

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

SEVEN OAKS GENERAL HOSPITAL

December 31, 2020

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, 2020 ("the schedule").

In our opinion, the financial information in the schedule of the 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 9, 2021
Winnipeg, Manitoba

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
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 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, 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 \$
Badiuk, Brenda	President & COO	164,285
Hubar, Jason	Nurse	154,057
Slawinski, Elizabeth	Nurse	148,469
Hodgert, Brian	Supervisor - Dialysis Electronic Technology	142,121
Bernal, Dolores	Nurse	140,415
Boitson, Shauna	Chief Nursing Officer	137,231
Salacup, Mirasol	Nurse	135,185
Kenny, Donna	Chief Admin Officer	130,659
Low, David	Manager - Patient Care - Facility	124,762
Schwarz, Rose	Director - Human Resources	124,632
Yap, Rachel	Nurse	124,405
Dela Cruz, Pamela May	Nurse	122,774
Ricafort, Conchita	Nurse	122,280
Dizon-Valencia, Bienvenida	Nurse	122,172
Mayer, Belinda	Program Director	121,109

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
Year ended December 31, 2020

Name	Position	Compensation \$
Dyck, Henni	Program Director	121,109
Barley, Julia	Program Director	121,109
Otto-Shannon, Kora	Program Director	121,109
Szkwarek, Candyce	Team Manager - Patient Care	120,691
Brar, Harjinder	Team Manager - Patient Care	120,399
Elomina, Gemma	Nurse	119,868
Smith, Betty	Team Manager - Patient Care	119,263
Schellenberg, Lori	Team Manager - Patient Care	118,688
Federsel, Sarah	Team Manager - Patient Care	118,044
Stothers, Joanne	Team Manager - Patient Care	118,036
Licup, Cherry	Nurse	117,529
Palidwor, Jodi	General Duty Respiratory Therapist	116,121
Mazerolle, Simone	Nurse Practitioner	115,977
Isip, Dorette	Nurse	115,948
Nishi, Casie	Executive Director - Wellness	115,728
Krueger, Twylla	Executive Director - Foundation	115,562
Garachico, Lilibeth	Nurse	115,226
Huhtala, Crystal	Team Manager - Patient Care	115,145
Christiansen, Kim	Nurse	114,589
Duncalfe, Gloria	Nurse	114,142
Orton, Colleen	Manager - Bed Utilization	114,053
Stafford, Shannon	Patient Relations Consultant	113,992
Devlin, William	Nurse	113,497
Orellana, Yamileth	Nurse	112,458
Cruz, Rosemarie	Licensed Practical Nurse	112,378
Arano, Jaypee	Nurse	112,287
Bertrand, Valerie	Nurse	112,085
Cunanan, Rosalyn	Nurse	111,561
De Leon, Liezel	Nurse	110,993
Castro, Herminia	Nurse	110,818
Swainson, Brook	CSL Speech Language Pathologist	110,553
Bacani, Jano	Licensed Practical Nurse	110,451
Afshar, Zachary	Nurse	110,438
Vautour, Sherri	Clinical Service Leader	110,330
Cruz, Ronald	Nurse	109,950
Cabanting, Charito	Nurse	109,926
McCafferty, Minda	Nurse	109,230
Hoy, Shannon	Nurse	109,081
Lomatski, Beverly	Manager - Therapeutic Services	109,005
Sidhu, Parveen	Nurse	108,941
Jasper, Laurel	Manager of Rehabilitation Services	108,860
Symchuk, Peter	Director - Facility Services	108,801
Zielinski, Urszula	Nurse	108,690
Pajarillo, Amelita	Licensed Practical Nurse	108,652

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
Year ended December 31, 2020

