



MANITOBA
PUBLIC INSURANCE

SOCIÉTÉ D'ASSURANCE
PUBLIQUE DU MANITOBA

**SCHEDULE OF COMPENSATION
IN ACCORDANCE WITH
THE PUBLIC SECTOR
COMPENSATION DISCLOSURE ACT
TOGETHER WITH AUDITOR'S REPORT**

**FOR THE CALENDAR YEAR ENDED
DECEMBER 31, 2020**

COMPENSATION DISCLOSURE FOR 2020

The Public Sector Compensation Disclosure Act requires Crown Corporations to disclose to the public the total compensation of the Chairperson of the Board, officers and employees who earned \$75,000 or more in a year as well as the aggregate compensation received by the Board of Directors. In compliance with the Act, Manitoba Public Insurance has prepared this disclosure schedule for the year ended December 31, 2020.

For the 2020 income tax year, Manitoba Public Insurance issued 2,120 T4 slips to full-time, part-time and temporary employees and officers. Manitoba Public Insurance had a monthly average of 1,802 employees during 2020. This schedule lists the compensation paid to 727 officers and employees in managerial, technical and professional support positions.

The schedule lists the employees and officers in alphabetical order, along with their position and total compensation. In each case, the most recent position that the employee or officer held during 2020 is given. Total compensation includes the officer's and employee's regular salary, taxable benefits, retiring allowances, retroactive pay, vacation pay and severance pay.

This schedule is available to the public upon request. For additional information, contact our Human Resources Department at 204-985-8770 ext. 7653.



Independent auditor's report

To the Board of Directors of Manitoba Public Insurance Corporation

Our opinion

In our opinion, the accompanying financial information of Manitoba Public Insurance Corporation (the Corporation) for the calendar year ended December 31, 2020 is prepared, in all material respects, in accordance with the basis of preparation as described in the note to the financial information.

What we have audited

The Corporation's financial information comprises the schedule of compensation in accordance with the Public Sector Compensation Disclosure Act of Manitoba for the calendar year ended December 31, 2020 and the note to the financial information, which includes significant accounting policies and other explanatory information.

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 financial information* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Corporation in accordance with the ethical requirements that are relevant to our audit of the financial information in Canada. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Emphasis of matter – basis of accounting and restriction on use

We draw attention to the note to the financial information, which describes the basis of accounting. The financial information is prepared to assist the Corporation to comply with the requirements of the Public Sector Compensation Disclosure Act of Manitoba. As a result, the financial information may not be suitable for another purpose. Our report is intended solely for the Corporation. We neither assume nor accept any responsibility or liability to any other third party in respect of this report. Our opinion is not modified in respect of this matter.

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Responsibilities of management and those charged with governance for the financial information

Management is responsible for the preparation of the financial information in accordance with the basis of preparation as described in the note to the financial information, and for such internal control as management determines is necessary to enable the preparation of financial information that is free from material misstatement, whether due to fraud or error.

In preparing the financial information, management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

Auditor's responsibilities for the audit of the financial information

Our objectives are to obtain reasonable assurance about whether the financial information as a whole 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 financial information, 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 Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or



conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial information or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.

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.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

Winnipeg, Manitoba
June 24, 2021

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Abbott, D	Broker Services Administration Coordinator	82,405
Abraham, A	Manager, IT Service Management	118,163
Adams, S	Sr Case Manager	93,937
Addison, K	Manager, Special Accounts & Subrogation	154,559
Adolphe, L	Assistant Manager, Subrogation & Control	104,926
Agnew, R	Manager, Service Centre (Small)	129,113
Aguilar-Manalo, A	Accountant	82,850
Ahlbaum, C	Product Manager	117,737
Ahmad, A	Environment Coordinator	105,667
Alarie, M	Sr Estimatics Analyst	91,463
Albig, J	Database Administrator	91,750
Alexander, R	Sr Case Manager	87,868
Ali, H	Sr Cyber Security Event Analyst	92,426
Allard, L	Sr Adjuster	78,583
Aluko, F	Supervisor, Accounting	76,690
Amante, C	Supervisor, Contact Centre	77,246
Andersen, G	Director, Injury Claims Management	258,813 *
Anderson, L	Project Control Analyst	87,804
Anderson, L	Case Manager	78,500
Anderson, M	Research Technician	88,557
Andres, R	Supervisor, Rural Service Centre	103,911
Angus, C	Special Investigator	93,506
Arabsky, H	Director, Service Centre Operations	143,539
Arendt, E	Supervisor, Application Services	121,316
Armour, T	Supervisor, Driver Testing	83,350
Armstrong, J	Sr Case Manager	91,634
Arvidson, B	Supervisor, Rural Service Centre	95,759
Asif, S	Analyst	81,522
Audette, R	Analyst	83,592
Awoyemi, O	Data Scientist	92,255
Backstrom, J	Estimatics Coordinator	98,129
Bailer, K	Organizational Development Consultant	97,840
Baker, D	Special Investigator	84,919
Balasubramanian, S	Analyst	78,000
Balmer, R	Supervisor, IT Managed Services	99,984
Bannon, T	Special Investigator	86,709
Baran, T	Supervisor, Driver Testing	79,825
Barbour, M	Supervisor, Accounting	94,331
Barker, D	Manager, Broker Support & Autopac Services	129,276
Barker, R	Digital Learning Specialist	76,260
Barnett, P	Special Advisor	118,029
Barr, B	Estimator - Rural	79,678
Barrault, K	Analyst	83,082
Barrault, S	Supervisor, Accounting	89,341
Bautista, R	Product Owner	85,213
Beaudoin, G	Supervisor, Injury Claims Management	98,897
Beaumont, R	Business Analyst	87,835

