

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

SEVEN OAKS GENERAL HOSPITAL

December 31, 2022

Independent Auditor's Report

To the Members of
Seven Oaks General Hospital

Opinion

We have audited the schedule of compensation for the Manitoba Public Sector Compensation Disclosure Act of Seven Oaks General 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 26, 2023

SEVEN OAKS GENERAL HOSPITAL
Schedule of Compensation for the Manitoba
Public Sector Compensation Disclosure Act
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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, 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 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, 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 nil in aggregate; and
 - c. the following officers or employees received total compensation in excess of \$75,000:

Name	Position	Compensation
		\$
McCafferty, Minda	Nurse	192,685
Cruz, Ronald	Nurse	191,622
Frost, Stacey	Nurse	188,213
Elomina, Gemma	Nurse	187,327
Bernal, Dolores	Nurse	186,392
Ruiz, Marivic	Nurse	177,905
Hubar, Jason	Nurse	177,431
Johnston, Thomas	Nurse	174,638
Sidhu, Parveen	Nurse	174,316
Badiuk, Brenda	President & COO	166,022
Otto-Shannon, Kora	Director Health Services	161,020
Boitson, Shauna	Chief Nursing Officer	160,699
Yap, Rachel	Nurse	155,686
Pajarillo, Amelita	Licensed Practical Nurse	152,530
La Rosa, Sheila	Health Care Aide	150,627

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Name	Position	Compensation \$
Salacup, Mirasol	Nurse	150,389
Slawinski, Elizabeth	Nurse	148,092
Kozera, Tanya	Director Health Services	147,546
Dar, Jenny	Health Care Aide	146,263
Fors, Andrea	Nurse	144,745
Velena, Marilou	Health Care Aide	142,673
Garachico, Lilibeth	Nurse	142,122
Reclusado, Concepcion	Nurse	141,728
Basaran, Jaymee Lyn	Nurse	140,800
Geronimo, Clarissa	Nurse	140,298
Isip, Dorette	Nurse	139,637
Lopez, Joy	Nurse	136,846
Mendoza, Iesen	Nurse	136,798
Zielinski, Urszula	Nurse	135,639
Christiansen, Kim	Nurse	135,638
Demkowycz, Alexandra	Nurse	134,628
Barasi, Concepcion	Nurse	133,140
Watson, Kathy	Licensed Practical Nurse	129,965
Duncalfe, Gloria	Nurse	129,285
Jarvis, Karri-Ann	Director - Human Resources	128,628
Tamondong, Marichu	Nurse	128,471
Dhindsa, Kamaljeet	Nurse	128,470
Symchuk, Peter	Facilities Services Support Lead	128,122
Ugay, Rainier Angelo	Nurse	127,222
Bordios, Rowena	Nurse	126,898
Licup, Cherry	Nurse	126,455
Brar, Harjinder	Team Manager - Patient Care	125,339
Cruz, Rosemarie	Licensed Practical Nurse	125,216
Low, David	Manager - Patient Care - Facility	124,973
Smith, Betty	Team Manager - Patient Care	124,549
Federsel, Sarah	Team Manager - Patient Care	124,042
Stothers, Joanne	Team Manager - Patient Care	123,490
Rivera, Imelda	Health Care Aide	123,117
Cruz, Darlene	Nurse	123,038
Mogatas, Benilda	Nurse	122,180
Semkiw, Eva	Nurse	122,020
Huhtala, Crystal	Team Manager - Patient Care	121,957
Aiku, Adegboyega	Director - Material Services SOGH	121,645
Berces, Cecilia	Team Manager - Patient Care	121,638
Camirand, Pauline	Clinical Educator	121,564
Stovin, Deborah	Nurse	121,473
Jefferys, Joanne	Team Manager - Patient Care	120,959