Name	Position	Compensation \$
Oczon, Analyn	Nurse	107,542
Goertzen, Andrea	Clinical Educator	107,071
Plaetinck, Robert	Speech Language Pathologist	106,517
Ott, Kathryn	Manager - Quality Innovation & Improvement	106,025
Oliphant, Lethoya	Nurse	105,845
Bordios, Rowena	Nurse	105,674
Lafrenais, Michelle	Nurse	105,644
Henson, Chris	Nurse	105,427
Geronimo, Clarissa	Nurse	105,401
Demkowycz, Alexandra	Nurse	105,398
Nguyen, Kim	Nurse	104,867
Cousins, Denise	Nurse	104,864
Rongavilla, Melisa	Clinical Instructor	104,667
Langan, Tannis	Nurse	104,506
Labao, Abigail	Nurse	104,493
Jordanova, Zaklina	Nurse	104,466
Basaran, Jaymee Lyn	Nurse	104,034
Ridley, Cyndi	Team Manager - Patient Care	103,818
Rai, Amandeep	Clinical Educator	103,634
West, Gina	Nurse	103,201
Tamondong, Marichu	Nurse	102,907
Munoz, Monina	Nurse	102,805
Aiku, Adegboyega	Director - Material Services	102,147
Brambilla, Melissa	Nurse	101,939
Stovin, Deborah	Nurse	101,903
Japson, Noemi	Licensed Practical Nurse	101,749
Claudio, Judith	Nurse	101,334
Barasi, Concepcion	Nurse	101,163
Fehr, Allen	General Duty Respiratory Therapist	101,085
Augustowich, Kimberly	Nurse	100,807
Valmeo, Rhodalyn	Nurse	100,179
Mendoza, Iesen	Nurse	99,288
Watson, Kathy	Licensed Practical Nurse	99,195
Camagay, Jessica	Nurse	99,040
Arlante, Donna	Nurse	98,875
Rattai, Mike	Clinical Educator	98,736
Cruz, Darlene	Nurse	98,581
Frost, Stacey	Nurse	98,490
Pandher, Gaganpreet	Nurse	98,398
Semkiw, Eva	Nurse	98,381
Ocampo, Maurina	Nurse	98,329
Dziedzic, Tracy	Nurse	98,146
Jarme, Francis	Nurse	98,110
Rider, Sheila	Nurse	98,077

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
Year ended December 31, 2020

Name	Position	Compensation \$
Lopez, Joy	Nurse	98,068
Smart, Jessica	Team Manager - Patient Care	97,589
Dawydiuk, Karen	Nurse	97,200
Fisher, Beverly	Nurse	97,157
Overwater, Jillian	Nurse	96,880
Boyce, Maureen	Nurse	96,801
Bomak, Kimberly	Nurse	96,479
Pruden, Lorri A	Nurse	96,460
Koester, Lars	Nurse	96,434
Eyolfson, Karen	Nurse	96,227
Jones, Gina	Nurse	96,098
Naismith, Kevin	Nurse	95,924
Roy, Gisele	Clinical Educator	95,698
Miller, Donna	Nurse	95,155
Licmo, Ruth	Nurse	95,116
Austman, Karen	Nurse	95,090
Kasunic, Renata	Nurse	94,977
Andrews, Susan	Nurse	94,957
Manalo, Marites	Licensed Practical Nurse	94,954
Francisco, Joyce	Nurse	94,920
Kahal, Jaynor	Nurse	94,710
Tuazon, Je-Anne	Nurse	94,531
Froese, Justin	Nurse	94,498
Vong, Jason	Nurse	93,957
Alibin, Louiegina	Nurse	93,939
Perez, Maria	Nurse	93,866
Schaeffer, Anne Marie	Nurse	93,778
Pelagio, Leilani	Nurse	93,539
Henry, Huldah	Nurse	93,497
Artemenko, Vladyslav	Nurse	93,342
Tolentino, Genalin	Nurse	93,204
Johanson, Colleen	Nurse	93,152
Litster, Maria	Nurse	93,140
Mendez, Ma.Victoria	Nurse	93,065
Sta. Ana, Abigail	Licensed Practical Nurse	93,017
Davey, Chilette	Nurse	92,989
Pevie, Melissa	Nurse	92,908
Singh, Nerisha	Nurse	92,865
Taylor, Marlene	Nurse	92,747
Le Blanc, Wayne	Nurse	92,583
Cabaneros, Evelina	Nurse	92,431
Kozera, Tanya	Director - Clinical Services Wellness Institute	92,386
Montecillo, Carla	Nurse	92,255
Kates, Karen	Manager of Initiatives and Education	92,187

