

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

CONCORDIA HOSPITAL

December 31, 2022

Independent Auditor's Report

To the Members 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, 2022 (the "schedule").

In our opinion, the financial information in the schedule of the Hospital for the year ended December 31, 2022 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 ("Canadian GAAS"). 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 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 the schedule in accordance with the 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 GAAS 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 schedule.

As part of an audit in accordance with Canadian GAAS, 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, if any, 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
Winnipeg, Manitoba
June 27, 2023

CONCORDIA HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
For the year ended December 31, 2022

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, 2022. 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, 2022:
 - 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 \$9,679 in aggregate; and
 - c. the following officers or employees received total compensation in excess of \$75,000:

Name	Position	Compensation \$
Bzura, Janina	Nurse 2 (N2)	188,410
Driver, Maryann	Nurse 2 (N2)	183,315
Wiebe, Valerie	President & Chief Operating Officer	180,359
Darker, Stacey	Clinical Resource Nurse (N3)	155,493
Phillips, Michael	Nurse 2 (N2)	154,151
Fletcher, Crystal	Nurse 2 (N2)	150,849
Nowak, Heather	Chief Nursing Officer/Clinical Lead	148,124
Gilmour, Kyla	Director-Resident Care-Concordia Place	144,229
Nowicka, Lidia	Nurse 2 (N2)	143,703
Goodbrandson, Kimberly	Director	142,200
Wronka, Orianna	Nurse 2 (N2)	139,905
Kolenchery Davis, Derin	Nurse 2 (N2)	139,645
Mandap, Librada	Nurse 2 (N2)	137,784
Singh, Sukhmanvir	Nurse 2 (N2)	134,979
Zobarich, Mike	Respiratory Therapist - Anesthesia	131,412

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For the year ended December 31, 2022

Name	Position	Compensation \$
Turon, Piotr	Clinical Resource - Respiratory Therapy	130,769
Kornowska, Elzbieta	Nurse 2 (N2)	130,413
Shamlow, Katayon	Nurse 2 (N2)	129,213
Caines, Joanne	Nurse 2 (N2)	129,069
Munoz, Yusef	Nurse 2 (N2)	128,196
Banca, Cherry	Nurse 2 (N2)	128,026
Heyward, Marie	Clinical Manager	125,647
Vinzon, Opalyn	Clinical Educator (N4)	124,490
Shipman, Bonnie	Clinical Manager	124,399
Anis, Amalia	Clinical Manager	124,398
Fleming-Lavallee, Frances	Clinical Manager	124,214
Isack, Selamawit	Nurse 2 (N2)	123,123
Bennett, Julie	Nurse 2 (N2)	122,608
Hahn, Angela	Director	122,314
Santos, Ellenath	Nurse 2 (N2)	122,026
Croft, Shannon	Clinical Manager	121,950
Fondeur, Teresa	Licensed Practical Nurse	120,853
Shipowick, Mark	Nurse 2 (N2)	120,735
Murawski, Jacqueline	Nurse 2 (N2)	120,178
Stephen, Scott	Acute Pain Service Coordinator (N4)	120,110
Bell, Nenita	Licensed Practical Nurse	120,078
Gagnon, Erlinda	Nurse 2 (N2)	119,919
Unruh, Heather	Clinical Educator (N4)	119,758
Mowat, Jacqueline	Clinical Resource Nurse (N3)	118,970
McKinnon, Tara	Nurse 2 (N2)	118,922
Mitchell Campbell, Leah	Nurse 2 (N2)	118,674
Storsley, Carleigh	Nurse 2 (N2)	116,718
Sugui Fajardo, Miriam	Nurse 2 (N2)	114,591
Bear, Tabitha	Manager - Rehab	114,483
Kifle, Tiebe	Health Care Aide	114,476
Hart, Teri	Nurse 2 (N2)	114,076
Hansell, Janice	Clinical Educator (N4)	113,830
Hodges, Corrie	Licensed Practical Nurse	113,620
Carli, Tracey	Nurse 2 (N2)	112,376
Nguyen, Cecilia	Clinical Educator (N4)	112,327
Pischke, Gilda	Clinical Resource Nurse (N3)	112,229
Dirksen, Kelsey	Facility Operations Manager	111,430
van Driel, Chris	Nurse 2 (N2)	110,501
Murrell, Tiffany	Nurse 2 (N2)	110,294
Topolnicki, Stacy	Nurse 2 (N2)	110,127
Kowalenko, Desmond	Nurse 2 (N2)	109,114
Sharp, Holly	Clinical Manager	109,074
Colquhoun, Melissa	Nurse 2 (N2)	108,918
Teplyski, Deidre	Nurse 2 (N2)	108,753

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For the year ended December 31, 2022