<u>Name</u>	<u>Position Title</u>	<u>Compensation</u>	Total
Beckett, D	Program Manager, Project Nova	81,922	
Bell, N	HR Business Partner	86,346	
Bell, R	Fair Practices Analyst	86,457	
Beltran, L	IRI Analyst	87,449	
Bergen, B	Business Process Architect	85,326	
Bernardin, J	Case Manager	80,635	
Bernardin, M	Supervisor, Driver Testing Quality Assurance	82,642	
Bernier, M	Supervisor, Research Technician	94,852	
Beron, D	Medical Fitness Administrator	85,802	
Berry, D	Commercial Specialist	79,818	
Betker, C	Application Services Lead	92,192	
Betker, J	Analyst	87,821	
Betker, M	SME - Sr Project Manager	93,469	
Beyer, A	Legal Counsel 3	78,767	
Bilonozhko, A	Commercial Specialist	82,011	
Birch, G	Manager, Service Centre (Small)	134,165	
Black, C	Vehicle Safety Officer	77,958	
Blackman, J	Medical Fitness Administrator	85,358	
Blain, S	Supervisor, Workforce Management	86,959	
Blerot, G	Case Manager	80,221	
Boblinski, T	Director, Talent & Organizational Development	160,144	
Bodnarchuk, G	Accredited Repair Inspector	85,906	
Bodz, V	Manager, Serious & Long Term Case Management	125,998	
Bohemier, C	Community Relations Specialist	77,752	
Bohonos, M	Supervisor, Customer Service Centre	77,019	
Boitsov, O	Analyst	96,723	
Bouchard, K	Supervisor, Rural Service Centre	83,366	
Bouchard, R	Sr Case Manager	91,875	
Bouchard, R	Estimatics Coordinator	88,887	
Bourgeois, S	Supervisor, Estimating	83,403	
Bourgouin, C	Project Manager	99,249	
Boutet, K	Sr Case Manager	79,764	
Bowering, J	Product Manager	113,925	
Boyd, G	Sr Vendor Management Analyst	86,135	
Brajczuk, K	Injury Mediation Specialist	79,406	
Brannan, S	Supervisor, Technical Communications	82,817	
Braun, K	Testing Analyst	83,094	
Bravi, D	Information Security Architect	132,944	
Breedon, E	Supervisor, Rural Service Centre	97,941	
Briscoe, A	Internal Review Officer	94,346	
Brisson, P	Special Investigator	96,431	
Brooker, D	Research Technician	91,463	
Brown, A	Supervisor, Injury Claims Management	98,673	
Brown, A	Supervisor, Claims	91,831	
Brown, T	Legal Counsel 4	150,821	
Brownlee, H	HR Business Partner	91,533	
Bruce, D	Building Systems Integration Specialist	90,843	
Bruce, G	Adjuster/Driver Examiner	100,869 *	
Bryden, S	Project Manager	89,155	

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Buchan, L	SME - Organizational Change Management Consultant	88,875
Buchanan, M	Organizational Development Consultant	102,017
Buchberger, K	Sr Case Manager	98,026
Buizer, K	Special Investigator	93,090
Bunko, B	Vice President, IT, Business Transformation & CIO	258,355
Bunston, G	Manager, Investments	141,046
Burke, J	Corporate Application Architect	101,616
Burns, D	Product Owner	86,578
Burns, K	IRI Analyst	81,535
Burt, J	Operational Business Champion	248,683 *
Byrnes, J	Associate Database Administrator	75,144
Cabral, L	Internal Review Officer	92,582
Caillier, T	Sr Case Manager	94,096
Caligiuri, C	Sr Vendor Management Analyst	90,101
Cameron, E	Manager, Administrative Services	94,089
Campbell, C	Corporate Controller	125,929 *
Campbell, S	Corporate System Architect	148,909
Carias, H	Payroll Coordinator	105,762
Carriere, M	Supervisor, Salvage Operations	78,525
Carton, V	Supervisor, Underwriting	186,867 *
Castaneda, Y	Supervisor, Data Analytics	92,680
Castro, E	Analyst	87,989
Cawson, M	Driver Records Coordinator	81,658
Charles, D	Commercial Specialist	86,016
Chartrand, M	Sr Case Manager	87,933
Chastko, D	Compensation Analyst	103,113
Chaudhuri, A	Testing Analyst	87,875
Cheadle, A	Sr Road Safety Analyst	92,507
Chen, C	Sr Underwriter	75,512
Chernecki, P	Supervisor, Commercial Estimating	83,036
Cheung, M	SME - Business Analyst	78,838
Chicoine, C	Sr Database Administrator	106,479
Chimuk, D	Director, PDC Claims Operations	259,736 *
Chochinov, C	Assistant Manager, PIPP Support Services	85,967
Cholod, H	IT Operations Administrator	75,664
Chomski, A	Sr Investment Analyst	97,746
Christoph, J	PD Claim Audit Coordinator	101,052
Chuatoco, B	Sr Process Analyst	92,897
Clark, K	Sr Case Manager	89,086
Clarke, K	Deputy Registrar	103,955
Clearwater, T	Actuarial Analyst	89,578
Clemens, D	Supervisor, Communications Infrastructure	120,924
Cooke, R	Accredited Repair Coordinator	80,074
Corley, J	Commercial Specialist	85,738
Cormier, V	Product Manager	99,513
Costa de Albuquerque Meira, T	Sr Regulatory Affairs Specialist	85,054
Cosyns, P	IT Change Management Specialist	87,032
Courchene, S	SME - Business Analyst	76,281
Court, T	Assistant Manager, Special Investigation Unit	104,871