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
Year ended December 31, 2020

Name	Position	Compensation \$
Santos, Leslie Rose	Nurse	92,068
Daien, Barbara	Social Worker	91,960
Kazuk, Lisa	Nurse	91,959
Nickel, Kimberly	Clinical Educator	91,850
Golembioski, Patricia	Nurse	91,835
Zarrillo, Melanie	Nurse	91,438
Cohen, Amber	Nurse	91,306
Zacharias, Darlene	Nurse	90,963
Reclusado, Concepcion	Nurse	90,600
Ancheta, Adrian	Nurse	90,555
Johnston, Lorraine	Nurse	90,495
Dellipizzi, Lisa	Nurse	90,433
Marcial, Jillaine	Nurse	90,299
Lam, Mavis	Clinical Dietitian Prof Lead	90,215
Pidchuk, Nataliya	Nurse	90,187
Federau, Helen	Nurse	90,154
Holowachuk, Dana	Nurse	90,147
Kondracki, Alice	Nurse	89,991
Lanuza, Ivy	Nurse	89,314
Buan, Armela	Manager - Patient Care - Facility	89,053
Joseph, Breanne	Nurse	89,002
Fors, Andrea	Nurse	88,891
Salapata, Lyubov	Nurse	88,690
Bulatao, Donna	Nurse	88,260
Hryniuk, Martha	Social Worker	88,113
Valderama, Joma Lindley	Nurse	87,982
Raposo, Jennifer	Nurse	87,867
D'Andrea, Athena	Nurse	87,711
Ahmed, Tousif	Nurse	87,696
Bourque, Kirsten	Team Manager - Patient Care	87,587
Adamkowicz, Elizabeth	Physiotherapist - Cardiac Rehab	87,556
Ordonez, Teodora	Health Care Aide	86,996
St. George, Kerry	Physiotherapist - Work Injury Prog	86,915
Dullat, Balwinder	Nurse	86,911
Bourbonniere, Shauna	Occupational Therapist - Work Injury Program	86,543
Pineda, Josephine	Nurse	86,394
Cleaver, Theresa	Social Worker	86,365
Craig, Ruth-Anne	Social Worker	86,299
Ruday, Elena	Nurse	86,097
Born, Fernilee	Physiotherapist	85,610
Le Sage, Pamela	Nurse	85,237
De Lasan-Galvan, Ruby Anne	Nurse	85,163
Victor, Paul Vincent	Nurse	84,772
Rodriguez, Soledad	Licensed Practical Nurse	84,647

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
Year ended December 31, 2020

Name	Position	Compensation \$
McKenzie, Lori	Consultant - Wound & Skin	84,307
Marquez, Vivian	Nurse	84,046
Silva, Liudmyla	Nurse	83,966
Otten, Meagan	Nurse	83,851
Montgomery, Mary	Occupational Therapist	83,839
Harrysingh, Cameella	Occupational Therapist	83,792
Stetski, Sarah	Physiotherapist	83,792
Rempel, Angela	Occupational Therapist	83,792
Hudson, Elisa	Physiotherapist	83,792
Zenert, Alana	Occupational Therapist	83,792
Nguyen, Chloe	Occupational Therapist	83,786
Jordaan, Vida	Physiotherapist	83,782
Zabloski, Cathy	Occupational Therapist	83,732
Alexander, Joelle	Nurse	83,714
Kemp, Janine	Nurse	83,500
Fernandes, Raquel	General Duty Respiratory Therapist	83,404
Lee, Amy	Nurse	83,332
Sumabon, Tony	Licensed Practical Nurse	82,704
Parsons, Gerald	Power Engineer	82,671
Ballantyne, Karren	Licensed Practical Nurse	82,463
Biggs, Candace	Licensed Practical Nurse	82,410
Cote-Grutza, Matthias	Electronic Technologist - Dialysis	82,147
Booy, Heather	Nurse	82,117
Estocapio, Fe	Nurse	82,052
Proctor, Mina	Nurse	81,988
Fillmore-Handlon, Charlie	Physiotherapist	81,791
Yegorov, Anatoliy	Power Engineer	81,615
Pineda, Clifford	Nurse	81,468
McEwen, Catherine	Nurse	81,355
Sacher, Kristine	Nurse	81,336
Soja, Leanna	Nurse	81,285
Barroso, Melissa	Nurse	81,147
Kwapiszewski, Krzysztof	Licensed Practical Nurse	81,138
Brereton, Darren	Director - Health & Fitness	81,115
Hugill, Philip	Power Engineer	81,096
Patu, Jamie	Nurse	80,992
Bourgeois, Patricia	Nurse	80,971
Navarro, Normann	Licensed Practical Nurse	80,857
Ugay, Rainier Angelo	Nurse	80,833
Chap, SOPHA	Nurse	80,823
Gray, Maelanny	Nurse	80,539
Scerbo, Linda	Clinical Dietitian	80,414
Bazinet, Tara	Licensed Practical Nurse	80,229
Ayana, Daniel	Nurse	80,119

