

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

SEVEN OAKS GENERAL HOSPITAL

December 31, 2023

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, 2023 (the "schedule").

In our opinion, the financial information in the schedule of the Hospital for the year ended December 31, 2023 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 19, 2024

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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, 2023. 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 \$85,000 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 \$85,000 or more.
2. For the year ended December 31, 2023:
 - a. there were no members of the Board of Directors or Audit Committee receiving compensation in excess of \$85,000 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 \$85,000:

Name	Position	Compensation \$
Japson, Noemi	Licensed Practical Nurse	228,385
Johnston, Thomas	Nurse	224,799
Badiuk, Brenda	President & COO	195,478
Frost, Stacey	Nurse	194,581
Elomina, Gemma	Nurse	190,201
Bernal, Dolores	Nurse	189,613
McCafferty, Minda	Nurse	184,168
Cruz, Ronald	Nurse	184,098
Sidhu, Parveen	Nurse	176,469
Geronimo, Clarissa	Nurse	172,788
Ruiz, Marivic	Nurse	169,638
Hubar, Jason	Nurse	168,093
Dar, Jenny	Health Care Aide	165,212
Slawinski, Elizabeth	Nurse	160,969
La Rosa, Sheila	Health Care Aide	158,244

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Barasi, Concepcion	Nurse	158,145
Mogatas, Benilda	Nurse	154,832
Jarvis, Karri-Ann	Director - Human Resources	152,719
Pidchuk, Nataliya	Nurse	149,210
Mallari, Hervin	Nurse	149,179
Rongavilla, Melisa	Clinical Instructor	149,065
Labao, Abigail	Nurse	148,381
Palidwor, Jodi	General Duty Respiratory Therapist	147,613
Yap, Rachel	Nurse	146,758
Boitson, Shauna	Chief Nursing Officer	143,767
Munoz, Monina	Nurse	140,645
Dhindsa, Kamaljeet	Nurse	140,268
Otto-Shannon, Kora	Director Health Services	140,028
Garachico, Lilibeth	Nurse	139,786
Reclusado, Concepcion	Nurse	139,595
Plaetinck, Robert	Speech-Language Pathologist	137,587
Swainson, Brook	CSL Speech Lang Pathologist	137,581
Isip, Dorette	Nurse	136,915
Pajarillo, Amelita	Licensed Practical Nurse	136,305
Ilagan, Renz	Health Care Aide	136,256
Lopez, Joy	Nurse	136,221
Snare, George	Protection Services Officer	136,101
Bacani, Jano	Nurse	135,086
Fors, Andrea	Nurse	134,993
Licup, Cherry	Nurse	133,237
Buhler, Heloise	Director Health Services	132,942
Cruz, Darlene	Nurse	132,893
Watson, Kathy	Licensed Practical Nurse	132,350
Dela Cruz, Rachelle	Nurse	132,287
Mendoza, Iesen	Nurse	131,866
Cabanting, Charito	Nurse	131,425
Stobbe, Glen	Nurse	130,981
Berces, Cecilia	Manager Health Services	130,904
Alibin, Louiegina	Nurse	130,798
Velena, Marilou	Health Care Aide	129,432
Andrews, Susan	Nurse	129,343
Claudio, Judith	Nurse	128,933
Camirand, Pauline	Clinical Educator	128,700
Smith, Betty	Manager Health Services	128,621
Lanuza, Ivy	Nurse	128,216
Low, David	Manager - Patient Care - Facility	128,136
Vallejo, Jazsmin	Nurse	127,970

