	5,001	Hoffmann, Florian	169,659	967
Hirawatari, Ryan	95,741	(237)	Hogg, Colette	79,584	-
Hirsh, Charlotte E	162,471	4,048	Hoglund, Nicholalea	120,029	-
Hirst, Martin J	202,278	6,874	Hohl, Corinne Michele	136,322	571



**SCHEDULE OF REMUNERATION AND EXPENSES  
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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Hohmann, Paige	83,281	5,262	Hoorfar, Mina	235,106	16,397
Holaday, Michael	177,279	26,067	Hope, William Aaron	79,356	402
Holbrook, Cay	153,835	7,550	Hopkinson, John M	111,794	265
Holbrook, David	81,433	1,029	Hopper, Gordon	146,673	4,395
Holder, Mark	84,804	-	Hoppmann, Christiane A	188,555	12,758
Hole, Rachelle	166,035	24,744	Hoption, Cann Stephen	78,929	-
Hollander, Laszlo	119,623	196	Hordyk, Adrian	113,329	3,693
Hollander, Zsuzsanna	104,125	4,725	Horfilla, Marites	122,748	-
Hollenberg, Susan	124,627	-	Horne, Andrew James	125,275	358
Holliday, Ryan	104,744	668	Hornibrook, Edward	181,831	5,123
Hollingshead, Susan	110,679	1,088	Horwitz, Marc Steven	235,284	9,216
Holloway, Isaac R	117,401	-	Hosepyan, Ani	190,285	10,730
Holmes, Cheryl Lynn	110,079	21,981	Hoshi, Saori	81,237	1,512
Holmes, Nancy	84,772	2,177	Hossain, Md Jahangir	148,898	7,994
Holmes, Reid	196,017	5,143	Hou, Jessica Xiao Li	82,930	3,569
Holsti, Liisa	167,577	-	Houle, Brian	77,787	535
Holt, Paul	87,344	-	Housden, Izaak	105,691	13,024
Holton, Ronald John	207,077	1,787	Howard, Amanda Fuchsia	131,041	-
Holtzman, Susan	157,646	8,520	Howard, Jackie	124,054	4,273
Holuszko, Maria E	142,075	12,259	Howard, Jacquelyn E	87,353	38,285
Holzman, Jonathan	212,206	736	Howe, Leann	174,495	539
Homewood, Susan M	184,101	7,394	Howe, Tami	113,981	3,257
Honer, William	339,184	870	Howie, John A	83,571	1,180
Honey, Christopher R	140,031	26,744	Howorko, Deborah E	117,664	-
Honeyman, Natasha M	79,722	1,297	HRgovic, Darko	95,594	-
Honey-Roses, Jordi C	117,631	6,396	HRistov, Jasmin	97,213	6,863
Hong, Ahnes	108,273	7,677	Hsi, Anthea	94,484	2,888
Hong, Virginia	136,009	15,319	Hsiang, York	137,615	1,048
Hong, Wenli	104,614	-	Hsiao, Barbara	113,551	4,905
Hooker, Laura	125,040	-	Hsiao, Chieh-Wen Jeff	131,651	2,925
Hooper, Jennifer A	79,380	2,941			



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	Remuneration	Expenses*		Remuneration	Expenses*
Hsiung, Ging-Yuek R	144,066	18	Huh, Woonghee Tim	428,202	18,739
Hsu, Helen	85,398	357	Hui, Bowen	116,675	1,579
Hsu, Ting Wei John	85,829	-	Hui, Linda	115,413	385
Hu, Alan	229,897	11,458	Huisman, Tom	128,246	8,851
Hu, Yuhong Steffi	84,342	19,489	Hull, James	97,323	1,783
Hua, Simon	80,308	-	Hulstein, Mark Glenn	166,430	6,426
Huan, Tao	112,462	5,768	Hum, Jeffrey	81,041	1,805
Huang, Chi	144,358	998	Humphrey, David	101,186	-
Huang, Guoxiang	103,347	406	Humphries, Christine	111,238	4,114
Huang, Tina	90,685	2,276	Humphries, Karin	110,001	3,725
Huang, Tongkai Thomas	76,206	-	Humphry, Ryley	88,988	13,586
Huband, Deb	142,652	12,796	Hundal, Jasdeep	126,688	200
Hubball, Harry	159,628	45,624	Hunt, Brian Peter V	122,000	7,348
Huber, Brenda J	88,897	899	Hunt, Dallas	75,299	4,429
Hubinette, Maria M	159,129	3,139	Hunt, Kalev	97,041	-
Huble, Anita	192,667	7,626	Hunt, Michael Anthony	183,095	4,391
Hucal, Daria L	86,108	885	Hunt, Sandra	102,635	2,554
Huddart, Kennedy Emily	130,437	6,792	Hunt, Sarah	119,423	2,823
Hudniuk, Doug	84,992	149	Hunter, Carrie	87,591	509
Hudson, Brad	86,146	17,299	Hunter, Joanna J	83,795	2,777
Hudson, Kam Carla L	178,308	227	Hunter, Kate	166,567	560
Hudson, Nicholas James	182,027	3,526	Hunter, Kshamta B	80,139	1,211
Hudson, Zachary	128,978	9,418	Huntsman, David	400,926	37,948
Huebert, Michelle D	78,318	151	Huot, Suzanne	129,738	6,874
Huebner, Kurt Helmut	188,324	19,920	Hur, Nam-Lin	122,089	11,963
Huehn, Stephanie	97,948	2,401	Hurd, Laura Christine	184,213	1,571
Huemoeller, Katharine	103,236	5,767	Hurwitz, Trevor	110,963	-
Huffman, Ryan	145,899	625	Husband, Kelly	128,916	6,039
Hughes, Merrilee	90,583	15	Hussain, Shahid	106,096	1,740
Hugli, Richard N	135,086	650	Hussain, Tariq	77,394	1,465
			Hutchings, Robyn	80,079	716



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	Remuneration	Expenses*		Remuneration	Expenses*
Hutchinson, Norman	196,042	-	Inglis, J Timothy	210,459	5,055
Hutchinson, Shirley	77,634	480	Ingram, Allan J	78,132	121
Hutchison, Camden R	144,116	-	Inkinen, Tea	86,893	592
Hutton, Jane C	111,808	-	Innbjor, Kathryn Sara	121,219	-
Hutton, Thomas A	134,498	-	Innes, John L	291,132	45,428
Huxham, Lynsey	119,251	-	Ip, Jason	87,583	-
Huynh, Giao	87,523	-	Ip, Ming Sing	85,471	-
Huynh, Hanh	143,095	-	Iqbal, Hassan	79,284	3,634
Huynh, Helena	105,669	-	Iqbal, Javed M	155,736	9,660
Huynh, Hung Thanh	77,175	59	Irvine, Andrew D	218,618	3,452
Huynh, Kevin	78,135	1,535	Irwin, Darren Eugene	178,077	2,307
Huynh, Tony	105,655	-	Irwin, Rita	245,765	13,286
Huzyk, Chris	88,882	-	Isaacson, Michael D S	312,665	-
Hwang, Il Myoung Sam	154,625	4,675	Isaak, Leanne	121,628	32,571
Hwang, Sung Kook	85,019	1,376	Isbasescu, Ioan Mitrut	116,397	-
Hyatt, Nicole	115,646	-	Isbasescu, Ion	80,740	473
Hymel, Shelley	232,725	2,342	Ishida, Mayu	85,039	3,256
Hyslop, Adam	86,437	2,043	Ishiguro, Laura M	129,956	2,412
Hyson, Chad	121,887	-	Ishiyama, Fumio Ishu	147,286	4,150
Iampietro, Diana	110,871	2,987	Islam, Khan	84,794	1,935
Iampietro, John	85,208	113	Iurascu, Ilinca Maria	136,236	5,776
Ibrahim, Mohamed	110,310	6,663	Ivanochko, Tara S	152,134	640
Ichikawa, Jonathan P	164,531	12,432	Ivanov, Andre	255,647	10,285
Idle, Melissa	76,462	-	Ivanov, Kirill	90,291	-
Ifti, Entela	100,601	1,470	Ives, Joss	121,376	3,645
Ilaga, Marito	89,812	147	Iverson, Sabine	78,324	3,765
Illes, Judy	237,359	22,178	Izzo, John	124,129	-
Ilves, Eerik Riivo	110,325	5,879	Jack, David	127,846	868
Imlach, Brittany G	91,281	6,541	Jackes, Robert	192,896	12,633
Indrasigamany, Duke	147,061	-	Jackson, Barbara Joy	97,632	2,554
Infanti, Maurizio	83,170	210	Jackson, Cathryn	155,497	3,035



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	Remuneration	Expenses*		Remuneration	Expenses*
Jackson, Emmanuel	77,750	-	Janicki, Jennifer R	83,780	-
Jackson, Russell Scott	94,434	1,497	Janke, Robert	129,601	-
Jackson, Susan	101,072	1,598	Jankowski, Jill Emily	135,982	1,533
Jackson, Tonner Luke	101,348	9,351	Janmaat, Johannus	156,921	3,066
Jacob, Karen	79,376	1,882	Janmohamed, Salim	142,607	1,036
Jacobs, Alan Michael	186,147	5,374	Janssen, Colton D	80,904	184
Jacobs, Kelly Alisha	91,355	8,976	Janssen, Patricia	211,037	464
Jacques, Melissa M	104,910	-	Janzen, Nicole	89,603	-
Jacques, Todd	112,009	2,406	Jarus, Tal	212,540	4,149
Jaeger, Carol Patricia	222,735	6,266	Jarvis-Selinger, S A	250,293	1,394
Jaeger, Nicolas A F	224,227	473	Jasper, Dennis M	100,055	506
Jafer, Waged	80,129	8,049	Jatskevich, Juri	214,995	15,469
Jaffer, Mahmood	87,412	-	Jauca, Ciprian D	77,578	8,176
Jahng, Namsook	90,035	550	Jauod, Mary Grace	82,448	1,814
Jaiman, Rajeev	158,322	21,965	Javdani, Mohsen	128,450	5,652
Jakobi, Jennifer M	169,138	8,938	Jawanda, Jasdeep Singh	137,664	760
Jalali, Minoo Sadat	86,448	-	Jaworski, Dariusz A	94,843	2,542
James, Gareth Philip	157,096	-	Jean, Francois	153,720	75
James, Kedrick P A	133,864	2,270	Jefferess, David	144,981	-
James, Ryanne	90,866	4,540	Jefferies, Wilfred A	196,425	1,172
James, Suzanne	80,850	3,000	Jeffries, Andrew R	78,453	-
James, Todd	121,361	-	Jelic, Darko	134,319	1,740
Jamieson, Daniel R	79,494	-	Jellinek, Andrew Mark	165,474	13,920
Jamieson, Janet Ruth	187,735	3,613	Jelovica, Baehar	84,154	528
Jamieson, Mark	76,656	-	Jelovica, Jasmin	120,298	2,543
Jammu, Bhupinderpal S	81,659	941	Jenkins, Caroline S	84,509	2,831
Jan, Benjamin L	91,581	38	Jenkins, Julie	100,344	486
Jan, Eric	183,152	8,752	Jenkinson, Olivia Cate	75,733	2,161
Jandciu, Eric	96,342	75	Jennings, Linda	89,494	2,350
Jang, Kerry L	191,852	4,013	Jensen, Carmen Lynne	99,582	11,957
Jang, Victor	152,185	7,087			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Jenson, Jennifer	191,332	29,541	Johnson, James	128,663	-
Jenstad, Lorraine M	141,066	806	Johnson, James D	198,671	36,643
Jeong, Gyung-Ho	129,715	2,194	Johnson, Jordon	76,435	420
Jerome, Gillian	81,694	208	Johnson, Kayli	88,762	11
Jessen, Karl	186,370	6,688	Johnson, Kyle	77,601	-
Jessri, Mahsa	110,962	1,627	Johnson, Mark Stephen	172,255	6,685
Jethwa, Jayant	144,065	-	Johnson, Michael Roger	76,949	-
Jetter, Reinhard	201,579	-	Johnson, Pauline	203,137	-
Jevitt, Cecilia	174,078	19,268	Johnson, Phyllis J	135,310	3,781
Jhangiani, Surita	115,272	60	Johnson, Robert	151,634	802
Jhangri, Sukhdip	81,547	2,733	Johnson, Susan Ann	99,784	1,686
Jia, Dawn	580,367	8,349	Johnson, Thomas	141,172	2,236
Jiang, Feng	133,809	12,540	Johnston, Darlene	109,867	1,260
Jiang, Jian	85,488	-	Johnston, David P	109,483	312
Jimenez-Martinez, Jose	91,103	-	Johnston, Kirsty	163,856	227
Jin, Xiao Liang	132,744	4,052	Johnston, Richard G C	231,558	9,194
Jing, Jing	89,206	1,550	Johnston, Sarah	116,223	2,506
Jing, Zhichun	168,431	33,126	Johnstone, Nicholas W	81,754	-
Jirasek, Andrew	145,527	2,828	Jolie, Taira Renee	114,467	35
Job, Brian L	128,230	1,348	Jolly, Carole	175,663	2,856
Jocic, Simonida	79,496	473	Jolly, Glenn	76,113	-
Joe, Harry Sue Wah	191,499	1,881	Jones, Adam J	173,046	2,702
Joghataie, Abdolreza	101,153	-	Jones, Allan	240,535	2,177
Johal, Avneet	86,541	2,200	Jones, Amanda Jane S	87,550	-
Johal, Raman	81,535	-	Jones, Barrie	95,880	-
Johansson, Carl I	137,843	23	Jones, Brian	151,880	16,430
Johnson, Andrew	124,573	991	Jones, Charlotte	120,670	2,654
Johnson, Camille M L	114,579	550	Jones, David J	170,498	2,795
Johnson, Catherine L	179,415	23,030	Jones, David M	88,160	-
Johnson, Diane D	85,383	-			
Johnson, Gregory W	156,063	809			

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	Remuneration	Expenses*		Remuneration	Expenses*
Jones, Dean	75,079	-	Justice, Daniel	184,963	3,848
Jones, Francis H M	124,967	2,250	Justice, Douglas E	110,006	1,594
Jones, Melanie	124,428	4,631	Kaan, Raymond	114,547	-
Jones, Perry	75,514	-	Kabel, Jacob J	105,019	3,687
Jones, Sheila	96,856	52	Kahlon, Reny	148,569	-
Jones, Steven J M	137,495	-	Kaija, Angela	98,218	-
Jones, Terri Lynn	83,279	4,840	Kaila, Dalvinder Dee	143,204	8,700
Jong, Billy	120,682	998	Kain, Jennifer	216,400	19,099
Jonoska, Stojkova B	85,536	-	Kakal, Juzer	82,424	-
Jordan Gaetz, Shanda	196,725	354	Kalaignani, Vyas Velan	104,494	-
Jordan, Alana	79,335	4,458	Kalas, Pamela	153,871	1,266
Jordan, Shauna Marie	75,863	-	Kalay, Sena	82,804	-
Jose, Liza Del Rosario	174,546	1,075	Kalia, Sunil	164,927	7,101
Jose, Rodrigo	75,807	4,187	Kalsbeek, Katherine	143,071	4,940
Joseph, Paul	133,207	6,293	Kalynchuk, Karen	75,490	-
Joseph, Paul	96,222	971	Kam, Christopher	179,343	-
Josh, Linda	177,135	5,252	Kam, Florence Yin To	84,882	-
Joshi, Bharat	90,466	-	Kam, Michael Man Kei	84,905	3,922
Joshi, Dharm	98,586	3,363	Kamal, Saeid	87,446	-
Joshua, Israel Ravi K	90,855	349	Kamat, Vinay Ramnath	144,410	15,226
Jovel, Eduardo M	172,714	-	Kanakagiri, Meghna S	105,003	6,024
Jovicic, Jelena	142,228	1,000	Kandlikar, Milind	213,062	1,958
Joy, Annamma	230,544	16,892	Kang, Wenjie	96,910	6,476
Jubilo, Anna Marie B	82,295	1,655	Kanhai, Devin Matthew	140,583	14,480
Jumaa, Alhejazi Hanan	80,078	-	Kanji, Tamiz Jamal	171,098	3,063
Jung, Diana Wai Moui	81,342	1,693	Kanji, Zul	170,281	2,321
Jung, Mary Elizabeth	164,554	14,309	Kannagara, D C	129,128	1,834
Jung, Sook Kuen	77,440	-	Kao, Amy Hsiao Han	98,637	391
Jurca, Octavian	89,699	413	Kappelhoff, Reinhild	97,973	1,858
Jurczyk, Karl Hans	100,715	68	Karakochuk, Crystal D	80,594	3,015
Jurkevics, Anna	94,092	2,719			



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	Remuneration	Expenses*		Remuneration	Expenses*
Karan, Jelena	76,204	1,500	Keddie, George Anthony	102,688	2,072
Karasin, Kirk	80,442	643	Keefe, David A	90,342	3,478
Karchut, Adria	75,324	5,887	Keeling, Naomi Marya	111,088	1,566
Karczmarek, Joanna	164,275	-	Keeling, Patrick John	246,701	17,485
Kariya, Hema	77,703	-	Keeseey, Andrea K	112,133	1,868
Karlstrom, Lena	110,012	380	Kei, Wendy Wai Yee	93,202	-
Karu, Kalle	159,531	-	Kell, Danica	81,642	2,082
Karwowska, Bozena	175,179	19,876	Kelleher, Dermot	614,771	38,411
Kasahara, Hiroyuki	208,185	10,054	Keller, Holly Irene	103,207	21
Kasana, Niyati	77,790	139	Kellett, Janna Stroud	78,921	40
Kasapi, Mario A	149,595	16	Kellett, Ronald	249,114	15,977
Kassam, Karim	83,613	-	Kelly, Deirdre	183,969	2,844
Kassam, Rosemin	151,241	13,768	Kelly, Niamh	129,364	-
Kastner, Erin	112,465	131	Kelly, Nicole Tanya	78,513	-
Kastrukoff, Lorne F	130,875	1,206	Kelly, Patricia	86,720	589
Kastrup, Christian J	188,043	8,117	Kempff, Alice Caroline	78,805	-
Katahan, Effy	93,580	-	Kemple, Thomas M	175,941	5,017
Kato, Timothy Martyn	94,290	2,822	Kendrick, Jacqueline M	122,518	1,180
Katz, Jennifer	134,642	15,257	Kendrick, Maureen	183,387	3,058
Kaushal, Asha	159,111	2,382	Kennedy, Alexander A	86,578	-
Kavanagh, Trudy	148,991	11,555	Kennedy, David	109,898	440
Kavouras, Dimitrius	83,676	1,096	Kennedy, Lori	135,788	1,990
Kawa, Keith	149,507	439	Kennedy, Mary Clare	86,716	1,775
Kay, Christopher	83,821	275	Kennedy, Paul	116,469	680
Kayfish, Shelley	143,530	1,885	Kennepohl, Pierre	162,136	-
Kazama, Misuzu	98,640	1,257	Kenney, Denise	151,643	3,020
Kazanjan, Arminee	209,856	-	Keogh, Eric	78,111	-
Kazemi, Sona	77,486	1,706	Keown, Paul Anthony	190,371	1,527
Kealy, David	128,459	8,112	Keremidschieff, Gary	80,139	-
Kearns, Leanne	119,416	5,442	Kerns, Connor	129,832	6,124
Keats, Patrice	119,042	1,882			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Kerr, Jennifer	81,720	1,099	Khowaja, Asif Raza	82,013	4,351
Kerr, Scott	83,702	1,197	Khung, Aaron Wee- Jiunn	76,891	998
Kerr, Thomas Hudson	208,828	4,965	Khurana, Christine R M	75,847	1,195
Kershaw, Elizabeth M	103,011	71	Kiczales, Gregor	269,625	3,331
Kershaw, Paul	166,432	8,548	Kieffer, Tim	265,548	30,490
Kershaw, Terra	91,614	-	Kiefl, Robert F	144,389	948
Keshani, Hussein	147,193	8,006	Kiernan, Brenda	109,470	7,370
Kesler, Roland Lincoln	258,750	2,426	Kiernan, Clare	75,884	622
Kesselman, Maresa N	83,041	88	Kijsawangwong, Metha	90,895	483
Ketler, Richard John	76,544	437	Kikkawa, Ayumu	217,830	30,182
Kettle, Devin	75,599	-	Kikuchi, Jim Toshio	95,265	1,890
Keulen, Casey James	85,714	2,505	Kilani, Ruhangiz	82,732	6,404
Keyes, Daniel	121,146	2,234	Killen, Sean	103,121	440
Khakban, Rahman	87,632	-	Kilmartin, Kerry	84,309	2,905
Khalil, Joseph	97,375	-	Kiloh, David	146,374	-
Khan, Aarif	95,044	654	Kiloh, Kimberley M	157,806	5,767
Khan, Anichul	98,886	-	Kim, Allison	163,137	3,853
Khan, Nadia Ahmed	208,381	83	Kim, Baek Jung	168,029	4,562
Khan, Shareen	81,883	-	Kim, Bosung	91,383	-
Khan, Sophia Shehnaaz	79,927	-	Kim, Dami	76,771	10,390
Khan, Zaira	119,404	10,120	Kim, Hugh	214,821	4,997
Khanbhai, Irfan A	101,983	7,147	Kim, Ilhwa	116,884	1,006
Khandelwal, Pooja	108,390	2,219	Kim, Jisun	81,580	10,627
Khanlian, Hourik	93,052	8,411	Kim, Michael	234,085	-
Khara, Mandy	85,597	2,806	Kim, Robert	82,969	68
Khare, Tarnpal	80,079	10,743	Kim, Won	91,822	1,782
Khasanova, Elina	78,091	1,788	Kim, Wonsang	76,206	-
Khayat, Philip Edgard	95,343	100	Kim, Young-Heon	196,610	4,587
Kheirkhah, Sina	106,287	4,472	Kim-Bautista, Maria J	88,019	463
Khella, Amrik	94,948	-	Kimura, Tomoko	138,887	1,700
Khoo, Gary	88,309	407			



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	Remuneration	Expenses*		Remuneration	Expenses*
Kinch, Wende L	130,971	-	Klenz, Jennifer	131,210	60
Kindler, Anna	320,897	12,910	Kline, Anna	90,597	2,278
Kindler, Pawel M	206,019	-	Kline, Catherine	78,745	472
King, David Brian	78,818	-	Klinkenberg, Brian	154,829	-
King, Dylan	88,490	7,804	Klironomos, John	213,171	12,634
King, Elisabeth	129,073	5,903	Klonsky, Elisha David	161,478	9,353
King, Janet Marianne J	98,497	5,200	Klukas, Richard	152,949	473
King, Jessica Louise	83,912	7,883	Klymenko, Tamara	85,263	-
King, Julian Ross Paul	223,641	4,851	Knapman, Christopher	87,265	345
King, Marlene	88,062	7,032	Knezevic, Anthony J	145,036	10,723
King-Brown, Erin K	100,419	1,750	Knight, Darryl	181,212	41,416
Kingsep, Craig	78,199	-	Knight, Rob	93,764	-
Kingston, Caroline J	100,440	-	Knight, Thomas R	144,968	1,097
Kingstone, Alan Forbes	285,509	13,461	Knight, Vicki Floyd	133,512	5,518
Kion, Tracy A	172,078	1,865	Knitter, Sarah	119,915	5,367
Kirchen, Patrick	158,678	4,827	Knorr, Edwin Max	89,526	1,813
Kissoon, Nirranjan	297,169	904	Knowlden, Glynis	84,852	-
Kitchin, Vanessa	89,056	4,420	Knox, Sara	99,687	6,229
Kitts, David D	227,234	6,240	Knox, Trevor	88,111	6,350
Kiyooka, Jeff Tomi	106,959	48,403	Ko, Elizabeth	163,215	2,509
Kizhakkedathu, J	182,383	11,243	Ko, Frank K	137,853	521
Klaassen, Damara	168,575	10,007	Kobor, Michael Steffen	272,949	27,905
Klaray, Christine	104,949	780	Kobylka, Joel	82,442	5,341
Klassen, Chris James	84,543	2,812	Koch, Christian	83,924	1,362
Klassen, Wendy	148,256	11,864	Koehle, Michael S	253,452	3,937
Klaver, Wade Robin	93,662	10,175	Koehoorn, Mieke W	212,197	2,916
Klegeris, Andis	191,543	9,481	Koelbleitner, Chris	92,065	13,707
Klein, Bern	190,985	48,083	Koester, Kira Siiri	77,980	25,480
Klein, Geltink Ramon	96,079	4,065	Kofer, Gernot	133,117	1,819
Klein, Peter Williams	195,075	41,845	Koizumi, Keiko	83,614	-
			Kojevnikov, Alexei	128,094	428



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	Remuneration	Expenses*		Remuneration	Expenses*
Koleva, Eli Ivanova	82,381	166	Kozak, Robert Antal	239,698	5,130
Kolhatkar, Ashra	79,036	550	Kozicky, Sara	76,630	2,220
Kolhatkar, Varada	88,579	-	Kozieradzki, Ivona	127,092	5,330
Kolind, Shannon H	108,817	22,925	Kozlowski, Piotr	172,408	5,092
Kollbrand, Veronika	85,387	2,449	Kraal, Anders	90,845	-
Kon, Maciek	283,742	1,809	Krahn, Alison	82,176	2,540
Konefal, Tomasz	96,767	-	Krahn, Andrew David	198,531	348
Kong, Hoi	222,137	8,722	Krajden, Mel	365,812	-
Kong, Jacky	76,521	-	Kramer, Jennifer	158,335	6,387
Kong, Wai-Ching Alfred	156,510	-	Kramer, John Kipling	122,621	11,622
Konijnendijk, Cecil	183,924	14,022	Kramer, William	76,521	-
Konoval, Michael B	107,861	-	Kranabetter, Muriel	120,721	-
Koot, Cathy	80,010	82	Krank, Marvin	196,043	12,538
Koot, Jacqueline	78,507	714	Krassioukov, Andrei	241,961	47,885
Kopak, Richard	144,299	-	Krause, Alan John	101,509	2,173
Kopec, Jacek Andrzej	205,391	2,575	Krausz, Reinhard M	282,609	-
Kopke, Darrell	77,641	1,625	Krbavac, Marie	89,265	208
Kopp, Janel Lynn	132,896	4,602	Krebs, Claudia	177,436	4,007
Koppes, Michele	147,375	11,458	Krekoski, Carrie Lynn	92,041	302
Kopylova, Maya	190,372	2,711	Kremen, Claire	318,458	23,674
Korberg, Kristen	118,321	6,456	Krems, Roman	220,642	7,376
Kornelsen, Jude	163,124	18,676	Krisciunas, Elizabeth	95,765	362
Korres, Hellen	83,988	9,553	Krishnan, Harish	338,231	5,586
Korthauer, Keegan	82,409	4,989	Krisinger, Michael J	113,859	-
Kosh, Gayle	109,415	-	Krist, Jennifer Anne	126,097	-
Koshi, Eileen	80,544	-	Kroc, Edward	110,941	7,722
Kosub, David R	109,779	-	Kroeker, Garth	101,473	850
Koulouris, Vicky	84,399	420	Kroeker, Jeff	184,118	8,715
Kounkou, Godfrain J	85,389	53	Kroller, Eva-Marie	146,341	-
Kovacevic, Lindsey P	106,748	-	Kronstad, James W	278,645	11,039
Koyama, Karen M	141,972	1,517	Kruchten, Philippe	257,968	3,022



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Kruk, Edward Andrew	128,384	854	Kwok, Brian	117,042	1,170
Krusch, Chris	136,771	-	Kwok, Chi Yung	118,281	998
Kruse, Josh	82,951	55	Kwok, Frank	100,759	107
Kryworuchko, Jennifer	93,920	-	Kwok, Jason S H	123,932	5,465
Krzic, Maja	172,021	5,118	Kwok, Ruth	112,053	6,981
Krzysik, Charles Karol	86,510	-	Kwok, Yin Nam Kenny	113,032	-
Kubeck, Kevin	95,668	234	Kwok, Yvonne	79,611	-
Kubota, Ryuko	170,923	1,455	Kwon, Brian	130,345	4,411
Kuhl, David Richard	260,769	-	Kwon, Janice Smith	162,467	11,658
Kujala, Vincent	86,684	-	Kwong, Kung Chris Wo	77,781	1,261
Kulesza, Aleksandra	82,081	601	Kwong, Marcos	93,214	-
Kumar, Bhatt Sunil	99,504	1,940	La Pierre, Darla	116,353	709
Kumar, Ujendra	187,419	-	La Rochelle, Jessica L	81,387	4,919
Kumar, Uma	81,729	19	La Selva, Samuel V	149,614	-
Kunst, Ljerka	195,412	309	Laba, Izabella	196,911	555
Kunz, Nadja Catherine	127,647	9,459	Labadie, Kevin	155,522	8,415
Kunz, Tamara	100,911	3,309	Labao, Teodulo	83,793	-
Kuo, Chuan-Hui	87,221	1,181	Labun, Carolyn	76,892	3,375
Kupfer, Michael	91,297	141	Lacaille, Diane	265,454	2,099
Kurtu, Mohammed Jamal	125,302	7,827	Lacey, Sajni	84,873	6,102
Kurtz, Donna	145,084	5,309	Lacombe, Agnes M	130,293	-
Kuruthukulangare, J S	245,581	-	Lacroix, Serge	128,137	731
Kushnir, Alex	91,616	2,329	Ladak, Ali Reza A	118,984	1,109
Kuskowski, Alexandra	79,485	2,186	Laffin, Christina	154,650	-
Kutasiewich, Wendy	76,949	1,582	Laher, Ismail	208,951	-
Kuus, Merje	178,957	10,253	Lahiri, Amartya	146,071	3,342
Kuusela, Dean	171,541	69	Lai, Ben Chee Yeung	92,059	-
Kwakkel, Frederik	177,166	404	Lai, Daniel	86,667	756
Kwan, Ting Ting	84,142	550	Lai, Edenia	80,932	5,641
Kwei, Robert	81,374	-	Lai, Eric	110,986	-
Kwok, Agnes G Y	80,235	-	Lai, Hubert	248,863	13,135



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Lai, I-Ju Sandra	78,491	65	Lamotte, Kari	150,079	24,762
Laidler, Timothy	95,038	18,970	Lampe, Lutz Hans-J	260,933	20,483
Laird, Colleen	85,579	5,762	Lane, Chris	78,908	1,129
Lakowski, Gregory Mark	132,931	-	Lang, Donna	122,121	3,407
Lakschevitz, Flavia	174,244	3,170	Langager, Graeme	160,217	17,432
Lakshmanan, Laks	225,704	11,256	Lange, Dirk	135,162	14,366
Laksman, Zachary W	127,729	-	Lange, Philipp	159,061	6,620
Lalji, Fawziah	204,704	2,770	Langevin, Francis	81,801	2,529
Lalonde, Robert	135,039	-	Langill, Robert H	84,427	-
Lam, Andy	123,797	9,455	Langlois, Sylvie F	284,995	904
Lam, Angela	101,028	1,497	Langton, Nancy	200,847	-
Lam, Anita	87,107	1,938	Langton, Nina	136,419	861
Lam, Frank	162,321	5,799	Lappin, Daniel Edwin	84,746	-
Lam, Gabrielle	103,151	7,163	Lapsky, Sandra	111,881	790
Lam, Gee Chung	81,371	-	Larcombe, Ellen	100,602	2,440
Lam, Henry	75,318	550	Lariviere, Adrienne S	76,204	2,928
Lam, Kevin	78,890	35	Larjava, Hannu S	273,577	1,279
Lam, Kitty	114,351	-	Laronde, Denise	190,134	-
Lam, Mark M W	95,830	13	Laroussi, Farid	156,545	4,817
Lam, Mimi Melissa	113,408	1,447	Larsen, Karen	82,314	550
Lam, Raymond	394,440	10,162	Larsen, Samantha	79,481	-
Lam, Sammy Pak Ki	78,983	2,935	Larson, Kyle P	135,581	10,787
Lam, Stephen C T	293,602	3,016	Lasinsky, Anne Marice	77,326	-
Lam, Tania	143,578	3,970	Lasko, Melissa	76,291	-
Lamb, Stephen	220,610	405	Lasserre, Patricia	178,630	3,648
Lamberson, Michelle	175,316	-	Laszlo, Krisztina E	122,662	3,641
Lambert, Nuella	81,212	319	Latell, Kristi Ruth	97,184	2,945
Lambert-Maberly, A	131,610	403	Latimer, Heather	90,462	5,735
Lamers, Katja Yvonne	162,788	566	Latta, Margaret	197,443	8,851
Lamond, Chad	86,654	-	Lau, Alex Chung Hin	84,928	1,396
Lamontagne, Andre	197,745	1,616	Lau, Anthony K P	124,040	499



**SCHEDULE OF REMUNERATION AND EXPENSES  
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Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Lau, Derek	78,927	-	Lawson, Kimberley Lynn	121,378	727
Lau, Gilly Chiu Yee	99,952	3,751	Lawson, Paul E	147,633	4,037
Lau, Grace Pui Ying	130,383	1,114	Lay, Connie	80,249	1,819
Lau, Koon-Ming	154,837	2,302	Layne, Linda	87,487	1,249
Lau, Michelle	90,390	-	Lazenby, Richard	90,416	-
Lau, Nim Wa	76,812	-	Lazrak, Ali	357,655	12,674
Lau, Rebeca	89,033	-	Le Billon, Philippe	180,292	15,994
Lau, Vicky	81,684	-	Le Brun, Elise	81,342	165
Lauenstein, Misha	100,021	-	Le Normand, Brigitte	117,272	7,183
Lauer, Sean Raymond	90,332	343	Leaf, Michael	102,088	4,843
Lauinger, Dennis	85,966	1,129	Leahy, Kathleen	125,801	5,437
Laule, Cornelia	143,909	6,082	Leal, Mejia H	78,397	10,141
Laurin, Kristin	148,806	7,116	Leander, Brian Scott	159,322	3,189
Lauritano-Saplywy, D	144,523	-	Leander, Celeste A	144,224	1,092
Lauscher, Helen Novak	116,008	1,283	Leathley, Linda	112,052	-
Lauster, Nathanael T	139,278	-	Leathley, Margaret	111,212	76
Laval, Bernard	208,102	5,582	Leavitt, Blair	234,279	9,781
Lavallee, Susanne	127,196	12,577	Leavitt, Sarah	76,692	431
Lavender, Terrance J	136,041	2,163	Lebans, Christopher	93,439	-
Law, Alan	124,227	941	Lebaron, Michelle	229,621	11,287
Law, Jacky	88,992	1,361	Leblanc, Andrew	78,931	-
Law, Michael Robert	209,012	2,407	Leblanc, Sanja	123,961	2,442
Law, Robyn Jamie	82,782	-	Leboe, Renee	78,807	8,981
Law, Sin Yan Hedy	127,489	3,067	Lebrun, Susan	108,981	89
Lawrence, Carri Robin	138,134	18,950	Leddy, Shannon	106,287	989
Lawrence, Gregory A	296,810	12,934	Ledue, Jeffrey Matthew	104,842	5,037
Lawrence, Ramon Edward	166,388	7,433	Lee, Agnes Yuet Ying	170,500	-
Lawrence, Sean Kevin	131,426	750	Lee, Alexia	101,096	998
Lawson, Charlotte Jane	120,161	2,669	Lee, Annie	76,788	2,820
			Lee, Barbara	115,110	454