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Name	Position	Compensation \$
Medina, Ansley Gonzales	Nurse	120,719
Licmo, Ruth	Nurse	120,230
Goertzen, Andrea	Clinical Educator	119,533
Labao, Abigail	Nurse	119,416
Brambilla, Melissa	Nurse	119,321
Snare, George	Protection Services Officer	118,912
Lomatski, Beverly	Manager - Therapeutic Services	118,287
Devlin, William	Nurse	117,284
Ridley, Cyndi	Team Manager - Patient Care	116,644
Jones, Gina	Nurse	116,396
Paranga, Arly	Health Care Aide	116,283
Andrews, Susan	Nurse	116,176
Lavallee, Brenden	Protection Services Officer	115,321
Cabanting, Charito	Nurse	115,047
Hoy, Shannon	Nurse	114,961
Alibin, Louiegina	Nurse	114,307
Rattai, Mike	Clinical Educator	113,994
Donnelly, Katherine	Nurse	113,787
Palidwor, Jodi	General Duty Respiratory Therapist	113,334
Lafrenais, Michelle	Nurse	112,641
Claudio, Judith	Nurse	112,227
Bacani, Jano	Licensed Practical Nurse	111,855
Dullat, Balwinder	Nurse	111,836
Munoz, Monina	Nurse	111,737
Rongavilla, Melisa	Clinical Instructor	111,161
Pineda, Josephine	Nurse	111,110
Vallejo, Jazsmin	Nurse	111,077
Nickel, Kimberly	Team Manager - Patient Care	110,843
Kowerko, Jennifer	Nurse	110,684
Vautour, Sherri	Clinical Service Leader	110,468
Patu, Jamie	Nurse	110,448
Dizon-Valencia, Bienvenida	Nurse	110,318
Manalo, Marites	Licensed Practical Nurse	110,146
Ocampo, Maurina	Nurse	109,966
Henson, Chris	Nurse	109,864
Fisher, Beverly	Nurse	109,472
Koslowsky, Laura	Team Manager - Patient Care	109,344
Rai, Amandeep	Clinical Educator	109,139
Dawydiuk, Karen	Nurse	109,089
De Leon, Liezel	Nurse	108,987
Holowachuk, Dana	Nurse	108,900
Artemenko, Vladyslav	Nurse	108,701

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Name	Position	Compensation \$
Rider, Sheila	Nurse	108,682
Litster, Maria	Nurse	108,409
Le Sage, Pamela	Nurse	108,325
Swainson, Brook	CSL Speech Lang Pathologist	107,790
Nguyen, Kim	Nurse	107,347
Jarme, Francis	Nurse	107,245
Valmeo, Rhodalyne	Nurse	107,162
Miller, Donna	Nurse	106,615
Otten, Meagan	Nurse	106,313
Sanchez, Julian	Nurse	106,131
Salapata, Lyubov	Nurse	106,130
De Lasan-Galvan, Ruby Anne	Nurse	106,094
Coronado, Rose	Nurse	106,017
Overwater, Jillian	Nurse	105,972
Francisco, Joyce	Nurse	105,569
Perez, Maria	Nurse	105,261
Rodriguez, Soledad	Licensed Practical Nurse	105,202
Schmidt, Michael	Nurse	105,119
Augustowich, Kimberly	Nurse	104,845
Ramones, Melissa	Health Care Aide	104,791
Wazney, Jennifer	Nurse	104,759
Le Blanc, Wayne	Nurse	104,197
Zacharias, Darlene	Nurse	104,150
Davey, Chilette	Nurse	104,086
Jonker, Maria	Nurse	104,029
Roy, Gisele	Clinical Educator	103,949
Koester, Lars	Nurse	103,875
Naismith, Kevin	Nurse	103,697
Victor, Paul Vincent	Nurse	103,605
Vong, Jason	Nurse	103,525
Andriano, Ann	Nurse	103,444
Boyce, Maureen	Nurse	103,263
Tuazon, Je-Anne	Nurse	103,060
Fernandez, Carmi	Licensed Practical Nurse	102,909
Mallari, Hervin	Nurse	102,887
Plaetinck, Robert	Speech-Language Pathologist	102,777
Johanson, Colleen	Nurse	102,494
Abejuela, Margarita	Licensed Practical Nurse	101,831
Bulatao, Donna	Nurse	101,828
Buhler, Heloise	Director Health Services	101,718
Arlante, Donna	Nurse	101,688
Orellana, Yamileth	Nurse	101,058