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Name	Position	Compensation \$
Ugay, Rainier Angelo	Nurse	127,841
Federsel, Sarah	Manager Health Services	127,037
Stothers, Joanne	Manager Health Services	127,036
Demkowycz, Alexandra	Nurse	126,972
Huhtala, Crystal	Manager Health Services	126,539
Bordios, Rowena	Nurse	126,047
Ridley, Cyndi	Manager Health Services	125,762
Brambilla, Melissa	Nurse	125,703
Vautour, Sherri	Clinical Service Leader	125,611
Basaran, Jaymee Lyn	Nurse	125,199
Medina, Ansley Gonzales	Nurse	125,003
Bulatao, Donna	Nurse	124,836
Buan, Armela	Manager - Patient Care - Facility	124,712
Christiansen, Kim	Nurse	124,048
Devlin, William	Nurse	123,366
Brar, Harjinder	Manager Health Services	122,232
Fontaine, Janice	Nurse	121,899
Patu, Jamie	Nurse	121,786
Reynoso-Flood, Maria Victoria	Nurse	121,315
Zielinski, Urszula	Nurse	121,298
Nickel, Kimberly	Manager Health Services	119,895
Demchenko, Alexandra	Nurse	119,519
Fisher, Beverly	Nurse	118,836
Semkiw, Eva	Nurse	118,725
Symchuk, Peter	Facilities Services Support Lead	118,664
Dziedzic, Tracy	Nurse	118,472
Koslowsky, Laura	Manager Health Services	118,178
Tamondong, Marichu	Nurse	117,880
Goertzen, Andrea	Clinical Educator	117,759
Berces, Cynthia	Health Care Aide	117,607
Ocampo, Maurina	Nurse	117,551
Rai, Amandeep	Manager Health Services	117,514
St. George, Kerry	Clinical Service Leader	117,235
Giordmaina, Chantale	Nurse	117,032
Adriosula, Junerissa	Licensed Practical Nurse	116,483
Litster, Maria	Nurse	115,968
Rodriguez, Soledad	Licensed Practical Nurse	115,961
Henson, Chris	Nurse	115,866
Francisco, Joyce	Nurse	115,510
Brar, Gurbinder	Nurse	115,382
Weedmark, Bryce	General Duty Respiratory Therapist	115,357
Duncalfe, Gloria	Nurse	115,333

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Name	Position	Compensation \$
Panchuk, Gavin	Physiotherapist	114,861
Paranga, Arly	Health Care Aide	114,731
Lomatski, Beverly	Manager Health Services	114,548
Elphick, Julieta	Nurse	114,352
Rider, Sheila	Nurse	114,124
Pineda, Josephine	Nurse	114,023
Hoy, Shannon	Manager Health Services	113,499
Jarme, Francis	Nurse	113,229
Rattai, Mike	Clinical Educator	113,226
Kainth, Ramanpreet	Nurse	112,287
Langan, Tannis	Nurse	112,173
Le Sage, Pamela	Nurse	112,099
Johanson, Colleen	Nurse	112,052
Quero, Aubry	Nurse	112,049
Abejuela, Margarita	Licensed Practical Nurse	111,426
Baldevas, Josephine	Nurse	111,295
Hryniuk, Martha	Social Worker	111,286
Overwater, Jillian	Nurse	110,904
Tuazon, Je-Anne	Nurse	110,779
Rivera, Imelda	Health Care Aide	110,709
Naismith, Kevin	Nurse	110,543
Gibson, Lisa	Clinical Service Leader-Chronic Disease	110,335
Cruz, Rosemarie	Licensed Practical Nurse	110,271
Adamkowicz, Elizabeth	Physiotherapist -Cardiac Rehab	110,181
Antonchuk, Karen	Clinical Dietitian	110,155
Miller, Donna	Nurse	109,915
Vong, Jason	Nurse	109,716
Fitzsimmons, Andrea	Clinical Dietitian	109,678
Winnemuller, Jacqueline	General Duty Respiratory Therapist	109,447
Craig, Ruth-Anne	Social Worker	109,439
Stovin, Deborah	Nurse	109,248
Le Blanc, Wayne	Nurse	109,102
Bourbonniere, Shauna	Occ Therapist - Work Injury Prog	108,959
Barley, Giulia	Director Health Services	108,785
Futros, Bonnie	Nurse	108,720
Davey, Chilette	Nurse	108,428
Cleaver, Theresa	Social Worker	108,381
Jones, Gina	Nurse	108,274
Donnelly, Katherine	Nurse	108,195
Harrysingh, Cameella	Occupational Therapist	107,365
Hudson, Elisa	Manager Health Services	107,298
Mackus-Augusto, Kelly	Nurse	107,294