<u>Name</u>	<u>Position Title</u>	Total <u>Compensation</u>
Cowley, T	Assistant Manager, Special Investigation Unit	95,834
Cress, L	Campaign Specialist	75,072
Crittenden, R	Manager, Security Operations Centre	146,696
Crocker, K	Commercial Specialist	84,563
Crocker, W	Shop Relationship Advisor	98,633
Croker, B	Service Centre Representative - City	85,018 *
Crowe, M	Vehicle Safety Officer	75,449
Cruz, R	Sr Vendor Management Analyst	90,415
Cudden, F	IRI Analyst	87,163
Cullen, C	Manager, Service Centre (Large)	125,255
Cupples, J	Sr Case Manager	87,229
Curtaz, J	Product Owner	92,193
Dalman, J	Communications Specialist	80,669
Danais, A	Supervisor, SharePoint & Application Services	114,887
Darragh, L	Sr Legislation Analyst	90,438
Dattero, G	Supervisor, Claims	84,851
Davey, P	Fleet Vehicle Administrator	81,383
Davis, L	HRMS Analyst	75,168
Davis, T	Estimator – City	76,455
Dayman, C	Supervisor, Rural Service Centre	86,653
de Jesus, E	Sr Personal Technologies Systems Support Analyst	104,355
Debeuckelaere, T	Special Investigator	96,872
Decock, T	Supervisor, Claims	91,431
Deluna, D	Customer Relations Officer	81,026
Demianiw, M	Supervisor, Rural Service Centre	96,537
Deogun, A	SharePoint Lead	103,889
Derhak, A	Sr Case Manager	79,086
Dessler, G	Corporate System Architect	182,317
Deveau, Y	French Language Services and Accessibility Coordinator	83,524
Diduch, C	Sr Case Manager	91,920
Dirks, P	Manager, Service Operations Policy & Control	117,857
Dittmar, W	Injury Mediation Specialist	94,683
Dixon, B	Testing Analyst	110,673
Doell, B	Supervisor, Estimating Solutions	87,298
Domish, C	Sr Case Manager	91,573
Donay, M	Supervisor, Contact Centre	77,305
Doskoch, M	Supervisor, Accounting	89,361
Doucette, D	Testing Analyst	86,366
Downie, K	Supervisor, Claims	80,796
Drummond, R	IT Client Services Analyst	76,980
Du, R	Project Cost Analyst	78,289
Ducharme, M	Special Investigator	84,258
Dufault, L	Sr Case Manager	84,875
Duguay, J	Analyst	80,557
Dundas, I	Sr Database Administrator	99,482
Dunlop, D	Registration & Licensing Coordinator	92,719
Dunstone, D	Manager, Reinsurance and Forecasting	131,411
Dunstone, D	Manager, KMS, Technical Writing and Communications	122,925
Durand, B	PDC Claims Operation Analyst	75,993

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Dutka, C	Sr Policy Analyst	92,558
Dvorak, J	Manager, Production Support	135,531
Dyer, G	Analyst	108,900
Eden, C	Manager, Road Safety Program Development	123,856
Edginton, G	Corporate Application Architect	102,047
Edwards, A	Accredited Repair Inspector	85,422
Edwards, C	Sr Applications Architect	103,542
Ehrenfeld, J	HR Business Partner	88,181
Eisner, R	Sr Case Manager	91,673
Ekdahl, S	Sr Road Safety Analyst	92,205
Engbrecht, A	Instructional Designer	79,150
Enns, L	Supervisor, Medical Assessment	98,287
Estares, J	Supervisor, Production Support	96,304
Faingold, D	Manager, Business Analytics	112,286
Falkenberg, P	Special Investigator	82,556
Faria, P	Information Architect	103,870
Fecyk, K	Supervisor, Contact Centre	78,203
Feeney, M	Talent Acquisition Consultant	75,145
Feng, Y	Associate Personal Technologies Systems Support Analyst	82,921
Fernando, S	Analyst	110,643
Ferreira, R	Manager, Physical Damage Programs	120,586
Ferris, C	Sr Injury Claims Adjuster	86,914
Fillion, K	Sr Case Manager	91,495
Fish, D	SME - Instructional Designer	80,626
Fisher, D	Analyst	89,748
Fisher, L	Assistant Manager, Service Centre	90,807
Flikweert, L	Supervisor, Claims	87,134
Fontaine, D	Supervisor, Driver Testing	84,499
Fotheringham, B	Supervisor, Identity Management	75,284
Fraiter, T	Analyst	84,556
Frazer, D	Director, Physical Damage Claims and Analytics	114,633
Frederickson, F	SME - Supervisor, Instructional Design	92,876
Freeman, B	Digital Learning Specialist	84,930
Friesen, K	Sr Business Continuity Coordinator	106,623
Froelich, S	IT Remedy Administration & Reporting Specialist	86,296
Froese, G	Manager, Accredited Repair	114,734
Fuz, J	Commercial Specialist	86,178
Gagnon, R	Sr Claims Analyst	87,533
Gallant, N	Supervisor, Commercial Claims	98,307
Garn, P	Manager, Sharepoint & Application Services	121,499
Garofoli, D	Product Specialist	98,908
Garwood, M	Internal Review Officer	96,764
Gaudry, G	Manager, Financial Reporting	130,995
Gendreau, L	Director, Human Resources	137,133
Germaniuk, F	Communications Specialist	76,772
Ghuman, I	Actuarial Analyst	92,291
Giannico, M	Customer Relations Officer	80,682
Gibson, T	Claims Controller - Physical Damage	83,025
Giesbrecht, B	Claims Cost Controller	104,519

