



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

Nova Scotia Liquor Corporation

March 31, 2024

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Independent auditor's report

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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, 2024, 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, 2024 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 21, 2024

Nova Scotia Liquor Corporation

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

March 31, 2024

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, 2024, the following board members, officers and employees received compensation of \$100,000 or more:

Board Members, Officers, Employees, Contractors and Consultants	
Last Name, First Name	Compensation Paid (\$)
HUGHES, GREGORY F	281,436.94
RAPP, PAUL	199,382.76
DUCHESNE, CAROLINE	188,156.10
CUSACK, KENNETH A	187,330.00
EMBRETT, RYAN	186,620.18
DIPERISO, DAVID	185,886.99
FRANCIS, JOHN	180,405.77
BENNETT, HEATHER	171,918.09
RACKLEY, GORDON R	156,355.22
FORONDA-BRENNAN, CHERIE L	142,764.65
WALKER, PIUS	138,477.03
LEONARD, CRISSY	137,970.89
MACDONALD, MARLEY	136,442.86
GRAY, JENNIFER M	132,023.13
ARCHIBALD, JEREMY	131,948.45
EDMONDS, MICHELLE	130,916.59
JACKMAN, KIM A	130,884.15
REGAN, JILLIAN A	130,884.14
MACINNIS, ANDY	130,883.45
WALKER, TRACY	130,883.45
STENHOUSE, ANDREW J	130,883.45
PENNEY, KEVIN	130,883.45
BRYSON, YUMI	130,883.43
MACPHEE, NADIA	130,883.40
DARRIGAN, TRACEY	130,258.42
WATSON, NADINE	130,195.83
MACDONALD, PETER F	130,024.14
HIMMELMAN, ALLISON	129,981.31
PIPPY, CHRISTY	129,706.12
MITTON, CHRISTOPHER	128,007.97
ROBERTSON, SHERI	124,224.80
BRIGGS, JENNA	120,250.84
PULSIFER, SHEILA	117,477.35

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

Nova Scotia Liquor Corporation
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Public Sector Compensation Disclosure Act

March 31, 2024

NASRALLAH, NAJIB	117,300.73
MACEWAN, GORDAN	113,846.51
MATTSON, KEVIN	113,181.86
LABA, JILLIAN	113,181.84
MATTHEWS, KAREN	112,601.87
RAWDING, MANSON	112,116.90
SKERRY, KAREN	112,116.88
DOREY, MARK	112,116.84
BELLIVEAU, CHRIS	111,857.92
RICHARDS, WILLIAM	111,417.84
CHRISTOFI, JEN	110,029.84
TURNBULL, MARK	107,174.77
PALMER, KATE	106,575.46
ASH, AMANDA	106,486.08
BAVIS, MICHELLE	106,183.88
CHOUHARY, SUSHILA	105,632.60
KNICKLE, DANIEL	104,796.80
AVERY, SHERRI	104,355.87
GHANEY, JOANNE	104,128.67
WELLS, RYAN	103,858.85
BREWER, JENNIE	103,818.68
MACLEOD, MARIE	103,719.61
PERCIVAL, CHANTELLE	103,375.03
LO, ANDI	103,333.68
VERMETTE, CHRIS	103,333.68
HALEY, MICHAEL	103,333.68
HOLLAK, OLAF	103,333.67
GODREAU, DON	103,333.66
ARSENAULT, SHANNON	103,104.21
HANLON, LEO	102,133.50
SKODJE, KRISTA	101,875.80
SMITH, DARREN	101,402.15
DEVANNEY, GLEN	101,334.16
ARNASON, ERIN	101,132.25
SETTLE, PETE	100,661.76

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

Nova Scotia Liquor Corporation

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

March 31, 2024

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.

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.