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Name	Position	Compensation \$
Schmidt, Michael	Nurse	107,292
Dullat, Balwinder	Nurse	107,267
De Leon, Liezel	Nurse	107,167
Stetski, Sarah	Physiotherapist	107,139
Rempel, Angela	Occupational Therapist	107,134
Zenert, Alana	Occupational Therapist	106,843
Valmeo, Rhodalyne	Nurse	106,790
Stefanyshen, Patricia	Occupational Therapist	106,735
Peleck, Kristen	General Duty Respiratory Therapist	106,653
Devlin, Laura	Clinical Service Leader - Social Work	106,614
Orellana, Yamileth	Nurse	106,592
Otten, Meagan	Nurse	106,472
Manalo, Marites	Licensed Practical Nurse	106,411
Zabloski, Cathy	Occupational Therapist	106,403
Small, Jim	Operations Support Specialist	106,249
Drystek, Edin	Licensed Practical Nurse	106,236
Cunanan, Rosalyn	Nurse	106,172
Kowerko, Jennifer	Nurse	105,713
Fillmore-Handlon, Charlie	Physiotherapist	105,683
Fontaine, Dennis	Nurse	105,433
Fernandes, Raquel	General Duty Respiratory Therapist	105,276
Coronado, Rose	Nurse	105,180
Malapitan, Noraliza	Nurse	105,161
Perez, Maria	Nurse	105,121
Pariseau, Stephan	Occupational Therapist	105,054
Holowachuk, Dana	Nurse	104,815
Santos, Leslie Rose	Nurse	104,781
Berezay, Jennifer	Clinical Site Lead - Clinical Nutrition	104,723
Pandher, Gaganpreet	Nurse	104,708
Olais, Susan	Nurse	104,603
Ramones, Noli	Health Care Aide	104,489
Bernier, Crystal	Clinical Dietitian	104,417
Cook, Kelly	Social Worker	104,411
Abad, Lourdes Anne	Nurse	104,202
Jonker, Maria	Nurse	104,128
Nguyen, Kim	Nurse	104,048
Koester, Lars	Nurse	103,955
Taylor, Robyn	Occupational Therapist	103,818
Dizon-Valencia, Bienvenida	Nurse	103,599
Salapata, Lyubov	Nurse	103,484
Cohen, Amber	Nurse	103,065
Zacharias, Darlene	Nurse	102,924

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Name	Position	Compensation \$
Castro, Princess	Licensed Practical Nurse	102,884
Bernauer, Melissa	Physiotherapist	102,851
Cabaguio, Michael	Physiotherapist	102,517
Cadiz, Oneal	Nurse	102,271
Armamento, Meda	Health Care Aide	102,208
Pachal, Tom	Manager Clinical Serv Wellness Institute	101,727
Lasi, Babilyn	Nurse	101,025
Montoya, Odessa	Dialysis Aide	100,779
Kwapiszewski, Krzysztof	Licensed Practical Nurse	100,755
Jordanova, Zaklina	Nurse	100,268
Epp, Charlene	Social Worker	100,008
Ramones, Melissa	Health Care Aide	99,729
Montes, Josephine	Health Care Aide	99,724
Gutowski, Troy	Nurse	99,533
Hopko, Karen	Physiotherapist - Work Injury Prog	99,057
Taylor, Marlene	Nurse	98,993
Laya, Ma. Danielle	Nurse	98,809
Orsulak, Nicolle	Licensed Practical Nurse	98,346
Raposo, Jennifer	Nurse	98,275
Kondracki, Alice	Nurse	98,272
Fehr, Allen	General Duty Respiratory Therapist	97,926
Roy, Gisele	Clinical Educator	97,805
Augustowich, Kimberly	Nurse	97,771
Zhuang, Bowu	3rd Class Power Engineer	97,486
Leschyshyn, Donna	Unit Clerk	97,357
Parsons, Gerald	3rd Class Power Engineer	97,131
Bobrowich, Sheri	Clinical Dietitian	96,427
Pelagio, Leilani	Nurse	96,350
Sandau, Gayle	Social Worker	96,214
Marinas, Lenida	Physiotherapist	96,193
Nichol, Christina	Occupational Therapist	95,734
Blais, Chris	Manager - Facility Services	95,519
Zarrillo, Melanie	Clinical Educator	94,786
Clorina, Lourdes	Health Care Aide	94,685
Alimbuyao, Liezl	Nurse	94,515
Layacan, Andrew	Nurse	94,365
Bakos, Shelagh	Nurse	94,314
Modha, Alka	Licensed Practical Nurse	93,762
Payawal, Miriam	Nurse	93,506
Lally, Harpreet Kaur	Licensed Practical Nurse	92,944
De Smedt, Heather	Physiotherapist	92,801
Kazuk, Lisa	Nurse	92,757

