



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

**FOR THE CALENDAR YEAR ENDED
DECEMBER 31, 2021**

COMPENSATION DISCLOSURE FOR 2021

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, 2021.

For the 2021 income tax year, Manitoba Public Insurance issued 2,271 T4 slips to full-time, part-time and temporary employees and officers. Manitoba Public Insurance had a monthly average of 1,879 employees during 2021. This schedule lists the compensation paid to 715 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 2021 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, 2021 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, 2021 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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"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.



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 23, 2022

Name	Position Title	Total Compensation
Abbott, D	Assistant Manager, Broker Support & Autopac Services	82,520.06
Abraham, A	Director, Digital Workplace & Service Management	124,666.76
Adams, S	Sr Case Manager	89,960.81
Addison, K	Manager, Subrogation	155,012.54
Agnew, R	Manager, Service Centre (Small)	126,044.42
Ahlbaum, C	Product Manager, Nova Digital	119,134.53
Ahmad, A	Environment Coordinator	113,188.24
Alarie, M	Sr Research and Estimatics Analyst	89,353.74
Albig, J	Database Administrator	89,590.52
Alexander, R	Sr Case Manager	86,946.16
Ali, H	Cybersecurity & IT Risk and Compliance Analyst	90,340.70
Amante, C	Supervisor, Contact Centre	76,915.73
Anderson, L	Project Control Analyst	84,563.88
Anderson, M	Research Technician	84,689.86
Andres, R	Supervisor, Rural Service Centre	101,353.38
Angus, C	Special Investigator	96,802.40
Arabsky, H	Director, Service Centre Operations	141,421.39
Arendt, E	Supervisor, Application Services	116,213.68
Armour, T	Supervisor, Driver Testing	89,108.69
Armstrong, J	Sr Case Manager	88,384.07
Arvidson, B	Supervisor, Rural Service Centre	95,130.81
Asif, S	SME – Analyst	81,196.40
Audette, R	Analyst	81,151.52
Awoyemi, O	Data Scientist	98,132.90
Backstrom, J	Estimatics Coordinator	97,547.50
Bailer, K	Organizational Development Consultant	99,817.13
Baker, D	Special Investigator	87,634.31
Ballance, S	Sr Injury Claims Adjuster	75,746.85
Balmer, R	Manager, System Operations	101,320.63
Bannon, T	Special Investigator	91,116.07
Baran, T	Supervisor, Driver Testing	80,187.74
Barbour, M	Supervisor, Accounting	94,891.77
Barker, D	Manager, Broker Support & Autopac Services	130,255.80
Barker, R	Digital Learning Specialist	76,069.30
Barkley, C	Sr Case Manager	82,291.81
Barnett, P	Special Advisor	171,843.47 *
Barr, B	Estimator – Rural	78,166.56
Barrault, K	Analyst	84,004.58
Barrault, S	Supervisor, Accounting	90,343.15
Bautista, R	Product Owner	87,501.27
Beaudoin, G	Supervisor, Injury Claims Management	94,349.06
Beaumont, R	Business Analyst	87,988.72
Beckett, D	Manager, Nova Program Delivery	110,914.19
Belahcene, Z	Adjuster	75,705.62
Bell, R	Fair Practices Analyst	83,011.90
Beltran, L	IRI Analyst	84,103.92
Bergen, B	Business Process Architect	90,144.01