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Giesbrecht, M	Vice President, Finance & CFO	281,496
Gillies, G	Sr Applications Architect	154,186
Glenday, C	Manager, Salvage and Compound Operations	95,450
Glowa, R	Supervisor, Subrogation & Control	81,031
Goddard, S	Supervisor, Injury Claims Management	95,876
Goertzen, C	Special Investigator	97,255
Goertzen, I	Claims Cost Controller	104,325
Gomez-Sanchez, K	Sr Case Manager	89,725
Goodine, K	Special Investigator	90,524
Goos Berard, A	SME - Sr Communications Specialist	86,912
Gowen, T	SME - Commercial Estimating Supervisor	91,844
Graham, B	President & CEO	348,094
Grantham, D	Data Architect	81,820
Grausdin, E	Respectful Workplace Specialist	90,236
Greco, F	Transportation Risk Specialist	80,742
Green, D	Sr Case Manager	88,488
Greig, R	Vehicle Safety Officer	78,046
Groen, L	Sr Loss Prevention Analyst	78,099
Groenewegen, T	Road Safety Program Evaluation Analyst	81,387
Gross, W	Sr Case Manager	80,322
Grossman, P	Assistant Manager, Special Accounts & Operations	86,584
Guerra, A	Legal Counsel 3	133,116
Gunn, C	Director, Service Centre Operations	120,752
Halabiski, J	Personal Technologies Systems Support Analyst	96,323
Halliday, B	Supervisor, Underwriting	86,889
Halma, J	Accredited Repair Inspector	82,521
Hamilton, M	Communications Specialist	82,621
Hansell, C	Sr Case Manager	91,824
Harkness, K	Director, Organizational Change Management	145,951
Harron, P	Supervisor, Underwriting	96,987
Hartwich, S	Medical Fitness Administrator	84,909
Hauser, T	Assistant Manager, Rehabilitation Management	105,693
Heinrichs, C	Supervisor, Database Management	115,835
Heintz, D	Accredited Repair Inspector	87,692
Helgason, N	Manager, Service Centre (Small)	92,149
Henderson, K	Sr Case Manager	94,110
Hermay, M	Vehicle Safety Officer	77,955
Hildawa, R	Manager, Enterprise Project Management Office	111,083
Hildebrand, K	Accredited Repair Inspector	86,145
Hnatiuk, C	Sr Case Manager	81,811
Hoban, J	Benefits and Rewards Consultant	75,406
Hochman, S	Instructional Designer	79,421
Hoffman, M	Legal Counsel 4	150,980
Hogue, I	Hardware Technician	87,467
Holgate, R	Accountant	79,595
Hooper, S	Supervisor, Estimating	85,382
Hope, P	Sr Legislation Analyst	80,407
Hopkins, D	SME – Finance	139,936
Hora, C	Director, Service Delivery & Broker Operations	151,763

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Howe, D	Supervisor, Claims Processing	78,615
Hoy, K	Business Analyst	90,643
Hrabliuk, C	Supervisor, Injury Claims Management	98,473
Hristovski, M	Sr Case Manager	80,222
Hudey, J	HR Administrative Supervisor	78,387
Hughes, J	Supervisor, Underwriting	91,758
Humble, J	SME - Value Management Coordinator	102,035
Huppe, G	Fair Practices & Customer Relations Coordinator	99,981
Hutchinson, V	Sr Case Manager	85,410
Huzel, J	Service Centre Operational Analyst	86,599
Hykawy, R	Vehicle Safety Officer	78,225
Iniobong, V	Supervisor, Injury Claims Management	83,992
Innes, M	Associate Database Administrator	77,333
Insch, K	Manager, Contact Centre Operations	91,492
Irving, C	Product Owner	77,329
Isaak, J	Supervisor, Customer Service Centre	77,499
Ilfjord, S	Sr HRMS Analyst	95,874
Ilfjord, T	Supervisor, Production Support	103,954
Ismail, M	Assistant Manager, Financial Operations	116,939
Izzard, R	Supervisor, Accounting	89,473
Jagger, H	Internal Review Officer	92,584
Jassal, G	Supervisor, Accounting	83,969
Jatana, S	President & CEO	247,699
Jeffrey, K	Manager, Identity Verification and Data Integrity	119,805
Jia, H	Sr Network Analyst	107,511
Johnson, D	IT Knowledge Management & Training Specialist	94,100
Johnson, K	Scrum Master	79,397
Johnson, K	Commercial Estimator	77,983
Johnson, L	Special Investigator	94,907
Johnston, L	Chief Actuary & Vice President, Product and Risk Management	257,457
Jones, D	Special Investigator	82,650
Jones, M	Sr Underwriter	82,634
Jubinville, D	Supervisor, IT Operations	78,166
Jurkowski, L	Manager, Budgeting & Project Accounting	118,259
Jurkowski, R	Supervisor, Driver Improvement	82,101
Kacher, M	Operational Business Champion	176,783
Kalomiris, H	Corporate Application Architect	94,259
Kamenkovich, M	Supervisor, Data Warehouse	85,504
Kamenkovich, M	Project Manager	83,399
Kaspersion, D	Assistant Manager, Project Accounting	88,984
Kaspick, J	Shop Relationship Advisor	99,897
Katz Robert, S	Manager, Communications & Campaigns	110,907
Kaushal, M	Manager, HR Business Partnerships	124,833
Keller, J	Broker Support Services Analyst	87,835
Kernaghan, B	Product Owner	108,571
King, K	Sr Case Manager	77,256
Kintop, K	Vendor Management Contract Advisor	93,703
Klassen, C	Analyst	89,861
Klingbell, S	Application Services Lead	105,542

