

*Schedule of Compensation for the Manitoba Public Sector
Compensation Disclosure Act of*

CONCORDIA HOSPITAL

December 31, 2020

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Concordia Hospital

Opinion

We have audited the schedule of compensation for the Manitoba Public Sector Compensation Disclosure Act of Concordia Hospital (the "Hospital") for the year ended December 31, 2020 ("the schedule").

In our opinion, the financial information in the schedule of the Concordia Hospital for the year ended December 31, 2020 is prepared, in all material respects, in accordance with Section 2 of *The Public Sector Compensation Disclosure Act*.

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 Schedule* section of our report. We are independent of the Hospital 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 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 the notes of the schedule, which describes the basis of accounting. The schedule is prepared to assist the Hospital to meet the requirements of Section 2 of *The Public Sector Compensation Disclosure Act*. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this schedule in accordance with Section 2 of *The Public Sector Compensation Disclosure Act* and for such internal control as management determines is 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 Hospital's financial reporting process.

Auditor's Responsibilities for the Audit of 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 this financial information.

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 Hospital'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.

Deloitte LLP

Chartered Professional Accountants

June 21, 2021
Winnipeg, Manitoba

CONCORDIA HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
For the year ended December 31, 2020

Notes:

1. The compensation amount is calculated in accordance with the requirements of section 2 of the Manitoba Public Sector Compensation Disclosure Act as in effect as at December 31, 2020. Compensation includes all salaries and allowances, overtime payments, retirement or severance payments, lump sum payments, vacation pay-outs, retroactive payments and taxable benefits and bursaries. For the purposes of this report, compensation includes amounts paid to individuals who are employees of Concordia Hospital but are seconded to other organizations, regardless of whether those costs are recovered from another organization. This report does not include any payments made to other organizations to reimburse them for the compensation paid to their employees undertaking Concordia Hospital activities or duties.

Section 2 of the Manitoba Public Sector Compensation Disclosure Act requires public sector bodies to disclose:

- a. the compensation paid to the Chairperson of its Board of Directors, if the Chairperson's compensation is \$75,000 or more;
 - b. the aggregate compensation paid to the members of the Board of Directors; and
 - c. the individual compensation paid to its officers and employees whose compensation is \$75,000 or more.
2. For the year ended December 31, 2020:
 - a. there were no members of the Board of Directors or Audit Committee receiving compensation in excess of \$75,000 individually;
 - b. compensation paid to members of the Board of Directors and Audit Committee amounted to nil in aggregate; and
 - c. the following officers or employees received total compensation in excess of \$75,000:

Name	Position	Compensation \$
Bzura, Janina	Nurse	180,347
Wiebe, Valerie	President & Chief Operating Officer	168,693
Driver, Maryann	Nurse	159,882
Graham, Katherine	President & Chief Operating Officer	126,068
Fletcher, Crystal	Nurse	124,830
Hiebert, Ken	Chief Administrative Officer	122,335
Lorimer, Alason	Strategic Education Manager	121,966
Gilmour, Kyla	Director - Resident Care - Concordia Place	121,109
Kasdorf, Stephanie	Director	121,092
Goodbrandson, Kimberly	Director	121,078
Green, Dayna	Director - Human Resources	120,604
Shipman, Bonnie	Clinical Manager	120,401
Anis, Amalia	Clinical Manager	120,079
Carli, Tracey	Nurse	119,280
Pitura, Michael	Clinical Manager	117,890

CONCORDIA HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
For the year ended December 31, 2020