**SCHEDULE OF REMUNERATION AND EXPENSES  
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YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Lee, Brian	194,445	4,628	Lee, Ruthann	102,225	1,000
Lee, Celeste	78,322	846	Lee, Sanghoon Conan	269,832	3,188
Lee, Christiana Mee	75,973	-	Lee, Sean	123,460	5,999
Lee, Christine K T	99,596	864	Lee, Steven Alexander	79,132	-
Lee, Christopher	172,980	11,518	Lee, Steven Chi Wuah	93,592	4,366
Lee, Chuy Adrian Chua	78,450	147	Lee, Steven Hugh	113,010	8,086
Lee, Derek	95,743	-	Lee, Steven Kin Chin	95,744	2,403
Lee, Edmund	122,300	147	Lee, Tang	94,577	-
Lee, Frederick	132,707	7,870	Lee, Tara	88,954	-
Lee, Gene	249,446	10,534	Lee, Tina	82,967	12,541
Lee, George	89,272	1,449	Lee, Vanessa	90,187	1,470
Lee, Glen	114,118	-	Lee, Vincent	181,084	988
Lee, Insun	102,447	-	Lee, Woohyuk	76,728	274
Lee, Jae-Hyeok	132,971	3,094	Lee, Yue Ki Yvonne	85,651	2,231
Lee, Jasmin	83,152	-	Leeder, James Michael	89,596	3,813
Lee, Jeanne S	85,852	-	Lefaire, Kelly Ann	123,015	-
Lee, Jonathan Hugh C	77,361	5,685	Lefebvre, Louis	158,391	2,619
Lee, Jongho	117,325	8,118	Legare, Jean-Sebastien	75,000	1,558
Lee, Julian Chun Hei	75,950	481	Legault, Marianne	162,773	8,123
Lee, Justin	82,544	3,515	Legg, Karen	101,778	1,429
Lee, Karen	86,307	263	Legh, G Barry	75,354	-
Lee, Karen	117,150	5,021	Legkaia, Elena	80,220	460
Lee, Larry	105,269	-	Lehman, Darrin R	117,708	-
Lee, Lawrence Wai Tak	87,585	-	Lehner, Django	97,129	2,900
Lee, Lisa Hei Har	84,170	1,815	Lei, Jeff	98,093	4,206
Lee, Meghan	94,105	1,470	Lei, Jin	116,988	-
Lee, Melissa	87,601	-	Lei, Mei Michelle	98,799	550
Lee, Michael	128,035	25,574	Leipsic, Jonathon A	167,820	3,355
Lee, Nancy	101,382	1,932	Leitan, Thilini	75,914	82
Lee, Robert	101,228	8,245	Lekich, Jolanta	100,396	9,882



**SCHEDULE OF REMUNERATION AND EXPENSES  
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YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Lemay, Valerie M	181,541	-	Levac, Gerald	99,604	1,927
Lemche, Jennifer	92,498	-	Levell, Nicola	151,991	1,822
Lemieux, Guy	199,256	13,075	Leveridge, Aubrey Neil	99,871	1,868
Lemieux, Thomas	297,567	3,634	Levin, Adeera	177,660	-
Lemieux, Victoria	177,063	14,620	Levings, Megan	226,969	8,511
Lemmel, Nicholas	76,206	-	Levinsen, Paul	97,499	1,594
Lemoult, Joelle	129,144	7,811	Levy de Castro, F G	87,063	-
Lence, Barbara Jean	165,754	4,384	Lew, Flora	99,633	9,639
Leon, Chui Susana	110,696	-	Lew, Janey	93,807	1,207
Leong, Allen	121,328	-	Lewis, Kathryn	118,606	3,895
Leong, Justin	87,903	399	Lewis, Patrick	136,362	5,510
Hayward			Lewis, Suzanne	228,332	-
Leonova, Olga	79,956	-	Leyton-Brown, Kevin	254,361	17,891
Lepage, Francis	133,118	1,688	Li, Anna	145,826	2,292
Lesack, Paul	95,765	420	Li, Dayna	92,173	24,302
Leslie, Thomas N J	84,696	419	Li, Donald	111,007	1,226
Lester, Richard Todd	123,370	12,786	Li, Duanduan	133,537	1,500
Leszczynski, Adam A	102,807	-	Li, Guofang	198,923	12,939
Leung, Brian Ho Sun	118,775	-	Li, Hao	254,361	762
Leung, Cyril	182,314	772	Li, Haochen	84,735	12,190
Leung, Fok-Shuen M	153,402	1,130	Li, Hongbin	180,129	18,283
Leung, Janice	120,482	-	Li, Huiqing	94,328	-
Margaret			Li, Isaac Tian Shi	114,897	7,251
Leung, Kam Wai	97,352	-	Li, Jessie Jie-Ping	97,837	1,870
Calvin			Li, Jing	97,224	8,181
Leung, Larry	151,878	10,222	Li, Kai	487,333	40,636
Leung, Laurence Yu-H	103,700	603	Li, Lena	97,887	2,468
Leung, Liana Hope	129,370	1,419	Li, Linda	195,408	625
Leung, Ming Piu Bill	76,206	55	Li, Loretta	138,821	50,067
Leung, Peter C K	223,850	1,850	Li, Lucy	126,360	106
Leung, Samuel	80,868	914	Li, Mandy	94,069	1,018
Leung, Vincent	121,014	3,094			
Leuty, Robyn D	109,802	5,007			



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	Remuneration	Expenses*		Remuneration	Expenses*
Li, Ping Hung	197,663	2,709	Lim, Pamela	185,905	11,954
Li, Ri	150,953	17,849	Liman, Joel	89,596	5,808
Li, Shyh-Dar	214,168	-	Lin, Bin Liang Kevin	77,287	3,911
Li, Tim	97,391	-	Lin, Debbie	92,092	3,967
Li, Wei	197,568	2,192	Lin, Edmond	123,837	5,122
Li, Xianli	77,596	419	Lin, Eugene	75,904	584
Li, Xiaojun	135,090	24,491	Lin, Jenny	78,459	822
Li, Xin	181,576	7,197	Lin, Johnny Tzu Yang	85,499	-
Li, Yue-Xian	162,654	1,533	Lin, Li-Wen	166,389	10,909
Liang, Edward	107,898	100	Lin, Pi-Hua	92,440	114
Liang, Fang	89,095	550	Lin, Raymond	84,882	1,017
Liang, Xiaofeng	97,397	-	Lin, You-Min	91,010	1,163
Liang, Zhi Hui	81,529	1,297	Linares, Luis R	161,897	473
Liao, Carol	161,301	5,508	Lincoln, Peter Adrian	97,642	107
Liao, Yu-Huan Theresa	86,677	79	Lindberg, Schuyler	93,531	-
Liau, Heather Yung-C	77,505	1,459	Lindenberg, Erin	78,624	-
Libben, Maya	126,524	4,495	Lindholm, George	119,623	-
Lieblang, Jason	99,723	3,849	Lindner, Ingrid Marie	96,609	-
Liem, Adrian Kwan-Ing	114,304	1,300	Lindsay, Mark	89,152	1,797
Lieu, Justin	107,748	3,331	Lindsay, Michelle Rose	87,438	1,827
Lievers, Randy Dale	87,567	3,935	Lindsey, Charles Robin	309,690	10,691
Liew, Dewey	105,183	550	Lindstrom, Kevin	116,468	-
Lightfoot, Jennifer	91,726	1,827	Ling, Victor	293,201	-
Lightfoot, Sheryl Rae	195,865	48,438	Ling, Yun	118,030	-
Liljefors, Brett A	83,355	1,800	Linkletter, Ian	78,756	537
Lim, Chinten James	138,569	806	Linkletter, Julie	87,723	40
Lim, Choon Jim	166,328	1,123	Lippa, Jennifer	130,319	-
Lim, Jonathan Shih- Wen	102,807	3,707	Lipsen, Michael	94,502	-
Lim, Michael	79,866	-	Liquorish, Stephen	80,037	-
Lim, Michelle	93,215	1,769	Lis, Mieszko	156,906	42,223



**SCHEDULE OF REMUNERATION AND EXPENSES  
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	Remuneration	Expenses*		Remuneration	Expenses*
Lisonkova, Sarka	120,911	4,999	Lo, Chih Shen Owen	123,354	11,525
Lister, Alison	152,737	5,178	Lo, Johnny Chieh Chia	142,861	5,265
Lister, Jane	124,311	7,046	Lo, Kin	399,894	44,584
Liston, Mary Ann	167,244	3,564	Lo, On-Lap Calvin	125,828	147
Little, James Joseph	232,128	4,599	Lo, Wilson	123,225	-
Little, Jonathan P	190,923	18,715	Locher, Jens	122,144	3,892
Liu, Danmei	98,076	496	Locke, Sean	84,813	976
Liu, Dun	83,945	1,790	Lockhart, Gary T	96,583	488
Liu, Guiping	75,334	485	Lockhart, Karen	96,589	-
Liu, Hongguang Harley	86,784	-	Lockyer-Cotter, Laura	96,799	583
Liu, Jenny Jie	148,758	570	Loewen, Christopher	184,791	1,013
Liu, Jian	108,064	3,362	Loewen, Peter Shane	203,699	3,849
Liu, Jie	90,661	6,202	Loewen, Philip D	212,952	4,934
Liu, Jing	130,021	3,808	Loewen, Ron	140,068	-
Liu, Keqin	129,451	-	Logan, Tricia	108,278	14,798
Liu, Lidong	77,318	-	Loh, Yale	220,079	10,276
Liu, Mary	120,737	550	Lokman, Kees	141,950	976
Liu, Qi	79,986	-	Lolliot, Simon Dominic	110,500	-
Liu, Sandy	162,033	214	Lomas, Cyprien	106,699	-
Liu, Siyuan	141,395	15,026	Lomba, Evelyn	112,633	9,188
Liu, Teresa Yeong Lih	210,176	14,361	Lombard, Caren	142,655	2,998
Liu, Tian Hong	78,391	975	Lomness, Arielle	91,403	5,138
Liu, Wenying	147,299	10,010	Long, Phoebe Morene	83,599	396
Liu, Winfield	77,019	-	Longford, Christopher	84,777	2,350
Liu, Xue Shun	97,748	345	Longhi, Chiara	126,138	7,585
Liu, Yan	112,245	2,710	Longland, Jeff	132,793	1,164
Liu, Zheng	124,554	7,833	Longpre, Simone Anne	89,573	1,994
Liversage, Alison	110,424	5,556	Longridge, Louise	103,745	-
Livingstone, Sean J	81,577	-	Lonsdale-Eccles, M	121,196	3,500
Lloyd, Andrea	96,993	7,290	Loo, Amy	75,861	2,955
Lloyd, John	120,295	3,550	Loo, Derek	124,686	-



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Loo, Tina Merrill	190,559	2,351	Lucas, Ricky Jonathan	79,390	-
Loock, Christine Ann	110,626	-	Lucet, Yves	146,314	15,768
Lopes, Dominic	235,693	10,242	Luciani, Dan Seriano	145,959	-
Lorincz, Matthew	194,177	2,086	Lucyshyn, Joseph M	148,562	2,080
Loss, Cristiano	121,212	17,127	Lui, Harvey	289,590	10,635
Loughlin, Marie	139,974	-	Luk, Geoffrey	81,316	2,429
Louie, Derek	91,616	998	Lukasiewicz, Adam	89,927	9,409
Louie, Farrell	105,411	602	Lukasik, Peter John	88,054	1,053
Louis, Tammy Tin Man	79,354	240	Luker, Emma	82,564	1,190
Lourenzutti, Rodolfo	88,745	60	Lum, Jenny	181,342	998
Loutzenheiser, Lisa W	147,379	18,509	Lum, Raymond	85,409	1,353
Lovato, Chris	189,214	1,672	Lumb, Sean	128,484	2,417
Love, Jennifer Ann	149,564	10,641	Lundeen, Clark	102,568	919
Lovegrove, Gordon	155,677	8,160	Lundeen, Pearle M L	88,905	1,503
Lovesey, Oliver	151,042	3,241	Lundholm, Russell J	420,721	14,484
Lovig, Jordon Boier	81,342	594	Lundrigan, Michelle	96,372	647
Lovrity, Des	84,992	-	Lunn, Peggy	105,152	3,462
Low, Cara M	87,395	161	Lunt, Christopher R	77,079	1,362
Low, Dale	84,302	650	Luo, Honglin	163,819	2,243
Low, Nancy	101,198	-	Luo, Pan	122,144	2,340
Low, Winnie	94,286	106	Luong, Denise	82,734	3,305
Lowe, Matthew James	120,079	3,207	Luong, Wendy	85,877	1,003
Lowry, Diana Marshall	126,019	7,371	Lusina, Paul James	118,231	473
Lowton, Dana	83,597	6,265	Lusina, Sarah Jane	83,633	2,247
Lowton, Michelle	150,231	4,949	Lutes, Lesley	206,669	9,012
Lu, Gordon	75,081	349	Lyle, Mathew Mariano	89,596	-
Lu, Jianming	96,867	1,227	Lynch, Lindsay Erin	98,378	5,810
Lu, Ming Zhu	87,689	114	Lynch, Lua	104,885	2,043
Lu, Stefani	80,016	7,638	Lynch, Sean M	96,633	5,392
Lu, Xiaonan	161,820	6,264	Lynd, Larry D	254,593	11,270
Lubigan, Fe Bayot	92,924	2,193	Lynett, Jennifer	117,502	597



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	Remuneration	Expenses*		Remuneration	Expenses*
Lynn, Brenna Meaghan	114,242	3,880	MacDougall, Bruce W	337,924	16,017
Lynn, Francis	160,711	2,418	MacDougall, Emily	113,883	9,856
Lynn, Hyung Gu	134,320	44,502	MacDougall, Mary J	341,379	27,218
Lyon, Annabel	146,148	9,514	MacEntee, Emma Tanis	99,035	1,538
Lyon, Katherine A	83,787	200	Macfadyen, Leah	125,272	2,964
Lyons, Christopher J	189,399	-	MacFarlane, Ken Shawn	112,938	-
Ma, Holly	85,425	667	MacFarlane, William A	151,426	400
Ma, Hongshen	192,528	7,709	Machev, Daniel	81,199	-
Ma, Reginald	117,461	1,645	Machulak, Erica	81,164	7,349
Ma, Sai	130,464	-	MacIntosh, Lori	97,867	7,241
Ma, Terrence	91,392	992	MacIsaac, Michael R	99,064	-
Maamiry, Nasra	104,620	-	Mack, Johnny Camille	152,687	1,080
Maan, Evelyn	96,156	550	Mackay, Jeanette	101,211	-
Maberley, David	284,456	3,255	Mackay, Martha	90,799	3,106
Mabudi, Morteza	81,595	-	Mackay, Terri-Lynn	85,945	4,238
Mac Lean, Mark Thomson	162,818	3,271	Mackenzie, Jordan A	79,435	-
MacDonald, Christopher	88,341	95,388	MacKenzie, Mark	150,079	7,493
MacDonald, Christopher	184,618	-	MacKenzie, Paige	88,125	2,708
Macdonald, Colin Barr	161,122	19,334	Mackenzie, Stuart	185,007	5,798
MacDonald, David S	181,283	6,368	Mackie, Gregory	119,693	8,129
MacDonald, Hayley	99,748	3,233	MacKinnon, Stuart J	76,486	1,803
MacDonald, Katriona	221,763	949	MacLachlan, Malcolm A	85,448	3,853
MacDonald, Kirk	121,964	298	MacLachlan, Mark	236,516	8,720
MacDonald, Kristin S	75,489	477	MacLean, Anne E	116,363	1,423
Macdonald, Robert S	113,263	-	Maclean, Ian	79,843	-
Macdonald, Shaun M	75,873	69	MacLean, Karon	263,650	10,581
Macdonald, Shavaun I	120,079	367	Maclean, Neil	107,496	-
MacDonald, Stephen	122,143	-	MacLeod, Kathleen	94,049	-
MacDonald, Tyler	101,888	-	Maclure, K Malcolm	184,694	5,993



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	Remuneration	Expenses*		Remuneration	Expenses*
MacMillan, Genevieve E	85,609	-	Mahmoud, Chowdhury	108,097	-
MacNab, Ying	162,493	656	Mahmoud, Soheil	143,583	7,643
MacNeil, Glen	75,007	7,219	Mahoney, Derek Richard	99,661	5,388
MacNeily, Andrew E	133,989	3,611	Mahony, Justin James	121,908	-
Macphee, Maura Louise	177,579	487	Mahtani, Minelle	183,317	611
Macpherson, Robert A	78,738	2,897	Mahy, Nancy	91,618	424
Macrae, Gordon	124,284	550	Mai, Hung	81,748	-
MacVicar, Brian	278,458	23,236	Maideen, Freda	82,969	13
Madadi, Noei Azita	114,227	1,557	Maier, Tanja	88,197	275
Madden, John	182,436	7,875	Maigne, Alan Florian M	112,515	2,619
Madden, John D	230,700	9,907	Maijer, Daan	275,575	15,288
Madden, Kenneth	220,592	8,471	Mailer, Terina	88,934	474
Maddess, Heidi Forrest	106,436	37,284	Maillard, Keith	175,887	-
Maddison, Wayne	215,576	3,259	Mailvaganam, Srihari	131,248	-
Madilao, Lufiani Lina	115,053	-	Main, Jessica Lynn	130,031	2,124
Madill, Kevin John	123,066	392	Maiorino, Jessica Lee	81,261	854
Madison, Kirk William	152,573	3,375	Mair, Sarah	99,388	3,501
Maginley, Katharine S	76,121	860	Mak, Gary Kwok-Hay	87,854	-
Magliocco, Sabina	129,389	1,810	Mak, Jason	76,642	-
Magnat, Virginie	115,760	6,786	Makarova, Evgeniya	85,391	-
Magnaye, Eliza Salma J	79,098	35	Makowski, Jonathon	97,968	-
Maguire, Susanne M	98,594	5,610	Malakaj, Ervin	102,972	10,680
Mah, Bernadette Anne	99,035	169	Maldonado-Pareja, M	182,278	3,723
Mah, Stephanie	99,843	-	Maleki, Keyvan	123,965	10,057
Mahadevan, Venkat	110,943	7,508	Malhotra, Nisha	107,932	-
Mahey, Sukhwinder S	126,819	769	Malloff, Natasha	142,771	7,210
Mahil, Gina	76,733	4,091	Mamaid, Arleen Ronan	107,781	-
Mahmood, Ayaz	90,472	2,804	Mancini, John	366,143	11,634
Mahmood, Fatimah	89,288	1,381	Mand, Manmohan	76,281	40



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	Remuneration	Expenses*		Remuneration	Expenses*
Mangaoang, Marcelino	107,480	-	Marken, Kari Anna	99,617	491
Manges, Amee	155,924	1,160	Marker, Michael	146,949	5,385
Mangion, Trevor	80,692	-	Markham, Ray	147,305	-
Mani, Ramana Venkata	188,376	8,574	Markley, Loic	117,331	554
Mank, Judith Elizabeth	222,082	16,639	Marmer, Oxana	133,548	2,700
Mann, Dalbir Kaur	101,236	1,367	Marmer, Vadim	193,651	12,556
Mann, Gurinderpal	83,332	-	Marra, Marco	318,671	285
Mann, Margaret Mary	77,138	4,118	Marsh, Lindsay Rebecca	81,351	33
Mannella, Maria	84,000	-	Marsh, Sharon	90,796	184
Manser, Allen	82,579	4,305	Marshall, Christopher	182,819	14,319
Mansfield, Shawn	234,787	10,716	Marshall, Hallie	103,426	3,837
Manson, Kathy	80,235	-	Marshall, Janet V	136,895	1,200
Mansoor, Jaleh	140,791	26	Marshall, K Lois	101,903	935
Manuel, Stephen	98,600	13,022	Marshall, Katie E	121,897	6,013
Mao, Michael	109,648	-	Marshall, Manriquez G	165,739	3,824
Mar, Joan	113,897	998	Marshall, Peter L	218,376	7,425
Marchand, Jon Paul M	101,326	2,796	Marshall, Sheila	170,721	3,407
Marchfelder, Bruce	110,583	191	Marshall, Vanessa	84,741	2,855
Marcolin, Barbara Lynn	207,401	701	Martel, Debra Marie	109,721	14
Marcus, Brian Harry	281,711	2,690	Martens, Paola Andrea	86,231	3,324
Marcus, Jean Elisabeth	125,955	-	Marti, Jose R	218,048	4,168
Marfatia, Sheeraz S	101,818	-	Martin, Andrea	102,316	45
Margolis, Eric A	145,125	1,704	Martin, Christopher	134,497	6,990
Marin, Michael	158,858	-	Martin, Ginis Kathleen	284,750	8,191
Marincich, Kerry M	98,581	1,548	Martin, Gregory George	163,302	3,328
Marinescu, Paula	108,524	-	Martin, Jodie Louise	79,447	60
Marino, Suhail C	91,488	2,448	Martin, Kari	110,878	3,186
Marinova-Todd, Stefka	140,415	-	Martin, Ruth Elwood	78,280	497
Marins de Carvalho, R	206,815	-	Martin, Tara	160,582	17,613
			Martin, Tara Melissa	110,974	7,900



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Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Martin, Valerie Ursula	125,873	25,324	Matsuuchi, Linda	170,999	3,172
Martindale, Andrew	163,272	17,787	Matte, Philip	87,925	7,404
Martinez, Hugo	122,876	-	Matthew, Ian	170,847	-
Martinez, Mark	215,553	473	Matthews, Benjamin J	89,870	1,939
Martin-Matthews, Anne	250,079	7,387	Matthews, Natalie Lynn	127,878	-
Martone, Patrick Ted	169,192	719	Matthews, Philip	153,716	1,102
Marty, Kimberley	110,037	166	Matthewson, Kent	95,743	76
Martyn, Gregory	160,079	9,541	Matthewson, Lisa	210,649	4,320
Martyn, Penelope	110,592	2,703	Mattison, Thomas S	141,006	1,163
Marynick, Mark	87,051	1,056	Matzke, Elisabeth A M	106,923	8,645
Marziali, Andre	166,536	473	Mauro, Evan	80,619	-
Mason, Barry	154,886	975	Maurus, Robert	116,013	-
Masri, Bassam A	264,716	32,752	Mawani, Renisa	184,986	11,332
Masse, Louise	201,967	5,149	Mawani, Salma	89,478	18,374
Massie, Miranda A	92,118	3,344	Maxwell, Christopher	140,481	-
Matacheskie, Allison M	192,386	5,964	May, Helen Louise	98,774	7,044
Matas, Richelle	80,216	14,068	Mayer, Carol	114,374	10,744
Mathews, Bryan	83,024	-	Mayer, Tara	140,760	11,979
Mathews, Elizabeth	101,087	-	Mayer, Ulrich	199,992	570
Mathieson, Cynthia	233,268	-	Maymay, Milad	81,492	5,863
Mathieson, W Bruce	100,233	-	Mayo, John Robert	147,560	-
Mathijs, Ernest	157,614	5,117	Mayor, Thibault	163,325	4,039
Mathison, Sandra	208,564	4,370	Mazawi, Andre	186,460	-
Mathu-Muju, Kavita	206,219	3,441	Mazel, Florent Andreas	76,205	45
Mathur, Kabir	85,051	233	McAllister, Murdoch	164,142	8,008
Matsell, Doug	314,641	2,697	McAlpine, Jessica Nell	147,656	1,100
Matsubara, Amy A	83,994	402	McArthur, David Albert	119,830	-
Matsubara, Joanne Aiko	199,619	3,319	McAusland, Carol	197,838	751
Matsui, Shigenori	225,172	2,073	McBride, Lauren E	75,814	2,754
Matsumura, Ryan	104,457	2,940	McCallum, Janie	132,478	1,418



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	Remuneration	Expenses*		Remuneration	Expenses*
McCarthy, Jerry A	84,973	-	McFarland, Roderick	119,623	-
McCarty, Matthew	104,256	2,062	McGeough, Gerald	185,086	2,342
McCasland, Jamie Lee	154,625	-	McGeough, Michelle	100,014	9,752
McCauley, Aleha	115,862	1,923	McGill, Alana Brooke	117,140	3,672
McCauley, Jonathan	88,474	336	McGill, Cameron	139,234	8,036
McCaw, Heather	325,079	40,006	McGinley, Stephen	109,782	2,604
McConeghy, Brian	78,479	5,014	McGowan, Loriann Jean	123,077	1,993
McCormack, James	187,787	578	McGowan, Sharon	121,551	1,631
McCormick, Lee	119,629	26	McGrail, Kimberlyn	182,547	22,025
McCormick, S Thomas	332,399	29,224	McGrath, Kathleen M	134,732	408
McCormick, Shireen S	85,252	1,994	McGrath, Richard	85,727	-
McCracken, Rita	136,235	2,116	McGrath, Tricia	110,860	1,204
McCready, Paula Jane	81,392	671	McGregor, Sean	100,165	234
McCrum, Phillip	96,752	-	McGrenere, Joanna	249,905	4,804
McCuaig, Fairleth P	146,213	912	McGuinness, Alina M	75,300	-
McCullagh, Anthony	117,037	3,921	McGuinness, Liza	79,045	576
McCulloch, Ross David	86,689	488	McHardy, Wendy Morag	113,735	8,212
McCullum, Joseph M	103,575	741	McHugh, Duncan M	76,521	116
McDavid, Kristina	115,149	-	McIlroy, Brian S	154,423	-
McDonald, Fiona	90,462	3,656	McInnes, Drew Campbell	98,473	550
McDonald, Laine	93,571	9,508	McInnes, Jack	77,129	-
McDonald, Patrick J	109,397	5,281	McIntosh, Eileen D	162,697	5,269
McDonald, Warren	131,870	536	McIntosh, Ellen Jane	164,536	570
McDougall, Layne	79,226	1,456	McIntosh, John Graham	268,529	9,522
McDougall, Scott	139,037	5,667	McIntosh, Lawrence	205,466	-
McElduff, Siobhan R	159,480	-	McIntyre, Glen	75,888	6,659
McElroy, Grainne	174,010	13,818	McIver, Jessica Lynn	80,433	20,386
McErlane, Shelly	113,735	7,878	McIvor, Kristin N	91,959	17
McEwen, Carolyn	122,768	692	McKaig, Terry	125,510	8,437
McEwen, Jillene I	75,517	-			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
McKay, Heather Anne	220,633	11,089	McMillan, Scott C F	102,807	5,286
McKay, James	76,054	116	McMullen, Clayton Paul	97,435	107
McKee, William	120,404	8,942	McNagny, Kelly M	217,767	2,021
McKellin, William H	114,315	1,381	McNally, Noel	135,161	3,240
McKendry, Ian G	178,020	2,403	McNeil, Christopher	138,352	6,187
McKenna, Janis	198,810	3,311	McNeil, W Stephen	144,768	2,141
McKenzie, Jessamyn R	81,992	3,554	McNeill, Laurie	141,443	5,470
McKeown, Janet	165,811	-	McNeilly, Kevin	132,066	-
McKeown, Martin	207,703	18,031	McNichol, Raymond	188,548	2,127
McKeown, Stephanie B	171,976	33,379	McPhail, Lowell Thomas	123,951	-
McKesson, Christopher	107,708	4,978	McPhee, Siobhan Rachel	115,989	8,863
McKinnon, Chris	83,574	1,762	McPherson, Keith R	81,442	370
McKinnon, Lauchlan	79,702	-	McTait, Christy	121,543	45
McKinnon, Melissa S A	129,187	-	McTavish, Marianne E	168,850	7,213
McLaughlin, Paul H	86,055	99	McWilliam, Donald	121,383	-
McLaughlin, Samantha	81,085	358	Mead, Lisa	79,238	-
McLean, Angela	75,271	15,009	Meagher, Elizabeth T	109,818	1,695
McLeod, Christopher B	180,022	16,324	Mealia, Marcella	142,891	17,695
McLeod, Davin	102,482	-	Measday, Vivien	174,591	743
McLeod, John Jason	91,383	-	Mech, Kim	109,589	3,524
McLeod, Trevor Andrew	81,191	-	Meckler, Garth David	183,138	-
McLoughlin, Peter	133,813	2,378	Medved, Maureen	154,322	1,561
McManus, Alison	183,005	10,603	Mee, Janet	155,854	5,501
McManus, Bruce	88,393	2,645	Meehan, Alicia	87,265	4,588
McManus, Jason	83,737	642	Meek, David	91,868	-
McMaster, Case	87,105	656	Meens, Thistle Barbara	183,333	2,458
McMaster, W Robert	264,770	17,490	Mehrabadi, Roozbeh	82,055	624
McMillan, Janette M	105,079	1,626	Mehrabi, Shadi	83,205	1,045
			Mehrabi, Zia	83,532	3,406



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Mehrkhodavandi, Parisa	181,720	3,626	Michal, Carl	170,902	3,101
Meiszner, Peter	95,510	2,123	Michalak, Erin	220,020	6,563
Meitner, Michael John	147,794	1,255	Michaletz, Sean Thomas	122,841	11,562
Meloche, Mark	102,883	-	Michelakis, K	158,291	1,097
Menard, Frederic	136,074	3,990	Michelow, Warren	84,865	416
Mendez, Alcala Susana	96,855	-	Michels, Cherie Dawn	98,896	2,777
Meneghetti, Adam	135,162	1,599	Michelson, David G	205,058	1,905
Meneilly, Graydon S	283,254	30	Mickelson, Karin T	225,972	2,506
Menkis, Richard	133,989	5,737	Miguel, Evelyn	142,255	1,234
Menon Vengalil, Divya	85,148	-	Mikami, Amori Yee	201,629	10,521
Menzies, Charles	172,426	12,660	Mikelberg, Frederick S	235,441	3,127
Menzies, Graeme	140,567	2,872	Mikkelsen, Jon	176,838	10,632
Mercer, Laura	86,942	199	Mikkelsen, Kaila M	120,367	4,199
Mercer, Sterett Hawes	186,759	6,764	Miladinovic, Jovan	129,015	-
Meredith, Anna	75,757	-	Miletich, Lori Lynn	81,023	861
Meredith-Lobay, Megan	108,548	2,904	Militzer, Matthias	221,593	29,350
Merida-Donis, Walter	270,065	23,313	Miller, Bradley	126,101	-
Merling, Jane	131,014	12,980	Miller, Bruce G	181,357	3,230
Merlo, Wendy Lee	116,008	1,470	Miller, David	184,268	-
Mervyn, Jo-Lynn	125,699	7,784	Miller, Diane	149,431	-
Mesbah, Ali	180,368	10,962	Miller, Diane	117,362	7,645
Metcalfe, Amy	158,291	4,953	Miller, Grant Stuart	166,019	1,523
Metcalfe, Jason	107,227	25	Miller, Harry B	161,980	1,642
Metras, John	235,280	6,518	Miller, Jeffrey D	144,393	3,535
Metzer, David J	188,897	2,393	Miller, Katherine	116,508	1,244
Metzger, Daniel Lee	308,387	7,223	Miller, Lorrie	141,742	2,158
Meyboom, Annalisa	154,389	2,797	Miller, Nicole Sakura	80,724	3,990
Meyer, Karen	164,947	3,223	Miller, Renee	106,179	27
Meyers, Clint	99,602	1,234	Miller, Robert A	103,653	775
Meyers, Eric Matthew	156,698	5,065	Miller, William	193,965	20,762
			Miller, William Andrew	88,095	-



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Milligan, Kevin S	241,808	3,356	Mitchell, Wallace	86,222	8,589
Milloy, Michael-John	125,522	-	Mitchell-Foster, S	102,239	3,453
Mills, Arthur Kelly	86,694	-	Mitha, Mahmoud	89,207	5,383
Milne, Tamar	181,228	-	Mittertreiner, Anthony	106,014	473
Milner, Valery	166,703	3,033	Mitton, Craig	258,247	5,933
Milner-Bolotin, Marina	163,940	13,951	Miu, Aaron Gar-Hung	107,954	-
Milosevic, Snezana	104,614	550	Mizumoto, Kota	142,088	8,602
Milstein, Sara Jessica	156,417	5,968	Mladenovic, Stefan	83,580	-
Milton, Paul	134,187	-	Mobuchon, Christophe	109,509	2,369
Min, Jason	144,071	6,869	Mocherniak, Stephanie	90,512	11,676
Minchenko, Svetlana	83,090	-	Modi, Amita	78,829	-
Mingus, Colin	101,308	2,357	Modzelewski, Henryk	108,087	-
Minhinnick, James	95,162	4,101	Moe, Jessica E S	78,580	2,358
Minns, Steven Edward	206,380	-	Moerman, Donald G	144,543	239
Mintah, Tiffany C	89,490	1,967	Mogerman, Aaron	166,980	1,318
Mintha, Jim Thomas	121,670	3,652	Mohamed, Abdallah	119,147	1,049
Mira, Aileen	132,468	-	Mohammadi, Hadi	131,478	473
Mirabbasi, Shahriar	216,591	17,108	Mohammed, Majid S	93,561	546
Miran-Khan, Karim	363,362	39,879	Mohn, William W	201,933	-
Mirenda, Pat	105,209	3,310	Mohns, Wendy	86,823	-
Mirza, Bushra	82,353	1,874	Mohseni, Madjid	220,393	35,900
Miskovic, Ilija Eli	129,362	11,717	Mojdehi, Ali	118,237	9,222
Miskovic, Sanja	133,618	4,763	Mojibian, Majid	85,967	2,958
Mislang, Jonathan	89,085	587	Mokak, Tegua Alberto	306,506	110
Mitchell, Cameron	130,540	1,000	Moksa, Malgorzata M	91,411	17,964
Mitchell, Heather S	99,601	10,962	Mol, Louise	95,597	-
Mitchell, Ian	204,390	10,941	Molday, Laureen L	118,901	760
Mitchell, Julia	106,324	-	Molday, Robert S	256,151	1,287
Mitchell, Julie Ann	143,329	450	Mole, Christopher	182,452	2,220
Mitchell, Marjorie	107,801	6,488	Molina, Hutt Carlos	123,598	16,759
Mitchell, Maxwell H	80,790	1,184	Molnar, John Nandor	107,771	100



