

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

**SEVEN OAKS GENERAL HOSPITAL**

*December 31, 2019*

## INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Seven Oaks General Hospital

### Opinion

We have audited the schedule of compensation for the Manitoba Public Sector Compensation Disclosure Act of the Seven Oaks General Hospital (the "Hospital") for the year ended December 31, 2019 ("the schedule").

In our opinion, the financial information in the schedule of the Hospital for the year ended December 31, 2019 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.

### Other Matters

The schedule was prepared to comply with Section 2 of *The Public Sector Compensation Disclosure Act* as in effect as at December 31, 2019.

### 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

Winnipeg, Manitoba  
June 24, 2020

**SEVEN OAKS GENERAL HOSPITAL**  
**Schedule of Compensation for the Manitoba**  
**Public Sector Compensation Disclosure Act**  
**Year ended December 31, 2019**

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*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, 2019. 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 Seven Oaks General 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 Seven Oaks General 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, 2019:
  - 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:

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
		<b>\$</b>
Kowalewski, Agnes	Nurse 2	166,002
Konopka, Urszula	Nurse 2	160,022
Badiuk, Brenda	President & COO	156,834
Anima, Nida	Nurse 2	156,218
Fulmore, Karen	Nurse 2	151,327
Hubar, Jason	Nurse 2	150,088
Slawinski, Elizabeth	Nurse 2	147,265
Sidhu, Parveen	Nurse 2	145,406
Ricafort, Conchita	Nurse 2	138,711
Watson, Shannon	Nurse 2	131,339
Bulatao, Donna	Nurse 2	131,090
Boitson, Shauna	Chief Nursing Officer	130,570
Yap, Rachel	Nurse 2	125,152
Bernal, Dolores	Nurse 2	124,558
Munoz, Monina	Nurse 2	124,036

**SEVEN OAKS GENERAL HOSPITAL**  
**Schedule of Compensation for the Manitoba**  
**Public Sector Compensation Disclosure Act**  
**Year ended December 31, 2019**

<b>Name</b>	<b>Position</b>	<b>Compensation \$</b>
Christiansen, Kim	Nurse 2	123,142
Marquez, Vivian	Nurse 2	123,018
McCafferty, Minda	Nurse 2	120,279
Brambilla, Melissa	Nurse 2	119,743
Pineda, Josephine	Nurse 2	119,128
Salacup, Mirasol	Nurse 2	118,399
Kenny, Donna	Chief Admin Officer	118,150
Schwarz, Rose	Director - Human Resources	117,814
Mayer, Belinda	Program Director	116,636
Otto-Shannon, Kora	Program Director	116,633
Barley, Julia	Program Director	116,633
Dyck, Henni	Program Director	116,633
Garachico, Lilibeth	Nurse 2	116,585
Szkwarek, Candyce	Team Manager - Patient Care	116,294
Swainson, Brook	CSL Speech Lang Pathologist	115,653
Brar, Harjinder	Team Manager - Patient Care	115,628
Elomina, Gemma	Nurse 2	115,239
Dejesus, Joeana	Nurse 2	114,904
Afshar, Zachary	Nurse 2	114,788
Low, David	Manager - Patient Care - Facility	114,538
Federsel, Sarah	Team Manager - Patient Care	114,118
Cousins, Denise	Nurse 2	113,843
Smith, Betty	Team Manager - Patient Care	113,678
Gates, Jenna	Nurse 2	112,948
Schellenberg, Lori	Team Manager - Patient Care	112,403
Stothers, Joanne	Team Manager - Patient Care	111,946
Nishi, Casie	Executive Director - Wellness	111,450
Krueger, Twylla	Executive Director - Foundation	111,437
Silva, Liudmyla	Nurse 2	110,949
Cabanting, Charito	Nurse 2	110,420
Fors, Andrea	Nurse 2	109,950
Orton, Colleen	Manager - Bed Utilization	109,838
Henson, Chris	Nurse 2	109,597
Sawa, Wanda	Team Manager - Patient Care	109,302
West, Gina	Nurse 3	108,458
Stafford, Shannon	Patient Relations Consultant	107,773
Basaran, Jaymee Lyn	Nurse 2	107,712
Miller, Donna	Nurse 2	107,617
Kozera, Tanya	Director - Clinical Services WI	107,338
Geronimo, Clarissa	Nurse 2	107,176
De Leon, Liezel	Nurse 3	107,142
Huhtala, Crystal	Team Manager - Patient Care	106,952
Bourque, Kirsten	Team Manager - Patient Care	106,598
Tolentino, Genalin	Nurse 2	106,595