Name	Position	Compensation \$
Wiens, Georgia	Clinical Manager	117,606
Hahn, Angela	Clinical Manager	116,977
Mowat, Jacqueline	Clinical Resource Nurse	114,940
Sium, Tesfamariam	Nurse	114,403
Wronka, Orianna	Nurse	114,125
Bennett, Julie	Nurse	113,840
Unruh, Heather	Clinical Educator	113,768
Phillips, Michael	Nurse	113,383
Fleming-Lavallee, Frances	Clinical Manager	112,940
Croft, Shannon	Clinical Manager	111,314
Riege, David	Director - Facilities Management	111,269
Hendrickson, Avonelle	Nurse	110,922
Jillie, Sharon	Clinical Manager	110,701
Heyward, Marie	Clinical Manager	108,586
Nickerson, Kenton	Clinical Resource Nurse	108,376
Wells, Susan	Nurse	107,817
Cochico, Maria	Nurse	107,307
Shamlow, Katayon	Nurse	106,769
Kautz, Tiffany	Chief Nursing Officer	106,247
Zobarich, Mike	Respiratory Therapist - Anesthesia	106,227
Sharp, Holly	Facility Operations Manager	105,658
Munoz, Yusef	Nurse	105,312
Lubiano Rios, Ivan	Nurse	105,107
Hansell, Janice	Clinical Educator	104,088
Ballesteros, Archie	Nurse	104,006
Thiessen, Shelley	Clinical Resource Nurse	103,759
Cecelon, Anna	Nurse	103,369
Mandap, Librada	Nurse	103,152
Derksen, Rita	Clinical Resource Nurse	103,129
Vinzon, Opalyn	Nurse	102,998
Santos, Ellenath	Nurse	102,882
Beaudry, Lynette	Nurse	102,152
Fondeur, Teresa	Licensed Practical Nurse	101,991
Stephen, Scott	Acute Pain Service Coordinator	101,924
Bear, Tabitha	Manager - Rehab	101,271
Smith, Shannon	Clinical Manager	101,042
Murrell, Tiffany	Nurse	100,672
Kornowska, Elzbieta	Nurse	100,295
Sandhu, Manjinder	Clinical Resource Nurse	100,229
McKinnon, Tara	Nurse	99,739
Giesbrecht, Heinrich	Nurse	99,660
Bautista, Kristoffer	Nurse	99,448
Szyszkowski, Kimberly	Clinical Resource Nurse	99,132
Sugui Fajardo, Miriam	Nurse	98,964

CONCORDIA HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
For the year ended December 31, 2020

Name	Position	Compensation \$
Quagleini, John	Clinical Resource Nurse	98,915
van Driel, Chris	Nurse	98,644
Wieder, Marianne	Nurse	98,568
Escalante, Mary-Jane	Nurse	98,462
Busa, Marissa	Nurse	98,230
Caines, Joanne	Nurse	97,626
Colquhoun, Melissa	Nurse	97,081
Pischke, Gilda	Clinical Resource Nurse	97,031
Banca, Cherry	Nurse	96,940
Heintz, Rhonda	Wound Care Nurse	96,789
Sperber-Jeffrey, Danielle	Licensed Practical Nurse	94,975
Mitchell Campbell, Leah	Nurse	94,799
Roesler, Shelley	Manager - Health Information Services	94,575
Leclair, Adrian	Nurse	93,533
Reyes, Jamerah	Nurse	93,484
Hemingway, Allan	Chief Power Engineer	93,421
Blahey, Candace	Nurse	93,165
Brule, Robert	Power Engineer	92,994
Rhodes, Loryn	Nurse	91,577
Butterworth, Donna	Clinical Site Lead - Nutrition	91,342
Licmo, John	Nurse	90,749
Oakley, Linda	Nurse	90,120
Cook, Tannis	Nurse	90,118
Murawski, Jacqueline	Nurse	90,088
Teplyski, Deidre	Nurse	89,917
Persaud, Satyavahan	Power Engineer	89,525
Quintilla, Emelyn	Nurse	89,311
Shpetniy, Sergiy	Nurse	89,233
Peters, Anita	Nurse	88,806
Topolnicki, Stacy	Nurse	88,549
Medgyes, Henrietta	Nurse	88,196
Krause, Teresa	Facility Operations Manager	88,175
Goalen, Christie	Facility Operations Manager	87,618
Hart, Teri	Nurse	87,476
Porco, Michael	Clinical Educator	87,418
Winnemuller, Jacqueline	Clinical Resource - Respiratory Therapy	87,011
Romaniuk, Wanda	Licensed Practical Nurse	86,766
Dedieu, Danielle	Clinical Resource - Physiotherapy	86,517
Buhler, Sian	Nurse	85,912
Chapman, Patricia	Nurse	85,779
Boychuk, Darryl	Nurse	84,945
Andre, Luc	Nurse	84,725
Enriquez, Eumir	Nurse	84,643
Mwaura, Nicole	Staff Respiratory Therapist	84,436

