

Schedule of Compensation for the
Public Sector Compensation Disclosure Act of

Nova Scotia Hearing and Speech Centres
Year ended March 31, 2025

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of **Nova Scotia Hearing and Speech Centres**

Opinion

We have audited the accompanying Schedule of Compensation for the Public Sector Compensation Disclosure Act of **Nova Scotia Hearing and Speech Centres** (the "Centres") for the year ended March 31, 2025, and a summary of other explanatory information (together, the "Schedule"). The Schedule has been prepared by management in accordance to Section 4 of the Public Sector Compensation Disclosure Act.

In our opinion, the information presented in the accompanying Schedule presents fairly, in all material respects, the compensation of the Centres for the year ended March 31, 2025, in accordance with Section 4 of the Public Sector Compensation Disclosure Act.

Basis of 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 Schedule* section of our report. We are independent of the Centres in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

Without modifying our opinion, we draw attention to the notes to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Centres in meeting the requirement of the Public Sector Compensation Disclosure Act. As a result, the Schedule may not be suitable for another purpose.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in compliance with Section 4 of the Public Sector Compensation Disclosure Act, and for such internal control as management determines necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibility for the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule 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 the Schedule. 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 Schedule, 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 Centres' internal control.
- Evaluate the overall presentation, structure, and content of the Schedule, including the disclosures, and whether the Schedule represents the underlying transactions and events in a manner that achieves fair presentation.

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.

Halifax, Nova Scotia
September 17, 2025



CHARTERED PROFESSIONAL ACCOUNTANTS

Notes

1. The compensation amount is calculated in accordance with the requirements of the Public Sector Disclosure Act. Compensation includes total base income before taxes for 2024 – 25 as well as all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts, payments made for exceptional benefits, and the value of the benefit derived from vehicles or allowances with respect to vehicles.

The Public Sector Compensation Disclosure Act requires public sector bodies to disclose the names and compensation paid to individuals who receive compensation of \$100,000 or more.

2. For the year ended March 31, 2025, the following individuals received compensation of \$100,000 or more:

Mason-Browne, Anne L	\$	160,745
Noel, Greg A	\$	121,020
Walker, Sharon D	\$	121,020
Kolanko, Robert J	\$	121,020
Babin, Patricia A	\$	119,110
Hart, Laura E	\$	111,979
Veniot, Alanna M	\$	111,760
Comeau, Michel G	\$	109,211
Nowell, Glen	\$	109,162
Lushington, Tim P	\$	109,161
Delorey, Elizabeth A	\$	109,161
Dagley, Susan B	\$	109,161
Burke, Erin N	\$	109,161
Floyd, Duncan D	\$	109,161
Aucoin, Susan J.	\$	109,161
Fillmore, Janine G	\$	109,161
Shaheen, Ilona M	\$	109,161
Comeau, Christine M	\$	109,161
Comeau-Grandy, Adrienne M	\$	109,160

Warner, Trina L M	\$	109,159
Spinney Hutton, Lisa J	\$	109,156
Whebbby, Janice L	\$	109,155
Harrison, Jennifer M	\$	109,155
Motter, Annette M	\$	109,155
Feener, Erin M	\$	109,155
Perkins, Katherine F	\$	109,155
Sinclair, Lorelle N	\$	109,148
Marshall Gallant, Sara	\$	109,135
Kindervater, Laura A.	\$	109,108
Booyesen, Miranda L	\$	109,105
MacDonald, Robyn M	\$	109,098
Young, Catherine L	\$	108,956
Brandeker, Myrto A	\$	108,951
Scott, Lori A	\$	108,946
Murphy, Susan J	\$	108,925
Majaess-Barnes, Lillian	\$	108,916
Murphy, Robert F	\$	108,868
Penny, Meghan T	\$	108,529
Boyne, Sarah M	\$	108,234
Ross MacNeil, Hannah L	\$	108,210
Woodbury, Erin M	\$	107,855
Howland, David	\$	107,832
Francis, Kathryn A	\$	107,751
Doucet, Danielle C	\$	107,560
Ryan, Angela P	\$	107,560
MacEachern, Leah W B	\$	107,560
Curry, Marcia J	\$	107,560

Bolivar, Teri L	\$	106,848
MacDonald, Shannon M	\$	106,407
Cunningham, Laura A	\$	106,299
Stevens, Ashley L	\$	106,044
Barnett, Karen M	\$	105,871
Steeves, Tara V	\$	104,938
Mullins, Kathleen L	\$	104,868
Breau, Kelly L M	\$	104,287
MacDonald, Jenna L	\$	103,896
Hill, Katherine P	\$	103,116
Proudfoot, Katelyn M	\$	101,498
Patrick-Graham, Emily	\$	101,340
Chisholm, Meghan A	\$	101,221