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Name	Position	Compensation \$
Stobbe, Glen	Nurse	100,614
Kainth, Ramanpreet	Nurse	100,261
Jordanova, Zaklina	Nurse	100,010
Adriosula, Junerissa	Licensed Practical Nurse	99,988
Futros, Bonnie	Nurse	99,623
Drystek, Edin	Licensed Practical Nurse	99,187
Santos, Leslie Rose	Nurse	99,058
Manzano, Mary	Manager - Patient Care - Facility	98,539
Barley, Giulia	Program Director - SOGH	98,535
D'Andrea, Athena	Nurse	98,278
Dziedzic, Tracy	Nurse	98,111
Phase, Carla	Nurse	98,013
Pangan, Renato	Health Care Aide	98,011
Kwapiszewski, Krzysztof	Licensed Practical Nurse	97,401
Little, Laura	Nurse	97,151
Hudson, Elisa	Manager of Rehabilitation Services	97,149
Kuz, Joanne	Nurse	97,112
Diona, Dolores	Health Care Aide	97,059
Desilets, Jill	Manager Operations	96,375
Zarrillo, Melanie	Clinical Educator	95,992
Ramones, Noli	Health Care Aide	95,788
Armamento, Meda	Health Care Aide	95,742
Raposo, Jennifer	Nurse	95,739
Blais, Chris	Manager - Facility Services	95,662
Taylor, Marlene	Nurse	95,472
Lee, Amy	Nurse	95,189
Clorina, Lourdes	Health Care Aide	94,933
Olais, Susan	Nurse	94,673
Montoya, Odessa	Health Care Aide	94,223
Kondracki, Alice	Nurse	94,107
Yabut, Jennifer	Nurse	94,092
Pelagio, Leilani	Nurse	93,859
Charles-Friesen, Robyn	Nurse	93,850
Zhuang, Bowu	3rd Class Power Engineer	93,800
Malapitan, Noraliza	Nurse	93,790
Leschyshyn, Donna	Unit Clerk	93,787
Kahal, Jaynor	Nurse	93,774
Austria, Anna Malda	Nurse	93,696
Sandhu, Rajvinder	Licensed Practical Nurse	92,585
Quero, Aubry	Nurse	91,883
Borbajo, Danilo	Health Care Aide	91,354
Kemp, Janine	Nurse	91,175

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Name	Position	Compensation \$
Cohen, Amber	Nurse	91,121
Pandher, Gaganpreet	Nurse	91,095
Tolentino, Genalin	Nurse	91,076
Pangan, Cathleen Mae	Nurse	90,949
Dela Cruz, Pamela May	Nurse	90,817
Garcia, Karen	Nurse	90,784
Cousins, Denise	Nurse	90,678
Hepner, Nicole	Nurse	90,439
Yegorov, Anatoliy	3rd Class Power Engineer	90,423
Berces, Cynthia	Health Care Aide	90,277
Parsons, Gerald	3rd Class Power Engineer	90,272
Orsulak, Nicolle	Licensed Practical Nurse	90,205
Bakos, Shelagh	Nurse	90,122
Balbin, Ann-Lou	Nurse	90,100
Nierva, Abe Gaile	Nurse	90,065
Galicia, Ester	Health Care Aide	89,717
Whalen, Karin	Director - Community Services SOGH	89,519
Lanuza, Ivy	Nurse	89,441
Kraynyk, Lacey	Nurse	89,396
Pineda, Clifford	Nurse	89,352
Langan, Tannis	Nurse	89,145
Brar, Gurbinder	Nurse	89,067
Sargent, Shelley	Manager Clinical Serv Wellness Institute	89,047
Justiniano, Cristeta	Licensed Practical Nurse	88,938
Biggs, Candace	Licensed Practical Nurse	88,760
Layacan, Andrew	Nurse	88,157
Magpantay, Karie	Nurse	88,041
Devlin, Laura	Clinical Service Leader - Social Work	87,857
Sulkers, Christopher	Electrician (Journeyman)	87,677
Legaspi, Loralyn	Clinical Educator	87,676
Federau, Helen	Nurse	87,482
Want, Jim	Mechanic - Refrigeration	87,348
Okaley, Darrell	3rd Class Power Engineer	87,340
St. George, Kerry	Clinical Service Leader - PT	87,327
Ulep, Elaine	Nurse	87,164
Hapko, Carol	Licensed Practical Nurse	87,130
Derlago, Ashley	Manager Health & Fitness SOGH	87,125
Proctor, Mina	Nurse	86,928
Cunanan, Rosalyn	Nurse	86,731
Bourgeois, Patricia	Nurse	86,354
Ocon, Sheryl	Nurse	86,265
Alimbuyao, Liezl	Nurse	85,367