CONCORDIA HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
For the year ended December 31, 2020

Name	Position	Compensation \$
Wowchuk, Matthew	Nurse	84,225
Gershuny, Julie	Nurse	84,061
McVey, Kimberly	Nurse	83,984
Panting, Cara	Nurse	83,916
Gas, Osman	Nurse	83,754
Zahayko, Stacey	Clinical Resource Nurse	83,543
Raynbird, Stacy	Clinical Resource - Occupational Therapy	83,469
Irwin, Sharon	Clinical Resource Nurse	83,415
Isack, Selamawit	Nurse	83,082
Matias, Brittany	Nurse	82,873
Mazur, Nicole	Nurse	82,856
Sosnovskyy, Roman	Power Engineer	82,729
Hoepfner, Debbie	Social Worker	82,612
Duke, Karen	Nurse	82,432
Pascua, Joanne	Staff Therapist - Physiotherapy	82,124
Anderson, Amy	Nurse	82,104
Kuorikoski, Trina	Staff Therapist - Physiotherapy	82,100
Nowicka, Lidia	Nurse	82,082
Asher, Angela	Nurse	81,971
Vergara, Mercedes	Nurse	81,783
Hodges, Corrie	Licensed Practical Nurse	81,751
Galapon, Richard	Staff Therapist - Physiotherapy	81,732
Cann, Denise	Social Worker	81,706
Eyer, Lavina	Social Worker	81,706
Podolecki, Donald	Manager - Environmental Services	81,484
Nguyen, Cecilia	Clinical Educator	81,432
Kacperkiewicz, Jolanta	Nurse	81,324
Husarewycz, William	Staff Therapist - Physiotherapy	81,205
Smith, Renee	Nurse	81,162
Gratton, Tiana	Social Worker	81,127
Schwerinski, Jennifer	Nurse	80,959
Guglietti, Michelle	Occupational Therapist	80,934
Swiss, Wendy	Nurse	80,927
Best, Judith	Nurse	80,924
Bunn, Marika	Staff Therapist - Physiotherapy	80,905
Dizon, Faye	Nurse	80,882
Zirk, Julia	Nurse	80,573
Brinkworth, Lisa	Health Care Aide	80,358
Kostic, Nadejda	Nurse	80,255
Matic, Ferlemagne	Nurse	80,202
Galapon, Prima	Staff Therapist - Physiotherapy	80,048
Limsiaco, Jose	Licensed Practical Nurse	80,023
Renwick, Breah	Nurse	79,969
Nucom, Amylynn	Nurse	79,679

CONCORDIA HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
For the year ended December 31, 2020

Name	Position	Compensation \$
Lovelace, Sarah	Nurse	79,527
Stachowich, Ainsley	Nurse	79,510
Tozer, Tyler	Power Engineer	79,318
Kolesar, Sandra	Nurse	79,294
Bucholz, Jessica	Nurse	79,279
Pokropowicz, Monika	Nurse	79,209
Brazeau, Ann Marie	Nurse	79,121
De Ala, Anna	Occupational Therapist	79,032
Gearey, Kevin	Nurse	78,762
Philpot, Alan	Manager - Security Services	78,587
Soriano, Raquel	Nurse	78,583
Rogodzinski, Roger	Licensed Practical Nurse	78,019
Campania, Anna	Nurse	77,636
Fatimehin, Amanda	Clinical Resource Nurse	77,618
Delaine, Ryan	Licensed Practical Nurse	77,310
Strachan, Matthew	Nurse	77,183
Cieklinski, Katarzyna	Nurse	76,687
Shipowick, Mark	Nurse	76,599
Zacharias, Laura	Clinical Resource Nurse	76,516
Alejandro, Maria	Nurse	76,302
Balbin, Katrina	Nurse	76,248
Ziegler, Alexandra	Nurse	76,123
Bell, Nenita	Licensed Practical Nurse	76,098
Guevarra, Leanne	Nurse	76,058
Saria, Bradley	Clinical Resource Nurse	75,821
Yakielashek, Mitchell	Licensed Practical Nurse	75,773
Rawdon, Trisha	Nurse	75,463
Young, Lauren	Nurse	75,421
Tauber, John	Nurse	75,340