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
Year ended December 31, 2020

Name	Position	Compensation \$
Stefanyshen, Patricia	Occupational Therapist	80,027
Hnatiuk, Jason	Electronic Technologist - Dialysis	80,019
Bakos, Shelagh	Nurse	79,767
Garcia, Karen	Nurse	79,763
Salazar, Kim	Electronic Technologist - Dialysis	79,667
Jolicoeur, Mike	Licensed Practical Nurse	79,619
Desilets, Jill	Director - Membership & Operations	79,527
Cook, Kelly	Social Worker (BSW)	79,334
Hopko, Karen	Physiotherapist - Work Injury Program	79,211
Snare, George	Protection Services Officer	79,139
Futros, Bonnie	Nurse	79,131
Olais, Susan	Nurse	79,084
Little, Laura	Nurse	78,755
Quero, Aubry	Nurse	78,660
Yabut, Jennifer	Nurse	78,553
Galang, Randy	Nurse	78,548
Billan, Theresa	Nurse	78,476
Antonchuk, Karen	Clinical Dietitian	78,364
Dela Cruz, Ann-sherlee	Licensed Practical Nurse	78,215
Taylor, Robyn	Occupational Therapist	78,151
McMath, Tricia	Licensed Practical Nurse	77,607
Creek Newman, Laura	Clinical Dietitian	77,556
Lavallee, Brenden	Protection Services Officer	77,425
Fitzsimmons, Andrea	Clinical Dietitian	77,353
De Smedt, Heather	Physiotherapist	77,344
Zhuang, Bowu	Power Engineer	77,327
Berezay, Jennifer	Clinical Dietitian	77,278
Velena, Marilou	Health Care Aide	77,206
Orsulak, Nicolle	Licensed Practical Nurse	77,026
Singh, Maninder	Licensed Practical Nurse	76,956
Jonker, Maria	Nurse	76,944
Villanueva, Ruth	Licensed Practical Nurse	76,937
Adriosula, Junerissa	Licensed Practical Nurse	76,889
Justiniano, Cristeta	Licensed Practical Nurse	76,827
Smythe, Patricia	Licensed Practical Nurse	76,825
Malapitan, Noraliza	Nurse	76,662
Magpantay, Karie	Nurse	76,621
Kavanaugh, Tamara	Nurse	76,221
Whalen, Karin	Director - Community Services	76,123
Panchuk, Gavin	Physiotherapist	76,019
Krahn, Kristin	Manager - H.I.S.	75,838
Brar, Swaranjit	Nurse	75,712
Ferguson, Megan	Social Worker	75,691
Sandau, Gayle	Social Worker	75,576

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
Year ended December 31, 2020

Name	Position	Compensation \$
Hapko, Carol	Licensed Practical Nurse	75,544
Nichol, Christina	Occupational Therapist	75,237
Lee, Kipkouson	Nurse	75,118
James, Delaine	Nurse	75,030
Dossegnaw, Bilen	Licensed Practical Nurse	75,015