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Name	Position	Compensation \$
King, Breanne	Nurse	92,682
Finlay, Matthew	Physiotherapist	92,657
Majul-Ibarra, Michele	Director - Human Resources	92,612
Hepner, Nicole	Nurse	92,341
Legaspi, Loralyn	Clinical Educator	92,248
Charles-Friesen, Robyn	Nurse	91,122
Ziprick, Miranda	Nurse	91,013
Sharma, Deep	Health Care Aide	90,876
Okaley, Darrell	3rd Class Power Engineer	90,682
Alcantara, Iris	Nurse	90,675
Ambalina, Lowela	Licensed Practical Nurse	90,542
Yabut, Jennifer	Nurse	90,464
Dawydiuk, Karen	Nurse	90,406
Cousins, Denise	Nurse	90,310
Cass, Allison	Nurse	90,063
D'Andrea, Athena	Nurse	89,971
Pangan, Renato	Health Care Aide	89,844
Jimenez, Arlene	Health Care Aide	89,714
Yadao, Maridel	Nurse	89,310
Tablang, Gigi	Senior Financial Analyst	89,236
Flora, Analiza	Health Care Aide	89,175
Artemenko, Vladyslav	Nurse	89,142
Bosowec, Marissa	Physiotherapist	89,139
Magpantay, Karie	Nurse	89,078
Sandhu, Rajvinder	Licensed Practical Nurse	88,974
Pangan, Cathleen Mae	Nurse	88,927
Wazney, Jennifer	Nurse	88,919
Justiniano, Cristeta	Licensed Practical Nurse	88,778
Lantaco, Rhoda	Nurse	88,775
Craven, Maria	Health Care Aide	88,739
Shachtay, Lindsey	Nurse	88,235
Bainard, Grant	Physiotherapist	88,096
Sidhu, Avtar	Protection Services Officer	88,086
Brady, Erin	Nurse	88,059
Yegorov, Anatoliy	3rd Class Power Engineer	87,158
Bhatt, Mayank	Physiotherapist	87,085
Cruz, Buen Kenneth	Nurse	87,061
Marriott, Lise	Social Worker	86,991
Munoz, Josephine	Health Care Aide	86,854
Fisher, Tamara	Nurse	86,818
Matthewman, Macey	Nurse	86,783
Galicia, Ester	Health Care Aide	86,726

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Name	Position	Compensation \$
Jolicoeur, Mike	Licensed Practical Nurse	86,392
Gautam, Rajandeep	Nurse	86,147
Gill, Jasdeep	3rd Class Power Engineer	86,024
Buhain, Rochelle	Nurse	85,922
Serpa, Dina	Protection Services Officer	85,624
Valderama, Joma Lindley	Nurse	85,576
Bonkowski, Shaun	Licensed Practical Nurse	85,569
Garcia, Karen	Nurse	85,493
Desilets, Jill	Manager Operations	85,489
Soja, Leanna	Nurse	85,322
Corto, Mark Joseph	Nurse	85,267
Tobiagon, Analiza	Licensed Practical Nurse	85,140
Sharma, Lovepreet	Nurse	85,117
Bourgeois, Patricia	Nurse	85,031