**SEVEN OAKS GENERAL HOSPITAL**  
**Schedule of Compensation for the Manitoba**  
**Public Sector Compensation Disclosure Act**  
**Year ended December 31, 2019**

<b>Name</b>	<b>Position</b>	<b>Compensation \$</b>
Jefferys, Joanne	Team Manager - Patient Care	106,485
Dizon-Valencia, Bienvenida	Nurse 3	106,294
Orellana, Yamileth	Nurse 2	105,727
Zielinski, Urszula	Nurse 2	105,631
Isip, Dorette	Nurse 2	105,213
Jasper, Laurel	Manager of Rehabilitation Services	104,836
Arano, Jaypee	Nurse 2	104,558
Plaetinck, Robert	Speech-Language Pathologist	103,850
Malapitan, Noraliza	Nurse 2	103,730
Bertrand, Valerie	Nurse 3	103,201
Lomatski, Beverly	Manager - Therapeutic Services	103,097
Pajarillo, Amelita	Licensed Practical Nurse	102,150
Licup, Cherry	Nurse 2	101,515
Zarrillo, Melanie	Clinical Educator	101,315
Duncalfe, Gloria	Nurse 2	101,294
Boyer, Patricia	Director - Health Records & Registration	100,372
Watson, Kathy	Licensed Practical Nurse	99,707
Palidwor, Jodi	General Duty Respiratory Therapist	99,211
Rai, Amandeep	Nurse 3	99,097
Reyes, Ricardo	Nurse 2	98,872
Montecillo, Carla	Nurse 2	98,513
Oliphant, Lethoya	Nurse 2	98,442
Aiku, Adegboyega	Director - Material Services	98,371
Bennett, Karen	Manager of Initiatives and Education	98,345
Mendez, Ma.Victoria	Nurse 2	98,185
Bordios, Rowena	Nurse 2	97,811
Camagay, Jessica	Nurse 2	97,358
Bazinet, Tara	Licensed Practical Nurse	97,223
Oczon, Analyn	Nurse 2	96,903
Vautour, Sherri	Clinical Service Leader	96,841
Semkiw, Eva	Nurse 3	96,680
Castro, Herminia	Nurse 2	96,574
Langan, Tannis	Nurse 2	96,349
Claudio, Judith	Nurse 2	96,296
Turner, Wendy	Nurse 2	95,935
Artemenko, Vladyslav	Nurse 3	95,761
Reeves, Charity	Nurse 2	95,492
Jordanova, Zaklina	Nurse 2	95,316
Pandher, Gaganpreet	Nurse 2	95,305
Kowerko, Jennifer	Nurse 2	95,176
Barasi, Concepcion	Nurse 2	94,999
Bomak, Kimberly	Nurse 3	94,747
Goertzen, Andrea	Clinical Educator	94,595
Demkowycz, Alexandra	Nurse 2	94,495

**SEVEN OAKS GENERAL HOSPITAL**  
**Schedule of Compensation for the Manitoba**  
**Public Sector Compensation Disclosure Act**  
**Year ended December 31, 2019**

<b>Name</b>	<b>Position</b>	<b>Compensation \$</b>
Pelagio, Leilani	Nurse 2	94,210
Litster, Maria	Nurse 3	94,152
Orbeta, Alvin	Nurse 3	94,145
Cunanan, Rosalyn	Nurse 2	94,046
Tuazon, Je-Anne	Nurse 2	93,957
Ridley, Cyndi	Clinical Educator	93,932
Sta. Ana, Abigail	Licensed Practical Nurse	93,900
Frost, Stacey	Nurse 2	93,661
Del Monte, Anastacia	Nurse 3	93,639
McBeth, Louise	Nurse 3	93,548
Brown, Charmaine	Nurse 2	93,419
Demchenko, Alexandra	Nurse 2	93,230
Overwater, Jillian	Nurse 3	93,207
Boyce, Maureen	Nurse 3	93,187
Austman, Karen	Nurse 2	93,039
Jarme, Francis	Nurse 2	92,873
Koester, Lars	Nurse 3	92,813
Kahal, Jaynor	Nurse 2	92,621
Davey, Chilette	Nurse 2	92,415
Cruz, Darlene	Nurse 2	92,277
Rattai, Mike	Nurse 2	92,213
Newman, Cheryl	Licensed Practical Nurse	92,181
Johanson, Colleen	Nurse 2	92,027
Couvier, Erin	Nurse 2	91,939
Kasunic, Renata	Nurse 3	91,862
Manalo, Marites	Licensed Practical Nurse	91,526
Eyolfson, Karen	Nurse 3	91,451
Fehr, Allen	General Duty Respiratory Therapist	91,314
Ott, Kathryn	Manager-Quality Innovation & Improvement	91,123
Olais, Susan	Nurse 2	91,038
Naismith, Kevin	Nurse 3	90,971
McLeod, Stacey-Lee	Nurse 2	90,943
Froese, Justin	Nurse 3	90,882
Cohen, Amber	Nurse 2	90,863
Licmo, Ruth	Nurse 2	90,851
Nguyen, Kim	Nurse 2	90,768
Urbanski, Sherry	Nurse 3	90,558
Ocampo, Maurina	Nurse 2	90,401
Stobbe, Glen	Nurse 2	90,304
Ranville, A	Nurse 2	90,291
Roy, Gisele	Clinical Educator	90,252
Guillemette, Heather	Nurse 2	90,071
Augustowich, Kimberly	Nurse 2	90,065
Storm, Darren	Nurse 2	90,063

