

**Tseshahat First Nation**  
**Consolidated Schedule of Remuneration and Expenses Paid to**  
**Elected Officials**  
*For the year ended March 31, 2016*  
*(Unaudited)*

## **Management's Responsibility**

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To the Members of Tseshaht First Nation:

Management is responsible for the preparation and presentation of the accompanying consolidated schedule of remuneration and expenses paid to elected officials, including responsibility for significant accounting judgments and estimates in accordance with the First Nations Financial Transparency Act. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the consolidated schedule of remuneration and expenses paid to elected officials, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial information.

Chief and Council is composed primarily of individuals who are neither management nor employees of the First Nation. Chief and Council are responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the consolidated schedule of remuneration and expenses paid to elected officials. Chief and Council fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external accountants. The Chief and Council are also responsible for recommending the appointment of the First Nation's external accountants.

MNP LLP, an independent firm of Chartered Professional Accountants, is appointed by the Chief and Council to review the consolidated schedule of remuneration and expenses paid to elected officials and report directly to them; their report follows. The external accountants have full and free access to, and meet periodically, with both the Chief and Council and management to discuss their findings.

July 25, 2016

Signed by "Chris Anderson"

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Director of Finance

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## Review Engagement Report

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To the Members of Tseshaht First Nation:

We have reviewed the consolidated schedule of remuneration and expenses paid to elected officials for the year ended March 31, 2016, as required in accordance with the First Nations Financial Transparency Act. Our review was made in accordance with Canadian generally accepted standards for audit engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by management.

A review does not constitute an audit and, consequently, we do not express an audit opinion on this consolidated schedule of remuneration and expenses paid to elected officials.

Based on our review, nothing has come to our attention that causes us to believe that this consolidated schedule of remuneration and expenses paid to elected officials is not, in all material respects, in accordance with the First Nations Financial Transparency Act.

Nanaimo, British Columbia

July 25, 2016

*MNP* LLP

Chartered Professional Accountants

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<b>Name</b>	<b>Position</b>	<b>Number of Months (1)</b>	<b>Remuneration (2)</b>	<b>Expenses (3)</b>
Hugh Braker	Chief Councillor	12	<b>66,508</b>	<b>25,879</b>
Dennis Bill	Councillor	12	<b>2,545</b>	<b>65</b>
Richard Boyd Gallic	Councillor	12	<b>8,135</b>	<b>147</b>
Luke George	Councillor	12	<b>8,938</b>	<b>1,313</b>
John Gomez	Councillor	12	<b>1,793</b>	<b>65</b>
Eunice Joe	Councillor	12	<b>2,063</b>	<b>65</b>
Janice Johnson	Councillor	12	<b>2,425</b>	<b>146</b>
Gina Pearson	Councillor	12	<b>8,763</b>	<b>2,183</b>
Les Sam	Councillor	12	<b>5,368</b>	<b>1,586</b>
Albert Clutesi	Hereditary Chief	7	-	<b>816</b>
Josh Goodwill	Hereditary Chief	2	<b>225</b>	-
Earl Mundy	Hereditary Chief	2	<b>350</b>	<b>56</b>
James Peters	Hereditary Chief	2	<b>665</b>	<b>796</b>
			<b>107,778</b>	<b>33,117</b>

- (1) The number of months during the fiscal year the individual was an elected or appointed official or was on staff.
- (2) As per the First Nations Financial Transparency Act:  
*“remuneration” means any salaries, wages, commissions, bonuses, fees, honoraria and dividends and any other monetary benefits – other than the reimbursement of expenses – and non-monetary benefits.*
- (3) As per the First Nations Financial Transparency Act:  
*“expenses” includes the costs of transportation, accommodation, meals, hospitality and incidental expenses.*