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Klippenstein, E	Supervisor, Underwriting	91,174
Klohn, K	Supervisor, Customer Service Centre	75,954
Komadowski, S	Executive Assistant to S. Jatana and B. Bunko	104,478 *
Koolage, L	Supervisor, Injury Claims Management	96,269
Koos, W	Manager, Research & Estimatics	117,464
Kopec, C	Supervisor, Customer Service Centre	75,723
Koroscil, D	Manager, Service Centre (Small)	125,575
Korsunsky, A	Legal Counsel 3	117,131
Koscielny, K	Sr Underwriter	89,408
Kowalchuk, M	Sr Case Manager	90,399
Krahn, M	Supervisor, Bodily Injury - Out of Province	97,809
Krasnowski, G	Application Services Lead	109,139
Kravetsky, M	Case Manager	79,751
Krueger, K	Regulatory Accountability Officer	119,710
Kumka, J	Occupational Therapist	96,137
Kuypers, A	Manager, Estimating Operations	76,571
Kwiatkowski, B	Corporate Application Architect	103,004
Kwiatkowski, S	Broker Support Services Audit Clerk	91,649 *
Kyliuk, T	Supervisor, Testing Analysis	96,286
Lachance, K	Supervisor, Subrogation & Control	81,150
Lacroix, P	Privacy, Information & Corporate Access Officer	102,224
Laferriere, M	Application Services Lead	107,979
Lafortune, C	Supervisor, Customer Service Centre	76,691
Lagace, C	Assistant Manager, Service Centre	91,758
Lambrecht, K	Analyst	99,166
Lansard, S	Supervisor, Rural Service Centre	98,114
Lapina, J	Injury Claims Analyst	86,126
Lapointe, J	Sr Database Administrator	97,885
Larson, C	Supervisor, Mail & Warehouse	105,485 *
Lasuik, B	Manager, Service Centre (Large)	114,001
Lawrence, M	Telecommunications Analyst	84,145
Laxdal, G	Customer Insights Analyst	86,346
Lazarko, L	Director, Information Technology	186,118
Lea, M	Manager, IT Support & Operations	115,768
Leach, K	Supervisor, Special Accounts	86,095
Lee, R	Sr Rate Modeller	89,575
Lee, S	Disaster Recovery Coordinator	88,960
Lee-Ward, B	Sr Database Administrator	79,290
Lehmann, K	Supervisor, Rural Service Centre	103,291
Leitold, K	Special Investigator	95,011
Lepki, G	Shop Relationship Advisor	88,901
LeSage, J	Claims Coordinator	79,718
Leys, E	Commercial Estimator	77,958
Lindenberg, L	SME - Supervisor, Data Warehouse	94,845
Link, C	Manager, Rehabilitation Management	129,911
Litke, D	Supervisor, Accounting	89,880
Locke, C	Special Investigator	82,655
Loechner, M	Assistant Manager, Service Centre	105,535
Loeppky, G	Internal Review Officer	96,988

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Loewen, D	Mechanical Support Technician	76,359
Lokke, A	Road Safety Analyst	86,785
Loree-Dueck, K	Analyst	83,021
Loster, J	Identity & Access Management Specialist	103,610
Love, D	Supervisor, Driver Testing	87,972 *
Lovering, A	Medical Assessment Policy Analyst	93,054
Ludba, D	Information Security Officer	118,884
Lumbres, M	Sr Functional Support Analyst	87,696
Lupky, S	Director, Physical Damage	150,268
Ly, N	Actuarial Analyst	90,249
Lyburn, L	Supervisor, Commercial Claims	98,428
Lyle, K	Supervisor, Claims	89,792
Lyons, J	Sr Communications Specialist	93,630
Lysy, C	Application Services Lead	113,565
Lytwyn, C	Campaign Specialist	79,637
MacBeth, R	Analyst	94,232
MacCutcheon, S	Internal Review Officer	116,273 *
MacDonald, K	Vehicle Safety Officer	79,701
Machado, N	Business Analyst	85,470
MacKay, A	Application Services Lead	106,032
MacKeen, M	Fair Practices Analyst	86,067
MacKenzie, A	Broker Support Services Clerk	75,000 *
Madden, K	Payroll Analyst	77,060
Madhosinhing, T	Product & Policy Analyst	86,429
Madrigga, J	Project Manager	85,701
Maeren, D	Driver Records Coordinator	102,365 *
Mahajan, P	Supervisor, Instructional Design	90,246
Mangubat, R	Database Administrator	88,516
Mankewich, A	Commercial Estimator	77,958
Manmohan, S	IRI Analyst	80,065
Mann, S	Sr Product & Policy Analyst	92,063
Manzano, B	Assistant Manager, Contact Centre Operations	88,734
Marchant, J	Supervisor, Premises	92,563
Martineau, B	Sr Case Manager	88,377
Maryalaya Nelson, J	Business Architect	110,376
Maslanka, M	Legal Counsel 3	145,431
Matkowski, R	Adjuster/Sr Driver Examiner	77,926
Matson, G	Manager, Driver Fitness	131,101
McCartney, T	Director, Loss Prevention	150,173
McComb, L	Subrogation Specialist	86,859
McCullough, A	Transportation Risk Specialist	79,721
McDivitt, M	Supervisor, Accounts Receivable	77,444
McDonald, C	Corporate Information Security Officer	180,726
McFadyen, K	Manager, Quality Control & Metrics	123,975
McGrath, C	IT Risk and Compliance Management Analyst	97,789
McIntyre, H	Supervisor, Testing Analysis	137,875 *
McKee, J	Business Analyst	88,567
McKinnon, S	Executive Assistant to M. Giesbrecht and L. Johnston	80,285
McLaughlin, C	Sr Injury Claims Adjuster	85,114