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Molstad, Kirsten J	107,876	2,300	Moran, Patrick	112,801	1,823
Momer, Bernard	141,524	9,554	Moreau, Tara L	86,542	3,533
Momose, Takamasa	207,455	55,388	Moreira, Mileth Ousley	89,516	69
Monague, Chett Elliott	79,886	41,243	Moreno, Silvia	86,311	1,479
Money, Deborah	354,956	10,598	Morey, Brendan Keith	118,494	2,598
Monga, Vishakha	108,806	862	Morgadinho, Ricardo	78,801	-
Monnerat, Rebecca A	77,581	8,916	Morgan, Steven George	238,418	5,711
Monroe, Martin Willis	81,812	13,625	Morgan, Timothy	93,765	-
Monsalve, Maria V	146,610	-	Morin, Susan B	98,557	-
Monteyne, Joseph	135,836	3,858	Moritz, Orson	159,810	2,197
Montgomery, James	107,744	615	Morrell, Cameron	182,901	1,114
Moolla, Alisha	82,850	-	Morris, Kevin M	116,585	1,842
Moon, Seok Min	120,079	15,367	Morris, Rae	79,643	-
Mooney, Christian Sky	88,036	4,190	Morrison, Robert	125,613	2,179
Mooney, Colleen	82,940	1,125	Morrison, Shelly	184,163	6,134
Mooney, Dawn	79,710	550	Morsara, Shavinder	176,146	2,420
Mooney, Patrick F	148,760	1,542	Morshed, Muhammad	168,079	-
Moore, David K	258,649	8,009	Mortenson, Bud	114,010	1,308
Moore, David M	176,934	1,910	Mortenson, William	144,843	4,816
Moore, Edwin D W	202,159	2,095	Morton, David Simon	110,395	7,424
Moore, Fiona Rosalind	83,204	-	Morzycki, Marcin Jacek	126,154	340
Moore, Janet Lynn	97,579	-	Mosadegh, Laleh	143,517	-
Moore, Magdalena	80,686	1,189	Moscato, Sabato	96,605	-
Moore, Marcus	125,846	5,140	Moseley, Nance	93,949	-
Moore, Patrick	156,339	28	Moshenko, Janice Lynn	161,235	1,261
Moore, Robert Daniel	156,642	9,372	Mosher, Michael	101,714	28,096
Moore, Shaina C	96,290	2,682	Mosquin, Daniel P K	87,403	1,436
Moore, William Colin	157,464	12,389	Moss, Karen	100,453	1,986
Moosvi, Firas	90,395	2,028	Moss, Laura	83,850	2,530
Moralejo, Lisa	129,068	1,667	Moss, Laura	171,841	2,497
Morales, Bello Oscar	101,690	-			



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Moss, Margaret Prisci	199,654	19,369	Munteanu, Mircea A	80,480	-
Moss, Willie Roy	96,488	-	Munzner, Tamara	219,345	8,349
Mostafa, Nesrine Abdel	181,084	5,476	Murakami, Takahide	79,323	-
Mostafavi, Sara	146,737	6,985	Murch, Susan	191,741	17,847
Mostow, Joshua Scott	210,210	11,674	Murphy, Anne	167,986	19,965
Moszynski, Joanne M	91,637	-	Murphy, Elizabeth S	110,077	2,911
Mota, Miguel	142,639	2,690	Murphy, Emily	86,965	4,901
Motamedi, Mehrtash	94,436	7,140	Murphy, Gail C	335,446	76,274
Motavas, Saloome	120,879	6,438	Murphy, Gayle	116,656	62
Moukhles, Hakima	165,387	-	Murphy, Jasper Miles	84,943	333
Mowbray, Laura	102,807	270	Murphy, Mary	145,090	3,189
Moxham, Elizabeth Anne	170,854	4,947	Murphy, Mary Ann	128,711	-
Mrzljak, Rene T	121,248	73	Murphy, Michael C S	76,117	6,533
Mudie, Kathryn	82,967	44	Murphy, Michael Edward	212,662	3,234
Muehlmann, Shaylih R	169,650	8,355	Murphy, Peter Jonathan	90,403	-
Mueller, Frank	81,342	75	Murphy, Susan	175,822	11,759
Mui, Alice	152,047	-	Murphy, Timothy	226,796	14,968
Muir-Owen, Sara K	98,641	4,436	Murray, Matthew	89,596	2,862
Mukherjee-Reed, Ananya	285,083	19,070	Murray, Stuart	118,611	-
Mukherji, Debashish	82,384	5,842	Murray, Tricia	77,775	-
Mulligan, Susanna	82,966	-	Murugan, Mathav K	226,151	8,157
Mullins, Annie	76,915	23	Musini, Vijaya M	102,459	-
Mulpuri, Kishore	158,117	12,352	Muyot, Lerida V	81,342	85
Mundy, Amrit K S	79,963	3,236	Mwenifumbo, Jill C	83,244	-
Munro, Alicia	84,947	2,113	Myers, Alison	80,578	3,724
Munro, Alison	89,727	-	Myers, Daniel	75,959	-
Munro, Christopher C S	93,996	4,496	Myers, Jamie	92,854	-
Munro, Louisa	104,060	1,049	Myers, Jason Daniel	104,700	656
Muntean, Kaliya	110,802	-	Myers, Tamara Gene	110,725	9,500
			Nabavi, Maryam	101,495	5,102



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	Remuneration	Expenses*		Remuneration	Expenses*
Nabi, Ivan Robert	216,449	14	Nathan, Lisa Paige	157,512	6,345
Nadel, Ira Bruce	211,642	7,413	Natori, Maki	106,917	52,376
Nagamune, Ryoza	174,634	3,729	Naus, Monika	384,615	6,331
Nagarajan, Mahesh	420,198	59,583	Navaratnam, Minoli	76,457	195
Nagata, K Wayne	135,919	723	Naylor, Carol	135,269	-
Nagra, Baksho Becky	80,128	-	Nazareno, Suzanne	104,614	1,103
Nahm, Cindy	149,857	2,318	Nazhat, Yahya Nazar	117,771	8,630
Naidoo, Vis	161,070	1,103	Neal, Russell Clinton	123,607	520
Nair, Christine A	84,499	15,469	Nealon, Dawn	93,452	2,638
Nair, Pradeep Kumar	150,597	3,472	Needham, Karen	83,251	1,645
Nair, Prashant J	126,337	6,609	Neeland, Edward	125,308	-
Najarian, Siamak	76,478	473	Neid, Connie	84,686	1,211
Najjaran, Homayoun	230,538	25,743	Neilly, Michelle	168,965	1,064
Nakagawa, Paul John	100,106	-	Neilly, Ron Joseph	95,815	656
Nakamura, Fuyubi	93,437	8,717	Nelson, Harry William	145,857	1,898
Nakane, Jonathan	121,730	772	Nelson, Kyle M	88,828	274
Nakata, Shirley R	148,549	11,216	Nelson, Marna Jane	227,231	10,603
Nalicat, Luz D	82,518	-	Nesbit, Susan	108,850	3,469
Nam, Joanne	81,899	2,649	Nesbitt, Lorien	80,337	5,152
Nan, Ning	251,253	10,466	Nesic, Zoran	99,841	706
Nanson, Paramjit	90,826	8,817	Neuvonen, Jorma Paavo	124,143	22,856
Narain, Roshni	108,505	8,784	Newbury, Peter Robert	120,786	4,543
Narayan, Apurva	104,903	20,908	Newlands, Fiona Clare	102,467	1,093
Narayan, Sat	82,467	-	Newman, Geoffrey	91,312	-
Narciso, Antonio	80,472	621	Newton, Christie	255,819	5,005
Nardizzi, Vincent	154,061	16,020	Ng, Aaron	86,629	-
Narsih, Teela	75,324	2,865	Ng, Bernard Yat Hin	93,272	1,977
Nashon, Samson Madera	198,806	1,629	Ng, Carl	79,179	-
Nasiopoulos, Panos	224,079	53,094	Ng, Carleton	116,437	-
Nasmith, Louise L	76,424	-	Ng, Clara Pui Ki	154,951	2,258
Nason, Dorothy Ann	152,358	591			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Ng, David	160,216	6,109	Nikolakis, William D	108,580	17,669
Ng, Dawn Hsu-Fern	83,131	1,427	Nill, Blake	286,909	29,014
Ng, Dickson John	85,673	2,402	Nilson, Ben	122,298	715
Ng, Henry	98,686	3,274	Nimmervoll, Bernhard	84,308	-
Ng, Karen	86,793	-	Nimmon, Laura Eileen	113,638	6,945
Ng, Michele	91,471	-	Nislow, Corey	219,023	3,117
Ng, Peggy	88,449	-	Nitsche, Rick	81,609	1,863
Ng, Raymond Tak-Yan	253,389	44,046	Noack, Frederik Adolf	130,326	4,378
Ng, Yvonne	124,043	-	Nobell, Natasha Karin	97,000	1,280
Ng, Yvonne	114,149	661	Nocera, Alberto	76,772	6,021
Ngan, Elton	269,694	-	Noda, Shunya	111,079	13,166
Ngan, Karen	78,388	-	Nojeh, Alireza	196,445	2,688
Nguan, Christopher Y C	122,410	3,605	Nolan, Adrienne	181,238	15,056
Nguyen, Caroline Hoang	177,677	2,144	Nolan, Seonaid C	87,324	2,098
Nguyen, Cung Thanh	78,744	-	Nolde, Natalia	149,250	6,254
Nguyen, Hong Trang	138,515	2,358	Nomellini, John Fiore	101,978	-
Nguyen, Thi Dinh	80,989	-	Noonan, Vanessa	139,255	2,125
Niamath, Cheryl	108,768	-	Norenzayan, Ara	199,580	2,841
Niavarani, Aidin	105,079	283	Norman, Lynn F	91,579	-
Nichele, Ivano	122,012	142	Norman, Maija	102,064	-
Nichol, Craig	159,148	3,275	Norman, Moss	122,050	6,072
Nichol, Valerie V	110,100	4,303	Norman, Wendy	191,678	34,080
Nicholl, Tessa	161,549	779	Norton, Bonny	231,257	3,495
Nichols, Helen Louise	196,960	3,667	Norwood, Peter	95,435	4,101
Nichols, Michael	76,194	550	Nosco, Peter Erling	208,441	-
Nicholson, Kirsten	197,090	2,887	Noseworthy, Wade	87,710	1,203
Nicol, Cynthia	160,498	13,846	Novak, Anna Maria	91,280	-
Nicolaou, Savvakis	171,310	-	Novotny, Emma	76,106	368
Nielsen, Torsten	343,006	5,657	Nsumbu, Del Lucinda	122,427	3,626
Nightbird, Marie Anne	95,166	1,736	Nugent, Hala Lea	80,524	-
			Nulty, Jeffrey W	96,780	580



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	Remuneration	Expenses*		Remuneration	Expenses*
Nunez, Desmond Antonio	165,613	1,252	Okon, Mark S	79,559	-
Nuno, Diana	77,536	329	O'Kusky, John R	119,289	-
Nyberg, Julia	84,433	4,810	Ola, Oluwakemi	132,021	2,431
Nygaard, Haakon	123,714	12,370	Olaj, Robert	100,492	184
Nygaard, Heidi	80,740	-	Oldenburg, Douglas W	105,340	20,505
Oatman, Chris C	90,035	3,362	Oldendorff, Gitta	115,478	1,331
Oberg, Gunilla M	181,016	-	Oldford, Stephanie A	132,346	11,056
Oberlander, Timothy F	218,132	3,926	O'Leary, Stephen K	157,005	13,609
Oberle, Eva	112,418	5,270	Oliffe, John	231,978	18,278
Oberoi, Harjot Singh	141,514	-	Oliver, David	119,526	2,968
O'Brien, Adelheid	96,466	-	Ollivier, Rachel C L	167,495	5,999
O'Brien, Heather	165,551	6,364	Ollivier-Gooch, Carl	198,341	13,088
O'Brien, Juliet Lucy	89,507	-	Olonade, Tolu	99,971	-
O'Brien, Peter	146,711	-	Olsen, Anne	143,034	1,333
Ochi, Emily Kate	133,218	895	Olsen, Lise L	123,844	6,485
O'Connell, Patrick K	88,666	448	Olson, James Allan	323,313	60,100
O'Connor, Brian	171,867	-	On, Vicky	94,308	1,470
O'Connor, Deborah	170,849	908	Onderwater, James P	82,169	748
O'Connor, Mary Isabel	193,781	16,186	O'Neil, Nigel	90,093	1,997
O'Connor, Timothy	197,351	1,392	O'Neil, Susan Deanna	113,735	336
Oddstad, Sacha Y T	99,565	2,338	O'Neill, Angela	128,518	-
Odic, Darko	123,045	2,506	Ong, Christopher J	148,108	4,139
Odlum, Trevor Bryce	79,105	23	Ong, Geraldine	110,722	-
O'Donnell, Maureen E	98,564	-	Ong, Linda	129,307	4,741
O'Donoghue, Donal	197,396	4,250	Ong, Maria	82,267	330
Oelke, Nelly D	140,298	4,947	Ong, Randell	109,633	-
O'Flynn-Magee, K L	150,954	1,999	Ono, Santa	630,018	72,627
Ogilvie, Gina	268,363	24,578	Ono, William	136,850	-
Ogrodniczuk, John	217,086	2,163	Onyeoziri-Miller, G	101,015	3,348
Oh, Alvin	90,553	527	Onyskevitch, Korey	147,579	55
Ohlin, Alix	173,493	713	Oon, Debbie Chin Ling	100,705	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Opini, Bathseba	125,853	872	Oviedo-Joekes, Eugenia	166,251	898
Orban, Paul	75,669	-	Owen, Andrew	142,993	527
Orbaugh, Sharalyn	194,588	4,652	Oxland, Thomas	269,065	5,172
Ordonez, Martin	268,422	6,965	Oxton, Alison	120,220	-
O'Regan, Lucy Eleanor	76,893	2,871	Oyedele, Olusegun	131,535	7,214
O'Reilly, Keelin K	88,740	4,717	Oyhenart, Karen	135,079	808
O'Reilly, Lynn E	97,651	561	Ozawa, Noriko	135,098	-
Orell, Julia C	105,284	6,079	Pacheco, Miguel A	126,392	-
Orians, Kristin	143,930	12	Pachev, George S	148,535	2,013
Ormerod, Patricia	81,020	-	Packir, Hassan	81,943	3,085
Ormond, Carlos	102,807	4,377	Padhiar, Pritesh	76,206	-
Orpen, Jennifer	122,239	7,841	Paduraru, Marijuana P	88,290	1,113
Orr, Patrick Scott	217,830	1,527	Padwick, Robert M	145,459	-
Orr-Alvarez, Brianne E	106,240	169	Page, Brent	145,035	2,349
Ortiz, Alma Rosa	106,974	-	Page, Gordon G	90,079	-
Ortiz, Molina Hernan	397,272	1,965	Paget, Gontran	101,406	277
Oruc, Ipek	128,393	275	Pagliocchini, Kayla B	92,291	3,844
Orvig, Christopher E R	225,926	6,190	Pagnotta, James	95,518	-
Osborne, Lisa Coleen	135,523	5,191	Pai, Dinesh	252,758	15,578
Osborne, Salma	143,891	-	Pai, Kit Raymond	85,017	1,020
Oser, Scott M	186,741	4,984	Pailer, Gaby	193,326	20,259
Ostafichuk, Peter	194,596	3,550	Pai-Spering, Miriam	145,136	4,158
Ostrow, Suzanne	125,054	1,767	Pajalic, Marko	96,451	140
Ostwald, Kai Rudiger	125,810	35,913	Pak, Dora	89,532	287
O'Toole, James	109,898	2,004	Pakenham, Clay James G	82,149	595
Otto, Sarah	266,254	8,154	Pakhomov, Yevhenii	207,231	10,115
Ou, Jun	97,461	8,350	Pakpour, Sepideh	83,362	6,221
Ouellet, Catherine S J	85,336	5,511	Pal, Michael	105,061	-
Oulton, James	76,671	1,530	Palacios, Carolina	93,138	631
Overall, Christopher M	312,068	51,476	Palepu, Anita	330,348	1,704
Overduin, Abigail	114,882	5,141			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Paley, Mike	124,211	438	Pareles, Marissa Jane	104,303	8,239
Palichuk, Susan	125,071	14,281	Parfrey, Laura Ellen	150,796	170
Palomares, Maria L D	110,529	13,039	Paris, Leslie	147,939	1,811
Palombo, Daniela J	105,415	3,581	Parizeau, Cheyenne	77,035	-
Paltin, Judith Ann	129,357	4,709	Park, Kyung Ae	127,803	57,003
Paluch, Rebecca Mee K	162,029	6,747	Park, So Eun	249,761	9,802
Pan, Peggy Ping-Ying	123,401	184	Parker, David	95,629	3,197
Pan, Stephen P A	80,582	251	Parker, Sarah	88,699	2,067
Pan, Teresa	155,657	35,627	Parker, Susan E	258,427	20,664
Panchal, Rushik J	80,364	1,215	Parkes, Debra	244,945	7,551
Pando, Robert	80,941	-	Parkins, Ilya	140,437	7,721
Pandya, Mira	90,914	1,840	Parr, Andrew	230,542	10,576
Panenka, William	82,836	1,878	Parra, Perez Alvaro G	212,111	5,072
Pang, Catherine C Y	189,861	4,465	Parris, Rivka	87,918	1,994
Pang, Kathy	109,846	1,363	Parrott, Lael	187,651	12,017
Pang, Murphy S M	102,562	2,086	Parsons, Craig	80,211	1,155
Pang, Wenjun	123,359	4,286	Partridge, Stephen B	87,746	2,000
Pangilinan, Manuel T	110,739	-	Pasula, Kit	126,236	-
Pani, Elisabetta	99,035	-	Pat, Sam	83,555	1,711
Panich, Mark Justin	75,324	-	Paterson, Susan	137,527	2,034
Pankratz, Adam John	161,329	5,666	Patey, Grenfell N	175,442	-
Pannell, Ryan	93,420	595	Patrick, Brian	108,655	2,983
Pante, Nelly	191,797	3,074	Patrick, David M	385,094	353
Pantonial, Virgilio	104,614	-	Patrusheva, Daria	81,041	594
Panzhinskiy, Evgeniy	77,454	3,727	Pattabiraman, Karthik	195,728	27,581
Papp, Anthony Akos	94,967	-	Patterson, Christopher	96,401	3,221
Pappalardo, Anna	100,766	3,998	Patterson, Laura	97,747	7,583
Parachoniak, Ronald D	125,559	12	Patton, Ian	81,958	-
Paradis, Gregory	106,162	8,106	Paul, Aarti Singh	172,614	2,207
Pare, Anthony	208,620	2,109	Paulhus, Delroy L	92,249	-
			Paulrajan, Joenita	97,911	2,935



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	Remuneration	Expenses*		Remuneration	Expenses*
Pauly, Daniel	245,312	22,703	Perla, Chira	94,310	7,264
Pavlich, Dennis J	258,639	4,611	Perla, Jesse	197,535	5,186
Pavlidis, Paul	224,245	4,968	Perreault, Amy Noelle	112,263	1,136
Pawlik, Marek	198,309	514	Perrin, Benjamin Eric	241,289	1,310
Pawlowicz, Richard	155,113	6,378	Perrin, David M	197,847	7,802
Payne, Christopher J	105,393	46,525	Perry Jr, Thomas L	100,079	-
Peacock, James W	108,269	-	Perry, Karen A	124,904	-
Peacock, Simon Muir	341,713	14,245	Perry, Nancy	164,314	14,405
Pearce, Denise A	187,401	4,793	Pesme, Jacques-Olivier	103,675	69,766
Pearce, Michael K D	96,101	15,259	Pesut, Barbara	197,786	14,644
Pearson, Marion	168,398	835	Petch, Malcolm Ian	78,027	554
Pechet, Bill	94,669	-	Peters, Michael	265,905	-
Peck, Jamie Andrew	284,986	25,602	Peterson St-Laurent, G	78,673	10,756
Pedersen, Melanie	108,173	2,486	Peterson, Glen	162,193	10,645
Peihani, Maziar	103,579	10,029	Peterson, Jenny H	81,064	-
Peirce, Anthony	184,663	4,575	Peterson, Luke	77,005	242
Pekeles, Patricia Ann	214,197	6,580	Peterson, Sandra	85,371	328
Peleato, Nicolas	96,630	3,103	Petherick, Leanne	126,404	6,011
Pelech, Steven Daniel	160,830	-	Petrella, Robert John	154,551	-
Pelletier, Jennifer L	80,628	3,244	Petrina, Stephen	179,582	-
Pelletier, Nathan	144,580	8,188	Petrovic, Aleksandar	85,910	184
Pena, Fernandez F	151,783	6,839	Petryshyn, Halyna	81,792	1,959
Penaherrera, Maria S	77,946	-	Pett, Julie	124,461	1,638
Pennefather, Patrick E	129,637	1,886	Pettersen, Jacqueline	142,440	-
Pennell, Matthew W	126,805	1,608	Pew, Kendall	84,589	-
Penner, Penelope	75,379	-	Pezarro, Catherine A	130,099	1,452
Penney, Michael Lesley	90,267	250	Pfeifer, Tom	89,608	1,700
Penninger, Josef	481,079	55,629	Pham, Chandra	91,527	1,729
Peregoodoff, Robert	155,643	4,593	Pham, Huy Ngoc	89,343	-
Perez-Fortiz, Raul G	86,951	3,626	Phang, P Terence	121,910	3,098
Perkins, Edwin A	226,318	3,373			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Phelan, Anne	191,117	5,590	Pinheiro, Agnelo	86,369	1,208
Phelan, Kevin A	107,951	231	Pini, Claudio Andres	80,379	2,551
Phelps, Jennifer Marie	160,175	1,421	Pinkney, Susan	90,797	529
Phillips, Anthony G	210,229	6,896	Pio, Fabricio Joao	85,848	1,375
Phillips, Blair	89,077	657	Piper, Julianne Emily	89,496	15,763
Phillips, Kevin James	87,870	2,216	Piper, Matthew	83,124	210
Phinney, Alison	194,790	4,339	Pirani, Nazlyn	76,045	1,815
Pho, Jaclyn LK	100,297	1,127	Pirani, Shafique	79,444	-
Phypers, Lisa Louise	77,947	-	Piret, James M	200,495	3,445
Picault, Julien	137,758	3,703	Pirlea, Razvan	83,341	447
Picco, Nadia	102,807	1,955	Pirmoradi, Sep	124,351	571
Piccolo, Costanza	121,455	694	Pisarev, Igor	88,119	462
Pickering, Katherine	75,647	-	Pitcher, Emily	76,635	-
Pidwirny, Michael	125,128	1,724	Pitcher, Tony J	179,013	23
Piedt, Shannon Elaine	97,953	1,462	Pither, Jason	148,552	6,666
Pieters, Roger	130,842	16,958	Pitre-Hayes, Corinne E	177,898	567
Pietrantonio, Domenico	76,358	210	Pittet, Joel	101,035	1,608
Pighini, Maria J	78,131	2,530	Pitts, Melissa	157,932	11,793
Pigozzo Manso, Adriana	190,693	5,845	Pizarra, Wilfredo	76,761	317
Pijetlovic, Dusko	108,805	-	Plamondon, Katrina M	84,322	6,503
Pike, Ian	202,614	48,934	Plan, Yaniv	143,356	2,911
Pike, Kristen Lee	107,095	3,826	Plessis, Judith	121,887	-
Pikor, Katie	107,872	-	Pliska, Benjamin T	229,309	8,461
Pikulina, Elena	253,819	4,965	Plotkin, Steven Samuel	153,851	25,334
Pilon, Angelique	107,021	3,071	Plugge, Stephan	80,079	2,972
Pilon, Mark Richard	85,915	263	Plunkett, Richard	123,732	2,044
Pina, Manuel	123,059	-	Podrebersek, Mike	103,835	-
Pinar, William	239,508	365	Poh, Fang-Yeu C	233,067	-
Pinder, Karen	155,787	1,330	Pohl-Weary, Emily	111,913	5,686
Pineau, Warren	83,455	5,239	Poirier-Vasic, Robin D	77,731	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Policzer, Ana	178,092	823	Potvin, Vincent	95,863	-
Policzer, Catalina	82,959	4,496	Poudrier, Eve	115,834	1,169
Polinko, Adam David	82,019	523	Poureslami, Iraj M	96,152	171
Polishchuk, Elena	98,149	550	Poursartip, A	234,819	7,510
Pollock, Courtney	112,587	1,857	Pow, Thereza Cristina	79,034	168
Pond, Craig	89,046	30,798	Powell, Robert Brian	79,038	1,064
Ponga de la Torre, M R	126,878	-	Power, Cheryl A	97,222	1,560
Poohkay, Susan Denise	115,718	105	Power, Krista	81,529	-
Poole, David	223,238	5,509	Power, Tom	84,142	1,644
Poole, Paul G	88,669	-	Powers, Bradley L	110,528	-
Poole, Warren J	269,886	27,582	Powter, Andrew	95,513	-
Poole, Wendy	139,469	2,265	Poyser, John	176,112	546
Poon, Alvin	80,139	-	Prada, Silva Laura C	93,263	3,676
Poon, Dara Wingheng	105,393	-	Prakash, Nikhila	79,149	1,943
Popple, Adrian John	90,465	-	Pramanik, Malabika	188,233	15,517
Porritt, Andrew	123,356	2,213	Prange, Sebastian R	141,414	6,881
Porritt, Lucy Anne	85,643	60	Prasad, Ajay	76,997	2,143
Portaro, Paola	75,314	7,628	Pratap Singh, Anubhav	126,852	10,432
Porter, Jill	88,827	1,141	Pratt, Geraldine	224,219	14,584
Porter, Stephen B	188,785	-	Preis, Anna	211,141	-
Porter, Susan D	268,775	16,191	Prentice, Pamela	75,442	1,741
Porto, Nuno Manuel	105,440	4,281	Prescott, Cindy	205,525	4,788
Posarac, Dusko	145,393	473	Preston, Roanne	288,870	2,000
Potoski, Elaine France	81,031	6,821	Price, Ingrid	157,009	414
Potter, Pitman B	92,854	3,086	Price, Morgan	199,573	6,407
Potter, Tiffany	137,674	4,827	Price, Richard M	202,728	2,313
Pottinger, Clayton	85,031	19,524	Price, Scottford	82,154	175
Pottinger, Rachel A	205,259	7,136	Primeau, Laurier	100,365	49,699
Potvin, Becky	112,539	3,949	Pringle, John	84,146	516
Potvin, Gabriel	135,132	15,388	Prior, Jerilynn C	185,056	5,966
			Prisman, Eitan	83,412	-



**SCHEDULE OF REMUNERATION AND EXPENSES  
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YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Pritchard, Robert B	179,019	7,673	Questa, Jamiann Marie	119,674	1,193
Pritchard, Samantha E	79,212	5,273	Queyranne, Maurice	290,913	11,085
Pritchett, Chris David	92,911	44,355	Quilala, Stephen	75,920	443
Procyshyn, Ric Michael	137,203	-	Quinde, Roxana	99,037	7,187
Prodanovic, Vladan Z	134,492	8,167	Quinn, Ashley Laura	111,868	2,571
Proft, Joanne	150,726	1,559	Quinn, Edward Joseph	108,715	-
Protopopova, Alexandra	85,412	16,965	Quirk, Paul Joseph	229,892	4,522
Provenzano, Bill	88,690	210	Quon, Bradley	124,444	3,762
Prueitt, Catherine	81,079	7,294	Rabkin, Simon W	135,661	2,098
Prykhodko, Dariya	106,387	2,228	Rad, Calin	75,451	-
Pucci, Adriano	76,523	982	Radeka, Tanja	130,696	2,153
Pugh, Daniel	104,774	3,707	Rader, Matthew Lee	107,878	1,941
Pulleyblank, Douglas	173,733	4,572	Radford, Brian	124,991	-
Pun, Ben	102,807	2,135	Radic, Valentina	127,407	9,190
Punmiya, Bhavin	142,334	4,750	Raftery, James Patrick	119,519	1,238
Pura, Elaine B	187,279	21,552	Ragoonaden, Karen	167,914	13,565
Purdie, Alan S	77,869	-	Ragsdale, Harparkash K	152,003	1,521
Puri, Simmi	84,620	-	Rahemtulla, Shaffiq	96,148	-
Puterman, Eli	151,284	2,774	Rahman, Ismail Abdul	122,102	473
Putnins, Edward	230,687	3,208	Rahmani, Mona	81,032	1,086
Qayumi, Abdul Karim	120,403	-	Rahmim, Arman	199,294	2,562
Qian, Stephanie Wenlei	97,150	6,978	Raibmon, Paige	163,078	8,107
Qian, Yi	304,389	855	Rajabali, Fahra	86,926	1,887
Qian, Yue	121,236	7,287	Rajwani, Aziz	85,895	-
Qiu, Dong	122,245	787	Rakhimov, Elena	154,444	5,572
Qiu, Xiao Evan Jian	130,798	603	Rako, Jason Robert	111,375	1,712
Quach, Jeff	80,596	-	Ram, Jason C	84,479	-
Quandt, Jacqueline A	153,865	3,453	Ram, Sharneil Shanta	90,029	916
Quayle, Moura	281,355	12,075	Ramankutty, Navin	212,468	3,118
Quenneville, Andrew	92,545	18,530	Ramdorai, Sujatha	148,665	5,998



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**  
Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Ramer, Matthew	145,708	2,570	Rechnitzer, Andrew D	172,492	5,689
Ramirez, Renulfo	146,023	-	Redekop, Gary John	228,347	2,917
Ramos, Raul	98,384	3,667	Redfield, Rosemary J	99,511	1,061
Ramsey, Matthew	114,304	2,842	Redish, Angela	325,337	1,246
George			Redmond, Sophia	110,556	450
Ranada, Julie	104,609	-	Avery		
Randhawa, Sarbjit	103,170	160	Reekie, Manuela H	159,125	2,519
Ranger, Manon	105,837	2,905	Reese, Thomas Kyle	153,915	3,576
Rankin, Catharine H	197,355	8,502	Reeve, Kristen	81,018	3,585
Ranta, Krista	81,472	-	Reeves, Margaret	128,029	1,612
Rashtian, Sharon	156,555	-	Regan, William	116,804	-
Rasmussen, Brian	135,875	-	Regehr, Glenn	264,814	8,140
Ratcliff, Robert	89,012	-	Regmi, Kapil Dev	89,288	1,823
Ratner, Pamela	265,279	629	Rehavi, Michal Marit	178,870	1,930
Ratzlaff, Ellen	80,139	2,369	Reiche, Ina	133,818	-
Rauscher, Alexander	166,029	4,792	Reichert, Philipp N	106,917	11,683
Raussendorf, Robert	173,482	8,513	Reichert, Sandy	85,938	583
Ravanera, Rhea	83,229	725	Reichstein, Zinovy B	199,281	903
Ravindran, Aisha	86,429	60	Reid, Corina W	84,837	-
Rawcliffe, Wayne Paul	172,140	6,989	Reid, Gregor Scott D	139,544	993
Rawes, Kimberley J	82,967	2,628	Reid, Karen	108,535	57
Rawn, Catherine D	172,705	4,976	Reid, Robert Colin	120,304	3,622
Ray, Daniel Kylin	75,184	-	Reid, Samantha	163,080	20,149
Rayment, Jonathan	136,046	2,049	Reid, Scott	137,147	1,922
Raymond, Lynn	265,535	8,300	Reid, Shelley A	83,458	-
Rea, Christopher	181,537	5,455	Reid, Tanya	139,517	3,471
Rea, Jaclyn Marie	126,815	-	Reilly, Christopher	114,052	-
Read, Helen	84,089	631	Reimer, Celia S	85,039	-
Read, Jason	131,216	1,452	Reimer, Douglas	113,491	14,406
Reardon, Jillian M	132,032	5,952	Reiner, Neil E	193,000	84
Reaume, Amanda	90,288	1,394	Reiner, Peter Bart	147,321	3,181
Helen			Reinsberg, Stefan	153,197	5,836

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YEAR ENDED MARCH 31, 2020**

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	Remuneration	Expenses*		Remuneration	Expenses*
Reiter, Nikki Leigh	82,487	3,765	Richardson, Suzanne R	100,981	4,369
Reithmeier, Anna M K	106,436	5,882	Richer, Harvey B	96,195	12,762
Remington, Michaela M	155,027	-	Richer, Liska	92,666	-
Renault, Nicole	81,354	2,162	Richert, Dean M	81,083	4,164
Rennekar, Scott H	181,060	25,533	Richman, Joy Marion	250,756	2,842
Renoe, Emily	99,573	980	Rideout, Candice	138,605	-
Rensink, Ronald	180,668	1,175	Rideout, Elizabeth J	129,341	8,095
Renwick, Kerry Janice	150,792	4,202	Rieger, Caroline	124,087	742
Reynolds, Andrea N	78,142	-	Rieger, Georg	125,048	-
Reynolds, Connie A	90,256	158	Ries, John Charles	394,339	1,299
Reynolds, Graham John	172,265	809	Rieseberg, Loren H	286,524	1,231
Rhajiak, Caroline Ka-W	89,595	253	Rights, Jason Douglas	76,575	2,049
Rhajiak, Jamil Ahmed N	86,916	2,238	Riley, Abigail P	119,906	4,210
Rheault, Mark	138,321	325	Ringham, Larissa A	111,978	-
Rhemtulla, Jeanine M	151,147	3,895	Rinomhota, Michael	122,093	-
Rhodes, Justin	76,635	210	Rintoul, Allison Paige	92,302	55
Rhodes, Katherine	90,465	-	Ripeanu, Radu Matei	187,084	16,347
Rhodin, Helge Jochen	102,579	8,659	Riseman, Andrew	165,314	-
Riano-Alcala, Pilar	179,847	12,465	Ristea, Anca	86,798	2,950
Riberdy, Shawn J	81,226	1,607	Ritch, Danielle S	106,436	52
Riccardi, Daniel	100,982	1,945	Ritchie, Ken A J	90,584	236
Richards, Jeffrey	165,677	7,163	Ritland, Carol	113,103	1,247
Richardson, Alan W	219,777	-	Ritland, Kermit	84,314	992
Richardson, Chris G	91,544	-	Rizzotti, Patrick	98,987	6,111
Richardson, Colin Paul	111,433	12,049	Road, Jeremy	184,989	-
Richardson, John S	209,800	10,241	Roberge, Michel	187,857	-
Richardson, Lindsay	82,100	733	Roberts, David	76,789	3
Richardson, Lindsey A	131,314	5,012	Roberts, Deanna	115,853	2,905
			Roberts, Deborah June	182,526	1,322
			Roberts, Duff	78,747	-