**SEVEN OAKS GENERAL HOSPITAL**  
**Schedule of Compensation for the Manitoba**  
**Public Sector Compensation Disclosure Act**  
**Year ended December 31, 2019**

<b>Name</b>	<b>Position</b>	<b>Compensation \$</b>
Dela Cruz, Pamela May	Nurse 2	89,796
Alibin, Louiegina	Nurse 2	89,748
Vong, Jason	Nurse 2	89,584
Ancheta, Adrian	Student - Dialysis RN	89,492
Dawydiuk, Karen	Nurse 2	89,324
Holowachuk, Dana	Nurse 2	89,194
Fox, Theresa	Nurse 2	89,166
Mendoza, lesen	Nurse 2	89,150
Dziedzic, Tracy	Nurse 2	89,094
Cabaneros, Evelina	Nurse 2	89,004
Jolicoeur, Mike	Licensed Practical Nurse	88,989
Schaeffer, Anne Marie	Nurse 3	88,651
Tamondong, Marichu	Nurse 2	88,648
Labao, Abigail	Nurse 2	88,417
D'Andrea, Athena	Nurse 2	88,406
Estocapio, Fe	Nurse 2	88,248
Dellipizzi, Lisa	Nurse 2	88,225
Dreger, Richard	Nurse 2	88,085
Jones, Gina	Nurse 2	87,744
Daen, Barbara	Social Worker (MSW)	87,298
Zacharias, Darlene	Nurse 2	87,251
Perez, Maria	Nurse 2	87,212
Lobato de Faria, Ricardo	Chief Medical Officer	87,108
Taylor, Marlene	Nurse 2	87,073
Kondracki, Alice	Nurse 3	86,960
Hoy, Shannon	Nurse 3	86,855
Lam, Mavis	Clinical Dietitian Prof Lead	86,520
Johnston, Lorraine	Nurse 2	86,264
Ruday, Elena	Nurse 3	86,172
Dean, Sandi	Nurse 2	86,090
De Jesus, Jewelyn	Nurse 2	85,998
Maloney, Toby	Manager - Public Relations	85,864
Rongavilla, Melisa	Nurse 2	85,594
McEwen, Catherine	Nurse 2	85,142
Henry, Huldah	Nurse 2	85,113
Valderama, Joma Lindley	Nurse 2	85,076
Sousa, Jamie	Nurse 2	84,915
Jonson, Marc	Nurse 2	84,856
Hryniuk, Martha	Social Worker (BSW)	84,739
Stovin, Deborah	Nurse 2	84,373
Salapata, Lyubov	Nurse 2	84,320
Ayana, Daniel	Nurse 2	84,272
Adamkowicz, Elizabeth	Physiotherapist -Cardiac Rehab (WIP)-PIO	84,079
Santos, Leslie Rose	Nurse 2	83,992



**SEVEN OAKS GENERAL HOSPITAL**  
**Schedule of Compensation for the Manitoba**  
**Public Sector Compensation Disclosure Act**  
**Year ended December 31, 2019**