<u>Name</u>	<u>Position Title</u>	<u>Compensation</u>	Total
McLean, P	Network Analyst	80,505	
McLennan, K	Manager, Financial Operations	145,776	
McRae, J	Broker Services Administrator	76,826 *	
Mehta, A	Testing Analyst	80,705	
Melniky, C	Supervisor, Production Support	157,397	
Melniky, R	Sr Customer Insights Analyst	92,124	
Mestdagh, L	Manager, Special Investigation Unit	136,503	
Meyer, A	SME - Supervisor, Technical Communications	86,382	
Michie, S	Business Analyst	86,222	
Middlestead, W	Supervisor, Application Services	125,693	
Milette, C	Case Manager	78,164	
Minenna, M	Manager, Driver Education & Training	117,629	
Mitchell, B	Sr Functional Support Analyst	94,618	
Mitra, S	Chief Transformation Officer	201,409	
Mohr, A	Manager, Accounting Services	140,611	
Mohr, T	Project Manager	100,398	
Moins, M	Shop Relationship Advisor	96,905	
Molinski, D	Shop Relationship Advisor	100,099	
Monikandan, C	Project Manager	95,001	
Moorehead, D	Supervisor, Out of Province Claims	95,291	
Morcos, G	Reinsurance Analyst	81,392	
Moroz, B	Supervisor, Driver Testing	81,192	
Morrison, T	Supervisor, Vehicle Safety	87,634	
Mosiuk, B	Business Analyst	86,067	
Mulholland, J	Product & Policy Analyst	79,289	
Munyoro, V	Customer Relations Officer	81,337	
Murray, P	Workplace Safety Advisor	96,561	
Mutter, J	Supervisor, Accounting	88,237	
Mwanza, O	Manager, Customer Insights	96,371 *	
Myshkowsky, S	Executive Assistant to B. Graham & C. Wennberg	79,738	
Natt, G	Business Analyst	86,713	
Neiser, S	Sr Case Manager	92,305	
Nelson, H	Medical Fitness Administrator	84,516	
Neufeld, P	SME - Business Analyst	85,432	
Neufeld, R	Commercial Estimator	77,972	
Neumarkt, I	Organizational Development Consultant	83,894	
Newbiggin, H	Manager, Transportation Risk & Safety	106,360	
Newton, K	Assistant Manager, Rehabilitation Management	109,168	
Newton, T	Manager, Special Risk Extension	118,437	
Nickel, D	Sr Rate Modeller	90,040	
Novak, D	Injury Mediation Specialist	94,022	
Nuevo, M	Analyst	84,539	
Oberholtzer, J	Manager, Service Centre (Small)	101,587	
Oertel, E	Electrical Forman	91,680	
Olijnek, J	Sr Graphic Designer	75,002	
Olsen, C	Manager, HR Systems & Support	117,668	
Onofreychuk, L	Product Owner	93,224	
Opinga, R	Estimator - City	75,179	
Oravec, D	Product Specialist	101,108	

<u>Name</u>	<u>Position Title</u>	<u>Compensation</u>	Total
Osborne, B	Claims Controller - Injury	175,938 *	
Overwater, D	Director, Product and Pricing	90,722 *	
Owen, R	Supervisor, Injury Claims Management	98,623	
Ozouf, R	Personal Technologies Systems Support Analyst	90,609	
Padmanaban, H	Analyst	82,629	
Palatino, R	Value Management Coordinator	101,132	
Pandya, M	Identity & Access Management Specialist	88,352	
Pankratz Wieler, S	Sr Customer Insights Analyst	90,284	
Pantel, S	Adjuster/Sr Driver Examiner	75,329	
Pariyasamy, K	Manager, Application Services	140,745	
Park, J	Functional Support Analyst	75,519	
Patton, J	Business Analyst	87,675	
Patton, S	Manager, Customer Insights	99,090	
Paul, B	Case Manager	76,716	
Paulus, C	Financial Standards Specialist	94,498	
Pedrosa, J	Case Manager	80,151	
Pellatt, K	HR Business Partner	89,978	
Pendley, H	Supervisor, Estimating	81,590	
Peniu, K	Commercial Specialist	85,908	
Penner, H	Supervisor, Vehicle Control	80,760 *	
Pereira, D	Sr Case Manager	91,906	
Perez, G	Community Relations Specialist	77,373	
Perez, M	HR Business Partner	78,495	
Perron, M	Broker Services Administrator	75,183	
Peterson, B	Manager, Administrative Services	104,448	
Philippot, C	Electrical Forman	90,007	
Phoa, T	Manager, Pricing	105,078	
Picard, M	Application Services Lead	95,467	
Piec, D	Supervisor, Rural Service Centre	84,031	
Piec, M	Manager, KMS Projects	105,042	
Pilawski, C	Supervisor, Premises	92,103	
Pitt, A	Accredited Repair Inspector	87,838	
Pitzel, S	Legal Counsel 3	152,613	
Pollock, D	Supervisor, Application Services	116,276	
Poplawski, K	HR Business Partner	83,533	
Prasek, W	IT Managed Services Controller	103,199	
Price, R	Manager, Service Centre (Large)	130,330	
Prozyk, C	Assistant Manager, Financial Operations	102,077	
Puchailo, D	Vehicle Safety Officer	80,372	
Pudlo, K	Supervisor, Injury Claims Management	98,028	
Puno, M	IT Incident & Problem Management Specialist	92,133	
Pursaga, J	Assistant Manager, Broker Support & Autopac Services	97,452	
Quenelle, R	Transportation Risk Specialist	79,928	
Quirante, J	Testing Analyst	80,236	
Rabichuk, C	Special Investigator	92,234	
Rak, A	Associate Personal Technologies Systems Support Analyst	77,652	
Rak, T	Project Cost Analyst	86,406	
Ramani Gopal, A	Analyst	94,664	
Ramchandar, S	Director, Business Transformation Office	123,662	