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Roberts, Earllene K	106,436	3,005	Roeder, John Barlow	202,078	4,261
Roberts, James	82,478	1,462	Roehr, Daniel	140,338	2,852
Robertson, Heather	325,251	9,719	Roeser, Dominik	163,853	9,076
Robertson, Joanne A	78,061	632	Rogak, Steven Nicholas	192,507	5,010
Robertson, Joshua	84,442	170	Rogall, Thorsten	162,133	-
Robertson, Leslie	102,920	2,309	Rogalski, Jason	86,720	1,328
Robeva, Elina M	99,454	22,497	Rogalski, Pamela	103,038	3,531
Robinson, Cathrine P	140,696	396	Rogers, Theresa	174,106	3,696
Robinson, James	133,185	-	Roggeveen, Anthony	160,794	18,542
Robinson, Janice	153,208	6,806	Rogic, Novak	117,039	2,669
Robinson, Richard E	78,732	-	Rogic, Sanja	108,942	2,197
Robinson, Sandra	400,052	4,991	Rohling, Robert	249,065	972
Robinson, Shelley	98,338	6,238	Rojas, Gaona Orlando J	99,326	1,280
Robinson, Simon	104,351	-	Roland, Elke H	292,093	-
Robinson, Wendy P	215,080	9,785	Rolfson, Jan Erik	96,097	1,112
Robison, Jennifer L	75,293	-	Rolland, Stuart	130,793	3,938
Robles, Tim	89,477	721	Rolston, Karen	153,534	3,822
Robson, Michael	76,568	107	Roman, Leslie	141,720	1,675
Rocha, Perkerwicz S D	142,761	3,443	Ronan, Nicole Jolene	86,541	1,743
Rocheleau, Alain-M	75,552	-	Rondon, Oscar	80,929	994
Rochlin, James F	184,977	7,000	Rooney, Michael Brian	83,592	1,493
Rockford, Lisa	126,700	1,188	Roosa, John Percival	138,139	1,879
Rockwood, Jo-Anne Lin	87,841	80	Root, Janine	123,836	2,436
Roddis, Matthew James	162,592	1,597	Roots, Robin	121,011	-
Rodney, Patricia A	136,252	-	Ropas, Jody	83,362	3,705
Rodrigues, Brian	226,720	929	Rosado Rey, Abel	156,430	-
Rodriguez, Nunez Jose	122,857	733	Rosado, Josefina	89,955	-
Roe, Sean Clayton	76,547	633	Rosales, Roberto	101,003	-
Roecker, Inge	134,745	-	Rosales, Talia	96,805	8,234
			Rosborough, Gary Bruce	143,695	9,041

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Unaudited Schedule

	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Rosco, Steve	157,895	8,330	Roya, Ari	83,173	-
Rose, Gabriel	116,720	1,437	Roy-Bois, Samuel	102,033	-
Roseborough, Linda T	96,307	-	Rozali, Moshe	175,409	9,391
Rosen, David	105,763	2,004	Rozmus, Jacob Jerzy	147,093	3,306
Rosenbaum, Pamela	99,328	-	Rteil, Ahmad	119,905	2,154
Rosenblum, Daisy	111,213	279	Rubin, Julia	147,343	9,815
Rosenblum, Shelly	95,816	11,697	Rubuliak, Cheryl	84,648	3,327
Roskams, Angela Jane	183,314	14,396	Ruitenberg, Claudia W	189,796	2,969
Roskell, Rebecca Jean	94,072	117	Ruiz, Jean	118,011	257
Roskelley, Calvin	212,393	-	Rullmann, Hotze	146,470	1,050
Ross, Becky	174,526	-	Runquist, Scott	76,267	340
Ross, Colin	173,077	16,315	Rupprecht, Kyle	110,508	-
Ross, Eddie Wayne	211,620	1,250	Ruse, N Dorin	217,935	1,617
Ross, Kathleen	244,964	9,810	Rush, Kathy L	163,457	1,741
Ross, Kerry	78,210	7,431	Rushton, Claire E	111,836	2,151
Ross, Thomas	192,120	54,064	Rusk, Bruce	128,528	3,195
Rossi, Fabio	259,632	6,335	Russell, Andrew J	81,596	1,298
Rossignol, Tracey Jane	106,770	2,907	Russell, James	180,950	-
Rossworn, Jayne	86,448	7,110	Russell, James Kelly	196,305	18,240
Roston, Christina E B	75,079	974	Russell, Joseph Paul	101,649	3,916
Rota, Elizabeth Janine	81,021	335	Russell, Joy	76,623	-
Roth, Andrew Justin L	131,461	333	Russell, Karen M	143,377	1,781
Rothman, Zachary	100,266	1,816	Russello, Michael	192,775	4,920
Rottler, Joerg Gerhard	156,381	7,324	Russo, Robert Marc	129,632	4,706
Rougeau, Grazyna	81,071	252	Rutherford, Barbara	156,902	4,279
Rouse, Robert Allen	147,545	-	Ryan, Christopher T	144,708	7,188
Rowcliffe, Pippa	130,230	14,389	Ryan, Colm Francis P	208,849	-
Rowe, Timothy C	90,671	-	Ryan, Katherine Snoda	176,428	2,118
Rowley, Susan	162,463	3,378	Ryan, Maureen P	104,565	-
Roy, Marina	159,573	1,008	Ryan, Sean	92,545	1,884
			Ryder, Thomas Daniel	128,083	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Ryerson, Christopher J	133,151	-	Salfi, Joseph	136,028	651
Rymhs, Deena	109,522	-	Salgadoe, Shermila D M	88,764	4,321
Rysanek, Adam Martin	128,413	5,605	Salgirli, Saygin	112,437	-
Saatchi, Katayoun	84,145	10,044	Salh, Baljinder Singh	154,044	-
Sabharwal, Vanita	101,501	1,070	Salibian-Barrera, M	191,909	23
Sabine, Elizabeth D	98,408	7,179	Salikin, Paul F	102,903	-
Sacdalan, Reginald P	85,955	825	Saltel, Kevin Neil	120,998	73
Sachdeva, Rahul	98,581	3,010	Salzberg, Elicia Lin	151,761	341
Sadarangani, Manish	163,239	13,910	Salzwedel, Douglas	80,740	3,011
Sadatsafavi, Mohsen	177,205	7,545	Samji, Shilpa Elsa	80,253	2,230
Saddler, John N	296,164	33,624	Sammis, Glenn Martin	175,076	-
Sadeghzadeh, Milani A	205,111	6,561	Sammy, Govind	93,975	1,218
Sadek, Mo	81,327	-	Samnani, Faiza	96,987	2,369
Sadiq, Rehan	233,624	22,642	Samodien, Graeme	76,821	204
Sadovnick, Adele D	191,117	-	Sampson, Clint	81,041	601
Sadowski, Ivan	179,395	864	Samra, Sarabjot	104,614	-
Saewyc, Elizabeth M	246,668	43,822	Samuels, Anne Lacey	213,147	2,591
Safari, Abdollah	85,641	-	Samuels, Danielle E	100,092	12,218
Safi, Frishta	81,851	174	Sanatani, Shubhayan	181,678	-
Saggio, Raffaele	111,974	15,221	Sandercock, Leonie	215,809	11,483
Sahota, Paul	105,489	316	Sanderson, Michael	143,908	-
Saini, Chiranjeev	89,119	-	Sandford, Andrew	160,381	155
Saini, Saminder	131,605	3,851	Sandhu, Param	77,989	340
Saini, Satinder Singh	111,929	184	Sandoe, David	85,793	5,451
Saisamorn, Pimkae	92,226	1,944	Sanghera, Sharan	84,638	3,711
Sajjadiani, Sima	236,670	4,362	Sanguinetti, Jennifer	200,149	5,515
Sakakibara, Brodie M	105,837	2,662	Santhapet, Venkatesam	108,790	-
Sakaray, Amrutha	85,079	-	Santos, Alessandra	133,279	4,872
Salame, Patrick-G	80,139	2,694	Santos, Donabel	145,337	1,351
Salcudean, Septimiu	207,248	6,460	Santos, Erwin	75,287	-



**SCHEDULE OF REMUNERATION AND EXPENSES  
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	Remuneration	Expenses*		Remuneration	Expenses*
Santos, Ina	109,841	-	Schaeffer, Emily K	76,829	21,095
Santos, Lisa Keiko	102,807	-	Schafer, Laurel	213,305	8,890
Sarantidis, Diana	76,983	1,877	Schajer, Gary S	177,005	1,537
Sarfaty, Galit Alcalay	193,763	1,589	Schaller, Mark	213,009	5,789
Sarra, Janis	275,335	14,028	Schauer, Philip A	75,718	10,996
Sasagawa, Emi	76,329	2,317	Schechter, Martin T	225,884	-
Sasaki, Shugo	83,856	4,395	Schellenberg, R Robert	120,256	-
Sasso, John P	83,116	-	Schepens, Hilde	110,619	2,566
Sathaye, Adheesh A	151,509	-	Scheuermeyer, Frank X	104,226	-
Satterfield, Blair H	168,887	2,651	Schiebinger, Geoffrey	111,154	15,602
Satterfield, Theresa	208,414	2,995	Schleich, Kristin	135,906	-
Saunders, Adam Ross	162,147	60	Schluter, Dolph	266,249	1,306
Saunders, Harvey A	105,889	3,854	Schmader, Tanya Marie	192,029	12,736
Saunders, Ian	121,237	-	Schmidt, Jeremy N	103,178	659
Saunders, Mary Ann S	75,172	231	Schmidt, Julia Yvonne	110,712	3,011
Sauve, Karen Ann	101,261	3,344	Schmidt, Kimberly	88,376	2,487
Savage, Stephanie	77,596	1,476	Schmidt, Lee Robin	105,559	8,562
Savalei, Victoria	176,978	1,287	Schmidt, Mark William	198,771	5,767
Savelson, Aviva	116,477	1,316	Schmidt, Matthew J	85,848	527
Sawada, Naomi	77,004	112	Schmidt, Randall J	87,437	8,852
Sawchuk, Sharon	86,876	-	Schmiesing, Susanne	160,060	3,690
Sayed, Tarek	257,251	18,567	Schmitz, Kyle	79,638	-
Sayer, Jeffrey	86,471	4,867	Schmitz, Susan	104,057	1,164
Saylor, Joel Edward	148,829	23,549	Schnellert, Leyton M	150,058	19,099
Scales, Andrew	175,208	16,785	Schoen, Michael G	108,724	321
Scales, Anongluk	79,665	-	Scholte, Tom	174,956	10
Scali, Gabriella Maria	81,485	279	Schonert-Reichl, K	192,592	5,001
Scaman, Christine	176,357	1,667	Schoof, Christian G	179,479	7,734
Scarfe, Jeannie	101,116	121	Schoof, Derrick	88,604	21,322
Scavazza, Bruno	104,351	19	Schreiber, Richard	250,117	-
Schabas, Margaret	217,876	2,782			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Schreyer, Christine	147,161	15,180	Scriven, David R	78,090	1,819
Schrimpf, Paul Thomas	172,885	-	Scudamore, Charles H	120,355	-
Schroeder, Jonatan	96,974	171	Seamans, Jeremy K	189,599	-
Schroeder, Marianne	161,941	12,312	Sedgwick, Whitney A	112,640	2,638
Schubel, Adam	88,662	1,928	Sediako, Dimitry	143,276	15,747
Schulte, Patricia	224,929	5,981	Seet, Tony	152,661	2,079
Schultz, Izabela Z	110,477	2,247	Seethaler, Rudolf	152,769	3,579
Schultz, Kimberly	84,530	-	Segal, Judy Z	157,182	370
Schultz, Kirk R	390,800	16,970	Segaric, Cheryl Ann	131,098	927
Schulz, Martin	163,894	3,936	Seidel, Marc-David L	224,235	28,227
Schulz-Cruz, Bernard	117,851	-	Sekandarpour, Sayed F	132,382	3,773
Schummers, Laura C	77,000	8,064	Sekhon, Manbeena	92,055	789
Schuppener, Kristin A	80,515	1,821	Sekora, Brennan	111,092	1,278
Schuppli, Catherine A	110,755	757	Selby, Michael James D	75,941	58
Schwartz, Naomi Beth	100,711	7,726	Sellers, Stephanie	84,246	15,889
Schwarz, Robert	93,893	1,148	Seltzer, Margo Ilene	333,583	6,628
Schwarz, Stephan	205,957	7,124	Semadeni, Levi	93,678	2,023
Scibior, Adam Michal	103,795	2,946	Semenec, Paulina	77,034	149
Scoates, James Stewart	189,547	2,431	Semenoff, Gordon W	211,404	10,825
Scoble, Malcolm	189,450	536	Senbel, Maged	170,018	366
Scott, Alexander	159,044	5,540	Senese, Donna	131,741	483
Scott, Benjamin	83,619	-	Sengul, Selim	118,598	147
Scott, David	150,850	2,327	Senn, Cristina	77,761	-
Scott, Douglas	193,367	23,321	Sens, Allen Gregory	168,118	1,123
Scott, Gregory	193,245	3,331	Seo, Philip Yong Suk	76,306	849
Scott, Ian	309,174	2,783	Seow, Chun Yong	188,642	2,964
Scott, Jeremy Douglas	93,778	-	Seow, Edmund	115,172	-
Scott, Jodi	142,640	4,279	Separovic, Darko	76,828	-
Scott, Sandra	144,360	901	Sepp, Stoo Martyn	85,275	586
Scott, Suzanne	103,954	17,820	Serbanescu, Catalin	76,928	-



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Serebriakov, Mikhail	148,689	7,293	Shapka, Jennifer	168,052	6,044
Serrambana, Sonia	88,606	314	Sharif, Afsaneh	99,920	116
Serrano, Ricardo	137,191	4,924	Shariff, Azim	173,464	4,329
Servati, Peyman	198,795	473	Sharma, Ajay	76,252	130
Sethumathavan, Senthil	78,031	-	Sharma, Hradesh	96,711	-
Seto, Carrie	112,633	4,483	Sharma, Jagmohan	77,653	236
Seto, Donna	89,709	838	Sharma, Rajeev Kumar	80,166	550
Seto, John	102,807	-	Sharma, Shahin	88,475	751
Seto, Katherine	124,579	-	Sharon, Rena	173,026	3,895
Severinov, Sergei L	209,052	8,922	Sharp, William	149,620	1,703
Severs, Jeffrey Frank	98,884	7,169	Shave, Robert	210,880	12,909
Shabbits, Jennifer A	157,675	300	Shaw, Amber	104,791	-
Shadgan, Babak	102,352	4,675	Shaw, Christopher	155,713	4,508
Shadwick, Robert E	153,225	10,045	Shaw, Erin Elizabeth V	77,682	550
Shaffer, Elizabeth	158,616	10,186	Shaw, Patricia A	169,507	9,847
Shafiq, Nausheen	80,232	-	Shawwash, Ziad K E	146,765	3,460
Shah, Amil M	220,079	5,514	Shearer, Karis	120,695	4,139
Shahinfard, Elham	79,658	798	Shearer, Lisa	81,402	6,406
Shahnaz, Navid	147,382	-	Shechter, Steven M	356,620	8,231
Shakespeare, Michael	94,039	816	Sheel, Jenniffer C	150,038	4,096
Shakya, Tsering Wangdu	153,991	1,786	Sheel, William	199,457	12,584
Sham, Ho Pan	91,529	-	Sheffer, Alla	247,586	5,204
Shan, Hongxia	152,106	11,513	Sheffield, Evan B	83,606	5,066
Shang, Junling	97,551	-	Shehata, Mohamed	88,079	4,040
Shankar, Jay	77,885	340	Shek, Melanie	94,563	550
Shankar, Mike	81,395	-	Shekhar, Sudip	190,425	-
Shannon, Casey Patrick	78,155	12,066	Sheldon, Claire	105,779	-
Shannon, Erin O	105,916	9,921	Shelton, Anthony Alan	275,211	38,276
Shannon, Kate	212,795	-	Shelton, Stephanie M	133,622	78
Shannon, Matthew G	90,119	6,352	Shen, Hui	88,816	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Shen, Jie Jane	87,601	149	Shorthouse, David	203,432	-
Shen, Ya	211,031	4,249	Shortt, Robin	84,390	-
Shenfield, Shawn	80,951	161	Shoveller, Jean A	161,920	705
Shepard, G Michael	111,823	-	Shrestha, Anil Kumar	80,060	2,671
Shepelska, Tetyana	81,821	-	Shrestha, Ratna	161,370	-
Shepherd, Frederick B	241,400	7,915	Shriver, Chelsea G	89,459	4,504
Sheppard, Anthony F	190,077	-	Shuen, Duncan	127,452	2,169
Sheppard, Stephen	174,981	5,075	Shuler, Charles F	261,857	823
Sheridan, Dustin	122,209	-	Shulha, Hennady	85,033	-
Sherkat, Shahed	90,142	2,783	Shum, Eston C	127,507	1,567
Sherman, John	170,424	-	Shum, Ho Leung	81,851	-
Sherman, Sarah Bean	84,824	1,691	Shum, Janey	89,303	-
Sherrington, Ryan	81,417	-	Sia, Shirley	76,076	420
Shew, Matthew	81,401	1,314	Sian, Christina	84,202	-
Shi, Charles Xiaolin	96,914	4,574	Sibley, Jennifer	106,699	-
Shi, Ling	184,071	3,001	Sicoli, Kimberly	80,139	978
Shi, Yuan	89,349	7,603	Siddiqua, Sumi	87,355	473
Shields, Duncan	124,129	-	Sider, Michael	81,420	1,526
Shields, Thomas	97,791	272	Sidhu, Ali	87,555	-
Shimizu, Erica	83,273	1,042	Sidhu, Manjinder Kaur	81,125	419
Shin, Edmond	87,475	(1,716)	Sidhu, Ravinder S	129,635	4,194
Shin, Eurie	100,649	60	Sigal, Leonid	192,666	10,568
Shin, Leo	140,553	-	Siggers, Patricia	89,958	3,280
Shiple, Paul	140,117	4,437	Sigurdson, Kris R	161,206	-
Shippam, Bette Louise	117,702	789	Silberman, Lior	136,973	1,696
Shippit, Heather	94,090	2,487	Silgado, Rajiv	707,375	17,443
Shirazi, Beheshtiha S	91,373	1,150	Silk, Timothy Guy	268,701	5,310
Shirzad, Shahin	75,079	5,528	Silva, Mahara	92,186	23
Shivji, Yasin	100,270	-	Silver, David Brian	178,612	-
Shlomi, Hilla	84,172	1,502	Silver, Erin	101,643	3,080
Shneiderman, Sara Beth	142,336	7,169	Silver, Sweeney M J	146,448	2,018



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Simard, Suzanne	202,645	697	Skomorowski, Anje	186,970	5,127
Simchen, Ori	198,993	17,543	Skoretz, Stacey Anne	118,817	-
Simon, Christine Rose	78,663	-	Skoulakis, Georgios	326,249	5,666
Simonite, James Blair	123,192	1,248	Slabikowska, Annay	116,774	-
Simpson, Anne	91,177	-	Slade, Gordon	196,681	2,636
Simpson, Elizabeth	228,755	5,490	Slater, Lisa	116,859	1,193
Simpson, Stacey Anne	87,839	4,887	Slingerland, Edward G	223,758	26,415
Simpson, Travis G	82,677	-	Sly, Laura	195,352	5,284
Sims-Gould, Joan	132,537	6,154	Smailes, Peter	329,954	17,005
Sin, Donald	374,322	-	Small, Jeff Alan	176,386	2,019
Sin, Ellen	82,154	-	Small, Susan	158,138	8,853
Sin, Nancy Lin	110,007	13,152	Smets, Pia	80,170	-
Sin, Wun Chey	85,538	5,645	Smillie, Malcolm	94,455	10,139
Sinclair, Chadwick	189,807	18,250	Smit, Matthijs Arjen	137,849	8,667
Sinclair, Scott	233,456	998	Smith, Angela	123,571	50
Sindelar, Robert	151,170	33,291	Smith, Brock D	147,325	-
Sinden, Eavan	94,931	-	Smith, Cousineau C	82,700	9,014
Singer, Joel	216,201	483	Smith, Craig	76,024	8,541
Singh, Santokh	158,758	2,680	Smith, Daniel	82,967	4,949
Singler, Katelyn	82,739	1,265	Smith, Emma Kathleen	94,496	-
Sinha, Sunita	118,276	3,230	Smith, Gregory D	148,811	636
Sirluck, Katherine	110,199	-	Smith, Jason S	75,293	121
Siu, Ellen	108,509	1,015	Smith, Jeffrey P	99,291	2,739
Siu, Henry E	256,561	11,381	Smith, Jocelyn	80,213	937
Siu, King	109,080	-	Smith, Karen	117,728	10,627
Siu, Sharon	179,846	5,160	Smith, Kevin	220,649	3,329
Siy, Ronald	107,753	-	Smith, Kevin Michael	162,922	507
Skarlicki, Dan	394,836	3,492	Smith, Leonard Varin	77,175	-
Skarsgard, Erik	140,145	-	Smith, Matthew L	93,781	244
Skinner, Adrienne N	122,103	7,537	Smith, Michael V	128,254	1,961
Skjaveland, Daniel	76,206	-	Smith, Neale Bradley	89,906	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Smith, Stephanie	75,880	110	Somerville, Craig T	263,414	31,858
Smith, Stephen	320,296	9,937	Somerville, Victoria A	81,712	-
Smith, Tai Lin	143,220	2,474	Sommer, Barbara	77,320	-
Smith, Vanessa Louise	83,285	2,445	Sommerville, Brooks A	85,337	2,235
Smith, Victoria M	139,830	9,895	Sones, Richard	145,031	2,737
Smithers, Cameron	98,016	-	Song, Kyungchul	209,810	4,295
Smits, Claire B	117,578	645	Song, Liang	127,966	1,141
Smolak, Darya	108,846	3,383	Song, Steve	91,319	2,909
Smolinski, Mikolaj	87,084	1,135	Song, Weihong	236,828	12,037
Smukler, Sean Michael	149,919	10,447	Sookraj, Dixon	123,911	-
Smutylo, Seyoum Daniel	114,366	7,622	Soon, Judith	75,501	4,127
Smyth, Anna Elizabeth	79,479	5,006	Soon, Maureen	91,704	149
Snadden, David	240,648	13,775	Soon, Zoe Anne	122,295	2,649
Snowberg, Erik C	330,657	16,021	Sopotiuk, Owen D S	95,232	1,289
Snowden, Kim Louise	94,588	-	Sor, Sinaroth	128,884	3,065
Snutch, Terrance P	222,415	11,123	Sorensen, Poul	375,606	2,268
Snyder, Jason Scott	132,485	6,578	Soriano, Mike	78,289	144
So, Alan	125,222	-	Sork, Thomas Joda	209,853	6,544
So, David	106,278	1,890	Soskuthy, Marton	124,287	3,154
Sobol, Barbara Lynn	108,969	1,360	Sossi, Vesna	219,081	10,249
Sobolev, Boris	158,947	1,334	Souffez, Karine	132,173	5,672
Sobouti, Rafat	81,279	-	Soules, Matthew	126,952	-
Sobrinho, Blossom	81,191	-	Souresrafil, Natalie	76,961	33,072
Sochting, Ingrid	115,717	6,326	Soussloff, Catherine M	212,786	1,964
Soja, Peter J	189,849	1,363	Soutyrine, Victor	76,206	-
Soller, Lianne	79,156	-	Sowlati, Taraneh	182,144	830
Solomon, Leah	78,151	7,797	Spacciante, Stephanie	112,147	7,054
Soltanian, Saeid	83,574	-	Spacey, Sian Deborah	90,579	1,188
Solymosi, Jozsef	177,700	26,889	Speers, Christine	78,128	-
Soma, Kiran K	187,918	5,776	Speight, David	145,530	2,836
			Speller, Camilla	116,776	8,280



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Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Spencer, Christopher	95,366	560	Staub-French, Sheryl A	213,940	15,616
Spencer, Curtis	85,913	949	Steckhan, Curt	97,590	557
Spennath, Maddison	75,441	197	Stecklov, Guy	227,591	9,621
Spiegel, Jerry	194,030	30,996	Steel, Daniel	158,130	2,804
Spies, Alwyn Paula	130,295	3,785	Steel, Nick	85,232	-
Spiliotopoulos, V V	76,738	1,763	Steele, Patricia	109,120	-
Spiridonoff, Sophie	82,064	9,033	Steen, John Thomas	126,641	20,731
Spittal, Patricia	233,875	21,251	Stefanska, Barbara M	146,015	334
Sprout, Bronwen	141,061	644	Stefanson, Amber Rose	89,173	-
Squire, Christine	81,278	4,894	Steidl, Christian G	229,955	1,962
Squires, Munir David	130,111	3,854	Steiger, Jesse James	107,380	473
Srebnik, Simcha	124,155	-	Stein, Ashley E	83,914	39
Srivastava, Diane	192,151	13,073	Stein, Jack W	79,527	-
St Cyr, Shilo Dawn	117,148	10,645	Stein, Sharon Rebekah	120,397	4,238
St Laurent, Drew J D	96,451	20,400	Steiner, Theodore	162,307	2,361
St Laurent, Patricia	83,580	6,048	Steinmann, Patrice O	127,963	6,030
Stacey, Jennifer	80,740	2,903	Stephens, Christopher	147,891	549
Stacey, Jocelyn Norah	159,666	5,062	Stephens, Madeleine	104,032	3,869
Stacey, Richard Greg	76,037	217	Stephenson, Christie E	112,224	17,026
Stack, Michelle	156,301	16	Sterling, Shannon	100,166	15,674
Stainton, Timothy	184,407	6,135	Stevens, Cheryl	163,846	94
Stairs, Ingrid	205,701	3,184	Stevens, Mark Robert	162,705	-
Stamp, Philip C E	205,436	10,577	Stevens, Sara Kathryn	135,932	5,208
Stander, Freddy	77,434	-	Stevens, Scott C	89,599	1,024
Standeven, Kathryn	106,962	27	Stewart, Amy Kerry	82,255	603
Stang, Jared	84,623	690	Stewart, Evelyn	339,536	14,517
Starky, Sheena	83,341	6,888	Stewart, Jaclyn J	130,925	7,014
Starovoytov, Andriy	90,367	2,145	Stewart, James Graham	179,464	9,818
Starr, Ilia	77,306	-	Stewart, Janice	159,413	1,918
Starr, Jessica B	104,351	2,693			
Starr, Lea Katharine	126,562	3,563			



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	Remuneration	Expenses*		Remuneration	Expenses*
Stewart, Jennifer V	87,951	370	Straley, Dave V	105,465	-
Stewart, Katriona	78,410	1,027	Straley, Thomas Ray	103,952	7
Stewart, Laura Lynn	343,467	4,520	Straus, Suzana	187,572	1,367
Stewart, Megan	102,692	-	Streelasky, Kari	147,735	14,081
Stewart, Ron	76,928	-	Street, John Thomas	106,357	-
Stewart, Sally	137,868	1,699	Strikaitis, Daniel A	90,212	689
Stibravy, Robert	107,884	1,322	Struch, Gela	115,591	-
Stillwell, David	113,235	-	Struik, Laura Louise	82,342	-
Stirling, Fiona	110,100	3,301	Strumpel, Charlene Ann	131,362	1,267
Stites, Jessica	160,403	12,654	Strusievici, Doina	86,727	535
Stobbe, Laura	84,399	1,026	Strynadka, Natalie	325,261	19,630
Stocco, Leo	151,508	6,546	Stuart, Gavin	478,855	28,326
Stockdale, Richard	84,738	2,616	Stuart-Crump, Alison E	98,374	-
Stockler-Ipsiroglu, S	306,578	7,294	Stubbs, Jason	82,629	-
Stockman, Christian A	78,776	2,047	Student, Justin B	100,286	4,555
Stoeber, Boris	171,716	16,530	Stull, Roland	205,714	-
Stoessl, A Jonathan	262,385	-	Stunden, Chelsea Marie	75,187	454
Stokell, Krista Lea	78,573	1,333	Stusiak, Tegan Janet	75,240	2,206
Stoll, Kathrin	91,615	6,655	Su, Peter	118,289	1,034
Stone, Ann Marie	153,020	-	Su, Weizhong	80,139	131
Stoneson, Wiesje Elisa	76,848	222	Suarez, Eliana	91,537	1,470
Stoodley, Robin	131,250	4,191	Suarez-Blanch, Adriana	100,076	-
Storlund, Ralf C	86,114	-	Subramaniam, Sriram	411,708	22,982
Stormes, Ben	95,076	3,594	Suderman, Michelle E S	118,022	1,199
Storms, Michelle	112,053	550	Sudeyko, Teresa Dawn	79,851	3,457
Storness-Bliss, Nathen	79,125	1,573	Sugden, Roger	248,899	30,454
Stothers, Lynn	143,834	2,875	Sugioka, Kenji	112,462	2,179
Stouck, Jordan Wardell	128,571	4,232	Sugiyama, Ryo	98,605	2,083
Stout, Robert	90,422	-			
Stoynov, Nikolay M	77,883	-			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Sugrue, Gavin	77,720	1,797	Svedic, Zorana	195,252	-
Sullivan, Rachael E	94,137	3,649	Svedova, Jana	95,000	955
Sullivan, Richard	96,152	-	Svendsen, Linda Jane	195,354	5,623
Sumaila, Ussif Rashid	236,720	9,350	Swan, Bryan Jason	145,519	40
Sun, Alan Y	116,427	-	Sweet, David	184,886	4,049
Sun, Bonnie	88,370	4,141	Swei, Omar Abdulah	124,416	7,759
Sun, Chin	79,974	-	Swiecki, Tomasz	136,736	4,481
Sun, Hongyun	76,975	-	Swierenga, Heidi	118,417	9,475
Sun, Maggie	98,377	1,666	Swift, Jody L	128,246	8,597
Sun, Sylvia Qian	114,739	-	Swindale, Nicholas V	170,787	-
Sun, Xin	92,361	2,310	Swinkels, Helena M	90,079	1,670
Sun, Ying	106,536	-	Switzer, Karen	83,579	-
Sundberg, Juanita	165,564	1,205	Sy, Sherisse	95,747	105
Sunderland, Darlene A	87,473	180	Syali, Prabjit Singh	98,768	183
Sunderland, Jacqueline	77,740	5,702	Sylka, Christina	138,812	1,610
Sunderland, Terence C	196,838	26,315	Symons, Jesse	87,965	9,142
Sundher, Treslyn	82,978	-	Syrnyk, Jennifer	84,570	16,137
Sundstrom, Lisa	168,351	19,443	Syrnyk, Teresa	150,123	6,381
Sung, Ching-Kang	77,280	78	Szendrey, Julie	79,554	-
Sung, Dianne Elena	133,540	1,125	Szeri, Andrew John	402,520	12,400
Suryaprakash, Nitya	82,696	-	Szeto, Dustin	78,319	860
Susanthan, Ayendra U	80,523	-	Szigeti, John Jason	79,459	-
Susanto, Hadi Bruno	97,511	148	Szkup, Michal Lukasz	136,411	12,401
Suseendran, Kandiah	132,173	529	Szostak, Carolyn	126,293	49
Sutherland, Alistair	129,507	-	Tabareh, Dara	112,946	-
Sutherland, Brian Ross	154,761	-	Tafaghodi Khajavi, L	139,930	7,285
Sutherland, Jason M	168,279	-	Taghipour, Fariborz	190,525	9,476
Sutherland, Stuart	166,584	-	Tagliafierro, Angelina	76,110	719
Suttle, Curtis	221,100	5,911	Taheri, Asal	75,300	700
Sutton, Tracey	94,203	1,415	Taheri, Roxana	81,224	3,589
			Taheri-Ardebili, Ray	147,991	2,815



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	Remuneration	Expenses*		Remuneration	Expenses*
Tai, Isabella	231,033	11,424	Tanaka, Sandra A	207,712	1,369
Taiebat, Mahdi	183,233	5,846	Tanentzapf, Guy	178,997	4,970
Tait, Patricia	82,486	3,942	Tang, Alex	98,872	4,350
Tak, Thena Jean-Hee	106,020	1,032	Tang, George	85,988	879
Takaffoli, Mahdi	76,364	10,719	Tang, Jason Chi Pong	103,835	-
Takahata, Kenichi	190,861	6,352	Tang, Michael	86,924	2,153
Takaki, Thomas Katsuya	80,251	846	Tang, Monica K	102,206	3,493
Takei, Fumio	194,604	-	Tang, Monna Pui- Hung	105,419	1,656
Takenaka, Leanne	104,642	698	Tang, Shuo	176,529	5,844
Takenaka, Lori Hoi- Yee	80,803	1,720	Tang, Sichun	125,695	674
Takenaka, Stan	134,817	1,802	Tang, Tricia Shugin	149,723	2,928
Talhouk, Aline	120,927	4,593	Tanguay, Pierre	98,097	-
Taliani, Marwan	79,022	5,325	Tannahill, Diane	82,332	-
Talmy, Steven	137,414	-	Tannant, Dwayne David	213,784	9,810
Tam, Joseph	104,389	-	Tanner, Martin	198,229	1,004
Tam, Roger	185,985	-	Tanoto, Shirley	149,518	5,069
Tam, Theresina	82,707	344	Tansey, James	341,280	20,727
Tam, Yuen Yi Chris	93,617	3,992	Tape, Richard	83,681	550
Tamagi, Wayne	75,880	956	Tarango, Adolfo Rosel	132,769	3,725
Tamber, Mandeep	117,954	-	Tardif, Angela Faye	99,101	-
Tamburic, Lillian	89,369	-	Tarrant, Marie	202,648	21,913
Tamez, Margo	133,487	-	Taubert, Stefan	155,402	619
Tan, Elsie	143,286	32	Tavakoli Shalmani, H R	96,068	1,822
Tan, Kenneth Ching W	94,316	-	Tavakoli, Javad	133,344	3,595
Tan, Matthew	94,164	3,856	Taylor, Alison	190,689	9,092
Tan, Michael	139,374	4,923	Taylor, Bonnie	80,235	-
Tan, Michelle Olivia	130,030	6,369	Taylor, Bonny	114,128	2,697
Tan, Soon Hoong	128,323	763	Taylor, Carolyn	108,824	-
Tan, Yuen Sze Michelle	127,224	3,663	Taylor, David	151,264	5,519
Tanaka, Kaori	81,876	-	Taylor, Edward Hugh	133,141	-