<b>Name</b>	<b>Position</b>	<b>Compensation \$</b>
Dullat, Balwinder	Nurse 2	83,900
Victor, Paul Vincent	Student - Dialysis RN	83,898
Padilla, John	Nurse 2	83,782
St. George, Kerry	Physiotherapist - Work Injury Prog-PIO	83,652
Biggs, Candace	Licensed Practical Nurse	83,612
Poworski, Natasha	Nurse 2	83,413
Bourbonniere, Shauna	Occ Therapist - Work Injury Prog PIO	83,119
Lanuza, Ivy	Nurse 3	83,080
Cleaver, Theresa	Social Worker (BSW)	82,935
Craig, Ruth-Anne	Social Worker (BSW)	82,884
McNab, Lisa	Student - Dialysis LPN	82,851
Billan, Theresa	Nurse 2	82,624
Coronado, Rose	Nurse 2	82,554
Raposo, Anita	Nurse 2	82,277
Devlin, William	Nurse 2	82,256
Prieto, Hestia	Nurse 2	82,207
Lafrenais, Michelle	Nurse 3	82,154
Ciastko, Tamatha	Nurse 2	82,012
Pruden, Lorri A	Nurse 2	81,778
Mosionier, Maureen	Social Worker (BSW)	81,498
Rider, Sheila	Nurse 2	81,327
Little, Laura	Nurse 3	81,325
Born, Fernilee	Physiotherapist	81,036
Pidchuk, Nataliya	Nurse 2	80,996
Kemp, Janine	Nurse 3	80,882
Stetski, Sarah	Physiotherapist	80,715
Zenert, Alana	Occupational Therapist	80,695
Rempel, Angela	Occupational Therapist	80,695
Montgomery, Mary	Occupational Therapist	80,695
Harrysingh, Cameella	Occupational Therapist	80,689
Jordaan, Vida	Physiotherapist	80,670
Hudson, Elisa	Physiotherapist	80,649
Zabloski, Cathy	Occupational Therapist	80,586
Sandhu, Rajvinder	Licensed Practical Nurse	80,563
Marinas, Lenida	Physiotherapist	80,545
Panchuk, Gavin	Physiotherapist	80,536
Gutierrez, Joanne	Licensed Practical Nurse	80,458
Sumabon, Tony	Licensed Practical Nurse	80,213
Corto, Mark Joseph	Nurse 2	80,118
De Lasan-Galvan, Ruby Anne	Nurse 2	80,116
Fernandes, Raquel	General Duty Respiratory Therapist	80,014
Chap, Sopha	Nurse 2	80,011
Kwapiszewski, Krzysztof	Licensed Practical Nurse	79,964
Lubale, Hellen	Nurse 2	79,716

**SEVEN OAKS GENERAL HOSPITAL**  
**Schedule of Compensation for the Manitoba**  
**Public Sector Compensation Disclosure Act**  
**Year ended December 31, 2019**

<b>Name</b>	<b>Position</b>	<b>Compensation \$</b>
Lam, Christine	General Duty Respiratory Therapist	79,590
Rodriguez, Soledad	Licensed Practical Nurse	79,533
McKenzie, Lori	Consultant - Wound & Skin	79,130
Nguyen, Chloe	Occupational Therapist	78,801
Francisco, Joyce	Nurse 2	78,703
Singh, Maninder	Licensed Practical Nurse	78,411
Damian, Mailah	Nurse 3	78,405
Bourgeois, Patricia	Nurse 2	78,302
Lubinski, Darren	Electronic Technologist	78,291
Chumber, Amandeep	Nurse 2	78,256
Raposo, Jennifer	Nurse 2	78,171
Kazuk, Lisa	Nurse 2	78,166
Brereton, Darren	Director - Health & Fitness	78,117
Cruz, Rosemarie	Licensed Practical Nurse	78,104
Lavallee, Brenden	Protection Services Officer 1	77,960
McCormack, Linda	Nurse 2	77,705
Gershuny, Julie	Nurse 2	77,624
Marcaida, Gail	Occupational Therapist	77,601
Demkowsky, Jaclyn	Nurse 2	77,507
Scerbo, Linda	Clinical Dietitian	77,442
Singh, Harinder	Nurse 2	77,376
Kavanaugh, Tamara	Nurse 2	77,230
Golembioski, Patricia	Nurse 2	77,171
Bandura, Cheryl	Nurse 2	76,967
Magpantay, Karie	Nurse 2	76,882
Smith, Brett	Electronic Technologist - Dialysis	76,807
Desilets, Jill	Director - Membership & Operations	76,587
Alix, Mikayla Angelique	Nurse 2	76,576
Laurie, Kevin	Electronic Technologist - Dialysis	76,491
Nickel, Kimberly	Clinical Educator	76,443
Snare, George	Protection Services Officer 2	76,205
Hopko, Karen	Physiotherapist - Work Injury Prog-PIO	76,122
Lee, Amy	Nurse 2	75,756
Parsons, Gerald	3rd Class Power Engineer	75,730
Cogollo, Laura	Social Worker (BSW)	75,531
Wasylyuk, Betty	Nurse 2	75,365
Yabut, Jennifer	Nurse 2	75,324
Sacher, Kristine	Nurse 2	75,192
Hill, Loraine	Nurse 2	75,134