Berkis, A	Claims Controller - Physical Damage	89,086.27
Bernardin, J	Case Manager	77,028.54
Bernardin, M	Supervisor, Training and Testing Quality Assurance	83,110.04
Bernier, M	Supervisor, Research Technician	94,649.06
Berry, D	Commercial Specialist	80,813.32
Betker, A	Sr Case Manager	85,825.54
Betker, C	Application Services Lead	102,418.93
Betker, J	Analyst	84,977.35
Betker, L	Physical Damage Programs Analyst	75,857.30
Betker, M	Product Manager, Data Management & Analytics	100,147.14
Bilonozhko, A	Commercial Specialist	81,951.57
Birch, G	Manager, Service Centre (Small)	132,740.27
Black, C	Vehicle Safety Officer	76,761.70
Blackman, J	Medical Assessment Policy Analyst	82,980.47
Blain, S	Product Owner	86,939.96
Blerot, G	Case Manager	76,948.65
Boblinski, T	Director, Change & Knowledge Management	158,513.96
Bodnarchuk, G	Accredited Repair Inspector	83,865.92
Bodz, V	Manager, Serious & Long Term Case Management	127,786.75
Bohemier, C	Product Owner	76,161.67
Bohonos, M	Supervisor, Customer Service Centre	78,345.76
Boitsov, O	Analyst	91,905.07
Bouchard, A	Estimator - City	75,708.30
Bouchard, J	SME - Instructional Designer	77,102.96
Bouchard, K	Assistant Manager, Service Centre	86,724.16
Bouchard, R	Sr Case Manager	88,089.71
Bouchard, R	Estimatics Coordinator	87,781.20
Bourgeois, S	Supervisor, Estimating	82,226.02
Bourgouin, C	Project Manager	96,737.60
Boutet, K	Sr Case Manager	82,085.66
Bowering, J	Product Manager, Nova P&C	116,461.61
Boyd, G	Sr Vendor Management Analyst	86,543.32
Brajczuk, K	Injury Mediation Specialist	82,073.59
Brannan, S	SME - Supervisor, Technical Communications	82,820.06
Bravi, D	Information Security Architect	132,323.77
Breedon, E	Supervisor, Rural Service Centre	95,983.18
Brin, W	Out of Province Sr Adjuster	76,221.16
Briscoe, A	Internal Review Officer	89,284.21
Brooker, D	Research Technician	88,604.99
Brown, A	Claims Controller - Injury	95,074.62
Brown, G	Case Manager	75,454.23
Brown, T	Legal Counsel 4	149,849.28
Bruce, D	Building Systems Integration Specialist	91,027.52
Bryden, S	Project Manager	87,081.83
Buchanan, M	Organizational Development Consultant	97,741.56
Buchberger, K	Sr Case Manager	90,238.28
Buizer, K	Special Investigator	94,612.84
Bunko, B	Vice President & Chief Information & Technology Officer	215,510.32 *
Bunston, G	Director, ALM & Investment Management	139,916.56

Burke, J	Systems Architect	98,300.91
Burke-Gaffney, J	Legal Counsel 2	108,881.09
Burns, D	Product Owner	87,503.99
Burns, K	IRI Analyst	83,901.41
Burtniak, S	Fleets Administrator	91,825.79 *
Cabral, L	Internal Review Officer	88,924.99
Caillier, T	Sr Case Manager	89,869.51
Caligiuri, C	Sr Vendor Management Analyst	83,193.34
Cameron, E	Manager, Premises & Administrative Services	92,823.88
Campbell, S	Director, Enterprise Architecture	148,570.88
Carias, H	Payroll Coordinator	103,348.01
Carriere, M	Supervisor, Salvage Operations	76,424.83
Castaneda, Y	Supervisor, Business Intelligence	93,040.00
Castro, E	Analyst	85,750.14
Cawson, M	Driver Records Coordinator	80,945.81
Charles, D	Commercial Specialist	83,152.89
Chartrand, M	Sr Case Manager	83,296.60
Chaudhuri, A	Analyst	84,563.88
Cheadle, A	Road Safety Program Specialist	89,060.42
Chernecki, P	Supervisor, Commercial Estimating	84,112.27
Cheung, M	Business Analyst	79,059.38
Chicoine, C	Sr Database Administrator	104,110.03
Chochinov, C	Manager, PIPP Financial and Operational Support	90,487.00
Chomski, A	Sr Investment Analyst	96,839.94
Chopp, J	Sr Case Manager	81,163.71
Christoph, J	PD Claim Audit Coordinator	84,925.32
Chuatoco, B	Supervisor, Records & Information Management	88,684.07
Ciro Sanmiguel, C	Business Analyst	79,386.73
Clark, K	Sr Case Manager	88,633.46
Clark, L	Supervisor, Injury Claims Management	94,041.74
Clarke, K	Deputy Registrar	105,482.33
Clearwater, T	Actuarial Analyst	84,012.79
Clemens, D	Supervisor, Communications Infrastructure	124,838.07
Clemens, D	Analyst	81,133.38
Coleman, C	Assistant Manager, Service Centre	80,178.78
Cooke, R	Accredited Repair Coordinator	79,288.26
Corley, J	Commercial Specialist	82,736.63
Cormier, V	Product Manager, Nova DVA	104,091.35
Costa de Albuquerque Meira, T	Sr Regulatory Affairs Specialist	91,443.06
Cosyns, P	Supervisor, ITSM Products	85,053.68
Courchene, S	Product Owner	78,099.22
Court, T	Assistant Manager, Special Investigation Unit	107,621.67
Cowley, T	Assistant Manager, Special Investigation Unit	96,982.36
Crittenden, R	Manager, Security Operations Centre	140,944.44
Crocker, K	Commercial Specialist	82,725.64
Crocker, W	Shop Relationship Advisor	96,871.69
Crowe, M	Vehicle Safety Officer	77,048.88
Cruz, R	Sr Vendor Management Analyst	75,847.94
Cruz, S	Supervisor, Claims	75,767.00

