



Statement of Compensation  
Required Pursuant to the Public Sector  
Compensation Disclosure Act

Nova Scotia Liquor Corporation

March 31, 2020

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# Independent auditor's report

Grant Thornton LLP  
Suite 1000  
1675 Grafton Street  
Halifax, NS  
B3J 0E9  
T +1 902 421 1734  
F +1 902 420 1068  
www.GrantThornton.ca

To the Members of the Board of the  
**Nova Scotia Liquor Corporation**

## Opinion

We have audited the Nova Scotia Liquor Corporation's (the "Corporation") Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for the year ended March 31, 2020, and the notes, including a summary of significant accounting policies (together "the statement").

In our opinion, the accompanying statement for the year ended March 31, 2020 is prepared, in all material respects, in accordance with the financial reporting provisions in the Public Sector Compensation Disclosure Act, 2010, C.43, S.1.

## Basis for Opinion

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

## Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the statement, which describes the basis of reporting. The statement is prepared to assist the Nova Scotia Liquor Corporation in meeting the requirements of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1. Our opinion is not modified in respect of this matter.

### **Responsibilities of Management and Those Charged with Governance for the Statement**

Management is responsible for the preparation of the statement in accordance with the Public Sector Compensation Disclosure Act, 2010, C.43, S.1, and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Nova Scotia Liquor Corporation's financial reporting process.

### **Auditor's Responsibilities for the Audit of the Statement**

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

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

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Nova Scotia Liquor Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

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



Chartered Professional Accountants

Halifax, Canada  
June 12, 2020

# Nova Scotia Liquor Corporation

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2020

Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia requires public sector bodies to publicly disclose the amount of compensation they pay or provide, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors and consultants.

#### Board Members, Officers, Employees, Contractors and Consultants

For the year ended March 31, 2020, the following board members, officers and employees received compensation of \$100,000 or more:

<b>Board Members, Officers, Employees, Contractors and Consultants</b>	
<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
HUGHES, GREGORY F	\$197,204
DIPERSIO, DAVID G	171,035
RAPP, PAUL L	159,292
SAMPSON, CRAIG G	155,761
DUCHESNE, CAROLINE	156,718
DOELL, BRADLEY H	149,128
THORPE, DAVID G	136,903
CUSACK, KENNETH A	130,146
CONROD, KEVIN H	129,061
LEARD, BRYNN	127,827
POWER, STEPHEN H	125,860
REGAN, JILLIAN A	115,469
DEVANNEY, GLENN A	115,051
MACLACHLAN, LAURA E	114,985
WALKER, PIUS	113,269
GRAY, JENNIFER M	111,203
CORKUM, JON M	110,048
ALWARD, GAVIN T	108,978
CHISHOLM, STEPHEN M	108,061
FORONDA-BRENNAN, CHERIE L	109,074
SAUNDERS, DEBRA H	107,851
ISNOR, SHERROL A	107,218
BAYER, STEPHEN	104,591
RACKLEY, GORDON R	104,219
MILLER, JASON K	103,352
DOREY, MARK R	103,136
ROCKWELL, PETER J	103,128
STENHOUSE, ANDREW J	103,128
DENNEY, LAWRENCE N	103,127

See accompanying Notes to the Statement of Compensation  
Required Pursuant to the Public Sector Compensation Disclosure Act

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**Nova Scotia Liquor Corporation  
Statement of Compensation  
Required Pursuant to the Public Sector  
Compensation Disclosure Act**

March 31, 2020

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**Board Members, Officers, Employees, Contractors and Consultants (continued)**

For the year ended March 31, 2020, the following board members, officers and employees received compensation of \$100,000 or more:

<b>Board Members, Officers, Employees, Contractors and Consultants</b>	
<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
AKER, GLEN P	102,702
MACDONALD, ROBERT J	102,169
JACKMAN, KIM A	102,044
WEST, ROBIN L	100,951
DAHL, KELLI D	100,704
CAMPBELL, ANTHONY J	100,113
KEHOE, JUDY C	112,174
MACDOUGALL, HEATHER L	105,225

See accompanying Notes to the Statement of Compensation  
Required Pursuant to the Public Sector Compensation Disclosure Act

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# **Nova Scotia Liquor Corporation**

## **Notes to the Statement of Compensation**

### **Required Pursuant to the Public Sector**

### **Compensation Disclosure Act**

March 31, 2020

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#### **1. Basis of Reporting**

This statement has been prepared by the Nova Scotia Liquor Corporation, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Disclosure Act (the "PSCD Act") of the Province of Nova Scotia.

The management of the Nova Scotia Liquor Corporation is responsible for the preparation of this statement in accordance with the PSCD Act.

Section 4 of the PSCD Act requires that the information reported in this statement be disclosed in the body of the audited financial statements of the Nova Scotia Liquor Corporation or in a statement prepared for the purposes of the PSCD Act and certified by its auditors.

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#### **2. Compensation**

Section 2(b) of the PSCD Act defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing,

- (i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts,
  - (ii) the value of loan or loan-interest obligations that have been extinguished and imputed-interest benefits from loans,
  - (iii) long-term incentive plan earnings and payouts,
  - (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
  - (v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
  - (vi) payments made for exceptional benefits not provided to the majority of employees,
  - (vii) payments for memberships in recreational clubs or organizations, and
  - (viii) the value of any other payment or benefit prescribed in the regulations.
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#### **3. Additional compensation disclosures**

In fiscal 2020, the Corporation provided all fulltime union employees with a one-time option to elect an immediate pay-out of their Service Award entitlement based on service at March 31, 2015 and salary at January 23, 2020. Those employees who elected to take the service award payout received that compensation in fiscal 2020 and is included in the total compensation.