<u>Name</u>	<u>Position Title</u>	<u>Compensation</u>	Total
Ramirez, A	Program Director	137,252	
Randhawa, T	Business Analyst	84,410	
Ray, C	Business Architect	119,109	
Reilly, C	Corporate Application Architect	129,763 *	
Reimer, D	Legal Counsel 1	80,392	
Reis, D	Sr Case Manager	91,852	
Rekrut, J	Business Relationship Manager	113,071	
Remillard, J	Program Director	195,546	
Reynante, A	Employee & Labour Relations Specialist	101,406	
Reynante, J	Database Administrator	94,488	
Reznik, L	Adjuster/Sr Driver Examiner	75,050	
Rhodes, T	Sr Customer Insights Analyst	92,739	
Richard, J	Supervisor, Contact Centre	76,473	
Riddell, J	Analyst	100,011	
Riddell, M	Product Owner	85,021	
Riel, J	Sr Value Management Specialist	131,525	
Rieu, D	Supervisor, User Analysis	80,640	
Ring, M	Manager, Service Centre (Small)	115,366	
Ripak, D	Analyst	97,681	
Riva, M	Corporate Interior Designer	82,529	
Robertson, A	Legal Counsel 3	130,995	
Robertson, R	Project Coordinator	98,597	
Robins, C	Accredited Repair Inspector	87,588	
Robins, R	Analyst	81,261	
Robinson, D	Legal Counsel 3	141,328	
Robinson, P	Risk Management Specialist	114,776	
Rodewald, L	Sr Claims Analyst	87,520	
Rodrigo, C	Telecommunications Analyst	94,895	
Rogers, A	Manager, Service Centre (Large)	105,602	
Roney, M	Business Process Architect	81,934	
Rosario, M	Injury Claims Analyst	91,210	
Rosche, R	Sr Telecommunications Analyst	102,759	
Rosin, J	Legal Counsel 2	89,590 *	
Ross, K	Application Services Lead	95,775	
Rowan, C	Disability Management Specialist	95,955	
Ruffeski, D	Manager, Purchasing	119,719	
Rusak, D	Sr Case Manager	92,057	
Russo, M	Financial Forecasting Specialist	90,104	
Rutter, C	Claims Analyst	81,902 *	
Rydz, K	Corporate Communications Lead	88,273	
Ryz, C	Supervisor, Injury Claims Management	98,537	
Safruk, D	Government Relations Officer	100,779	
Saini, P	Analyst	102,218	
Saluk, G	Supervisor, Application Services	112,692 *	
Sam, S	Manager, Organizational Change Management	112,150	
Sanan, S	Vehicle Safety Officer	75,214 *	
Sarginson, P	Registrar of Motor Vehicles	123,948	
Sass, J	Operational Business Champion	163,701	
Savard, G	Sr Case Manager	91,641	

<u>Name</u>	<u>Position Title</u>	Total <u>Compensation</u>
Savoie, A	Supervisor, Claims	75,315
Sawatzky, L	Mechanical Support Technician	82,993
Sawatzky, N	Sr Policy Analyst	86,507
Scarff, N	Manager, Service Centre (Small)	96,399
Scarfone, S	Legal Counsel 4	155,860
Schesnuk, D	Associate Telecommunications Analyst	77,996
Schmieder, E	Special Investigator	81,428
Schneiderat, T	Injury Claims Adjuster	81,434
Schwab, D	SME - Resource Coordinator	92,131
Scott, J	Supervisor, Commercial Claims	90,788
Seddon, T	Sr Case Manager	88,636
Sellar, E	Organizational Change Management Consultant	86,802
Seniuk, L	Supervisor, Instructional Design	76,799
Senkowsky, M	Manager, Product Development	118,412 *
Sentner, C	Manager, Design & Digital Media	100,422
Shea, L	Physical Damage Programs Analyst	76,854
Shemeluk, G	Shop Relationship Advisor	98,340
Shostak, M	SME - Supervisor, Instructional Design	91,905
Shukin, K	Sr Underwriter	75,750
Shum-McDonald, E	Case Manager	80,353
Siepmann, K	Research Technician	91,463
Sigurdson, D	Supervisor, Injury Claims Management	92,738
Simard, T	Injury Claims Adjuster	78,521
Simmons, A	Sr Case Manager	91,533
Simmons, G	Corporate Application Architect	102,236
Simmons, M	Supervisor, IT Service Desk	75,172
Skarprias, S	Sr Case Manager	91,871
Skelton, C	Sr Case Manager	91,463
Skiba, K	Sr Hardware Technician	90,332
Skitcko, L	Sr Case Manager	92,160
Skrupski, D	Broker Services Administrator	75,511
Sladek, J	Accredited Repair Inspector	87,099
Sloggett, P	Medical Fitness Administrator	85,749
Smart, S	Supervisor, Vehicle Safety	88,189
Smiley, B	Media Relations Coordinator	122,028
Smit, R	Sr Underwriter	132,703 *
Smith, C	Supervisor, Claims	92,357
Snider, D	Out of Province Adjuster	101,994 *
Soares, A	Supervisor, Claims	90,352
Solomon, R	HR Business Partner	87,713
Soucy, M	Supervisor, Claims	90,788
Spencer, I	Special Investigator	101,081
Sprenger, W	Enterprise Risk Management Specialist	125,778
Sproule, R	Supervisor, Estimatics	109,203
St. Godard, D	Commercial Specialist	85,598
St. Vincent, K	Sr Case Manager	90,800
Stade, S	Sr Case Manager	93,154
Stephens, A	Project Cost Analyst	86,250
Sterzer, C	Estimatics Coordinator	90,057