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	Remuneration	Expenses*		Remuneration	Expenses*
Taylor, Effie	122,154	50	Tetzlaff, Wolfram G	226,695	30,478
Taylor, Eric B	219,519	201	Teves, Sheila Jean	127,337	1,069
Taylor, Jessica Lynn	79,518	11,130	Thachuk, Mark	142,689	2,280
Taylor, Karen	81,342	22	Thain, Tracy	87,579	-
Taylor, Robert	181,642	10,255	Thamboo, Andrew	83,412	-
Taylor, Sally Joy	132,737	4,167	Thaper, Daksh	80,079	6,701
Taylor, Steve	84,622	5,853	Thauberger, Althea	98,241	1,596
Taylor, Steven	189,660	-	Therrien, Jeffrey Adam	84,247	-
Taylor, Timothy Luke	112,251	-	Thieme, Katja	118,318	-
Tchen, Paulo	129,019	22	Thiessen, Joel	85,762	11,198
Te Hiwi, Braden	89,647	4,265	Thiessen, Keith	108,548	-
Teasdale, Janet Anne	205,750	7,881	Thobani, Sunera	138,253	8,030
Tebbutt, Scott	116,130	18,935	Thody, Kristine Lesley	86,542	9,409
Tecson-Golfinopoulos, M	114,592	-	Thomas, Anne	83,601	-
Tedford, Edmund	110,072	17,725	Thomas, Graham	106,415	10,905
Teed, Katherine	87,191	623	Thomas, Marion Jean	81,238	-
Tees, Paul J	84,953	844	Thompson, C Katherine	98,073	-
Teichman, Joel	139,141	2,877	Thompson, Charles	218,045	-
Teixeira, Jose	177,672	7,178	Thompson, Chelsea	167,749	6,390
Teja, Fareed	89,011	4,177	Thompson, Craig	96,229	1,936
Tempel, Bert	84,996	-	Thompson, David M	77,771	-
Tennakoon, Susantha	97,626	475	Thompson, Deborah	83,942	-
Tenzer, Michael	192,979	1,414	Thompson, Donald	196,633	22,389
Teo, Rachel	82,508	252	Thompson, Evan	210,389	5,840
Terai, Leah	116,184	6,438	Thompson, Rosemary- J	86,863	798
Teres, Jose R	120,837	1,399	Thompson, Shannon	85,812	9,826
Tesfamariam, Solomon	178,439	3,518	Thompson, Shaun	99,875	-
Teslenko, Tatiana	146,299	2,089	Thompson, William A	96,009	-
Tessier, Anne- Michelle	135,258	2,178	Thomson, Ryan	107,695	-
Testa, Carlo	115,814	-	Thorburn, Dan	80,139	4,449



**SCHEDULE OF REMUNERATION AND EXPENSES  
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YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Thorburn, Jeff	98,498	2,867	Toma, Oana	96,441	3,577
Thornberry, Evan C	93,214	3,280	Tomaselli Crespo, M F	91,994	2,544
Thorne, Sally	259,704	10,515	Tomc, Sandra M	178,256	13,272
Thornton, Nicholas G	75,155	-	Tomek, Jennifer	111,599	1,258
Thorogood, Miles	103,590	6,175	Tommasini, Linda	106,896	4,715
Thrush, Coll	167,866	4,932	Tompkins, Chase Andrew	80,454	1,543
Thurmeier, Coby	91,317	3,937	Tom-Wing, Margaret A	108,661	-
Tian, Li Stanley	120,819	-	Tong, Ambrose	112,941	2,901
Tiberghien, Yves	212,504	33,570	Tong, Horace	122,830	32,006
Tien, Geoffrey Cheng- L	99,214	-	Tong, Nicholas	94,079	1,184
Tierney, Michelle Lee	79,531	9,261	Tonkin, David J	88,337	-
Tierney, Robert	142,907	1,250	Toor, Kavinder	165,232	7,162
Tieu, Dan	120,040	998	Tooze, Jamie	91,608	721
Tilstra, Ingrid	76,634	3,402	Topham, James	79,769	11,346
Timbers, Tiffany	142,566	2,532	Topic, Suzana	99,035	14,445
Timler, Mary	149,247	3,475	Topley, Conor William	84,279	-
Timmers, Gwilyn	77,689	2,997	Topornycky, Joseph S	95,154	-
Tindall, David B	168,803	9,779	Torcov, James Anthony	82,734	12,362
Tingey, Vincent	101,279	50	Torok, David Z	85,625	-
Titford, Valerie	84,287	2,914	Toronchuk, Margaret	82,044	-
To, Jayson	129,845	5,360	Torres, Ivan	146,047	-
To, Shunhau	87,056	101	Tortell, Philippe	189,676	5,510
To, Sunny Yuk Fai	91,004	-	Tortora, Amber	92,552	9,474
To, Thuan	77,479	-	Tough, Margaret A	130,433	3,932
Toader, Ovidiu	97,121	-	Towell, Barbara Y	121,324	-
Tocheva, Elitza	141,472	6,673	Towle, Angela	195,159	4,102
Todaro, Patrizia	149,071	-	Townley-Smith, Erin M	120,320	34,623
Todd, Brett Alan	98,747	379	Townsend, Laurie	78,435	-
Todd, Rebecca	131,784	3,581	Townson, Andrea	157,111	1,724
Tokuriki, Nobuhiko	182,140	6,880	Toyen, Rachel	107,479	14,815
Tom, Freda	75,357	195			



**SCHEDULE OF REMUNERATION AND EXPENSES  
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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Traas, Wendy	91,562	3,152	Troeung, Y-Dang	142,002	5,134
Traboulosee, Anthony	203,636	2,807	Tropini, Carolina	121,329	3,623
Tracey, Laurinda	79,383	2,373	Trowell, Mark	141,711	2,931
Tracey, Patrick C G	106,449	2,329	Truong, David	171,321	9,509
Tracey, Terence John	127,500	-	Tsai, Tai-Peng	192,609	5,694
Tracy, Jessica Lynn	189,407	1,259	Tsakumis, Eleni	83,216	13,205
Traichel, Rudy	123,757	827	Tsang, Amy	104,763	856
Train, Melanie Jane	89,331	-	Tsang, Jonathan	80,079	995
Traister, Bryce	194,076	19,939	Tsang, Teresa S M	277,490	3,845
Trajano, Heather L	150,946	4,721	Tsang, Teresa Wing Yin	139,134	7,338
Tran, Dorothy T H	82,967	1,874	Tsang-Cheng, Joyce	210,300	4,648
Tran, Joshua Owen	87,841	31	Tse, Hsiao Ming	104,867	-
Tran, Martino	132,064	3,034	Tseng, Michelle	123,100	3,021
Tran, Vicky Tieu Vinh	84,399	547	Tsiakos, George	151,876	4,725
Tran, Vivian	81,342	66,283	Tsu, Tony Jui-Chun	82,000	3,554
Traore, Ismael	77,737	837	Tsui, Kam	76,170	-
Trebbi, Francesco	400,690	12,974	Tsukada, Hanae	96,201	7,425
Trebic, Irena	85,712	1,737	Tuazon, Bianca Jessica	75,893	11,359
Tremblay, Cynthia	142,096	26,259	Tuck, Adam	80,940	-
Tremblay, Regine	78,624	-	Tuckett, James	147,153	-
Tremlett, Helen	170,282	1,463	Tudhope, Robert	90,595	8,143
Tremonti, Robert	92,514	3,837	Tuele, Andrea	102,316	1,840
Treschow, Michael	145,296	4,131	Tully, Emma Zara	128,766	3,735
Trethewey, Alexandra	80,467	-	Tunchev, Tihomir	77,721	-
Triay, Laura Berenice	78,639	12,389	Tung, Anson	136,333	41
Trifunov, Erin	80,582	5,368	Tupper, Allan	218,451	8,825
Trigg, Wendy	78,273	-	Turan, Serbulent	99,027	1,228
Triggs, Erica	92,545	13,079	Turcotte, Katherine	75,870	23
Trites, Andrew	220,339	4,385	Turin, Mark	142,048	22,414
Trites, Paul	90,822	1,813	Turnbull, Heather	90,555	2,625
Troczyński, Tom	196,679	8,192			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Turner, Robin	186,999	472	Valkenier, Maida	84,622	-
Turnquist, Corey	76,574	131	Valkovicova, Martina	179,056	26,890
Turpel-Lafond, Mary Ellen	283,330	-	Vallance, Bruce	211,740	-
Turvey, Stuart	404,853	4,047	Vallee, Ginette Marie	86,539	-
Tyson, Rebecca	142,051	1,273	Valley, William	131,944	7,373
Ubhi, Jagdeep	88,389	-	Van Allen, Margot I	182,328	-
Ubhi, Paramvir	87,487	629	Van De Panne, Michiel	253,485	1,749
Uchida, Hiromi	89,971	-	Van Den Bosch, Matilda	128,537	4,934
Uchida, Naomi	89,031	4,104	Van Der Lee, Robin T J	75,750	429
Uden, Tamara	81,041	1,805	Van Der Loos, Hendrik	173,936	8,021
Udzenija, Nicole	129,536	5,158	Van Deursenova, V	85,066	-
Uhl, Alexander	82,679	907	Van Donkelaar, Paul	205,983	11,071
Underhill, Tully M	215,228	12,267	Van Duzer, Leslie K	229,927	20,186
Uni, Pieter	84,566	-	Van Eeden, Stephanus F	165,769	-
Unruh, Amanda	81,342	2,295	Van Enk, Anneke	76,358	-
Unruh, William G	211,049	5,481	Van Jaarsveld, D	355,335	37,826
Unterberger, Alexander	124,875	-	Van Nus, Moyra	166,374	30,797
Unwalla, Pheroze	87,118	1,015	Van Petegem, Filip L A	219,537	13,930
Upadhyaya, Mahesh K	79,465	-	Van Raamsdonk, C D	163,947	-
Upward, William John	100,055	1,773	Van Raamsdonk, Mark	208,992	160
Ur, Ehud	164,206	-	Van Roode, Ryan	86,792	-
Urbach, Elizabeth Ann	82,922	-	Van Waerbeke, Ludovic	197,118	2,407
Uteck, Anne	159,295	1,174	Van Willigenburg, S	182,950	7,484
Utimati, Aletha	109,709	-	Van Zyl, Dirk Jacobus	94,061	1,155
Vadeboncoeur, Jennifer	163,560	681	Vander Werff, Ryan P	88,053	-
Vafai, Nasim Melony	80,137	35	Vanderheide, Helen	107,479	-
Valchev, Stefan	101,690	1,810	Vanderwoude, Gerald	159,042	8,761
Valencia Caicedo, F	151,892	13,539	Vaney, Michael	152,599	-
Valente, Maria	81,890	521			
Valkenier, Beverley	97,114	550			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Vanwynsberghe, Robert	154,335	2,612	Verzosa, Regina	105,226	5,362
Varcoe, Colleen	192,327	3,872	Veso Agoston, Gustav	108,524	294
Varhola Troya, Andres	97,623	5,035	Vessey, Mark	259,475	1,516
Varma, Martin	91,475	156	Vianzon, Lindon	92,584	-
Vasilescu, Dragos M	77,353	-	Viau, Victor	187,689	8,235
Vasilev, Aleksandar	88,755	121	Vidler, Marianne	103,257	29,336
Vasquez, Anne-Rae	114,869	-	Vigna, John	95,438	6,775
Vatsal, Vinayak	199,002	7,917	Vigo, Daniel	116,644	8,323
Vavasour, Irene	76,907	5,895	Vigue, Brad	93,748	1,669
Vavilov, Dmitry	85,215	35	Vijayaraghavan, Rajesh	277,070	14,348
Vaziri, Reza	241,995	13,514	Vikse, Daniel E	77,166	-
Veal, Thomas	92,620	998	Vilandre, Isabeau	151,713	47,840
Vedam, Saraswathi	168,888	1,627	Vilarino-Guell, Carles	133,581	873
Vedan, Adrienne	118,321	14,757	Vila-Rodriguez, Fidel	286,120	-
Veenstra, Gerry	192,114	951	Villegas, Giuliana	88,434	-
Veerapen, Kiran Kapoor	150,079	20,220	Vincent, Amanda	204,045	2,976
Veiga, Marcello	196,277	10,088	Vincent, Steven R	147,226	940
Vellutini, Claudio	115,112	13,247	Vinek, Jeanette	145,314	13,489
Ventura, Carlos E	191,698	841	Virji-Babul, Naznin	155,395	728
Ver, Leah May	107,404	-	Vis-Dunbar, Mathew	79,732	8,176
Vercammen, James A	206,265	469	Vizsolyi, Michael A	160,116	507
Verchere, Bruce	230,874	2,412	Vlad, Lorena	144,236	5,953
Verma, Arun Kumar	163,074	-	Vlassopoulos, George	122,012	560
Verma, Serena	123,783	250	Vo, Lien	81,315	-
Vernet, Julien	135,360	1,603	Vockeroth, Bonnie	88,661	-
Vernon, Alanna M	97,656	1,321	Vogl, A Wayne	181,451	-
Verrett, Jonathan D	123,820	6,490	Vogt, Alfred	150,203	4,261
Versteeg, Amanda	78,940	-	Vogt, Kara Elizabeth	82,947	1,437
Vertinsky, Ilan Boris	254,615	9,768	Voigt, Pamela Carol	98,681	-
Vertinsky, Patricia A	230,146	10,813	Voisine, Caroline	78,460	550
			Volkov, Oleksandr	111,608	3,060



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	Remuneration	Expenses*		Remuneration	Expenses*
Vollick, Daniel N	124,581	-	Walji, Nazlin	78,333	-
Vollmer, Lorraine	79,261	-	Walker, Carmen	122,846	-
Von Bergmann, Hsingchi	209,053	5,222	Walker, David Douglas	177,944	7,335
Von Keyserlingk, M	224,808	20,648	Walker, Ian	122,351	7,650
Voorn, Laura	85,153	7,114	Walker, Judith M	126,915	5,586
Vora, Siddharth	194,284	-	Walker, Kristen Amy	111,166	5,822
Voss, Christine	88,037	3,990	Walker, Laura	86,117	852
Vozel, Amy Lynn	92,100	550	Walker, Leah	92,396	3,520
Vrbik, Irene	84,665	-	Walker, Tanya Jane	121,907	4,367
Vredenbregt, Elise R	78,423	-	Wallace, Clarissa	135,079	-
Vucko, Monica Melissa	78,733	6,360	Wallace, David	83,748	-
Vuong, Priscilla	113,735	475	Wallace, Megan	107,291	1,418
Vyleta, Nicholas	80,078	-	Walley, Keith Robert	191,456	-
Wabnitz, Colette C C	92,693	6,575	Walls, Patrick Joseph	110,816	-
Wachs, Anthony Jean F	160,152	2,215	Walsh Marr, Jennifer	107,570	1,422
Waddington, Timothy	84,516	542	Walsh, John Patrick	77,770	-
Wade, Bryan	148,222	10,680	Walsh, Shannon	117,331	3,068
Wagemakers, Julie	201,604	12,142	Walsh, Zachary Charles	157,305	11,825
Waggott Webber, J M	88,159	-	Walter, Kerstin K	84,384	2,172
Wagner, Alan	161,282	133	Walter, Lori	90,817	4,473
Wagner, John	144,412	4,057	Walter, Pierre	183,422	3,613
Wagner, Philippa	92,072	-	Walters, Shanna	101,792	550
Wai, Alexandra	83,288	5,012	Walters, Stuart B	93,172	1,200
Waibel, Sina	80,045	800	Waltham, Christopher E	196,592	709
Wainwright, Alan	114,408	5,959	Walus, Andrea	90,341	2,007
Wakefield, Victoria V	102,028	4,816	Walus, Konrad	172,468	1,836
Wakeman, Teija K	85,166	675	Wan, Winnie	81,950	2,395
Walchli, Julie Ellen	132,625	6,426	Wang, Chieh Yu	77,258	5,496
Waldron, David	82,260	13,328	Wang, Fang	96,789	5,762
Waldron, Rowan	88,923	1,365	Wang, Fei	139,805	6,991



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	Remuneration	Expenses*		Remuneration	Expenses*
Wang, Grace	99,565	1,448	Warren, Mark	251,514	3,655
Wang, Guangyu	174,037	11,881	Warrener, Sheryda Lynn	81,708	1,112
Wang, Hsiang-Ning	112,223	22,229	Washburn, Cheryl	151,894	9,375
Wang, Janet	128,630	709	Wasserman, Wyeth	290,832	5,367
Wang, Jessica Ann	137,723	6,354	Wassink, Berend	145,416	606
Wang, Lei Simon	126,828	172	Wasteneys, Geoff	243,816	-
Wang, Lele	116,087	-	Watanabe, Ken	103,579	618
Wang, Liwei	124,781	9,909	Waters, Moya R	119,489	2,576
Wang, Lu	101,468	2,833	Watkins, Jeremy David	80,139	21
Wang, Merry Xie Yan	87,769	1,663	Watson, Donald Scott	216,821	9,077
Wang, Qian	131,499	1,534	Watson, Liam	131,466	5,520
Wang, Rizhi	188,175	9,667	Watt, Deborah Jane	129,099	8,358
Wang, Shawn Xianfu	178,350	1,812	Watt, Emily	82,690	2,575
Wang, Sheng	153,365	6,068	Watt, Maggie J	75,079	631
Wang, Siyun	152,623	11,732	Watters, Frances R	135,808	4,859
Wang, Tongli	132,139	469	Watts, Susan B	151,680	6,452
Wang, Xiaofei	78,361	-	Waugh-Clark, Karen	109,857	699
Wang, Yan	156,083	1,308	Wauthy, Joshua	120,423	4,392
Wang, Yanwen	277,561	15,161	Waye, Donna	75,323	1,951
Wang, Yu Tian	287,918	4,441	Weary, Daniel	223,911	12,302
Wang, Zhen Jane	210,212	12,358	Weaver, Michael Doyle	87,328	1,037
Wanis-Ruiz, Daniel	93,790	5,475	Webb, Andrea	115,651	11,206
Warburton, Darren	180,689	1,307	Webb, Philip Taylor	137,572	9,995
Warburton, John M	114,304	3,776	Webber, Eric	118,695	-
Ward, Kevin	83,291	-	Webber, Patina Dorothy	78,828	-
Ward, Lawrence M	175,323	3,747	Weber, Barbara	146,391	713
Ward, Michael	123,250	728	Weber, Daniella	102,183	18,679
Ward, Michael Jeffrey	230,631	6,551	Weber, Rachel C	123,052	4,874
Warick, Ruth	85,342	-	Webster, Norine	87,412	-
Warner, Linda	106,407	2,950			
Warren, Alexandra	80,095	865			



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Weekes, David Michael	87,857	4,225	West, Katherine S	124,314	-
Wehrung, Donald	455,251	8,171	Wester, Joanne	121,097	-
Wei, Juncheng	259,977	6,120	Westman, Wendy	107,317	5,748
Wei, Junli	99,904	625	Weston, Darlene Adele	135,247	710
Wei, Xiaohua	152,798	10,616	Wetterstrand, Gregory	125,793	-
Weidner, Tamas	124,149	2,349	Wetton, Brian Thomas R	184,754	8,759
Weigel, Janice Renay	153,621	2,204	Weyand, Sabine	100,316	2,130
Weijs, Steven Vincent	150,551	60	Wharton, Robert D	129,080	62
Weinberg, Barbara	86,512	-	Wheeler, William B	134,884	497
Weinberger, Kate R	86,329	564	White, Alexander	101,079	6,925
Weir, Mary Lorraine	79,583	1,634	White, Houston Charles	96,328	3,154
Weis, Dominique	291,310	17,656	White, Jason Lee	129,026	5,033
Weiss, Cornell	88,816	903	White, Katharine	170,431	12,188
Welch, Ian	167,656	8,610	White, Katherine J	359,235	23,965
Welch, William	151,346	6,909	White, Kelly Anne	101,771	254
Wellington, Cheryl Lea	184,174	11,707	White, Michael	226,950	22,531
Wellman, Samantha	119,721	2,134	Whitehead, Lorne A	252,983	41,883
Wells, Brianna	75,959	4,835	Whitlock, Michael	204,248	11,305
Wells, Ralph	100,697	1,528	Whitney, Eli	197,578	1,960
Welsh, Ashley	88,290	3,355	Whitney, Valerie Boles	106,416	250
Wen, Mengzhou	90,165	550	Whittaker, Jacqueline	90,780	1,408
Wendt, Nicole	83,489	1,470	Whittaker, Shane	83,449	-
Wenman, Sheri	81,656	1,608	Whittall, Robin	79,591	-
Wenzel, David	89,118	252	Whitton, Jeannette	167,251	2,805
Wereta, Edward	85,347	-	Wickenden, Jason	133,047	697
Werker, Gregory Robert	225,151	-	Wideman, Tracy	110,874	2,551
Werker, Janet	274,415	5,881	Wiens, Jarrad	89,341	1,090
Wernicke-Heinrichs, M	112,993	8,268	Wiens, Michele	93,515	840
Wessel, Brenda Diane	84,363	-	Wiersma, Rachel M	80,966	1,477
West, Christopher Roy	114,180	11,762	Wiesner, Bruce	320,034	33,480



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Wiggens, Kaya	98,820	3,278	Wilson, Eric J	112,595	-
Wight, Anona Emily L	96,518	-	Wilson, Julie E	104,294	475
Wijewickreme, D	226,002	28,146	Wilson, Lisa Dawn	97,656	3,111
Wilbur, Kerry	206,747	2,678	Wilson, Roger	118,333	10,204
Wilcox, Pearce George	136,338	-	Wilson, Ryan	101,433	4,651
Wile, Marilyn	157,863	284	Wilson, Terry	75,697	13
Wiley-Shaw, Sasha J	93,245	-	Wilson, Troy	90,153	288
Wilkes, Rima	185,409	864	Wilton, James	78,742	1,309
Wilkins, Sandra Lee	193,778	848	Wilton, Steven	265,314	20,414
Wilkinson, David P	161,052	4,532	Wines, Jane	83,713	6,997
Willard, Tania Mae	87,637	2,189	Winstanley, Anthony	127,754	-
Williams, Alexandra M	79,480	3,232	Winstanley, Catharine	179,705	13,424
Williams, David Ellis	86,031	2,931	Winter, David	113,823	-
Williams, Ian	130,334	2,238	Winter, Ralph	346,711	10,889
Williams, Jennifer L	139,680	6,176	Winthrop-Young, G H	203,918	109
Williams, Karla	173,516	9,317	Wintonyk, Terry	99,590	-
Williams, Michael J	76,432	-	Wirtz, Derrick	125,451	-
Williams, Shanda	87,840	4,161	Wiseman, Kelleen	174,285	2,722
Williams, Thomas B	142,173	954	Wiseman, Sam Michael	147,387	4,717
Williams, Warren	128,695	-	Wisniewski, Mark	80,533	-
Williamson, Dan	112,076	1,247	Withers, Stephen G	201,458	7,957
Willoughby-Robinson, C	85,652	657	Withnell, Kiah	77,732	39
Willson, Melanie Dawn	92,878	560	Wittman, Hannah	162,312	10,915
Wilson, Brian	104,351	-	Wodarczak, Erwin	126,892	-
Wilson, Brian	188,756	-	Wojtusik, Thomas Jay	85,344	25
Wilson, Colin Jamie	107,971	22,501	Wolf, Michael	230,916	7,500
Wilson, Craig	89,639	-	Wolfman, Steven Andrew	198,322	1,971
Wilson, David Robert	239,892	10,077	Wolkovich, Elizabeth M	143,860	28,908
Wilson, Deborah Louise	160,855	4,175	Woloshyn, Jennifer	106,959	1,606
Wilson, Derek	145,701	7,167	Wolthers, Kirsten R	98,800	-



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	<b>Remuneration</b>	<b>Expenses*</b>		<b>Remuneration</b>	<b>Expenses*</b>
Wong, Alison	112,095	146	Wong, Rowena	75,272	1,050
Wong, Alyson W M	87,312	2,976	Wong, Sabrina	162,090	21,498
Wong, Betty	103,249	2,908	Wong, Shirley	86,669	743
Wong, Bryan	77,401	-	Wong, Stanley	75,477	-
Wong, Chun-Ho Otto	96,889	-	Wong, Susan	80,366	-
Wong, Cicie	122,414	3,507	Wong, Toby	123,134	-
Wong, Danielle	97,636	4,442	Wong, Victor W D	101,139	1,105
Wong, Darren	105,898	2,800	Wong, Wai-Shuen V	204,140	17,565
Wong, Dilla	125,878	4,593	Wong, Wilson	82,962	1,494
Wong, Elim	117,757	2,112	Wong, Ying Lang	129,379	5,111
Wong, Gabriella Tze Y	97,847	3,869	Woo, Carson C S	266,713	20,643
Wong, Gina	97,726	-	Woo, Debbie	159,415	39,113
Wong, Harry	109,324	1,243	Woo, Fred	84,192	460
Wong, Harvey	206,804	-	Woo, Jennifer	103,579	-
Wong, Helen	96,451	-	Woo, Michelle Man Man	92,305	-
Wong, Helen	115,440	-	Wood, Davis	90,519	5,731
Wong, Hubert	159,727	409	Wood, Evan	261,998	-
Wong, Jeffrey	84,882	1,038	Wood, Frank Donald	198,975	12,690
Wong, Jenny	77,720	-	Wood, Jasper	177,909	-
Wong, John Y K	76,461	-	Wood, John Stepan	254,849	8,017
Wong, Journey	76,716	261	Wood, Sue	85,050	-
Wong, Judy M Y	202,380	729	Wood, Victoria Isobel	113,633	1,145
Wong, Karen Kwok Yin	78,641	-	Woodburne, Geoff R	88,179	398
Wong, Ken	134,112	8,668	Woodruff, Shaun	79,966	704
Wong, Kenneth	112,941	1,818	Woodson, David	203,220	7,089
Wong, Kenneth K	104,351	7	Woodward, Todd	187,963	7,345
Wong, Kevin Francis	78,382	121	Woodworth, Michael	176,506	7,513
Wong, Lynden	81,084	-	Woody, Sheila R	174,176	7,868
Wong, Patrick Randal	97,773	-	Wooff, Annette	87,908	2,301
Wong, Paul	114,241	-	Woollard, Robert F	289,742	2,421
Wong, Roger	250,079	15,068	Woolley, Sandra	127,524	690



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Woolman, Jessica	83,184	836	Wylie, Margaret Alison	227,336	4,925
Woolnough, Robert F	98,092	1,636	Wylie, Peter	119,990	-
Worrall, Liam James T	137,560	1,453	Wyly, Elvin Kirk	168,755	1,338
Worthington, Anne	98,403	347	Wyman, Tracy Anne	103,830	616
Worthington, Heather C	75,077	-	Wyness, Lisa Morraine	108,273	4,813
Wotton, Kerensa	93,798	1,911	Xia, Guangrui	150,691	4,896
Wright, Bruce James	130,079	-	Xia, Jane Meng	103,997	299
Wright, Handel Kashope	174,375	379	Xia, Zhicheng Paul	127,783	3,960
Wright, Helen Victoria	84,510	-	Xiang, Qing-San	176,417	-
Wright, James M	159,220	-	Xiao, Bo Robert	136,587	5,368
Wright, Jason	115,045	3,438	Xiao, Sha	75,880	133
Wright, Joanne L	338,810	12,179	Xing, Joe Y W	128,340	-
Wright, Lindsay	116,503	5,237	Xu, Fan	87,621	-
Wright, Lucas	96,666	750	Xu, Feng	85,619	6,718
Wright, Matthew	94,579	1,611	Xu, Leon Liang	89,632	1,017
Wu, Amery Dai Ling	97,612	-	Xu, Min	94,444	1,603
Wu, Chia Shan Emily	84,228	268	Xu, Xiaowen	91,597	1,627
Wu, Chun	122,716	4,605	Xu, Zhaoming	206,370	-
Wu, Chunhua	294,100	6,059	Xue, Feng	80,140	8
Wu, Esther	106,947	-	Yabunaka, Mitchell	81,740	-
Wu, Lang	206,925	13,645	Yacheshyn, Margo	80,104	-
Wu, Rong Rachel	83,681	716	Yada, Rickey Yoshio	278,426	28,996
Wu, Sharon	204,019	10,578	Yadav, Vikramaditya G	187,391	290
Wu, Sylvia	103,989	6,149	Yallop, Sandra	87,042	-
Wu, Xiaobin Brian	123,359	-	Yam, Anthony Hon Keung	76,928	-
Wu, Xinxin	107,533	114	Yamamoto, John	114,044	2,085
Wu, Ya Min	77,993	663	Yan, Andrea	75,324	1,125
Wun, Constance	88,001	4,165	Yan, Joseph	169,491	473
Wyatt, Christopher	271,337	11,199	Yan, Jun	95,527	-
Wyatt, Emily Anne	91,689	2,111	Yan, Miu Chung	186,403	5,040



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Yan, Sabrina	84,413	1,756	Yellen, Abby Yona	98,982	992
Yan, Violetta	79,905	2,787	Yen, Edwin H K	230,991	369
Yan, Yu Claire	124,665	2,459	Yeoh, Eunice	93,901	-
Yanacopulos, Helen	155,049	3,457	Yep, Erika R	96,137	998
Yang, Bicheng	250,877	10,688	Yerex, Tom	113,511	2,412
Yang, Cheng Wei Tony	86,231	110	Yeung, David	121,685	272
Yang, Decheng	174,388	2,766	Yeung, Ira	301,939	16,753
Yang, Hua	114,922	1,028	Yeung, Janice K	163,930	8,870
Yang, Joan	147,415	-	Yeung, Sonia N	104,848	-
Yang, Linda	113,735	236	Yi, Christina S	108,868	5,819
Yang, Tsung-Yuan	173,897	22,685	Yilmaz, Ozgur	187,864	5,380
Yang, Zeng	95,310	2,357	Yim, Annie	165,907	1,708
Yao, Felix Z C	94,470	2,860	Yim, Shirley	103,579	147
Yap, Boon Siew Damian	85,230	-	Yin, Pengzhou Joe	103,835	-
Yap, Taylor	93,787	-	Yip, Calvin Kam Kit	146,659	-
Yasenchuk, Andriy I	110,997	-	Yip, Gee	122,233	1,762
Yassi, Annalee	365,482	21,490	Yip, Harold	106,974	426
Yatham, Lakshmi N	520,871	29,456	Yodanis, Carrie Lynn	85,419	1,971
Yau, Vicky Ying Yee	102,306	2,551	Yonemitsu, Noboru	142,496	656
Yazdan Panah, Fahimeh	91,234	473	Yong, Christopher S	144,934	3,213
Ye, Denise Suet Man	107,976	-	Yong, Ken	79,240	-
Ye, Ziliang	118,354	4,742	Yong, Paul	122,767	7,102
Yeager, Elyse C	113,167	2,990	Yonkman, Scott	103,919	-
Yedlin, Matthew J	171,985	440	Yoon, Dongwook	135,737	9,795
Yee, Adrian Sun Yew	82,579	2,552	Yoon, Florence	115,641	2,200
Yee, Irene Mei Ling	89,658	-	Yoon, Kyong Won	132,958	2,915
Yee, Jessica	95,560	8,202	Yoon, Young Ju	114,728	550
Yee, John	166,655	-	Yoshida, Eric	186,570	-
Yee, Sandra	106,963	-	Yoshimizu, Ayaka	79,587	3,723
Yee, Sue Shuet-Yuk	83,488	-	You, Taehyun	96,137	239
			Young, Carol A	104,351	4,030



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Young, Hailey	78,673	5,893	Zackon, Jerry Brian	91,985	473
Young, Jeff F	220,632	3,147	Zahedi, Payam	107,070	10,245
Young, Karen Amelia	114,390	1,861	Zahid, Asima	143,558	4,494
Young, Kathryn Elise	78,420	557	Zahl, Joshua Norbert	134,202	2,417
Young, Margot	172,462	3,518	Zajko, Michael	87,899	7,053
Young, Mary-Lynn	190,019	17,747	Zakani, Sima	83,564	4,976
Young, Richard A	156,011	6,302	Zamar, David Sebastian	78,350	-
Young, Robert	122,381	73	Zamar, Ruben	186,066	1,522
Young, Robin	94,954	1,511	Zandberg, Wesley	118,358	1,481
Young, Steven	102,818	5,840	Zandstra, Peter	348,955	17,847
Younger, Alastair	142,847	-	Zanette, Jessica	75,891	420
Yousefi, Masoud	76,190	986	Zanotti, Cristina	125,255	6,559
Yu, Henry	193,996	11,163	Zappa, Sandra	152,453	3,796
Yu, Hoi Yin Eugenia	130,807	-	Zare Bezgabadi, Marjan	76,454	4,516
Yu, Jill	113,303	4,124	Zarifi, Mohammad H	110,007	6,996
Yu, Linda	76,170	-	Zarkovic, Alan	78,248	-
Yu, Lingtao	252,862	5,209	Zarrinkafsh, Soudabeh	79,151	-
Yu, Wai	76,806	467	Zawistowski, Jerzy	113,990	5,351
Yue, Shirley	87,056	798	Zebehazy, Kim Theresa	163,338	10,583
Yueh, Hesther	83,161	343	Zed, Peter Joseph	250,221	2,376
Yuen, Douglas Wong	85,847	-	Zeigler, Barbara	140,893	-
Yuen, Ivan	83,440	12,084	Zeiler, Kathryn Gail	91,043	-
Yuen, Jamie Ho Yen	116,268	4,541	Zeitlin, Michael	134,322	2,360
Yuen, Lavina	94,351	-	Zelter, Connie Teresa	81,329	192
Yuen, Macaire Man S	83,361	-	Zender, Bernhard	76,206	-
Yukhymets, Alina	82,154	10,956	Zerdin, Joe	98,266	-
Yule, Heather Nicola	111,905	1,237	Zerriffi, Hisham	157,898	5,889
Yun, Erin Yong Hye	83,460	-	Zhai, Dion Zilong	76,215	-
Yung, Andrew	103,839	2,250	Zhang, Anming	358,326	21,099
Yunker, Lars Peter E	81,768	1,088	Zhang, Christina	124,942	2,295
Yupangco, Dominique	85,358	-			



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Zhang, Cynthia	81,094	-	Zhou, Youwen	159,094	19,470
Zhang, Gaoheng	116,769	15,408	Zhu, Belinda	120,738	3,784
Zhang, Hao	274,440	2,498	Zhu, Min	87,592	-
Zhang, Honglin	80,139	-	Zhu, Qinhua Jessie	122,292	2,922
Zhang, Jing	90,880	26,380	Zhu, Ying	180,326	8,643
Zhang, Lewei	160,508	-	Zielnicki, David R	106,020	2,179
Zhang, Li	339,777	12,262	Ziels, Ryan Michael	121,365	6,509
Zhang, Pei	76,170	-	Ziemiński, Tom	113,020	-
Zhang, Wei	114,096	-	Zihlmann, Oliver	82,329	10,404
Zhang, Yan	77,167	-	Zimmerman, Naomi G E	119,825	8,201
Zhang, Ying	91,689	666	Zimmerman, Todd	145,036	13,533
Zhang, Yu Richard	94,247	-	Zlosnik, James E A	83,396	-
Zhang, Yu Verina	93,347	566	Zolfi-Sistani, Fahimeh	84,075	-
Zhang, Yuelin	154,096	3,381	Zou, Bingshuang	187,022	4,543
Zhao, Darren	103,199	-	Zou, Ke	116,742	24,213
Zhao, Elaine	127,846	-	Zoubeidi, Amina	159,544	19,420
Zhao, Jiaying	149,370	18,900	Zraly, Zdenek	100,078	-
Zhao, Louise	82,789	130	Zumbo, Bruno	294,953	10,102
Zhao, Mei Fen	109,878	-	Zumpano, Franco	94,463	420
Zhao, Yinshan	100,679	547	Zumrawi, Abdel Azim	98,145	-
Zhdanovich, Sergey	83,579	38,490	Zwicker, Jill	145,343	12,523
Zhelenkov, Denis	79,692	525	Zysk, Eva	93,058	2,489
Zheng, Bin	99,054	-			
Zheng, Xin	277,070	25,551	Earnings greater than or equal to \$75,000	832,221,604	27,727,125
Zheng, Xin	77,175	-			
Zheng, Zhining	87,689	95	Earnings under \$75,000	616,485,167	13,550,473
Zhitnitsky, Ariel	201,859	14,557			
Zhou, Fei	182,714	125	<b>Total</b>	<b>1,448,706,771</b>	<b>41,277,598</b>
Zhou, Lewis Lingxiao	77,306	-			
Zhou, Xuehua	102,005	-			



**SCHEDULE OF REMUNERATION AND EXPENSES  
PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES  
YEAR ENDED MARCH 31, 2020**  
Unaudited Schedule

**Employment Insurance and Canada Pension Plan**

Total Employer's Employment Insurance	\$17,397,427
Total Employer's Canada Pension Plan	\$42,502,345

**Severance Agreements**

Severance agreements, under which payment commenced during the fiscal year reported on, by the corporation in respect of its employees excluded from coverage under collective agreements of the corporation. These agreements represent approximately from 0.1 to 14.07 months of compensation.