Cudden, F	IRI Analyst	84,185.81
Cullen, C	Manager, Service Centre (Large)	125,797.93
Cupples, J	Sr Case Manager	95,507.77
Curtaz, J	Product Owner	90,337.42
Dalman, J	Communications Advisor	83,120.06
Danais, A	Supervisor, SharePoint & Application Services	112,506.57
Dattero, G	Supervisor, Claims	85,606.56
Davey, P	Fleet Vehicle Administrator	78,969.18
Davidson, D	Sr Case Manager	77,714.44
Davis, T	Estimator - City	76,335.64
de Jesus, E	Sr IT Platform Support Analyst	95,196.78
Debeuckelaere, T	Special Investigator	96,824.15
Decock, T	Supervisor, Commercial Claims	91,765.83
Deluna, D	Customer Relations Officer	121,427.61 *
Demianiw, M	Claims Coordinator	94,462.46
Deogun, A	SharePoint Lead	100,195.10
Derhak, A	Sr Case Manager	80,337.17
Dessler, G	Director, Nova Technical Solutions	181,002.30
Deveau, Y	French Language Services and Accessibility Coordinator	84,034.40
Diduch, C	Sr Case Manager	88,529.34
Dirks, P	Manager, Service Operations Policy & Control	117,358.14
Dittmar, W	Injury Mediation Specialist	94,608.77
Dixon, B	Systems Architect	113,856.42
Doell, B	Manager, Loss Prevention Planning & Analysis	95,837.40
Domish, C	Sr Case Manager	88,075.00
Donay, M	Supervisor, Contact Centre	78,310.73
Doskoch, M	Supervisor, Accounting	90,864.22
Doucette, D	SME - Testing Analyst	90,053.11
Downie, K	Supervisor, Claims	80,262.28
Du, R	Supervisor, Accounting	86,351.40
Ducharme, M	Special Investigator	86,343.04
Dufault, L	Sr Case Manager	85,340.40
Duguay, J	Analyst	80,951.31
Dunlop, D	Registration & Licensing Coordinator	88,678.08
Dunstone, D	Manager, KMS, Technical Writing and Communications	176,961.51 *
Dunstone, D	Manager, Reinsurance & Forecasting	131,540.32
Durand, B	Towing Coordinator	77,104.92
Dutka, C	Sr Policy Analyst	89,166.84
Dvorak, J	Manager, Product Ownership	133,715.67
Dyer, G	Analyst	91,447.03
Eden, C	Assistant Manager, Road Safety Programs	123,928.42
Edginton, G	Systems Architect	97,953.69
Edwards, A	Accredited Repair Inspector	85,610.50
Edwards, C	Solutions Architect	105,515.22
Eisner, R	Sr Case Manager	88,075.00
Ekdahl, S	Road Safety Program Specialist	88,675.00
Engbrecht, A	Instructional Designer	78,856.65
Enns, L	Supervisor, Medical Assessment	93,557.62
Enright, L	Manager, Talent Management and Learning & Development	109,889.82