Name	Position	Compensation \$
Boychuk, Darryl	Nurse 2 (N2)	108,512
Giesbrecht, Heinrich	Nurse 2 (N2)	107,829
Licmo, John	Nurse 2 (N2)	107,396
Romaniuk, Wanda	Licensed Practical Nurse	107,271
Cuello Zepeda, Lilian	Clinical Manager	106,274
Strachan, Matthew	Nurse 2 (N2)	105,994
Zahayko, Stacey	Clinical Resource Nurse (N3)	105,444
Sonethavilay, Monthien	Nurse 2 (N2)	104,894
Williment, Lynne	Director	104,641
Valen, Ashleigh	Nurse 2 (N2)	103,971
Heintz, Rhonda	Wound Care Nurse (N3)	103,901
Lorimer, Alason	Strategic Education Manager	103,675
Beaudry, Lynette	Nurse 2 (N2)	103,591
Quagleini, John	Clinical Resource Nurse (N3)	103,548
Buhler, Sian	Nurse 2 (N2)	103,161
Oloyede, Sandra	Nurse 2 (N2)	102,739
Leclair, Adrian	Nurse 2 (N2)	102,707
Wall, Hermina	Nurse 2 (N2)	101,054
Busa, Marissa	Nurse 2 (N2)	100,924
Cieklinski, Katarzyna	Nurse 2 (N2)	100,190
Oakley, Linda	Nurse 2 (N2)	99,709
Starkewski, Kimberly	Licensed Practical Nurse	99,511
Butterworth, Donna	Clinical Site Lead - Nutrition [PIO]	99,429
Matias, Brittany	Nurse 2 (N2)	98,825
Heintz, Nicole	Clinical Resource Nurse (N3)	98,561
Kacperkiewicz, Jolanta	Nurse 2 (N2)	98,258
Mose, Tamara	Nurse 2 (N2)	98,181
Sandhu, Manjinder	Clinical Resource Nurse (N3)	98,073
Brule, Robert	Power Engineer 4	98,059
Canales, Derrick Manuel	Nurse 2 (N2)	97,974
Rhodes, Loryn	Nurse 2 (N2)	97,690
Matic, Vanessa Jane	Nurse 2 (N2)	97,477
Delorme, Brittany	Nurse 2 (N2)	97,447
Peters, Anita	Nurse 2 (N2)	97,099
Cook, Tannis	Nurse 2 (N2)	96,949
Andre, Luc	Nurse 2 (N2)	96,201
Howell, Dylan	Facility Operations Manager	95,868
Pascua, Joanne	Staff Therapist - Physiotherapy	95,809
Podolecki, Donald	Manager - Environmental Services	95,037
Visch, Victoria	Nurse 2 (N2)	94,734
Limsiaco, Jose	Licensed Practical Nurse	94,693
Brazeau, Ann Marie	Nurse 2 (N2)	94,220
Gas, Osman	Nurse 2 (N2)	93,652
Nucom, Amylynn	Nurse 2 (N2)	93,239

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Name	Position	Compensation \$
McCarroll, Ryley	Power Engineer 4	92,628
Smith, Jodi	Nurse 2 (N2)	92,107
Dekker, Jacqueline	Nurse 2 (N2)	91,465
Wowchuk, Matthew	Nurse 2 (N2)	91,172
Buttari, Madeline	Nurse 2 (N2)	91,035
Gannon, Joyce	Nurse 2 (N2)	90,861
Lovelace, Sarah	Nurse 2 (N2)	90,606
Medina, Milaluz	Health Care Aide	90,093
Brinkworth, Lisa	Health Care Aide	89,902
Galapon, Richard	Staff Therapist - Physiotherapy	89,772
Leonardo, Resylyn	Nurse 2 (N2)	89,432
Kuzma, Katherine	Nurse 2 (N2)	88,828
Friesen, Maria	Clinical Manager	88,791
Wiebe, Trudy	Licensed Practical Nurse	88,566
Asher, Angela	Nurse 2 (N2)	88,253
Rongavilla, Calvin	Nurse 2 (N2)	88,246
Shandroski, Heather	Nurse 2 (N2)	88,183
Tauber, John	Nurse 2 (N2)	87,726
Kolesar, Sandra	Nurse 2 (N2)	87,637
Kuorikoski, Trina	Staff Therapist - Physiotherapy	87,527
Fatimehin, Amanda	Clinical Resource Nurse (N3)	87,409
Dizon, Faye	Nurse 2 (N2)	87,407
Poon, Aldous	Nurse 2 (N2)	87,046
Hoepfner, Debbie	Social Worker (BSW)	87,014
Schwerinski, Jennifer	Nurse 2 (N2)	86,885
Ansah, Isaac	Staff Therapist - Physiotherapy	86,647
Ulpindo, Hazel	Health Care Aide	86,641
Bacolot, Julius Miguel	Nurse 2 (N2)	86,605
Fonseca, Riley	Nurse 2 (N2)	86,520
Thiessen, Shelley	Clinical Resource Nurse (N3)	86,501
Mann, Kuldeep	Health Care Aide	86,176
Desautels, Anita	Nurse 2 (N2)	86,159
Alejandro, Maria	Nurse 2 (N2)	85,968
Yerex, Robert	Nurse 2 (N2)	85,901
Kostiew, Lori	Health Care Aide	85,713
Young, Lauren	Nurse 2 (N2)	85,248
Smith, Shannon	Clinical Manager	85,228
Rogodzinski, Roger	Licensed Practical Nurse	85,207
Alves, Manuela	Nurse 2 (N2)	85,144
Matic, Ferlemagne	Nurse 2 (N2)	84,806
Friesen, Sheridan	Nurse 2 (N2)	84,806
Milner, Sandy	Nurse 2 (N2)	84,524
Cann, Denise	Social Worker (BSW)	84,457
Saria, Bradley	Clinical Resource Nurse (N3)	84,401