**Number of Agreements: Thirty-Three**



## SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES

YEAR ENDED MARCH 31, 2020

Unaudited Schedule

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The amounts reported in accordance with the Financial Information Act are cash payments in the fiscal year; whereas, the Consolidated Statement of Operations is prepared on an accrual basis. In addition, the Consolidated Statement of Operations includes subsidiaries, government partnerships and government business enterprises which are consolidated on different bases. Accordingly, there will be differences between the amounts reported in the Schedule of Payments for Goods and Services and the Consolidated Statement of Operations.



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES**

**YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
0776668 BC Ltd DBA Wellar Consulting Services	31,500	Abbott Laboratories, Ltd	25,676
0894914 BC Ltd DBA GuardTeck Security Corp	200,671	Abloy Canada Inc	297,473
1068053 BC Ltd DBA 4th Wall Contracting	330,561	Abreu, Andre	62,425
10X Genomics, Inc	811,987	Abro Water Tech Services	48,721
1173255 BC Ltd	38,870	AC Nielsen Company of Canada	36,496
1198975 BC Ltd	231,000	Academia Bus Company Ltd	35,159
1204259 BC Ltd	79,506	Academic Journalism Society	75,000
12Twenty Inc	53,719	Accelerate Okanagan Technology Association	132,074
2725312 Canada Inc	589,671	Access Planning	74,471
2B Technologies Inc	29,992	Accurate Realtime Reporting Inc	162,185
3013294 Canada Inc	60,842	Acklands Grainger Inc	102,902
34F Design Inc	32,136	ACM Environmental Corporation	74,507
3M Company	45,192	ACME Fire & Safety Co Ltd	170,241
3rd Rail Consulting	28,176	ACME Protective Systems Ltd	73,489
3S Printers (2011) Inc	36,516	ACT Equipment Sales Ltd	28,344
4imprint Inc	61,918	ActiGraph, LLC	84,028
4th Utility Inc	790,902	Action Athletic Wear	40,190
505 Ventures Ltd	31,395	Action Electric Ltd	44,500
6788173 Canada Inc	102,121	Acton Ostry Architects Inc	579,768
9008-6299 Quebec Inc DBA Kennedy Management Services	42,806	Acuitas Therapeutics Inc	778,654
9148736 Canada Inc DBA BlueStar Coachlines	59,640	AD Micro Technology Inc	30,055
9416595 Canada Inc DBA ISOSPARK Analytical Solutions	237,228	Adam Matthew Digital Ltd	61,888
A and L Electronics	99,879	Adaptavist Canada Ltd	78,401
A Bread Affair	81,170	Ademco Iii Ltd	93,339
A Craig and Son Ltd	361,410	ADInstruments Inc	177,031
A&A Testing Ltd	43,873	ADM Systems Inc	41,405
AAJ Consulting	29,646	ADP	48,130
AB Sciex LP	538,747	ADRM Software, Inc	61,355
		Advanced Cell Diagnostics	89,903
		Adventus Research + Consulting	49,875



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Aequitas Leadership Development Ltd	114,975	Alliance Scientific Inc	34,777
AES Engineering Ltd	99,785	Allison, Edward	54,255
Affinity Bridge Consulting Ltd	38,837	Allpax Products, LLC	246,566
Agena Bioscience Inc	27,947	All-Pro Services Ltd	4,315,296
Agilent Technologies Canada Inc	2,960,813	Allstar Waterproofing & Restoration Systems Ltd	371,168
AGR Fitness Repair Inc	80,258	Allstar Window & Pressure Cleaning Systems Ltd	457,387
Agribusiness Advisors	71,770	Allstream Business Inc	424,455
Agropur - Division Natrel	58,241	Alma Mater Society of UBC	1,352,491
Ahmer A Karimuddin MD Inc	59,407	ALS Canada Ltd	58,259
AHV Access Health Vancouver Ltd	109,965	ALS Metallurgy	33,600
AIC Global Communications Inc	34,876	Alternatives Funeral and Cremation Services	72,812
AID Autoimmun Diagnostika GmbH	63,010	Altis HR (Vancouver)	218,741
AIG Insurance Company of Canada	53,441	Altura Associates, Inc	134,444
Aim High Sales Inc	38,368	Alumni Association UBC	330,810
AIP Publishing LLC	105,851	Amazon Web Services Inc	117,551
Air Liquide Canada Inc	67,422	AMC Project Management Ltd	72,629
Air Thermal Systems Ltd	39,436	AMELT Corporation	75,069
Akhurst Machinery Ltd	27,978	American Express Bank of Canada	3,161,055
Akoya Biosciences Inc	653,771	American Laboratory Trading LLC	29,499
Alberta Health Services	65,021	American Medical Association	33,902
Albion Fisheries Ltd	52,582	American Physical Society	56,168
Alexander & Associates Coaching Services	26,893	Amirix Systems Inc	77,232
Alexander Street Holdings Ltd	93,758	Ampersand Editorial Services	62,659
Algonquin College	30,492	Ampersand Inc	36,839
Align Technology, Inc	76,390	Amre Supply Company Ltd	114,636
Alkali Resource Management Ltd	40,942	Andrew C Dunn DBA Evalu8 Consulting	34,356
Allan Burgmann Inc	31,833	Andrew Peller Ltd	63,977
Allan McGavin Sports Medicine Centre	132,244	Andrew Sheret Ltd	506,001
		Andrew Todd Conservators Ltd	30,188



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Andy Chen Inc	27,535	Ardoq	76,425
Angus Reid Forum Inc	33,075	ARI Financial Services Inc	2,020,007
Animal Care Systems Inc	89,355	Armour Valve Ltd	55,182
AniSoft Group Inc	59,895	ARPAC Storage Systems	30,099
Anixter Canada Inc	50,214	Arradiance, LLC	105,368
Annex Consulting Group Inc	1,639,592	Arrow Speed Controls Ltd	32,473
Anson Koo Inc	58,569	Arrowsmith Gold Inc	30,811
ANSYS Canada Ltd	31,282	Art Cader Architect Inc	198,340
Anthony Santelices	29,085	Art of People Inc	122,428
Anton Paar Canada	233,471	Artee Custom Screening and Embroidery	35,261
Antrust Technology Inc DBA ATIC Computers	77,867	Artefactual Systems Inc	26,249
AP&C Advanced Powders & Coatings Inc	1,571,201	Artegraphica Design Company Ltd	92,505
APDM, Inc	52,605	Arthritis Research Centre of Canada	430,174
Apex Covantage, LLC	27,614	Artinis Medical Systems B.V.	41,823
Apex Elevator Consulting Inc	31,173	Arup Canada Inc	537,439
Apollo Industries Ltd	28,750	Arvind G Kang Inc	46,358
Apple Canada Inc	268,859	ASC Realty Advisors	26,772
Applied Electronics Ltd	1,152,486	Ashton Testing Services	96,004
Appointy Global Pte Ltd	60,280	ASN Consultants	175,354
Appraisal Institute of Canada	211,039	Associated Engineering Ltd	79,253
Aptum Technologies (Cogeco Peer 1)	34,982	Associated Health Systems Inc	59,134
Aqua Air Energy Solutions Ltd	836,369	Associated Property Management	54,000
Aqua Mergers + Acquisitions	63,000	Association des Oeuvres Religieuses et Sociales	51,800
Aquaneering, Inc	72,512	Association of Faculties of Medicine of Canada	479,107
Aquifer	31,689	Association of Faculties of Pharmacy of Canada	30,740
Aramark Canada Ltd	328,957	Association of Pacific Rim Universities	40,282
Arbor Educational and Clinical Consulting Inc	27,846	Association of Public & Land- Grant Universities	25,510
Archway Construction Ltd	288,837	Association of Research Libraries	47,801
Arc'teryx Equipment Inc	109,407		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Association of Victoria Anesthesiologist	25,360	Axium Solutions Inc	80,405
AstroTurf West Distributors Ltd	705,634	AYVA Educational Solutions Ltd	41,180
Asure Software	94,577	B Engaged Consulting Inc	286,808
AtCor Medical Inc (USA)	68,220	B M J Publishing Group Ltd	40,940
A-Tech Instruments Ltd	36,391	B+H Architects Inc	179,068
Atendia EAD	264,433	B2Ten	64,165
Atkins Paint & Wallcoverings	35,973	Bachem Americas Inc	30,357
Atlassian Pty Ltd	33,588	Backstop	37,117
Atmire (@Mire)	120,102	BalanceTech Consulting Inc	89,532
ATS Scientific Inc	109,207	Bali Enterprises Ltd DBA Mix the Bakery	98,611
Attain Solutions Incorporation	52,385	Ballard Power Systems Europe A/S	27,186
Audienceview Ticketing Corporation	56,000	Bank of Nova Scotia	38,239,393
Audiogator Productions	33,750	Barbara Lee Edington	37,432
Audrey Suttorp	51,032	Bardown Sports Inc	27,995
Aura Health and Safety Corporation	27,356	Bari Designs Ltd	40,983
Aurum Ceramic Dental Laboratories (BC), Inc	81,498	Bataleur Enterprises Inc	76,568
Autec Innovative Extractive Solutions Ltd	40,487	Bayer Inc	39,060
Autism Community Training Society Act Autism Community Training Society	34,500	BBW International Inc	206,183
Aux Amateurs de Livres	77,986	BC Academic Health Science Network	108,771
Aventec Inc	29,506	BC Air Filter Ltd	62,645
Avenue Machinery Corporation	94,744	BC Cancer Agency	19,742,668
Avidity Science LLC	99,073	BC Centre for Excellence In HIV/AIDS	1,000,055
AVI-SPL Canada Ltd	236,740	BC Children's Hospital	288,068
Avkin Inc	42,840	BC Communications Inc	130,743
Avsec, Lydia	35,852	BC Hydro	178,693
AW Holdings Corp	46,666	BC Pavilion Corporation DBA Vancouver Convention Centre	236,278
Axion Biosystems, Inc	193,581	BC Platforms AG	28,775
Axis Medical Canada Inc	27,707	BC Textile Innovations	28,694
		BCC Research LLC	34,262



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
BCNET	669,365	Birthswell	30,773
BD Biosciences	181,371	Bitplane Inc	59,077
Be the Change Group Inc	31,269	BITTS	46,320
Beatty Floors Ltd	576,403	BIV Media LP	36,793
Beck, Marshall	31,176	Bjarne Tokerud Bookseller Inc	190,634
Beckman Coulter Canada LP	509,762	BKIN Technologies Ltd	123,463
Becton Dickinson Canada Inc	452,234	BKL Consultants Ltd	26,753
Beijing Forestry University	35,659	BKS Cablecom Systems Ltd	425,422
Bell Canada	36,874	Black Box Network Services	71,704
Bell Machinery Ltd	25,082	Black Forest Meats & Sausages	55,830
Below Zero Refrigeration Inc	35,760	Black Tusk Research Group Inc	167,253
Belvedere Relocations 125101	104,250	Blackbaud	334,731
Bennett Jones LLP	73,328	Blackboard Inc	741,138
Bento Nouveau	193,329	Blackboard Transact Inc DBA Transact Campus Inc	141,540
Berardino Inc	52,442	Blacktrace Inc	159,670
Best Service Pros Ltd	2,615,882	Blackwood Career Apparel	36,635
Beth Coughler Blom Facilitation	26,249	Blank Slate Partners Inc	74,435
BFL CANADA Insurance Services Inc	630,086	Ble Bakery Ltd DBA La Baguette & L'Echalote	46,195
BI Pure Water Canada Inc	50,611	Bloomberg Finance LP	171,007
Bibliotheca Canada Inc	74,092	BLT LP DBA BLT Construction Services	3,598,875
Big White Ski Resort Ltd	35,892	Blue Moose Promotions	87,594
Big Z Productions Ltd	30,450	Bluefors Cryogenics Oy	479,774
BioChambers Inc	299,177	Bluesens Corporation	33,429
BioInteractive Technologies Inc	90,468	Bodega Ridge Lodge&Cabins Ltd	70,277
BioLegend Inc	28,523	Boise State University	29,393
BioMed Central Ltd	56,821	Bolding & Bruggeman Aps	31,200
Biopac Systems Canada Inc	48,755	Bond Reproductions Inc	86,905
Bio-Rad Laboratories (Canada) Ltd	1,031,520	Bonfire Interactive Ltd	68,037
Biosafe Engineering LLC	36,001	Booking.com BV	260,227
Biotek Instruments, Inc	27,759	Boparai, Gagandeep	32,039



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Borden Ladner Gervais	336,484	Bruker Ltd	1,529,029
Boulevard Advertising Inc	29,435	Bruker Nano Inc	265,630
Boulton Software Administration Ltd DBA Janice Boulton	61,250	Brunswick Books C/O TTS Distributing	40,529
Bow Valley College	72,082	BRY-MAC Mechanical Ltd	966,311
Boy Machines Inc	90,997	BST Consulting	57,362
Boyden Vancouver Inc	389,337	BTY Consultancy Group Inc	46,444
Brain Vision Solutions Inc	74,432	Buchiglas USA Corp	30,089
Brainseed Testing Manhattan	44,865	Buehler	27,552
BrandAlliance Inc	35,638	BuiltSpace Technologies Corp	60,900
Brasseler Canada Inc	40,460	Bull and Bull Management Consultant Inc	33,244
Bread On Wheels Bakery Ltd	81,498	Bundesagentur Fur Arbeit	25,187
BrettYoung	57,958	Bunt and Associates Engineering Ltd	27,263
Bridge Electric Corp	456,788	Burnett Consulting Corp	57,645
Brink's Canada Ltd	81,642	Burrard Strategy Inc	36,866
Britco BOXX LP	92,322	Busch Systems International Inc	76,157
British Columbia College of Nursing Professionals	29,572	Bush Bohlman and Partners LLP	36,830
British Columbia Institute of Technology	127,773	Business Because Ltd	55,029
British Columbia Real Estate Association	209,943	Business Council of British Columbia	32,825
British Columbia Society of Eye Physicians and Surgeons	44,628	Busque Engineering Ltd	68,594
Broadview Press	118,769	Butler Did It Catering Company	95,613
Broadway Refrigeration and Air Conditioning Co Ltd	943,447	Buy Low Foods	253,327
Brooks Corning Company Ltd	1,831,439	BY Solution	25,043
Brown Brothers Motor Lease Canada Ltd	47,013	C2F Inc	27,725
Brown, Carl James	36,718	C3M Construction Group Inc	673,080
Brown, David J	27,252	C6 Patent Group Inc	701,471
Bruce and Clark	53,459	Cafe Ami (VGH)	55,887
Bruce Hobson MD Inc	49,680	Caldwell Partners	130,870
Bruce Woolley	39,167	Calero Software LLC	106,087
		Calhoun Sportswear	52,705



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES**

**YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Calhoun's Catering Ltd	218,841	Canadian Institute for Health Information	42,300
Calibre Drilling Ltd	140,485	Canadian Linen and Uniform Service	245,877
Calleam Consulting Ltd	204,431	Canadian Medical Protective Association	2,762,981
Calvin Wan Inc	28,958	Canadian Office Supplies	30,020
Cambian Business Services, Inc	112,103	Canadian Pharmacists Association	32,451
Cambie Corridor Consortium	104,793	Canadian Research Knowledge Network	8,969,727
Cambridge Electronic Design Ltd	51,030	Canadian Restaurant Supply Ltd	51,691
Cambridge University Press	217,891	Canadian Sign Supplies	31,268
Cambridge University Technical Services Ltd	25,865	Canadian Society of Transplantation	39,780
Cameca Instruments Inc	36,235	Canadian Sport Institute Pacific	60,187
Cameron C Ross MD Inc	34,099	Canadian Springs Water Company	50,077
Camp Fircom Society	52,903	Canadian Turner Construction Company Ltd	1,362,682
Campbell Scientific (Canada) Corporation	33,263	Canadian Union of Public Employees 2278	88,175
Canada Bread West	54,881	Can-Am Instruments Ltd	27,013
Canada Post Corporation	276,456	Canforce Pest Control	136,934
Canada West Universities Athletic Association	200,935	Canmora Tech Inc	33,657
Canada Wide Media Ltd	42,773	Canoe Coffee Roaster Inc	26,031
Canada Workday ULC	32,803,276	CanPa Instruments Inc	150,767
Canadian Art Prints & Winn Devon Art Grp	59,023	Canstar Restorations	85,409
Canadian Asia Pacific C&E Consultant Ltd	89,213	Canuck Volleyball Stuff Vancouver Ltd	29,281
Canadian Association of Research Libraries	28,616	Can-West Display Services Ltd	25,675
Canadian Blood Services	44,636	Cardiology Electrophysiology Research Fund	29,000
Canadian Electronic Library	38,430	Carey Theological College	43,319
Canadian Engineered Products and Sales Ltd DBA CANNEPP Sales and Service	137,973	CARIC	29,400
Canadian Executive Service Organization	45,784	Carl Zeiss Canada Ltd	5,161,193
Canadian Fishing Company	196,875	Carleton University	26,530



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Carlier, Alexandra Denise Sophie Marie	28,311	Centennial Foodservice	829,919
Carnegie Dartlet LLC	38,555	Center for Research Libraries	111,936
Caro Analytical Services (Richmond)	60,658	Centre for Addiction and Mental Health	31,000
Caroga Microhaem Ltd	53,850	Centre for Commercialization of Regenerative Medicine	62,250
Carscadden Stokes McDonald Architects Inc	472,297	Centre for Drug Research and Development	32,655
Carterra, Inc	28,259	Centre for International Child Health	36,035
Carver Inc	50,900	Centre hospitalier de l'Universite de Montreal	47,392
Casalini Libri	63,814	Centre of English Studies Toronto	29,759
Cascades Casino, Coast Hotel and Convention	27,572	Chandos Construction LP	690,420
Cascades Recovery Inc	101,318	Charlene Bearhead	58,223
Cascadia Environmental Services Ltd	43,428	Charles W Ramey	42,305
Casco Systems, Inc	110,639	Charlie, Adrienne	29,041
CaseWare RCM Inc	28,125	Charter Bus Lines of British Columbia	108,619
Catalyst Channel Marketing Corporation	73,815	Chase Office Interiors Inc	28,943
Cats Australia Pty Ltd	45,639	Chem-Aqua	41,115
CAUBO (Canadian Association of University Business Officers)	47,279	Cheng & Tsui Company	36,440
CBI Health Centre Orion Health Care Inc	34,646	Chernoff Thompson Architects	43,540
CBRE Ltd	36,903	Cherry Hill Coffee Inc	43,360
CDML Consulting ALB Ltd	26,580	Chi, Pham Thi Thuy	66,561
CDW Canada Corp	15,590,624	Children's & Women's Health Centre of British Columbia	2,786,636
Cecil Green Park	28,600	Children's Hospital of Eastern Ontario	125,847
Cedar Rim Nursery Ltd	61,540	Children's Hospital of Philadelphia	39,077
CedarLane Laboratories Ltd	65,426	Chin, David	26,126
Celly Technologies Inc	29,114	China National Publications Import & Export (Group) Corporation	102,217
Cennco Management & Consulting Ltd	35,422	Chisan, Chad	51,480
Centaur Products Inc	575,578	Choyal Brown DBA SportsCanada.TV	55,973
Centennial College	78,927		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Christensen, O'Connor, Johnson and Kindness	174,339	Clearview Consulting LLC	130,593
Christie Innomed	207,774	Climatrol Solutions Ltd	48,434
Christie Lites Sales	49,938	Clinical MR Solutions LLC	62,560
Christina Willems	137,610	CLMH Eaton Centre Inc	29,830
Christine D Brandt	75,935	Cloverdale Fuel Ltd	296,283
Christopher Francis	106,355	CMC Microsystems	43,826
Christopher Murray Inc	44,543	Coanda Research and Development Corp	135,012
Chroma Creative Systems Ltd	39,649	Coast Communications and Public Affairs Inc	83,193
Chrysalis Scientific Technologies Inc	79,353	Coca-Cola Refreshments Canada	64,497
Chu Sainte-Justine	157,641	Coherent Inc	164,250
Cintas Canada Ltd DBA Cintas the Uniform People	341,351	COIT Services	472,162
Cioffi's Meat Market and Deli	373,371	Colborne Architectural Group	40,254
Cisco Systems Capital Canada Co	1,741,115	ColdEdge International	61,552
Cited Media Productions Ltd	139,539	Cole-Parmer Canada Inc	44,428
City Electric Supply	103,976	Colfax International	119,745
City of Kelowna	176,660	Collaborators In Knowledge Inc	88,293
City of Vancouver	503,495	College House	38,672
Cityage Media Inc	26,250	College Merici	34,151
CIUSSS du Nord-de-l'île-de-Montreal	28,612	Collibra, Inc	47,769
Clarion Medical Technologies Inc	123,592	Colour Time DBA Printing & Digital Imaging Ltd	37,153
Clarivate Analytics (US) LLC	63,604	Columbia International College	33,973
Clark Wilson LLP	333,879	Columbia Valve and Fitting Ltd	27,447
Clarke Transport Inc	75,943	Columbian Emergency Physicians Association	39,474
Clark's Audio Visual Services Ltd	55,925	COM DEV Ltd DBA Honeywell	44,800
Class Biologically Clean Ltd	53,106	Commander Warehouse Equipment Ltd	69,370
Clayton Alexander DBA Cask Technologies	82,583	Commercial Building Maintenance Ltd	25,667
Clean Harbors Canada Inc	35,759	Commercial Lighting Products Ltd	470,668
ClearTech Industries Inc	119,123	Commons Pizza Ltd	38,628



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Communities Uncomplicated Inc	62,367	Covermaster Inc	30,607
Community Veterinary Outreach Health Partnered Clinics	31,500	Craft, Aimee	31,605
Composing Excellence Consulting Corp	101,810	Craig H Neilsen Foundation	48,393
Composites Innovation Centre Manitoba Inc	110,867	Crane Supply	47,551
Compugen Inc	39,375	Creative Boulevard	112,855
Concord Painting & Wallcovering Ltd	910,903	Creative Embroidery West	62,552
Concordia University	79,042	Creative Netcom	224,359
Concordia University of Edmonton	98,070	Creative Transportation Solutions Ltd	76,550
Condello, Lara-Lisa	46,282	Crestar Ltd	38,666
Conestoga College Doon Campus	49,331	Crestline Coach Ltd	95,230
Conroy, Richard	30,000	Crown Bioscience Inc	73,613
ConsuLab Educatech Inc	57,346	Crown Contracting Ltd	30,318
Consus Management Ltd	25,366	CRS Commercial Carpet Maintenance	38,180
Contemporary Office Interiors Ltd	1,316,492	Cryomech, Inc	82,930
Content Strategy Inc	78,136	CSO Corporate Serviced Offices	36,102
CONTI Evolution (CONTI Electronics Ltd.)	255,551	CTQ Consultants Ltd	79,233
Continuum Lasers Inc	70,902	Cubane Consulting (Canada)	146,720
Convicon Controlled Environments Ltd	144,968	Cubic Health Inc	110,552
Cooks for Hire Management Inc	214,714	Culinary Capers Catering Inc	42,432
COPPUL - Council of Prairie and Pacific University Libraries	1,407,348	Cullen Diesel Power Ltd	155,296
Copyright Clearance Center	140,926	Culture Code Software Consulting Ltd	28,088
Coquitlam College	77,476	Cura Engineering Solutions Corp	117,595
Cornerstone Signage and Design Ltd	90,480	Custom Air Conditioning Ltd	244,079
Corporate Express Canada Inc	1,113,754	Cutlass Communications Inc	26,529
Cosmed USA Inc	124,057	CW Brabender Instruments, Inc	159,215
Cossette Communication Inc	637,965	CWB National Leasing Inc	46,911
Council of Yukon First Nations	43,727	Cypress Power Ltd	316,164
Counterpane Inc	47,551	Cypress Technical Services Ltd	211,987
		Cytek Biosciences, Inc	30,421
		Cytelligence Inc	33,000



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
D&H Canada ULC	33,969	Delphinai Corporation	32,380
Dafco Filtration Group Corporation	137,071	Delpro Automation Inc	111,440
Daikin Applied Canada Inc	147,403	Delta Container LP DBA Cratex Container Sales & Rentals	28,994
Dais, Inc DBA Regroup	35,233	Delta Grand Okanagan	41,392
Dalhousie University	155,118	Delta Photonics Inc	981,308
Daniel Behrens	50,033	Demand Contracting Ltd	41,851
Dantec Dynamics Inc	121,000	Dematic Ltd	57,186
Darryl P Samoil Inc	73,595	Denbigh Fine Art Services	55,325
Dassault Systemes Canada Inc	48,002	Dennis O'Reilly IT Consulting Ltd	27,300
Datacore Mail Management Ltd	105,791	Dentsply Canada Ltd	113,862
David A Wood Inc	32,420	Derek Barnett DBA Information Office	42,427
David Cummings Insurance Services Ltd	547,311	Dermatology Associates	51,857
David J Roughley	37,992	Devcon Industrial Services Ltd	97,650
David Kopf Instruments	76,273	DHL Express (Canada) Ltd	87,175
David Li Inc	50,700	Diabsolut Inc	47,983
David Lowe	388,962	Diagenode	30,285
Davidson Bros Mechanical Contractors Ltd	909,059	Dialog BC Architecture Engineering DBA Interior Design Planning Inc	134,618
Dawn Construction (2018) Ltd	395,895	Diamed Lab Supplies Inc	59,855
Dawson Appraisal Tutoring Services	29,995	Diamond Athletic Medical Supplies Inc	55,927
DCC Technologies	47,079	Diamond Schmitt Architects (DSAI)	59,837
De Lage Landen Financial Services Canada Inc	34,160	Diligent Canada Inc	67,828
Dean V Brown Inc	75,112	Diners Club Commerical	2,447,540
Dee Creative Inc	83,228	Direct Line Commercial Property Services Ltd	88,181
Deer Lodge Hotels Ltd	78,607	Discount Textbooks	126,971
Definiens	38,926	Discovery Diagnostics	33,800
Deli City Catering	61,381	Diverse Forest Contracting Ltd	62,354
Dell Canada Inc	3,428,320	DIVERSEcity Community Resources Society	171,516
Della's Q Workshops Inc	56,215		
Deloitte Inc	2,702,594		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Division 15 Mechanical Ltd	161,070	Dr K Harder CCFP Inc	137,598
Dixon Networks Corporation	137,235	Dr Kalwinder Singh Saran Inc	27,050
Djoule, LLC	50,401	Dr Kevin Ong Inc	28,845
DLO Move Support Services Ltd	248,579	Dr M J Raval Inc	36,102
Domain7 Solutions, Inc	503,714	Dr M Wright Inc	50,773
Dominion Blue Digital Reprographics	65,101	Dr Margot K Davis, Inc	77,080
Don Erhardt Photography	31,043	Dr Marjorie Krabbe Inc	41,675
Doran Holdings Inc	36,126	Dr Matthew Bernard Inc	35,999
Doris Cheung DBA Doris Cheung Art + Media	28,980	Dr Michael J Berger, Inc	41,245
Dougness Holdings Ltd	93,321	Dr Mina Wesa MD Inc	41,764
DovetailGenomics LLC	39,217	Dr N Bartell Inc	27,090
Dowell and Dowell P C	30,271	Dr Neil H Hanon Inc	39,814
Downtown Custom Metal Works Ltd	32,308	Dr Nicolas Ramperti	35,136
Dr Alice Chen Inc	28,807	Dr Paul A Witt Inc	56,429
Dr Alison Walzak Professional Corporation	33,485	Dr Robert Carruthers Neurology Inc	40,463
Dr Amir Ahmadi, Inc	30,000	Dr Susan Sadeghi Tehrani Inc	34,753
Dr B C Calvin Inc	41,232	Dr Theresa A van der Goes Inc	78,084
Dr B Hardie Inc	36,216	Dr Tony Zuccaro Medical Corporation	59,107
Dr Bernhard Driedger Inc	45,000	Dr Warda S Toma Inc	26,402
Dr C MacPherson Inc	30,000	Dr Zachary Laksman Inc	113,220
Dr Cheryl Hume Inc	96,113	Drake Towing (2018) Ltd	112,366
Dr Christina Luong Inc	52,340	Drawing Change Consulting Inc	46,712
Dr Christopher Fordyce Inc	101,400	DRE Medical Group, Inc DBA Avante Medical Surgical	27,995
Dr Dana Hubler Professional Corporation	69,709	Dresden LabService GmbH	34,640
Dr J F Goulding Inc	31,500	Dronelogs Systems Inc DBA Candrone	38,143
Dr J McKinney Inc	51,170	Drs M & A Tamber, Inc	25,231
Dr James Tessaro Inc	25,248	Drs Nicole & Sean Ebert Inc	66,647
Dr Janson Lee Inc	30,052	Dubas Engineering Inc	40,300
Dr Jay Lam Inc	30,834	Duncan and Tereposky Inc	27,616