Esau, G	Training & Testing Quality Assurance Administrator	75,009.54
Espenell, A	Sr Communications Specialist	77,666.33
Estares, J	Supervisor, Production Support	96,085.79
Faingold, D	Manager, Data Operations & Business Intelligence	110,649.03
Falkenberg, P	Special Investigator	85,334.93
Falkowski, C	Accredited Repair Inspector	79,104.45
Faria, P	Information Architect	99,948.86
Fecyk, K	Supervisor, Contact Centre	78,419.39
Feeney, M	Lead Talent Acquisition Consultant	77,703.11
Feng, Y	Associate Personal Technologies Systems Support Analyst	79,071.62
Fernando, S	Systems Architect	104,724.12
Ferreira, R	Manager, Physical Damage Programs	121,357.22
Ferris, C	Supervisor, Rural Service Centre	88,779.79
Figueroa, E	Analyst	79,553.47
Fillion, K	Sr Case Manager	88,089.71
Fish, D	Instructional Designer	77,723.88
Fisher, D	SME - Application Services Lead	89,410.47
Fisher, L	Assistant Manager, Service Centre	89,972.27
Flikweert, L	Supervisor, Claims	87,332.33
Fontaine, D	Supervisor, Driver Testing	88,976.44
Fraiter, T	Analyst	88,040.66
Frazer, D	Director, Physical Damage Claims and Analytics	122,460.49
Frederickson, F	Supervisor, Instructional Design	88,875.91
Freeman, B	Digital Learning Specialist	83,151.61
Friesen, K	Corporate Business Continuity Officer	119,526.39
Froelich, S	IT Remedy Administration & Reporting Specialist	82,498.39
Froese, G	Manager, Accredited Repair	117,025.24
Frykas, C	Injury Claims Analyst	78,172.78
Fujiwara, T	Estimator - City	76,555.91
Fuz, J	Commercial Specialist	82,791.07
Gagnon, R	Supervisor, Estimating Solutions	91,559.38
Galka, R	Purchasing Agent	109,192.72 *
Gallant, N	Supervisor, Commercial Claims	94,556.66
Gandhi, M	Corporate Controller	146,228.98
Garn, P	Manager, Product Ownership	123,146.07
Garofoli, D	Product Owner	92,744.62
Garwood, M	Internal Review Officer	89,319.47
Gaudry, G	SME - IFRS & Financial Reporting	122,338.06
Gendreau, L	Vice President & Chief People Officer	158,235.49
Ghuman, I	Actuarial Analyst	91,801.06
Giannico, M	Fair Practices Analyst	77,790.14
Gibson, T	Business Process Architect	84,214.12
Giesbrecht, B	Claims Cost Controller	101,863.98
Giesbrecht, M	Vice President & Chief Financial Officer	276,275.36
Gillies, G	Solutions Architect	152,024.23
Glenday, C	Manager, Salvage & Compound Operations	97,430.78
Glowa, R	Supervisor, Subrogation Claims	77,811.70
Goddard, S	Supervisor, Injury Claims Management	95,039.82
Goertzen, I	Claims Cost Controller	101,823.40