<u>Name</u>	<u>Position Title</u>	<u>Total Compensation</u>
Stock, N	Case Manager	78,295
Stoneham, C	Supervisor, Customer Service Centre	77,114
Stonyk, R	Legal Counsel 4	157,890
Stow, L	Adjuster	92,741 *
Stoyka, E	Assistant Manager, Physical Damage Programs	96,503
Stuart, C	Medical Fitness Administrator	85,684
Su, Y	Sr Actuarial Analyst	102,414
Subramaniam, T	IT Managed Services Analyst	84,854
Surla, J	Supervisor, Contact Centre	77,329
Sykes, L	Adjuster/Sr Driver Examiner	79,787
Tackaberry, W	Claims Controller - Injury	182,762 *
Tackie Anderson, N	Business Architect	89,336
Tam, S	Executive Assistant to M. Triggs	80,169
Tan, K	Corporate Application Architect	104,167
Tanchak, P	SharePoint Lead	104,554
Tavares, A	Broker Services Administrator	75,455
Taylor, B	Claims Controller - Injury	99,192
Taylor, C	Director, Corporate Services	135,284
Taylor, S	Manager, Licensing Services	115,635
Telfer, D	Product & Policy Analyst	86,527
Thomassen, R	Internal Review Officer	96,256
Thompson, P	Supervisor, Rural Service Centre	96,753
Thompson, R	Vehicle Safety Officer	76,749
Thomson, A	Adjuster/Sr Driver Examiner	76,005
Thorsteinson, D	Manager, KMS, Instructional Design	124,728
Thurston, J	Injury Claims Adjuster	78,507
To, C	Supervisor, IRI	95,812
Toews, M	Sr Information Security Analyst	75,525
Toms, A	Supervisor, Estimating	82,599
Torgerson, J	Testing Analyst	81,922
Tranmer, L	Supervisor, User Analysis	76,507
Travica, D	Sr Case Manager	85,964
Treichel, A	Sr Talent Acquisition Consultant	95,849
Triggs, M	General Counsel & Corporate Secretary	245,143
Trudeau, J	Injury Mediation Specialist	98,338
Trudel, P	Sr Application Services Technical Advisor	120,700
Turnley, C	Manager, Premises	98,489
Valliani, R	Information Security Officer	129,653
Van Bastelaere, A	Corporate Application Architect	86,787
Van Landeghem, D	Supervisor, Injury Claims Management	98,423
Vandall, A	SME - HR Business Partner	95,047
Vandurme, B	Road Safety Analyst	86,213
Vassart, M	Supervisor, Testing Analysis	96,946
Venton, B	Manager, Service Centre Operational Analytics	90,863
Verdejo, A	Supervisor, Accounting	84,300
Verghetti, T	Subrogation Specialist	84,672
Vermette, D	Network Analyst	121,620
Vermette, R	Sr Network Analyst	116,302
Vieira, P	Director, Communications & Customer Experience	127,438

Vince, K	Supervisor, Driver Education Program	78,969
Vital, A	Business Analyst	86,404
Von Dohren, R	Value Management Coordinator	88,125
Wagner, B	Accredited Repair Inspector	103,600 *
Wahl, M	Sr Vendor Management Analyst	88,865
Wai, E	Analyst	101,123
Waldner, E	Supervisor, Personal Technologies Group	105,979
Wang, F	Analyst	90,738
Wang, J	Business Analyst	83,101
Wang, X	Special Investigation Controller	100,859
Wannamaker, M	Manager, Special Risk Extension	96,791
Watson, D	Production Coordinator	80,616
Way, C	Manager, PIPP Support Services	118,693
Webb, M	Analyst	80,243
Wells, H	Case Manager	79,856
Wennberg, C	Vice President, Customer Service & COO	284,622
Weselake, S	Manager, Community & Customer Relations	132,549
Weselowski, N	Sr Customer Insights Analyst	90,158
Whalen, G	Manager, Injury Claims Management	127,504
Wheeler, J	Supervisor, Customer Service Centre	78,460
Whettell, C	Accounts Receivable Representative	81,882 *
White, C	Sr Injury Claims Adjuster	90,065
White, S	Manager, Total Loss and Evaluation	113,486
Wiebe, B	Manager, Specialized Risk Claims	133,260
Wiebe, R	Supervisor, Bodily Injury - Out of Province	98,411
Wiedmer, R	Supervisor, Customer Service Centre	76,394
Wieler, D	Supervisor, IT Request Fulfillment	96,508
Winter, J	Curriculum & Training Coordinator	79,027
Wityshyn, W	Testing Analyst	85,536
Wlasiuk, D	Premises Coordinator	79,848
Wong, P	Claims Cost Controller	102,315
Worboys, C	Analyst	104,691
Wu, R	Accredited Repair Inspector	89,100
Wyche, C	Organizational Development Consultant	99,235
Wycislak, F	Supervisor, Injury Claims Management	98,649
Wyrzykowski, C	Analyst	92,476
Yakel, J	Director, Enterprise System Support	163,518
Yewdall, H	Manager, Bodily Injury Centre	121,131
Yu, E	Manager, Product Management	121,315
Zadnepreannii, L	Data Architect	96,586
Zarrillo, D	Business Relationship Manager	103,904
Zeaton, G	Manager, Service Centre (Small)	116,085
Zhao, L	Customer Insights Analyst	86,273
Aggregate Total Board of Directors		98,653

** Denotes inclusion of severance pay/retiring allowance

NOTE TO SCHEDULE

Basis of presentation

The schedule lists employees or individuals affiliated with Manitoba Public Insurance Corporation who received compensation and benefits in excess of \$75,000 for the year ended December 31, 2020. The amounts reported were calculated in accordance with the definition of compensation provided in Section 1 of The Public Sector Compensation Disclosure Act.

**MANITOBA PUBLIC INSURANCE CORPORATION
NOTE TO SCHEDULE OF COMPENSATION IN ACCORDANCE WITH
THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT
FOR THE YEAR ENDED DECEMBER 31, 2020**

The Public Sector Compensation Disclosure Act requires public sector bodies to disclose:

- the compensation paid to the Chairperson of its Board of Directors, if the Chairperson's compensation is \$75,000 or more;
- the aggregate of the benefits paid to the members of the Board of Directors;
- the individual compensation paid to its officers and employees whose compensation is \$75,000 or more.

The compensation amount is calculated in accordance with the requirements of The Public Sector Compensation Disclosure Act.

Compensation includes but is not limited to:

- regular salary;
- all payments for overtime, acting pay, statutory holiday pay, retirement/severance payments, lump sum payments and vacation pay-outs; and
- value of the taxable benefits to board members, officers and employees.