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Name	Position	Compensation \$
Mazur, Nicole	Nurse 2 (N2)	84,240
Tan, Maria	Health Care Aide	84,191
Quintilla, Emelyn	Nurse 2 (N2)	84,062
Janzen, Stephanie	Social Worker (BSW)	83,909
Abdul Karim, Saima	Nurse 2 (N2)	83,805
Smith, Renee	Nurse 2 (N2)	83,639
Lee, Changku	Nurse 2 (N2)	83,596
Minera, Virginia	Nurse 2 (N2)	83,432
Husarewycz, William	Staff Therapist - Physiotherapy	83,377
Galapon, Prima	Staff Therapist - Physiotherapy	83,273
Cansino, Lisa	Licensed Practical Nurse	83,121
Inocencio-Illagan, Shirley	Nurse 2 (N2)	83,040
Reyes, Jamerah	Nurse 2 (N2)	82,622
Woytowich, Charlotte	Nurse 2 (N2)	82,463
Tataryn, Marta	Nurse 2 (N2)	82,459
Pokropowicz, Monika	Nurse 2 (N2)	82,356
Levesque, Cheryl	Licensed Practical Nurse	81,949
Alejandro, Kathrine	Nurse 2 (N2)	81,946
Pilat, Greg	Nurse 2 (N2)	81,824
Perez, Maria	Occupational Therapist	81,641
Jackson, Jerilyn	Licensed Practical Nurse	81,594
Heinrichs, Nathan	Power Engineer 4	81,095
Raynbird, Stacy	Clinical Resource - Occupational Therapy	81,054
Fiore, Brigitte	Staff Therapist - Physiotherapy	80,670
Dhillon, Harmanjit	Nurse 2 (N2)	80,650
Sawatzky, Monika	Coordinator-Admissions CP	80,432
Salcedo, Cresencia	MDR Technician - PIO	80,385
Acero, Irene	MDR Technician - PIO	80,358
Amper, Liza	Licensed Practical Nurse	80,252
Tkach, Tanya	Staffing Manager	80,085
Wajda, Miranda	Licensed Practical Nurse	79,991
Apalisoc, Jeffrey	Nurse 2 (N2)	79,941
Yakielashek, Mitchell	Licensed Practical Nurse	79,857
Limliman, Richelle	Nurse 2 (N2)	79,817
Czyzowicz, Lisa	Nurse 2 (N2)	79,775
Mores, Krystal	Nurse 2 (N2)	79,772
Babiak, Ivanka	Occupational Therapist	79,744
Hernandez, Ma Luisa	Nurse 2 (N2)	79,519
Klym, Diana	Nurse 2 (N2)	79,473
Centeno, Melanie	Nurse 2 (N2)	79,346
Freifeld, Oksana	Nurse 2 (N2)	79,286
Gannaban, Jenny	Health Care Aide	79,134
Beltran, Hazel	Licensed Practical Nurse	78,987
Calix Barrera, Indra	Nurse 2 (N2)	78,786

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For the year ended December 31, 2022

Name	Position	Compensation \$
Guglietti, Michelle	Occupational Therapist	78,572
Friesen, Gloria	Licensed Practical Nurse	78,307
Chemin, Andrew	Nurse 2 (N2)	78,014
De Ala, Anna	Occupational Therapist	77,995
Vergara, Mercedes	Nurse 2 (N2)	77,962
Hamilton, Anne	Health Care Aide	77,590
Ayah, Ursula Egbeseh	Nurse 2 (N2)	77,375
Friesen, Anna	Nurse 2 (N2)	77,354
Houston, Adam	Plumber	77,276
Pereyras, Mitchiko	MDR Technician - PIO	77,173
Nuguid, Aprilyn	Clerk 3	77,161
Rosanes, June	Nurse 2 (N2)	77,157
Dimatatac, Rizalina	Health Care Aide	77,145
Sinda, Melissa	Licensed Practical Nurse	76,784
Olasiyan, Bolatito	Nurse 2 (N2)	76,708
Brown, Tracy	Supervisor Supplies & Services	76,471
Minne, Marinna	Nurse 2 (N2)	76,423
Chaves, Terry	Electrician (Journeyman)	76,331
Fierback, Kelsey	Nurse 2 (N2)	75,978
Arcon, Mary	Health Care Aide	75,728
Jackson, Amber	Licensed Practical Nurse	75,684
Sperber-Jeffrey, Danielle	Licensed Practical Nurse	75,670
Horrocks, Katelyn	Nurse 2 (N2)	75,663
Sesay, Theresa	Nurse 2 (N2)	75,610