



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

Immigrant Services Association of Nova Scotia

March 31, 2018

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Independent auditor's report

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To the Board of Directors of
Immigrant Services Association of Nova Scotia

We have audited Immigrant Services Association of Nova Scotia's (the "Association") Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act, for the period of April 1, 2017, to March 31, 2018, and a summary of other explanatory information (together, the "Statement"). The Statement has been prepared based on the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

Management's responsibility for the Statement

Management is responsible for the preparation of the Statement in accordance with the PSCD Act, 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.

Auditor's responsibility

Our responsibility is to express an opinion on the Statement based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Statement. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association's preparation of the Statement 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 Association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the Statement.

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

Opinion

In our opinion, the financial information presented in the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Immigrant Services Association of Nova Scotia for the period of April 1, 2017 to March 31, 2018, is prepared, in all material respects, in accordance with the PSCD Act.

Basis of accounting

Without modifying our opinion, we draw attention to Note 1 to the Statement, which describes the basis of accounting. The Statement is prepared to assist the Association to meet the requirements of the PSCD Act. As a result, the Statement may not be suitable for another purpose. Our report is intended solely for the Board of Directors of the Immigrant Services Association of Nova Scotia and the Province of Nova Scotia and should not be used by other parties.

A stylized, handwritten-style signature of "Grant Thornton LLP" in a dark grey or black ink.

Halifax, Canada
June 11, 2018

Chartered Professional Accountants
Licensed Public Accountants

**Immigrant Services Association of Nova Scotia
Statement of Compensation Required Pursuant to the Public
Sector Compensation Disclosure Act**

Year ending March 31, 2018

Last name	First name	Position title	Total Compensation
Mills	Geraldine	Executive Director	\$ 142,726

Immigrant Services Association of Nova Scotia

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

Year ending March 31, 2018

1. Basis of accounting

This Statement was prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The management of Immigrant Services Association of Nova Scotia (the "Association") is responsible for the preparation of this Statement in accordance with the Act.

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

Section 2(b) of the 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, retirements or severance payments, lump-sum payments and vacation payouts,
- (ii) the value of loan or loan-interest obligations that have been extinguished and of 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 accommodation provided or any subsidy with respect to the living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organization, and
- (viii) the value of any other payment or benefit prescribed in the regulations.

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.