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES**

**YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Duncan P Anderson MD Inc	62,149	EMarketer Inc	26,127
Duo Security Inc	200,520	EMC Corporation of Canada	1,438,651
Dustcontrol Canada Inc	60,386	EMCO Corporation	54,286
Dynamic Specialty Vehicles Ltd	26,174	Emelle's Catering Ltd	43,287
Dynamic Systems Inc	87,505	Emond Montgomery Publications Ltd	64,974
EAB	77,317	Emotive Technologies Inc	50,400
East Holdings Ltd DBA Fresh Box	81,708	EMPS Electric Motor & Pump Service Ltd	27,977
East View Information Services	72,925	Enamine LLC	47,224
Eaton Industries (Canada) Company	92,814	ENCO Construction Ltd	530,702
EBSCO Canada Ltd	2,139,065	Enerflex Ltd	612,901
E-Card ID Products Ltd	46,211	Enermax Mountain Manufacturing Ltd	60,480
Eclectic Living Plants	39,001	E-N-G Mobile Systems, Inc	132,243
Ecolab Ltd	65,110	Engaging Networks Ltd	37,091
Economic Modeling, LLC DBA Emsi	30,975	Engineers and Geoscientists of BC DBA APEGBC - Professional Engineers	31,714
ECS Electrical Cable Supply Ltd	33,037	Enginuity Consulting Ltd	51,919
Edgar F Paski	28,186	English Testing Canada - Toronto	26,588
Edge Catering	35,862	En'owkin Centre	69,019
Edge Training and Consulting Ltd	64,339	Ensemble Communications	41,764
Educe Design and Innovation Inc	81,480	Entrust Datacard Ltd	61,032
Eggbeater Creative	87,972	EnviroTech Mechanical Services	65,641
Ehrlich, Rodney	32,421	Eosense Inc	54,873
Elco Systems	64,057	Ephron, David	31,887
Electrical Geodesics Inc	292,602	EPLY Services Inc	80,315
Elemental Scientific, Inc	69,872	Eppendorf Canada Ltd	342,857
Elenion Technologies, LLC	26,106	Equitable Life of Canada	224,786
Elevate Consulting Inc	241,029	Erik N Swartz Inc	33,497
Eleven-X Inc	57,424	Ernst & Young LLP	1,995,042
Elmhurst Systems, LLC	150,010	Erudite Enterprises Ltd	40,327
ELS	98,621	ESBE Scientific Industries Inc	504,631
Elsevier Inc	915,916		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
ESC Automation	201,649	Fairmont The Queen Elizabeth	80,423
Espressive Inc	36,014	Fairmont Waterfront	75,014
Esri Canada Ltd	36,230	Fairware Promotional Products Ltd	73,147
Estate of Dorothy J Killam	64,030	Falcon Engineering Ltd	165,444
ETAP Canada Ltd	44,881	Far-Met Importers Ltd	53,826
ETC3 Holdings Ltd	47,093	Farrales, May	33,000
Ethel Frankel	69,300	Farris LLP	242,427
Ethical Bean Coffee	192,391	Fasken Martineau DuMoulin LLP	371,729
Ethos3	31,433	Fast + Epp Structural Engineers Inc	79,744
Evans Consoles Corporation	41,271	FASTSIGNS Vancouver	25,400
EventBooking	44,252	Fedex Canada Ltd	565,428
Ever-Clear Window Cleaning Ltd	54,300	Ferrovac GmbH	58,458
EVestment	26,771	FiconTEC Service GmbH	411,180
Evoqua Water Technologies Ltd	37,637	Figure 1 Publishing Inc	122,121
Ex Libris USA Inc	253,716	Filterco Water Treatment Ltd	272,219
ExamSoft Worldwide Inc	161,637	FilterPro Services Canada Ltd	32,736
Exp Services Inc	114,906	Finlink Construction Ltd	1,562,201
Expedia Lodging Partner Services Sarl	175,122	FirstCanada ULC	40,312
Explorance Inc	197,118	FIS AvantGard LLC	40,804
Exxact Corporation	101,915	Fisher Scientific	2,093,411
EY Law LLP	38,513	Five Points Infrastructure Services, LLC	78,214
F and M Chow Consulting	35,363	Five Star Utility and Heating Services Inc	120,723
F Jorgensen Construction Ltd	38,151	Five02 Labs, Inc	26,145
F Leung and D Tu Inc	60,202	FlackTek Inc	27,414
Face 2 Face Events Management	81,563	Flaman Fitness (BC) Ltd	33,446
Fairmont Chateau Whistler	60,782	Flashpoint Fuels	201,470
Fairmont Dental Laboratory Inc	86,231	Flint and Clay	26,572
Fairmont Empress	36,145	Flow International Corporation	145,000
Fairmont Hotel Vancouver	1,112,968	FlowJo	43,364
Fairmont Orchid, Hawaii	61,424		
Fairmont Pacific Rim Vancouver	35,803		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Fluidesign Composites Inc	28,560	FroggaBio Inc	284,374
Fluidigm Corporation	65,629	FrontierPC.com	26,092
Flynn Canada Ltd	98,472	Frontiers Media SA	56,032
Focal Point, LLC	31,772	FS Whistler Holdings Ltd DBA Four Seasons Resort	36,100
Focus Audio Visual Services Ltd	413,327	Fu, Tingfeng	46,259
Foliot Furniture	268,651	Fujiya Japanese Foods	25,890
Foodie Kids Inc	30,735	Funtech Software Inc	36,531
Forbes Travel International Ltd	101,442	Fuse Interactive Inc	48,380
Forerunners Partnership Enterprises Inc DBA Forerunners North Shore	38,638	Fusion Cine Sales & Rentals Inc	25,042
Forge and Smith Interactive Inc	30,083	Future Proofing Innovation Strategies Ltd	44,953
FormAlloy	129,191	FYBR Solutions Inc	50,944
Formlabs Inc	27,265	G&W Canada Corporation	70,518
Forresters	29,649	Gabriel Bela Kalmar	105,493
Fort Modular Inc	93,568	Gale / Cengage Learning	142,268
FortisBC Energy Inc	2,726,214	Gallitano & O'Connor LLP	82,651
Foster, Kenneth	29,077	Gamble Technologies Ltd	94,691
Foster, Sarah	29,939	Gardiner, Jane A	113,395
FPIInnovations	552,947	Garfinkel Publications Inc	168,190
Francis Steiner	185,102	Gartner Canada Co	846,881
Francotyp-Postalia Canada Inc	65,469	Gates - Suter Architects Inc	37,800
Fraser Health Authority	515,296	Gateway Mechanical Services Inc	93,710
Fraser Pogue	166,762	Gavin Lake Forest Education Society	36,427
Fraser Valley Equipment Ltd	38,498	GBS Construction Managers Inc	115,839
Fraser Valley Refrigeration	114,831	GE Healthcare Bio-Sciences Company	942,685
Fraser West Plastic Surgeons Association	38,434	GEC Granville GP Inc	59,063
Fred Surridge Ltd	55,302	GEC Pearson GP Inc	327,075
Freeman Audio Visual	25,891	Gecko Tree Holdings	28,723
Fresh Ideas Start Here Market Ltd	99,956	General Electric Canada	3,923,293
Freshpoint Foodservice	2,500,418	Genesis Integration Inc	104,746
Friesens Corporation	744,347		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Genewiz Inc	48,970	Global Roadway Maintenance Inc	438,128
Genisys, Inc	30,800	Global Village	313,688
Genohm Inc	40,824	Globe and Mail	227,532
Genome Quebec	489,825	Gold Leaf Technologies Inc	106,865
GenScript USA Inc	63,082	Golden Helix	65,041
Genumark	26,074	Good Company Communications Inc DBA Hello Cool World Media	107,042
GeoAdvice Engineering Inc	110,488	Google LLC	115,530
Geoffrey Cundiff Professional Medical Corporation	64,639	Gordoncillo, Prudenciano	158,046
George Brown College	32,523	Gowling WLG (Canada) LLP	795,647
Georgetown Terminal Warehouses Ltd	55,942	Grand and Toy Ltd	96,416
Geotechnical Consulting & Testing Systems, LLC	70,126	Grand Council Treaty #3	39,690
Gerald Da Roza Inc	32,288	Grande Prairie Regional College	37,185
Gerald W Ghikas Law Corporation, In Trust	48,319	Granville Island Hotel	40,785
Getinge Canada Ltd	140,652	Graybar Canada	112,062
GF Urecon Ltd	124,836	Great Lakes Neurotechnologies, Inc	52,633
GFL Environmental Inc	70,035	Great Northern Way Campus Ltd	227,371
GFS British Columbia Inc	5,465,881	Greater Vancouver Board of Trade	48,278
GHL Consultants Ltd	44,516	Greater Vancouver Sewage & Drainage District	36,027
Gillian Bartlett Consulting Ltd	35,574	Greater Vancouver Transportation Authority	19,555,376
GitHub	66,378	Green College Dining Society	115,934
GKS Investments Inc	28,030	Green Metrics Technology Corp	26,786
Glasshouse Consultants	46,180	Greenbelt Veterinary Services Ltd	35,669
Glenmore Printing	107,973	Greenfield Global Inc	51,559
Glenmore-Ellison Improvement District	465,203	Greenheart Canopy Walkway Company Ltd	95,288
Global Affairs Canada	208,578	Greenlight Innovation Corporation	183,711
Global Data Publications Inc	30,559	Greg A Armstrong	32,369
Global Knowledge Network Canada Inc	82,665	Grenzebach Glier & Associates Inc	146,847
Global Payments	529,250	Gudmundseth Mickelson LLP	192,182



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES**

**YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Guillevin International Company	412,213	Heart and Stroke Foundation	300,000
Gunnar Pacific Agencies Inc	177,621	Canadian Partnership for Stroke Recovery	
Gunther Analytics	42,840	Heartland International English School	62,872
Guzman, Gabriel	55,186	Heatherbrae Builders Company Ltd	16,549,877
Hachette Book Group Canada	51,670	Helen Morling DBA JTM Consulting	37,800
Hackett Publishing Company	34,243	Hem Phaterpekar Inc	41,389
Hague, Cameron	25,252	Hemlock Harling Distribution Inc	383,338
Halbert and Kaser Leadership Consultants	65,200	Hemlock Printers Ltd	455,078
Hallwood Milham Technologies	102,970	Hemmera Envirochem Inc	33,741
Hamilton Company	125,783	Hennepin Healthcare Research Institute	29,648
Hamilton Health Sciences Corporation	83,060	Henry Aquaculture Consult Inc	28,046
Hanan, Janice	132,812	Henry L Woo Inc	35,226
Handy Appliances Service	64,025	Henry Schein Canada, Inc	891,559
Hanna Ezzat Inc	41,534	HEPA Filter Services Inc	80,416
Harbourview Electric Ltd	1,397,204	Heritage Food Service Group of Canada Ltd	295,021
Harmony Communication Service Ltd	42,924	Heritage Office Furnishings Ltd	1,604,211
Harper Collins Canada Ltd	55,216	Herzing College	153,307
Harper Grey LLP	167,162	Hewlett Packard Enterprise Canada Company	143,673
Harper International Corporation	582,802	HHBG Lawyers In Trust	50,000
Harris & Company	683,229	High IQ Soft Corporation	101,010
Harrison, Brenda	63,315	High Speed Imaging Inc	228,716
Hartung Glass Canada	44,338	Highlands Irrigation Ltd	34,104
Harvard Apparatus Canada	197,681	Hills Inc	127,275
Harvard University	87,732	Hirsch, Marina	25,526
Haus Dental Laboratory Ltd	43,247	HJH & Sons Enterprises Ltd	78,750
Hayden-McNeil Publishing Inc	81,834	HK Commerce and Industry Suppliers Ltd	457,039
Haynes Creative Communications	79,616	Hlynsky and Davis Architects Inc	138,790
Hazmasters Inc	28,141	Holaco Construction Ltd	2,288,638
Health Canada	3,500,000		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Holden Chow Inc	77,714	ICM Partners	30,840
Holiday Group	27,726	IContext Internet Services	50,077
Holiday Inn Hotel and Suites Vancouver	57,535	Icreative Service Inc	63,478
Holiday Inn Vancouver Centre	39,522	ICS Clean Supplies Ltd	50,565
Holmes & Brakel (BC) Inc	62,065	ICS Industrial Compressor Services Ltd	159,476
Holtom Forestry Consulting	72,235	Ideal Welders Ltd	66,117
HOMAG Canada Inc	286,818	Idera Inc	36,461
HonkMobile Inc	52,574	IDEXX Laboratories Canada Corp	64,402
Hon's Wun-Tun House (2011) Ltd	114,005	IEC Online GmbH (International Education Centre)	26,969
Hootsuite Inc	35,000	If Not Now Consulting Inc	71,085
Horizon Distributors	188,431	Igloo Inc	47,208
Horizon Electric Inc	30,845	Ignite Technical Resources Ltd	412,224
Horizon Recruitment Inc	93,568	Illumina Canada Inc	4,604,784
Hoskin Scientific Ltd	244,967	Image Group Inc	77,177
Hospital for Sick Children	197,907	Image Unique Consulting and Design	96,996
Hotel Santa Fe	109,853	Imagen Inc	114,087
Hotline Apparel Systems Inc	682,457	IMG Artists	46,524
Houle Electric Ltd	89,741	ImmoTravel Fiore Bianco di Piazza Claudio & C S.A.S.	32,180
HSBC	271,601	Impact MEP Services Group Ltd	57,058
HSL Automation Ltd	68,948	Impact Office Furnishings Ltd	51,768
Hubert Distributing Company Inc	46,474	Imperial Valve Ltd	29,041
Hudson Boat Works Inc	47,667	Inalco Institut National des Langues et Civilisations Orientales	65,377
Hundegger Canada Inc	45,646	Inclusion BC Society	31,500
Hunter Kirkwood Ltd	212,527	Incom, Inc	25,165
Huron Advisors Canada Ltd	151,106	Index Construction (BC) Inc	486,082
HVAC Systems and Solutions Ltd	26,293	Indian Summer Arts Society	27,800
Hyland Software Canada ULC	239,168	Indiana University	29,627
ICambio Health Corp	78,480	Indico	29,972
IC-IMPACTS Centres of Excellence	30,000		
IClinic Systems Inc	34,272		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Industrial Machinery Export Bilbao	58,065	Intan Technologies, LLC	30,366
Inergex Canada Inc DBA Crossfuze	192,775	Intavis Inc	198,967
Info Mind Solutions PLC	201,912	Integra Biosciences Corp	58,251
InfoMine Inc	49,849	Integral Group Consulting BC LLP	215,077
Informatica LLC	46,324	Integrated Control Technology	130,805
Ingram International	148,328	Integrated Decisions and Systems Inc	58,256
In-House Solutions Inc	35,216	Integrated DNA Technologies Canada, Inc	193,967
Initiative Inc	46,139	Intelligent Imaging Innovations Inc	72,298
Inn at Laurel Point	46,282	Intercity Packers Ltd	422,787
Inner City Women's Initiatives Society	86,384	Interior Health	857,828
Innovasea Marine Systems Canada Inc	108,556	Interior Technical Services Ltd DBA Interior Energy & Air	224,588
Innovations for Poverty Action	120,156	International Conference Services (Apaie)	37,758
Innovative Signage Inc	99,699	International Distribution Network Canada Ltd	33,780
Innovior Construction Inc	95,706	International Management Answers (IMA) Ltd	242,485
Innovyze Inc	35,499	International SOS Canada Inc	65,258
InnVest Hotels LP DBA Hyatt Regency Vancouver	98,412	Interpretive Software Inc	48,343
InputHealth Systems Inc	497,143	Intralinks, Inc SS&C	31,106
Inscript Language and Writing Inc	29,505	Inuvik Regional Physicians Society	40,590
Inside Europe, LLC	413,224	Invenient Solutions Consulting Ltd	50,000
Insights West Marketing Research Inc	141,330	Ion Design Inc	42,639
Institut national de psychiatrie legale Philippe-Pinel	35,138	ION United, Inc	436,626
Institut universitaire de cardiologie et de pneumologie de Quebec	44,950	IOTA Construction Ltd	28,258
Institute for Clinical Evaluative Sciences	81,973	IPower Strategy Inc	25,200
Institute for Health System Transformation & Sustainability	31,469	IPROMOTEu Canada Inc	37,153
Institute of Development Studies	33,096	IPSolutions	145,785
Instron Corporation	35,608	IQVIA Inc	104,816
Instructure, Inc	1,064,047	IRC Building Sciences Group Inc	40,111
		Iridia Medical Inc	391,788



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

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	<b>Amount</b>		<b>Amount</b>
Iris Instruments	31,158	JC Hogg Consulting Ltd	123,038
Iskut Valley Health Services	30,000	Jelen Consulting & Coaching Inc DBA Michaela Jelen	55,062
Island Health	90,356	Jennifer Ross Inc	35,662
Island Precision Architectural Woodwork	33,633	Jensen Hughes Consulting Canada Ltd	43,045
Itasca Consulting Ltd	74,186	Jeol Canada Inc	42,153
Ithaca Consulting	57,571	Jerome Lee Inc	38,815
Ivry, Rich	26,108	Jetti Services Canada Inc	30,034
IWK Health Centre	38,166	JFR Concrete Repair and Waterproofing Ltd	1,226,122
J and K Poultry Ltd	690,145	JG McInnes MD Inc	30,524
J K Balfour Inc	36,257	Jim Pattison Industries Ltd	39,883
J S Ferguson Construction Inc	494,550	Jiong Wu Inc	28,093
Jackson Laboratory	107,194	JM Engineering	79,784
Jacob Group Inc	37,838	JM Lang Professional Consulting	54,894
Jacqueline Saw Inc	25,090	JMS Consulting	37,971
Jagdeep Ubhi Inc	30,321	Joanne Turner	69,605
Jama Software Inc	71,193	Joel Theatrical Rigging Contractors (1980) Ltd	280,356
James Kelleher Learning Systems	45,822	John D Edworthy Inc	95,646
Jamf Software LLC	38,790	John Deere Financial Inc	31,215
Janel Casey Inc	40,015	John Hemsworth Architecture Inc	115,470
Janet Harder DBA Bridges SLP & BC Services	35,644	John Wiley & Sons Canada Inc	826,944
Janet Leslie Young	26,037	Johnson Controls LP	622,022
Janicorp Building Maintenance Ltd	386,268	Jon Cartwright	67,298
Janis Research Company LLC	37,644	Jonathan Morgan & Company Ltd	27,157
Japan Publications Trading Company Ltd	43,708	Jones Lang Lasalle Real Estate Services, Inc	164,422
Jart Holdings Ltd DBA Ross Templeton + Associates	74,245	Josephine Anderson	25,515
Jasmine Grewal Inc	102,426	JP Morgan Chase	30,234
Jason Rovito	30,836	JPOM Canada	149,083
Javelin Technologies Inc	31,601	JPT America Inc	64,951
JAX Services	55,526	JQ Mechanical Corporation	561,825



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
JSTOR	77,187	K-Bro Linen Systems Inc	249,773
JSV Architectural Veneering & Millwork Inc	82,509	KCR Community Resources	30,970
Juandesooka Enterprises	36,136	Kelowna Carts Plus Ltd DBA Carts Plus Kelowna	56,945
Judy Slutsky	25,575	Kendall Hunt Publishing Company	34,179
Jukebox Print Inc	43,493	Kennedy, Aaron	28,814
Julia Waring DBA Julia Waring Communications	83,149	Ken's Custom Grading Ltd	48,332
Julian Griggs & Associates Ltd	27,239	Kerr Wood Leidal Associates Ltd	74,130
Julie Gordon	177,483	Kerr, Deborah	31,906
Julie Hamilton & Associates Inc	38,796	Kevin Arndt Consulting	40,593
Jumpstart Athletics Inc	43,848	Keyence Canada Inc	108,517
JW Marriott Parq Vancouver	203,292	Keysight Technologies Canada Inc	370,224
K and E Equipment Repairs	54,937	Keystone Academic Solutions	32,531
K Ramanathan and C Taylor Inc	46,549	Kidd Consulting DBA Manage to Engage	38,850
K&K Food Services	199,105	Kiefer Contracting Ltd	49,191
Kaatza Historical Society DBA Kaatza Station Museum	27,144	Kikkerland Design Inc	40,444
Kachin Property (Greenrock)	171,043	Kilpatrick Townsend & Stockton LLP	29,259
Kaha Sciences Ltd	30,525	Kilslaay Restaurant Group Ltd	33,385
Kahunaverse Sports Group Inc	217,523	Kimco Controls Ltd	91,031
Kal-West Mechanical Systems Inc	110,389	Kinetic Construction Ltd	10,730,627
Kamps Engineering Ltd	48,090	King IP Law	26,637
Kane Consulting Partnership	130,865	Kinokuniya Bookstores of America Company Ltd	70,633
Kanopy LLC	33,530	Kintama Research Services Ltd	75,264
Karen Boodram DBA BioManna Consulting	82,614	Kirsten Reite Architect Inc	84,144
Katenies Research and Management Services	91,634	Kirstie Overhill Ltd	47,574
Katherine Cumber	25,384	Kishchenko, Svetlana	77,445
Katherine E Paton MD Inc	136,334	Klondike Contracting Corporation	254,796
Katie Pease DBA Synapse Strategies	36,420	Knightsbridge Robertson Surette	34,931
Kavcore Consulting	392,343	KOKA Architecture + Design Inc	86,296
		Konecranes Canada Inc	29,694



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
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Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Koonkie Inc	29,006	Leadon (Vancouver) Operations LP DBA Residence Inn Downtown Vancouver	63,313
Koskie Minsky LLP	58,670	Lear, Sandra	43,765
KP Technology Ltd	52,510	LEC Group	82,405
KPMG LLP	2,481,300	Led Pros Ltd	33,345
KRIS Maintenance Ltd	71,639	Legacy Advisors Law Corporation	106,839
Kriss Communications Inc	36,160	Leica Microsystems (Canada) Inc	1,691,088
Kukri Sports Canada Inc	61,536	Lenovo Global Technology (Canada) Inc	1,043,777
Kurt J Lesker Canada Inc	333,786	Leon Getz Consulting Services Inc	31,500
Kwantlen Polytechnic University	46,265	Leonard, Norma	64,021
Kwela Leadership and Talent Management	31,172	Leong's Nursery	25,377
L B Maple Treat Inc	26,237	Les Editions CEC Inc	60,949
L K Technologies II Inc	56,966	Les Solutions Snowhouse 2014 Inc DBA Snowhouse Solutions	123,109
Lab Products Inc	182,307	Lesley Erickson	63,016
Labcyte Inc	1,352,547	Levitt Communications Inc	64,317
Laerdal Medical Canada Ltd	151,194	Lewis, Robert	25,404
Lahav Executive Education Collier School of Management	101,368	Lexisnexis Canada Inc	227,956
Lakshmi N Yatham Inc	28,915	L'Hopital Maisonneuve-Rosemont	227,792
Lamar Transit Advertising Canada, Ltd	50,815	Li-Cor Inc	261,743
Lambda Labs, Inc	316,682	Life Chemicals Inc	147,751
Lane Powell	32,889	Life Technologies Inc	862,454
Language Limousine	64,751	Lillie Family Heating & Plumbing (2014) Ltd	33,664
Larigakis Architecture Inc	110,803	Lin Haw International Company Ltd	32,151
Larlee Rosenberg Barristers & Solicitors	55,202	Lincoln Electric Company of Canada LP	42,085
Larry Wosk	25,200	LinkedIn Ireland	116,802
Laser Valley Technologies Corporation	84,724	Lions Gate Hospital	30,420
Lawson Health Research Institute	92,510	Little Wolf Productions Inc	38,298
Laxgalts'ap Village Government	31,035	Live Nation Canada, Inc	114,562
Le Crystal Hotel Montreal Inc	91,610		
Leader Manufacturing Inc	95,842		



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**YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Livingston International Inc	1,582,688	Magstim Company Ltd	145,096
LlamaZOO Interactive Inc	50,000	Mahal, Mandeep	44,375
LMC Clinical Research Inc	57,500	Mail-O-Matic Services Ltd	31,777
LMDG Building Code Consultants	276,325	Mainroad Lower Mainland Contracting LP	52,122
LMP Publication LP	32,548	Malcolm McMillan Enterprises Inc	43,330
Lockmaster	146,595	Malvern Panalytical	380,097
Login Brothers Canada	384,180	Mandel Scientific Co Inc	383,896
London Drugs Ltd	33,145	Maple Leaf EduConnect	106,113
Long and McQuade Ltd	31,341	Maple Leaf Photonics	40,775
Long Promo Plus Inc DBA Promo Plus Advertising Inc	52,434	Marbrom Enterprises Ltd DBA Cascadia Shading Design	103,673
Long View Systems Corp	7,519,498	Marcon Metalfab Inc	81,005
Lordco Parts Ltd	48,612	Marketsandmarkets Research Pvt Ltd	36,801
Louise Kool & Galt Ltd	46,082	Marlowe Haskins Inc	47,871
Louise Novakowski Project Management Consultant	45,854	Marquis Imprimeur Inc	80,201
LS Canada Inc	44,159	Marsh Canada Ltd	1,245,571
Lukas Klose	33,359	Martha Spencer Inc	26,430
Lumicks USA, Inc	87,529	Mary Ann Liebert Inc	25,443
Luna Management Ltd	107,833	Masa Institute	111,682
Lxray Co Ltd	185,175	Massachusetts Medical Society	32,361
Lynch Bus Lines	30,276	Masse Sales Ltd	29,285
Lyon & Healy	29,936	Massif Creative Inc	86,108
M J Pawlowski and Associates	75,195	Masson McMillan Interior Design	66,817
M Shapiro Consulting	32,366	Master Dental Solution Ltd	25,335
MacDonald, Kerry	27,600	Matrix Video Communications Corp	747,463
Macquarie Equipment Finance Ltd	890,160	Mavi Innovations Inc	35,108
MacSailing Inc	78,463	Max Planck Institute of Psychiatry	26,094
Magee Walker	97,063	MaxCyte, Inc	25,446
Magistad, Mary Kay	53,597	Maxim Property Services	233,269
Magnolia Composites DBA Bernard Maroney	50,400	Maximus Enterprises Ltd	27,968
Magsaysay Center Mihca	30,310		



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	<b>Amount</b>		<b>Amount</b>
Maxwell Floors Ltd	111,276	Merletti Construction (1999) Ltd	45,649
MBRAUN Inc	158,708	Meso Scale Discovery	302,152
McAllister Physiotherapist Corporation	35,027	Messer Canada Inc	33,660
MCAP Financial Corporation	29,395	Metabolon, Inc	159,745
McClanaghan & Associates Consulting Ltd	42,000	Metagnosis Consulting Inc	536,716
McGill University	351,676	Metrohm Canada, Inc	174,154
McGraw-Hill Global Education Holdings LLC	564,856	Metropolitan Fine Printers, Inc	165,921
McGregor Hardware Distribution Ltd	201,130	Mettler-Toledo Inc	154,947
McKenna Consulting, Inc DBA Mary McKenna	31,448	Michael J P Lenizky	34,846
McMaster University	123,746	Michael Smith Foundation for Health Research	220,432
McNeil, Hayden	25,333	Michael Yin-Cheung Tsang Inc	26,710
McRae's Environmental Services	39,644	Michele Wallcraft	186,958
MCW Consultants Ltd	285,390	Michelle Sklar	36,950
MDC Consulting	44,340	Micro Focus Software (Canada) ULC	130,276
MDR Associates	79,843	Microbial Movies	53,468
MEA Forensic Engineers & Scientists Ltd	26,224	Microbiome Insights Inc	66,572
MECART	262,270	MicroLab, Inc	28,736
MedHub, LLC	60,012	Micropact Inc	178,374
MediaCom Canada	3,535,816	Microserve	1,609,129
Medical Services Plan of BC	1,524,485	Microsoft Canada Inc	204,846
Medi-Tran Services (1993) Ltd	29,059	Midwest Ventures Ltd	119,845
Medtronic of Canada Ltd	60,022	Mikegrosite Consulting Ltd	119,455
Meiklejohn Architects Inc	86,181	Milano Coffee Ltd	128,992
Meltwater News Canada, Inc	51,520	Miles, Gary	31,278
Memorial University of Newfoundland	27,730	Miller Thomson LLP	72,720
Memory Express Inc	45,636	Miltenyi Biotec Inc	48,434
Mercer (Canada) Ltd	60,913	Mindlab Business Intelligence	26,400
Merck Canada Inc	105,151	Mineit Consulting Inc	30,000
		Minister of Finance	7,118,418
		Ministry of Transportation and Infrastructure	1,696,066



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YEAR ENDED MARCH 31, 2020**

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	<b>Amount</b>		<b>Amount</b>
Minogue Medical	222,970	MTI Corporation	65,537
MistyWest Energy and Transportation Ltd	100,548	MTS Systems Corporation	278,113
Mitacs Inc	2,214,428	Mulesoft Inc	595,248
Mitel Networks Corporation	117,829	Mulla & Mulla and Craigie Blunt & Caroe	26,811
Miwa Invest AB	105,085	Mumtaz Virji Inc	35,262
MKD Janitorial Services and Consulting Ltd	315,970	Munoz Carmona, Fernando A	26,123
MMK Consulting Inc	38,850	Murray and Associates	35,479
MNP LLP	54,679	Murray Latta Progressive Machine Inc	38,334
Modern Niagara Vancouver Inc	75,565	Murray Paterson Marketing Group Inc	39,630
Modern Paint & Floors	95,058	Muse & Effect Consulting	100,800
Modiviz Technologies Corp	26,775	Museum of Vancouver	82,872
Modo Labs Inc	43,751	Musqueam Indian Band	91,256
Molecular Devices LLC	121,476	MV Sport	112,376
Molecular You	25,436	MVP Athletic Supplies Ltd	30,171
Monica Vucko	38,117	MYK Construction Ltd	282,342
Monte Cristo Bakery	589,473	Nadine R. Caron MD Inc	26,706
Montreal Heart Institute	126,908	Namaro, Angela	31,154
Moore Canada DBA RR Donnelley	131,078	Namocell Inc	120,248
Moore Edgar Lyster LLP	45,206	Nanalysis Corp	70,553
Moran Technology Consulting, Inc	736,908	Nanion Technologies, Inc	43,394
Morinwood Mfg Inc	40,499	Nanoscience Instruments Inc	139,994
Morneau Shepell Ltd	623,195	Nanostring Technologies	86,923
Morrison Hershfield Ltd	30,236	Naomi K Lloyd	98,033
Morton Clarke & Company Ltd	95,516	Nasco Staffing Solutions	27,035
Moshe Paper & Packaging Ltd	68,128	Nathaniel Hawkins Inc	75,180
Mount Saint Vincent University	61,098	National Association of College and University Business Officers (NACUBO)	28,838
Mozart School of Music	26,395	National Instruments Canada	39,497
MPDA Specification Services Inc	81,063	National Research Council	49,939
MPS	1,067,262	National Source AV Inc	58,945
MQN Architects	69,521		



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	<b>Amount</b>		<b>Amount</b>
National Taiwan Normal University	25,011	North by Northwest Venture Inc	51,631
Nattana Dixon-Warren Inc	47,495	North Robotics Inc	221,894
Natural Resources Canada	170,590	North Shore Multicultural Society	36,062
Natural Resources Defense Council, Inc	38,131	Northern Building Supply Ltd	29,985
Nazmudin Bhanji Inc	33,869	Northern Digital Inc	68,188
NDN Partners Inc	124,672	Northern Health Authority	283,801
Nebraska Book Company Inc	65,128	Northhill Creative Communications Inc	35,070
Nellco Law Library Consortium Inc	44,736	Northwestern Systems Corp	60,451
Nelson Canada Ltd	1,149,807	Norton Rose Fulbright Canada LLP	50,632
New England Biolabs Ltd	83,161	Nova Metrix Ground Monitoring (Canada) Ltd (Westbay Instruments)	68,268
New Era Cap Company	40,414	Nova Scotia Health Authority	45,425
New Horizon Productions	25,784	Novogene Corporation Inc	387,800
New Image Projects Inc	173,164	Novonix Battery Testing Services Inc	31,666
New Technologies & Consulting	46,783	NuAire Inc	89,198
Newark Element14	46,985	Nucor Environmental Solutions Ltd	223,662
Newport Corporation Spectra-Physics	669,868	Nudelman Rare Books	101,475
Nexterra Systems Corporation	134,648	Nutrien Ag Solutions (Canada)	34,582
Nick Milkovich Architects	1,530,099	O C L C Inc	127,861
Nikkyu Japanese Restaurant	56,301	O N M Panton Ltd	25,621
Nikon Canada Inc	744,543	Odgers Berndtson Canada Inc	46,481
Nirvair Levitt Inc	40,930	Oja, Brian	52,000
Nobel Biocare Canada Inc	28,339	OK Valley Sales and Services	44,613
Noble British Columbia	123,147	Okanagan College	37,069
Noise Digital Inc	26,106	Okanagan Fire Protection Services Ltd	99,920
Noldus Information Technology Inc	93,729	Okanagan Hardwood Flooring Company Ltd	29,444
NoNO Inc	593,225	Old Dutch Foods Ltd	38,625
Norona, Marisa E	50,578	Olympic International Sales Ltd	186,375
NorQuest College	119,580		
Nortech Parking Systems Inc	59,520		



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	<b>Amount</b>		<b>Amount</b>
Olympus Canada Inc	1,222,106	Oxford Nanopore Technologies Ltd	100,919
Omatic Software	40,758	Oxford Properties	117,271
Omax Corporation	63,784	Oyen Wiggs Green and Mutala LLP	434,801
Omega Environmental Drilling Ltd	903,037	Ozgene Pty Ltd	74,458
Omineca Medical Clinic Inc	27,012	Ozmosis Research Inc	40,712
Omni Logic Solutions Inc	82,403	Pace Chemicals Ltd	34,301
One45 Software Inc	224,952	Pacific Adventure Learning	100,119
Online and Ontime	37,191	Pacific Bark Blowers Inc	52,479
Onni Seymour Street Development LP	336,375	Pacific Climate Impacts Consortium	52,369
Onsite Engineering Ltd	25,943	Pacific Coast Catering Group	43,512
OPAL-RT Technologies	96,773	Pacific Coast Tents Inc	33,013
Open Storage Solutions, Inc	82,268	Pacific Coastcom Communications Inc	70,280
Ophir-Spiricon LLC	28,618	Pacific Flo Mechanical Inc	131,713
Optical Associates Inc	26,558	Pacific Industrial Movers Pro-Tech Industrial Movers	32,080
Optimo1 Consulting Inc	78,942	Pacific Mechanical Systems Ltd	36,104
Oracle Canada ULC	2,157,953	Pacific Nephrology Group	253,137
Orbis Communications Inc	43,313	Pacific Poke Franchising Inc	44,140
Organic Ocean Seafood Inc	57,750	Pacific Restaurant Supply Inc	1,036,607
Orkin Canada	49,002	Pacific Sign Group Inc DBA Knight Signs	321,386
Osler, Hoskin and Harcourt LLP	45,144	Paladin Security Group Ltd	154,395
Otis Canada Inc	38,793	Paladin Technologies Inc	64,593
Ottawa Hospital Research Institute	570,871	Palindrome Consulting Inc	53,341
Otto Harrassowitz GmbH & Co KG	198,710	Palmer's Projects Ltd	33,525
Ouray Sportswear LLC	124,609	Pan Pacific Vancouver	30,404
Outline Graphic Design Inc	53,412	Panabo Sales Ltd	97,742
Overdose Prevention Society	35,400	Panasonic Canada Inc	50,508
Overhead Door Company	70,582	Panmun Company Ltd	34,207
Ovid Technologies Inc	50,786	Panopto Inc	39,742
OXD Consulting Ltd	374,696		
Oxford Instruments America Inc	646,227		



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	<b>Amount</b>		<b>Amount</b>
Paper E Clips	35,721	Peterson Commercial Property Management Inc	284,597
Paramed Medical Systems Inc	101,130	PETROKLEEN	55,840
Park Bioservices, LLC	46,671	PFS Studio	152,012
Parkland Refining (BC) Ltd	475,374	Philips Electronics Ltd	1,251,173
Parr Instrument Company	94,164	Phillips Hager and North Investment Management Ltd	860,298
Partyco Holdings Ltd DBA Lonsdale Event Rentals	31,932	PHN Consulting Inc	26,800
Patch Computers Ltd	107,175	Phoenix LiDAR Systems, LLC	122,768
Pathonix Innovation Inc	30,975	Phoenix Tent and Event Rentals	62,937
Pathways Abilities Society	71,607	Photon Spot Inc	50,281
Patio Social Inc	25,109	Phs Community Services Society	52,135
Patricia Woodman DBA Trish's Treats Kelowna	36,621	Physical Science Innovations Corporation	433,720
Patricio Colon Velasquez-Lopez	66,384	Pieoneers Software Inc	76,146
Paul Ro Dental Laboratory	110,606	Pierre Dil Inc	38,177
Paypal	47,947	Pine House Bakery Enterprises Ltd	40,448
Peak Networks .ca Inc	335,264	Pine Research Instrumentation	34,868
Peak Scientific Canada Ltd	63,529	Pinnacle Hotel Vancouver Harbourfront	84,085
Pearson Canada Inc	1,957,823	Pinton Forrest & Madden Group Inc	490,616
Pedersen Event Rentals	274,909	PitchBook Data, Inc	51,481
Pedre Contractors Ltd	26,644	Pixel Salad Studio	90,192
Peerless Engineering Sales Ltd	159,398	PJS Systems Inc	763,715
Penguin Random House Canada	357,476	Plaid Consulting Inc	101,062
Penske Truck Leasing Co, LP	28,004	Planet Clean	524,040
Pentel Stationery of Canada Ltd	39,672	Planewave Instruments, Inc	33,835
People Analytics	253,385	Planmeca Oy	126,181
Peqish Food Company Inc	570,082	Planon Canada Inc	843,200
PerfectMind Inc	204,588	PMG Auto Finance Services Ltd	47,835
Perkinelmer Health Sciences Canada, Inc	562,927	Point, Susan	100,000
Perkins + Will Company	86,354	Polarean, Inc	469,014
Perrett Laver Inc	31,752		
Peter Phillips MD FRCPC Inc	27,851		