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Name	Position	Compensation \$
Hugill, Philip	3rd Class Power Engineer	85,264
Adamkowicz, Elizabeth	Physiotherapist - Cardiac Rehab	85,244
Craig, Ruth-Anne	Social Worker	85,110
Cleaver, Theresa	Social Worker	85,016
Laya, Ma. Danielle	Nurse	84,976
Poworski, Natasha	Nurse	84,934
Hryniuk, Martha	Social Worker	84,920
Stetski, Sarah	Physiotherapist	84,743
Chap, Sopha	Nurse	84,740
Rino, Amelia	Unit Clerk	84,660
Tan, Jon	Protection Services Officer 1	84,629
Barnett, Scott	Plumber	84,590
Joseph, Anthony	Electronic Technician	84,550
Cass, Allison	Nurse	84,388
Taylor, Robyn	Occupational Therapist	84,368
Peleck, Kristen	General Duty Respiratory Therapist	84,070
Dela Cruz, Ann-sherlee	Nurse	83,932
Stefanyshen, Patricia	Occupational Therapist	83,832
Oczon, Analyn	Nurse	83,810
Cochingco, Kimberly	Licensed Practical Nurse	83,662
Montgomery, Mary	Occupational Therapist	83,618
Payawal, Miriam	Nurse	83,567
Bourbonniere, Shauna	Occ Therapist - Work Injury Prog PIO	83,290
Prieto, Hestia	Nurse	83,141
Brady, Erin	Nurse	83,121
Yadao, Maridel	Nurse	83,110
Zabloski, Cathy	Occupational Therapist	83,093
Jimenez, Arlene	Health Care Aide	83,092
Jolicoeur, Mike	Licensed Practical Nurse	82,982
Tobiagon, Analiza	Licensed Practical Nurse	82,968
Couvier, Erin	Nurse	82,884
Rempel, Angela	Occupational Therapist	82,686
Sacher, Kristine	Nurse	82,673
Bonkowski, Shaun	Licensed Practical Nurse	82,377
St. Denis, Mark	3rd Class Power Engineer	82,370
Nartates, Marissa	Unit Clerk	82,331
Candelaria, Crissa Marie	Nurse	82,320
Desaulniers, Angelina	Manager - Food Services	82,267
Zenert, Alana	Occupational Therapist	82,138
Pevie, Melissa	Nurse	81,936
Giang, Henry	Nurse	81,926
Requinta, Kathrine	Nurse	81,245

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Name	Position	Compensation \$
Harrysingh, Cameella	Occupational Therapist	81,164
Zerr, Melissa	Nurse	81,051
Byrne, Kevin	Nurse	81,022
Middleton, Laura	Supervisor - Cleaning Services	80,559
Sharma, Deep	Health Care Aide	80,400
Fernandes, Raquel	General Duty Respiratory Therapist	80,333
Marcial, Jillaine	Nurse	80,243
Navarro, Normann	Nurse	80,232
Bernauer, Melissa	Physiotherapist	80,122
Ylaya, Ana	Licensed Practical Nurse	80,024
Berezay, Jennifer	Clinical Dietitian Prof Lead	79,993
Epp, Charlene	Social Worker	79,927
Buhain, Rochelle	Nurse	79,823
Sandau, Gayle	Social Worker	79,820
Montes, Josephine	Health Care Aide	79,742
Cook, Kelly	Social Worker	79,732
Hearty, Ryan	Nurse	79,587
Paulsen, Megan	Nurse	79,440
Jonson, Marc	Nurse	79,406
Serpa, Dina	Protection Services Officer 1	79,384
Antonchuk, Karen	Clinical Dietitian	79,106
Campbell, Suzanne	Nurse	79,091
Hopko, Karen	Physiotherapist - Work Injury Prog	79,047
Soja, Leanna	Nurse	78,951
Fredette, Brenda	Nurse	78,935
Kachanoski, Darin	Communications & Technology Associate	78,865
Galovics, Sandra	Nurse	78,797
Kowalyshyn, Xenia	Nurse	78,774
Froese, Justin	Nurse	78,698
Sumabon, Tony	Licensed Practical Nurse	78,655
Pariseau, Stephan	Occupational Therapist	78,443
La Guardia, Carmelo	Nurse	78,352
Valderama-Lepana, Carina	Nurse	78,306
Craven, Maria	Health Care Aide	77,955
Di Nella, Filomena	Executive Assistant	77,574
Lee, Kipkouson	Nurse	77,558
Stefanski, Adrianna	Nurse	77,240
Ambalina, Lowela	Licensed Practical Nurse	76,904
Parinas, Richard	Supervisor - Equipment & Supplies	76,786
Eadie, Cindy	Nurse	76,610
Munoz, Josephine	Health Care Aide	76,514
McKenzie, Lori	Consultant - Wound & Skin	76,277

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Name	Position	Compensation \$
Scerbo, Linda	Clinical Dietitian	76,070
Sousa, Loretta	Nurse	75,935
Bilinski, Rachel	Staffing Clerk	75,866
Fitzsimmons, Andrea	Clinical Dietitian	75,838
Brereton, Darren	Director - Health & Fitness SOGH	75,793
Henson, Pamela	Nurse	75,679
Fillmore-Handlon, Charlie	Physiotherapist	75,639
Creek Newman, Laura	Clinical Dietitian	75,638
Demchenko, Alexandra	Nurse	75,618
Lizak, Kathy	Nurse	75,613
Marinas, Lenida	Physiotherapist	75,466
Tavares, Ermelinda	Health Care Aide	75,317
Jekielek, Agata	Health Care Aide	75,258
Williams, Tammy	Registration Clerk	75,243