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YEAR ENDED MARCH 31, 2020**

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	<b>Amount</b>		<b>Amount</b>
Polyga Inc	30,132	Professional Choice Uniform Co	35,067
Polymer Engineering Company Ltd	43,866	Professional Competencies Enterprises Inc	110,581
Postmedia Network Inc	47,014	Progressive Intercultural Community Services Society	30,000
Potts, James	39,138	Progressive Messenger Ltd	48,893
Pound and Grain Digital Inc	49,773	Project 8 Consulting	44,993
Power Earth Enterprises Inc	37,682	Pro-King Construction Ltd	29,378
POWER VAC	171,344	ProQuest	480,271
PR Bridge Systems Ltd	185,161	Proscenium Architecture and Interiors Inc	954,904
Practicon Inc	37,994	Prosci Canada, ULC	33,705
Prager & Co, LLC	118,466	Proshow Audio Visual Broadcast	386,045
Praxair Distribution	278,975	Protec Dental Laboratories Ltd	62,619
Praxis Management Inc	94,695	Protec Installations Group	191,494
Praxis Spinal Cord Institute	80,741	ProteinSimple	137,356
Pre Labs Inc	78,188	Protocol Business Solutions Ltd	28,637
Precise Kit Promotions Inc	109,535	Providence Health Care Research Institute	7,914,981
Precise Solutions	397,675	Providence Health Care Society	13,017,481
Precision Systems and Instrumentation LLC	26,360	Province of British Columbia	27,412,520
Premiere Executive Suites	282,216	Provincial Health Services Authority	6,293,213
PricewaterhouseCoopers LLP	478,301	Provincial Outreach Program for Autism and Related Disorders	40,843
Prime Engineering	551,098	PSC Inc	129,873
Princeton Scientific Corp	40,782	PT JAC Business Center	62,408
Prins Greenhouses Ltd	60,066	Public Library of Science	32,425
Printcraft Solutions Ltd	207,551	Purolator Inc	186,733
Prism Engineering Ltd	46,230	Push International Performing Arts Festival Society	63,777
Prism RBS LLC	182,236	Pushor Mitchell LLP	274,207
Pro Master Heating & Air	151,588	PWL Partnership Landscape Architects Inc	49,598
Proctorio Inc	40,077	Pyper Infrastructure Management Ltd	53,565
Prodo Laboratories Inc	30,652		
Production Power Corporation	66,564		
Professional Association of Managing Agents	142,260		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Qay'llnagaay Heritage Centre Society	47,651	Rasmussen Bindery	61,413
QIAGEN Inc (Canada)	264,302	Ray Cam Community Association	30,000
QLess Inc	57,009	Ray, Gregory C	64,775
QRX Technology Group Inc	82,084	Raybern Erectors Ltd	68,509
QS Quacquarelli Symonds Ltd	235,471	Raymond Johnston Equipment	27,423
QS Unisolution Ltd	51,845	RBC Dominion Securities Inc	30,000
QSD Inc	27,478	RCH Neurology Research & Education Fund	95,000
Quality Move Management Inc	982,074	RDH Building Science Inc	75,325
Qualtrics LLC	249,505	RE Search + Design	123,292
Quanterix Corporation	247,341	Read Jones Christoffersen Ltd	265,988
Quantum Design Inc	541,512	Real Estate Council of British Columbia	691,845
Quantum Lighting, Inc	192,569	Receiver General for Canada	60,824,584
Queen's Collegiate	80,435	Reconyx	79,067
Queen's University	57,880	Red Pine Outdoor	51,648
Quench Canada, Inc	31,380	Redcar Consulting	34,425
Quest Infotech Inc	139,451	Reed Point Marina Ltd	26,817
R Prowse & Associates Inc	152,627	Refinery Leadership Partners, Inc	32,613
Rad Source Technologies Inc	180,494	Refinitiv Canada Holdings Ltd	194,409
Radisson Hotel Vancouver Airport	34,526	Refrigerative Supply	73,838
Railtown Catering	39,226	Regal Controls Ltd	109,180
Raincoast Book Distribution	110,231	Regents of The University of Michigan	28,751
Rainforest Field Services Ltd	29,609	Reliability Efficiency&Optimization LLC	96,689
Raising the Village Consulting	25,454	Renewal Constructions Inc	1,296,678
Rame-Hart Instrument Co	29,344	Renouf Publishing Company Ltd	58,892
Ran D Goldman, MD Inc	56,900	Research Institute of the MUHC	188,735
Randstad Canada	128,110	Resilience Software Inc	85,086
Rang Enterprises Ltd DBA Subway	48,675	ResortQuest Whistler	44,786
Rankine, Claudia	33,785	Resourcecode Media Inc	53,928
Rapid Genomics LLC	223,015	Restwell Mattress Company Ltd	416,890
RAPID MR International LLC	121,451		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Rethink Communications Inc	2,254,235	Rolfe Benson LLP	34,000
Revenue Services of British Columbia	42,434	Ron Allen Architect Inc	132,678
Revolution Capital	215,755	Ron Mark Hiebert	56,401
Revolution Resource Recovery Inc	34,929	RONA, Inc	101,008
RFS Canada	292,517	Room B Design & Manufacturing Inc	82,524
Richard W Grounds	43,322	Roper Greyell LLP	478,539
Richards Buell Sutton LLP	2,483,807	Rosengarten, Herbert	38,550
Richelieu Vancouver	34,074	Roslyn Goldner Law Corporation	276,033
Richmond Subaru	37,500	Roxon Medi-Tech Ltd	34,075
Rick Hansen Institute	53,673	Royal College of Physicians and Surgeons of Canada	45,452
Ricoh Canada Inc	464,894	Royal Printers	33,934
RIE-Solutions	36,750	Royal Vancouver Yacht Club	36,438
Rigaku Americas Corporation	388,703	Royce, Diana	39,781
Right Management Inc	78,690	RPG - Resource Planning Group Inc	252,523
Riipen Networks Inc	69,300	RTDS Technologies Inc	138,516
Rise Women's Legal Centre	155,000	RTR Terra Contracting Ltd	390,707
Rissling Services Ltd	2,099,413	Rui Silva DBA C2Ban	104,081
Ritchie-Smith Feeds, Inc	646,790	Runnalls Denby Land Surveying Ltd	25,067
Robert Ashton	58,957	Russell Communications	79,825
Robert D Sebastian MD Inc	45,993	Russell Hendrix Foodservice Equipment	227,826
Robert Half Technology	71,528	RWA Group Architecture Ltd	100,735
Robert Saona Inc	58,600	RWDI Air Inc	54,456
Roche Diagnostics	151,944	Ryder Architecture (Canada) Inc	131,898
RocheMartin Ltd	192,050	S B Beerman Inc	35,519
RocketChicken Interactive Inc	35,700	S G Power Products Ltd	137,543
Rocky Mountain Fitness Stores	34,636	S Karger AG	28,098
Rocky Point Engineering Ltd	168,876	S R McEwen Architect	40,702
Rogers	454,394	S&P Global Market Intelligence LLC	115,578
Rogue Research Inc	54,372		
Rogue Resolutions Ltd	53,385		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
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	<b>Amount</b>		<b>Amount</b>
S.i. Systems Partnership	498,385	Saskatchewan Polytechnic	66,904
S+K Communications	28,759	Saskatchewan Real Estate Commission	302,150
S4 Consulting Inc	64,848	Savoury Chef Foods Ltd	60,079
Saba Software (Canada) Inc	44,960	Savoury City Foods Ltd	97,598
SAE	61,608	Sawatzky Research Advisors Inc	60,900
Safeguard World International Ltd	219,500	Sawchuk Developments Co Ltd	4,118,666
Sage Publications Inc	53,527	Saxon, Ian	36,760
Sahuri & Associates Architecture Inc	126,683	SBC Insurance Agencies Ltd	67,321
Sai Life Sciences Ltd	79,009	SC Restorations Ltd DBA Stutters DKI	35,550
Saint Bernadine Mission Communications Inc	95,275	Scanco USA, Inc	38,193
Salesforce.org	362,019	Scarff Fencing & Welding Ltd	32,666
Salishan Catering Ltd	158,579	Schabas, Alice	27,682
Sally E Barrio Inc	26,802	Schmidt, Holly	25,047
Salmon's Rentals Ltd	55,205	School District No 35 - Langley	69,541
Salmon's Transfer Ltd	179,826	School District No 36 - Surrey	260,138
Samco Printers Ltd	32,083	School District No 37 - Delta	27,765
Samuel Broome Medical Services Ltd	40,817	School District No 38 - Richmond	295,724
Sandra Huish Inc	102,757	School District No 39 - Vancouver	288,112
Sannam S4 Consulting Private Ltd	148,835	School District No 40 - New Westminster	199,257
Sanofi Pasteur Ltd	49,376	School District No 42 - Maple Ridge & Pitt Meadows	48,426
Sanscorp Products Ltd	61,985	School District No 43 - Coquitlam	106,417
Sapphire Sound Inc	60,531	School District No 44 - North Vancouver	143,439
Saputo Dairy Products Canada G.P	822,729	School District No 45 - West Vancouver	159,864
Sarah Applebaum	54,242	School District No 57 - Prince George	35,690
Sarah Ripplinger	31,091	Schroeder, Joanne	47,968
Sarah Weller	35,018	Sciencetech Inc	26,659
Sartorius Stedim North America Inc	34,244	Scienion US Inc	331,983
Sasco Contractors Ltd	30,328	Scienta Omicron, Inc	189,410



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
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Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Scientia Ltd	274,304	Shawn S Davis	67,032
Scientifica	108,010	Shell Energy North America (Canada) Inc	108,688
Scintica Instrumentation Inc	34,913	Shenaz Shahban	47,250
Scott Construction Ltd	26,523,580	Shepell Care	472,764
Scott, Tracy	42,499	Sheraton Centre Toronto Hotel	72,363
SDM Realty Advisors Ltd	2,433,966	Sheraton Vancouver Wall Centre Hotel	542,534
Sea Smart School Society	36,317	Sherwood, Leonard	25,635
Sea-Bird Electronics, Inc	117,711	SHI Canada ULC	31,024
Seaforth Construction Ltd	775,679	Shimeles Woldegiorgis, Tekola	38,899
Search Inside Yourself Leadership Institute	40,221	Siemens Canada Ltd	493,324
Searidge Ventures Ltd	82,740	Siemens Healthcare Ltd	62,410
Securiguard Services Ltd	558,620	Sigma Scientific LLC	44,389
SEF Canada Ltd	70,875	Sigma-Aldrich Canada Co	42,034
Segen Multimedia and Promotion PLC	62,664	Signals Design Group Inc	84,971
Seismic 2000 Construction Ltd	571,506	SignSource Architectural Signage Ltd	35,869
Sekhon, Harprit	25,974	Silex Restorations Ltd	231,000
Senseonics, Inc	30,444	Silk, Timothy	26,377
Service Systems for Research Corp	291,058	Silver Blue Traders (1997) Inc	57,919
SES Consulting Inc	89,800	SIMED Management	86,822
SGS AXYS Analytical Services Ltd	42,151	Simon and Schuster Canada	36,797
Shane Arishenkoff MD Inc	30,233	Simon Duffy	33,600
Shane Glover	33,789	Simon Fraser University	2,317,589
Shanghai Jiao Tong University	319,872	Simon J Warner Medical Inc	33,149
Shannon Wires Inc	31,126	Simoneau & Sterling Inc	61,412
Sharon Gulbranson Enterprises	98,847	Simply Curries Inc	139,111
Sharper Marketing	233,101	SimuTech Group	54,081
Shatex Manufacturing Corporation	158,676	SJC Culinary Service	282,392
Shaughnessy Golf and Country Club	26,748	SKK Holdings	27,453
Shaw Cablesystems GP	696,024	Skotnicki, Arthur	25,233
		Smart and Biggar	610,419



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	<b>Amount</b>		<b>Amount</b>
Smartbear Software Inc	33,373	Specialty Bulb Products Inc	44,913
Smith + Andersen (Vancouver)	42,191	Spectra Research Corporation	749,428
Smith Bros & Wilson (BC) Ltd	3,335,191	Spectro Analytical Instruments Inc	93,016
Snap Marketing Inc DBA Snap Printing	36,030	Spectrum Educational Supplies Ltd	49,908
Snow Cap Enterprises Ltd	376,580	Spectrum Painting and Restorations Ltd	209,055
Snowberg, Erik Christopher	26,763	Spectrum Window Coverings Ltd	46,670
Society of Organizational Learning	100,731	Spice of Life Catering Ltd	28,187
Softchoice	58,753	SPIE	40,472
Softlanding Solutions Inc	49,252	Spirit Products Ltd	37,702
Solarsteam Inc	27,975	Spirit Works Ltd	27,435
Solid Caddgroup Inc	33,185	Sport Maska Inc	89,673
Soliense Inc	58,415	Sports Exchange	85,390
Solomons, Lyndal	28,690	Sports Unlimited Sales Corp	43,413
Somagen Diagnostics Inc	64,400	Springer Nature America, Inc	422,486
Sono-Tek Corporation	89,677	Sprott Shaw College Richmond	36,617
Soper's Supply Ltd	151,205	Sprout Social, Inc	73,119
Soquelec Ltd	1,297,645	SSQ Insurance Company Inc	50,523
Sorau Construction	199,684	St Michael's Hospital	66,914
Sorrento Nurseries Ltd	27,671	St Paul's Hospital	530,902
Sound Waves Entertainment Network Ltd	370,222	Stacy, Elizabeth K	39,300
Source Floor Specialties Inc	37,113	Staedtler Mars Ltd	27,026
Source Office Furniture & Systems Ltd	465,626	Staff Pension Plan of UBC	53,543,386
South Bay Properties	50,085	Stafford House Chicago USA	37,563
South Coast British Columbia Transportation Authority	175,417	Stanbury Uniforms Inc	39,017
Southcott Strategy Inc	41,505	Standard Textile Co Inc	59,535
Southern African Institute for Environmental Assessment	27,398	Stanford Research Systems Inc	28,776
Sparrow, Brent	87,700	Stanford University	52,139
Spatial Dimension Canada ULC	914,413	Stanley Black & Decker Canada Corporation	74,543
		Stanley Security Solutions	62,712
		Stantec Consulting Ltd	719,883



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YEAR ENDED MARCH 31, 2020**

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	<b>Amount</b>		<b>Amount</b>
Staples Canada	29,951	Sunrise Commodities	181,007
Star Pro Chemicals Inc	82,395	Super Save Disposal Inc	37,402
Starbucks Coffee Canada Inc	2,283,916	Super Save Fence Rentals Inc	33,190
StarSoft Info-Tech Solutions Inc	50,904	Super Save Fuels	35,025
Stat Expert	53,172	Superior City Services Ltd	142,125
State of Mind Films Inc	26,513	Superior Propane Inc	30,385
Statistics Canada (SC)	335,837	Super-Save Disposal Inc	77,841
Steele Electric (2001) Ltd	453,010	Support Warehouse Ltd	31,028
Steele, Patricia	29,519	SupportLINK Systems Inc	101,330
Stemcell Technologies Canada Inc	133,860	SurveyBott LLC	57,965
Stephanie Innes DBA Manage to Engage Consulting	54,957	Suspended Stages	35,280
Stericycle ULC DBA Shred-it	63,381	Sutton Eaves Consulting	26,250
Steris Canada Sales ULC	306,250	SVM Services Canada, Ltd DBA Terminix Canada	93,861
Steven Yau	115,506	Sylvan Vale Nursery Ltd	41,546
Still Interpreting Inc	109,546	Symlicity Corporation	127,410
Stolat Consulting Co	27,511	Synapsis	36,605
Straumann Canada Ltd	62,146	Synergy Products	40,583
Streetlife Design & Projects BV	34,760	Synnex Information Technologies Inc	187,604
Stuart Rennie, JD, MLIS, BA (Hons)	56,229	Syreon Corporation	42,433
Student Union of UBC Okanagan	1,315,676	Sysco Food Services of Vancouver Inc	1,022,957
Studio Hub Architects Ltd	235,458	Sysco Guest Supply Canada Inc	37,271
Stylus Made to Order Sofas	68,173	Sysco Kelowna	1,508,691
Subway Franchise Advertising Fund Trust	72,101	Sysmex Canada Inc	95,297
Subway Franchise Systems of Canada Ltd	128,180	System 76	42,053
Sudden Technologies	283,394	Systems for Research Corp	3,191,236
Suez Water Technologies & Solutions Canada	26,459	Szeto Enterprises Ltd	174,645
Sumas Environmental Services Inc	141,849	T A Instruments Inc - Waters LLC	242,458
Sun Life Assurance Company of Canada	50,191,156	T Page Consulting Inc	70,465
		T2 Systems Canada Inc	211,301
		Tableau Software Inc	60,193



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
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	<b>Amount</b>		<b>Amount</b>
Taconic Biosciences, Inc	56,699	Tennant Sales and Service Company	81,261
Tactica Communications Inc DBA Tactica Interactive	179,235	TEPTH (The Exam Preparation and Testing House)	119,065
Tailored Clinical Research Solutions Ltd	41,767	Terason	56,777
TalentMap	42,471	Terminal City Club	146,462
Tamarac Filmworks Ltd	187,665	Testforce Systems Inc	222,127
Tandi Wilkinson	33,960	Textile Image Inc	54,868
Tao Connect, Inc	29,471	The 2.0 Management Group Inc	36,816
Tara Sedlak MD Inc	39,888	The Active Network Ltd	60,663
Target Specialty Advertising Inc	65,956	The AME Consulting Group Ltd	132,576
Taxi Canada Ltd	594,395	The Arbutus Club	53,950
Taylor and Francis Group LLC	258,790	The Assay Depot, Inc DBA Scientist.com	28,382
Taylor Dynamometer, Inc	116,490	The Banff Centre	1,728,745
T-Brothers Food and Trading Ltd	34,072	The Berrant Group	25,221
Tchuemegne, Richard	122,631	The Brick Warehouse LP	290,728
TeachSpin Inc	25,310	The Bridge Youth and Family Services Society	31,500
Tecan US	72,812	The Castlemain Group Inc	107,346
Technical Safety BC	184,856	The Clearview Group Solutions for Health Inc	183,291
Techno Signz Ltd	73,920	The Community Against Preventable Injuries	320,000
TechSmith Corporation	29,390	The Creative Group	70,207
Techwave Distribution Inc	39,557	The Deerfield Group Inc	251,965
Tecnar Automation Ltd	34,656	The Director, NIMHANS	43,400
Tecniplast USA, Inc	69,314	The Douglas Stewart Company Inc	29,684
TEEMA Solutions Group	1,246,021	The Earncliffe Strategy Group	98,851
Tefera Alemu H/Selliasie (Tefera Tours)	25,284	The Flower Factory	28,996
Tek Services Group Inc	41,538	The Fuselight Creative Inc	37,271
Teknet Network Solutions	165,107	The Human Enterprise	70,321
TEKsystems Canada Corp	5,822,451	The Humphrey Group Inc	228,554
Teledyne ISCO, Inc	25,101	The Lavin Agency Ltd	69,139
Telkin Corp	53,835		
Telus Communications Inc	269,281		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
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	<b>Amount</b>		<b>Amount</b>
The Lazy Gourmet Inc	285,689	Thrive Digital	104,989
The Lundquist Institute	42,334	Thyssenkrupp Elevator (Canada) Ltd	99,405
The Main Ingredient Catering Inc	29,781	Tides Canada Initiatives Society	26,198
The MBA Tour, Inc	88,741	Tiel Enterprises Ltd DBA Compass Environmental Solutions	40,880
The MBTW Group DBA MBTW Watchorn	27,100	Tims Medical Foresight Imaging LLC	55,464
The Michael J Fox Foundation for Parkinson's Research	29,704	Tina Webber Inc	35,867
The Neutral Zone Human Rights Consulting Services Inc	56,587	Tla'Amin First Nation	51,073
The Northern Trust Company, Canada Branch	73,754	TMP Worldwide	43,600
The Peake of Catering Ltd	1,295,916	Tobii Technology Inc	153,199
The Society of Obstetricians and Gynaecologists of Canada	28,119	Tom Knight Consulting Ltd	39,798
The Stevens Company Ltd	47,512	Tom Lee Music Company Ltd	119,213
The TDL Group Corp DBA The TDL Group of Companies	551,920	Top Flight Inc	29,550
The Tuesday Agency	50,779	Top Hat Canada	28,414
The University of Newcastle	67,741	Topcon Canada Inc	94,752
The Westin Ottawa	83,650	Tops Products	47,883
The Westin Resort and Spa	191,543	Tops Total Office Products Ltd	160,996
The Yerba Mate Co Distribution, ULC	121,781	Toptica Photonics Inc	228,955
Thermo Fisher Scientific (Mississauga) Inc	217,677	Toronto Notes for Medical Students Inc	25,323
Thieme	41,034	TouchNet Information Systems Inc	93,818
Thinkingbox Media & Design Inc	79,625	Tourism Whistler	118,509
Thinkspace Architecture Planning Interior Design	125,311	TPS Consulting Ltd	118,806
Thomas Bissky	48,502	TracRite Software Inc	41,183
Thomas Scott Signcraft Ltd	30,943	Traction Sales and Marketing Inc DBA Traction On Demand	51,498
Thompson Rivers University	26,758	Trane Canada ULC	239,041
Thomson Reuters Canada	766,068	TransCold Distribution Ltd	165,908
Thorlabs Inc	57,066	TransFocus Consulting Inc	36,513
Three Gates Farm	27,050	Translink	185,075
		Transonic Scisense Inc	61,994



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	<b>Amount</b>		<b>Amount</b>
Transpectives	44,899	U Sports	80,498
Transtar Supply	69,868	U15 Group of Canadian Research Universities	70,000
Transvalor Americas	104,614	UAP Inc DBA NAPA	51,951
Transworld Imports Inc	184,426	UBC Africa Business Club	25,750
Treehouse Media Inc	154,883	UBC Aqua Society	32,846
Trent University	36,077	UBC Faculty Pension Plan	45,208,317
Tribal Systems Canada Ltd	52,060	UBC Graduate Student Society	137,321
Tricera Imaging (Vancouver)	89,367	UBC Pension Plan - Supplementary Agreement	4,938,357
Trilean Pork Ltd	48,300	UBC Properties Investments Ltd	83,676
TriLiteral Inc	27,473	UBC Properties Trust	101,724,238
Trinity Group Partners	136,524	UC Regents	29,710
Trios College Hamilton	25,897	Ukagu Enterprise	78,052
Triple M Modular Ltd DBA Metric Modular	1,277,344	Uline Canada Corporation	288,172
TRIUMF	1,776,677	Unbound Medicine Inc	30,013
Trosvig, Kelli	25,805	UNFI Canada Grocery West	323,911
Trotec Laser Canada Inc	76,436	Ungerboeck Systems International Inc	25,062
Trudell Medical Marketing Ltd	44,380	UniFirst Canada Ltd	49,438
True Hoshin Consulting Inc	42,685	Unigraphics Manitoba Ltd	35,582
Truffles Fine Foods	91,055	UniNature Dental Enterprise British Columbia Inc	69,972
Trumps Food Interests Ltd	44,676	United Electrical Systems Ltd	137,323
Trustees of The University of Pennsylvania	221,229	United Irrigation and Landscaping Inc	678,603
Tsang, Conrad	25,581	United Rentals of Canada Inc	132,071
TSI Inc	49,090	United Way of the Lower Mainland	33,759
Tulsa Dental Products, LLC Tulsa Dental Specialties	62,580	Universal Show Services Ltd	328,590
Tundra Research	70,130	Universite de Montreal	44,027
Turbulent Research Inc	31,671	Universite Laval	31,972
Turnitin, LLC	300,262	Universiteit Gent	160,853
Turnpenney Milne LLP	31,962	Universities Canada	295,788
Tyco Integrated Fire and Security Canada Inc DBA Johnson Controls (JCI)	60,806		



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	<b>Amount</b>		<b>Amount</b>
University Golf Club	323,718	Vacumetrics, Inc	60,812
University Health Network	183,039	Vacuum Products Canada Inc	58,048
University Market Place Development Partnership	50,693	Valley Brothers Painting	28,098
University Neighbourhoods Association	3,365,682	Valley Power Line Contracting Ltd	163,961
University of Alberta	445,028	Valley Traffic Systems Inc	31,079
University of Calgary	246,267	Valorum Data, LLC	54,001
University of Chicago	383,557	Van Houtte Coffee Services Inc	75,653
University of Guelph	26,502	Vancouver Civic Theatres	54,027
University of Manitoba	131,908	Vancouver Coastal Health Authority	12,264,246
University of Minnesota	26,163	Vancouver First Call Services Inc	42,814
University of Nebraska Medical Center	54,021	Vancouver Free Press Publishing Corp DBA The Georgia Straight	69,713
University of Northern British Columbia	267,679	Vancouver General Hospital	40,230
University of Ottawa	70,478	Vancouver Island Clinical Pathology Consultants Corporation	174,563
University of Oxford	692,969	Vancouver Island Conference Centre	142,402
University of Saskatchewan	487,953	Vancouver Island Health Authority	621,750
University of Tasmania	55,085	Vancouver Marriott Pinnacle	181,231
University of Toronto	369,608	Vancouver Officespace Ltd	61,836
University of Victoria	932,578	Vancouver Opera	219,238
University of Washington	109,856	Vancouver Orthopaedic Trauma Society	56,776
University of Western Ontario	104,999	Vancouver Plastic Surgery Education Society	92,388
Unplugged Ltd	34,555	Vancouver Public Library	29,000
Upanup Studios Inc	26,906	Vanderwal Equipment (1989) Ltd	190,000
UPS Canada	243,751	Vanguard IP LLP	69,638
Uptime Industrial Inc	25,868	VanPass	25,463
Urban Arts Architecture	123,501	Varsity Collection	94,565
Urban Systems Ltd	164,119	Varsity Computers & Services Inc	134,938
US International Education Association	34,219	VCA Inc DBA Rain 43, Rain 49, Rain 51	313,699
US Water Canada	27,099		
UVic-Genome BC Centre	32,288		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES**

**YEAR ENDED MARCH 31, 2020**

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	<b>Amount</b>		<b>Amount</b>
VECTRONIC Aerospace GmbH	115,306	Wang, Lian Lin	25,875
Veeco Instruments Inc	68,795	Waseda Club	27,949
Venue West Conference Services	32,534	Washington University	79,380
Veritiv Canada Inc	171,863	Waterfront Cafe & Catering Corp	44,450
Vernon Technology Solutions	26,986	Waters Corporation	71,876
Vertiv Canada ULC	33,509	Waters Ltd (Canada)	290,318
VGH & UBC Hospital Foundation	54,127	Watson Advisors Inc	101,706
VH Anesthesia Services Ltd	27,519	We Are Social Ltd	98,500
Via Display Graphics Ltd	149,215	Weber Supply Company Inc	2,999,663
VICI - Valco Instruments Canada Corporation	58,156	Weinig Holz-Her Canada Inc	123,375
Vicon Motion Systems Inc	52,125	Wells Fargo Equipment Finance Company	57,364
VidCom Communications Ltd	98,391	Wells, Paul	34,775
VidCruiter	52,920	Wellumio Ltd	42,000
Vijiji Center Ltd	27,640	WelTel Inc	50,000
Viking Refrigeration Ltd	55,108	Wendel's True Foods	47,009
Village Gate Homes Ltd	221,219	Wendy Mann	60,018
Villeneuve, Suzanne	46,500	Wesbrook Properties	148,566
Virginia Diodes Inc	40,142	WESCO Distribution Canada Inc	293,877
Virtual Chemistry Inc	92,812	West Coast Building Restoration Inc	149,202
Vision Critical Communications Inc	123,701	West Coast Elevator Services Ltd	1,549,073
Vista Higher Learning Inc	57,085	West Coast FoodPak Systems Ltd	29,345
Vistek	43,671	West Coast Institute	55,604
Vital Source Technologies	28,450	West Coast Reproduction Centres Ltd	237,177
Vivussoft Technologies	37,320	West Net Communications Inc	274,978
VMock Inc	50,495	West Pacific Consulting Group Managed Services Inc DBA IT/IQ Tech Recruiters	2,452,698
Volante Software	162,362	Westburne Electric Supply (BC) Ltd	56,966
Voxel Factory Inc	60,094	Westcana Electric Inc	55,650
VWR International Company	1,560,514	Westech Health Care Ltd	25,583
W G Honer MD Inc	132,915		
Wallenium	34,125		



**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Western Canadian Universities Marine Sciences Society	235,042	WSP Canada Inc	226,158
Western Management Consultants	35,553	Xerox Global Services	3,395,790
Western Water Associates Ltd	63,496	Xibita / The Portables Exhibit Systems Ltd	86,294
WestGrid	575,654	Xplore Instruments BV	402,585
Westin Bayshore Vancouver	295,430	Xyna International School	204,517
Weston Wall Systems Ltd	26,429	Yellowhead Helicopters Ltd	29,880
Westport Manufacturing Co Ltd	30,805	YMCA of Okanagan Association	43,831
White Spot Restaurants	182,243	YMCA Southwestern Ontario London	39,263
White Spot Service Ltd DBA Morrey Nissan Sales	54,690	Yorkland Controls Ltd	52,031
William S Hein & Company Inc	30,292	Your Local Farmers Market Society-YLFMS	37,690
Willis Towers Watson Towers Watson Canada Inc	36,238	YRC Freight	89,911
Windsure Adventure Watersports	42,656	Yvan Lamarche	45,625
Wingenback Inc	29,044	YWCA Metro Vancouver	25,170
Wink Vibracore Drill Company Ltd	29,004	ZG Communications Inc	25,200
Winnipeg Regional Health Authority	55,476	Zinter Handling Inc	66,346
Wisent Environmental Inc	95,191	Zoological Society of London - Philippines	34,077
Wismettac Asian Foods	599,854	Zumbo, Bruno	65,100
WMW Public Architecture + Communication Inc	414,540	Zuri Group	25,423
Women's Health Research Institute	127,387	Zysense, LLC	47,033
Wong, Steven	27,600	Accounts greater than or equal to \$25,000	1,047,041,912
Workday Ltd	40,661	Accounts under \$25,000	79,572,343
Workers Compensation Board	4,195,973	<b>Total</b>	<b>1,126,614,255</b>
Working Group On Indigenous Food Sovereignty	31,500		
Workman & Sons DBA Rapt Holdings Ltd	29,925		
Worldwide Books Corporation	41,384		
WorleyParsons Canada Services Ltd DBA Advisian	977,803		
Wosks Coffee Services Ltd	51,868		



**SCHEDULE OF GRANTS PAID TO OTHER AGENCIES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
Abcellera Biologics Inc	166,577	Hamilton Health Sciences Corporation	524,914
Agriculture and Agri-Food Canada	35,500	Hebrew University of Jerusalem	88,316
Alma Mater Society of UBC	77,311	Helen Keller International - Cambodia	54,268
Arthritis Research Centre of Canada	676,287	Heriot-Watt University	80,000
Banff International Research Station	50,000	Holland Bloorview Kids Rehabilitation Hospital	61,204
Benaroya Research Institute at Virginia	44,587	Hospital for Sick Children	1,237,457
Big Cove First Nations Wellness Committee Inc	173,238	Hydra Energy Corporation	42,000
BRAC	42,045	Institut National de la Recherche Scientifique	107,466
British Columbia Centre for Excellence in HIV/AIDS	190,096	Institute for Clinical Evaluative Sciences	500,000
British Columbia Society for the Prevention of Cruelty to Animals	100,000	Institute for Personalized Therapeutic Nutrition	49,400
Bruyere Research Institute	103,471	Interior Health	404,167
Canadian Food Inspection Agency	55,320	Jewish General Hospital	107,500
Canadian Institute for Health Information	375,000	KCR Community Resources	70,140
Canadian Light Source Inc	143,657	Lakehead University	50,000
Carrier Sekani Family Services	70,000	Lawson Health Research Institute	272,915
Centre de Recherche en Sciences Animales de Deschambault	43,552	London School of Economics and Political Science	163,550
Centre hospitalier de l'Universite de Montreal	181,474	Makerere University	506,517
Children's Hospital of Eastern Ontario	80,774	McCreary Centre Society	117,969
Chu Sainte-Justine	50,000	McGill University	868,521
Concordia University	43,950	McMaster University	664,944
Copenhagen Business School	90,000	Metis Nation British Columbia	76,250
Dalhousie University	622,881	Migrant Workers Centre	43,080
Ecole Polytechnique de Montreal	609,726	Mitacs Inc	185,925
Emily Carr University of Art and Design	101,000	Mount Allison University	75,000
Emory University	61,971	Musqueam Indian Band	120,000
Fraser Health Authority	45,087	Nanomedicines Innovation Network	130,000
		National Center of Neurology and Psychiatry	514,096



**SCHEDULE OF GRANTS PAID TO OTHER AGENCIES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>		<b>Amount</b>
National Health Laboratory Services	211,611	Universidad Nacional Autonoma de Mexico	31,959
National Institutes of Health Clinical Centre	125,170	Universite de Montreal	54,718
National Research Council Canada	38,000	Universite de Sherbrooke	459,361
Newfoundland and Labrador Centre for Health Information	250,000	Universite Laval	727,921
Noram Engineering and Constructors Ltd	85,569	Universiteit Utrecht	65,000
Ohio University	397,755	Universities Space Research Association	95,000
Oregon Health and Science University	108,256	University Health Network	583,327
Ottawa Hospital Research Institute	36,483	University of Alberta	1,563,827
Provincial Health Services Authority	4,453,838	University of Calgary	1,333,712
Purdue University	36,656	University of California	113,157
Queen's University	508,344	University of Edinburgh	148,772
Reseau Centre for Mobilizing Innovation	300,000	University of Kent	\$64,990
Rick Hansen Man in Motion Foundation	758,430	University of Lethbridge	89,872
Ryerson University	61,426	University of Manitoba	1,503,249
Simon Fraser University	2,389,519	University of Minnesota	185,083
Spinal Cord Injury - BC	40,000	University of New Brunswick	312,500
St. Joseph's Healthcare Hamilton	142,833	University of Northern British Columbia	60,490
Statistics Canada (SC)	225,389	University of Nottingham	30,338
Sunnybrook Research Institute	34,435	University of Ottawa	97,455
The University of Alabama at Birmingham	28,158	University of Oxford	33,000
Totem Park Residence Association	25,025	University of Prince Edward Island	125,000
Trent University	247,392	University of Regina	61,700
TRIUMF	2,267,000	University of Saskatchewan	543,133
U.S. Department of Agriculture	113,440	University of Toronto	1,472,163
Uganda Cancer Institute	86,140	University of Victoria	510,458
United Nations Research Institute for Social Development	34,027	University of Washington	279,372
		University of Waterloo	490,512
		University of Western Ontario	186,334
		Vancouver Coastal Health Authority	104,945,904



**SCHEDULE OF GRANTS PAID TO OTHER AGENCIES  
YEAR ENDED MARCH 31, 2020**

Unaudited Schedule

	<b>Amount</b>
ViaSport British Columbia Society	35,000
Victoria Cardiac Arrhythmia Trials Inc	30,000
Victoria Heart Institute Foundation	30,000
Washington University	128,286
West Park Healthcare Centre	30,000
Western Canadian Universities Marine Sciences Society	332,000
York University	184,925
YouthCO HIV & Hepatitis C Society of BC	50,601
Grant payments greater than or equal to \$25,000	141,343,114
Grant payments under \$25,000	1,507,433
<b>Total</b>	<b>142,850,547</b>