Gomez-Sanchez, K	Sr Case Manager	88,506.86
Goodine, K	Special Investigator	95,609.58
Goos Berard, A	SME - Communications Advisor	86,027.64
Gowen, T	Commercial Specialized Repair Advisor	88,426.99
Grantham, D	Data Architect	78,486.97
Grausdin, E	Respectful Workplace Specialist	90,166.74
Gray, L	Assistant Manager, Subrogation Claims	108,303.34
Greco, F	Transportation Risk Specialist	77,061.70
Green, D	Sr Case Manager	86,400.89
Greig, R	Vehicle Safety Officer	76,748.88
Grimwood, K	Organizational Change Management Consultant	91,606.55
Groen, L	Loss Prevention Analyst	81,109.98
Groenewegen, T	Sr Customer Insights Analyst	80,776.33
Grose, T	Service Centre Representative - City	85,715.07 *
Gross, W	Sr Case Manager	80,207.46
Grossman, P	Assistant Manager, Subrogation Accounts & Operations	116,010.47
Guerra, A	Legal Counsel 3	133,750.87
Gunn, C	Director, Service Centre Operations	125,131.77
Halabiski, J	Personal Technologies Systems Support Analyst	90,457.60
Halliday, B	Assistant Manager, Special Risk Extension	90,903.08
Halma, J	Accredited Repair Inspector	82,400.74
Hamilton, M	Communications Advisor	82,931.84
Hansell, C	Sr Case Manager	88,269.78
Harkness, K	Organizational Development Consultant	106,705.03
Harron, P	Supervisor, Underwriting	93,376.56
Hartwich, S	Medical Fitness Administrator	82,643.50
Hauser, T	Assistant Manager, Rehabilitation Management	105,946.29
Heinrichs, C	Supervisor, Database Management	110,674.90
Heintz, D	Accredited Repair Inspector	91,827.69 *
Helgason, N	Manager, Service Centre (Small)	96,578.28
Henderson, K	Sr Case Manager	89,861.00
Herbelin, E	President & CEO	364,263.52
Hermery, M	Vehicle Safety Officer	76,756.81
Hildawa, R	Manager, Agile Program Management Office	111,876.25
Hildebrand, K	Accredited Repair Inspector	86,309.99
Hnatiuk, C	Sr Case Manager	81,711.26
Hochman, S	Instructional Designer	76,468.22
Hodzic, A	Sr Data Architect	75,176.82
Hoffman, M	Legal Counsel 4	148,187.29
Hogue, I	Hardware Technician	85,162.34
Holmes, K	Sr Driver Examiner	76,337.64
Hooper, S	Accredited Repair Inspector	84,164.27
Hopkins, D	Manager, Financial Reporting & Investment Accounting	136,642.38
Hora, C	Director, Service Delivery & Broker Operations	134,677.92 *
Howe, D	Supervisor, Claims	79,733.00
Hoy, K	Business Analyst	90,957.73
Hrabliuk, C	Supervisor, Injury Claims Management	95,190.90
Hristovski, M	Sr Case Manager	84,587.53
Hudey, J	HR Administrative Supervisor	78,807.25

Humble, J	Expense Management Specialist	100,184.59
Huppe, G	Fair Practices & Customer Relations Coordinator	97,393.54
Hutchinson, V	Sr Case Manager	85,151.90
Huzel, J	Business Analyst	81,598.20
Hykawy, R	Supervisor, Vehicle Safety	76,748.88
Iniobong, V	Supervisor, Injury Claims Management	84,152.69
Insch, K	Manager, Contact Centre Operations	90,175.69
Irving, C	Product Owner	79,441.70
Isaak, J	Broker Services Administration Coordinator	77,514.34
Isfjord, S	Sr HRMS Analyst	95,174.95
Isfjord, T	Supervisor, Production Support	103,899.67
Ismail, M	Assistant Manager, Financial Operations	115,830.66
Izzard, R	Supervisor, Accounting	91,562.97
Jackson, A	Supervisor, Underwriting	80,297.13
Jagger, H	Internal Review Officer	88,777.90
Jaramilla, D	Medical Fitness Administrator	82,643.50
Jassal, G	Regulatory Analyst	91,538.67
Jatana, S	Vice President & Chief Customer Officer	239,015.65
Jeffrey, K	Manager, Identity Verification & Data Integrity	119,106.25
Jia, H	Sr Network Analyst	113,672.22
Johns, R	Systems User Analyst	79,366.32
Johnson, D	Supervisor, ITSM Process	107,096.33
Johnson, K	Scrum Master	83,179.54
Johnson, K	Supervisor, Estimating	81,277.62
Johnson, L	Special Investigator	99,472.27
Johnston, L	Vice President & Chief Actuary & Chief Risk Officer	280,256.16 *
Jones, D	Special Investigator	85,171.34
Jones, M	Supervisor, Underwriting	84,417.04
Jubenville, D	Supervisor, IT Operations	77,700.87
Jurkowski, L	Manager, Budgeting & Project Accounting	116,705.45
Jurkowski, R	Supervisor, Driver Improvement	82,646.21
Kacher, M	Vice President & Chief Operations Officer	188,072.89
Kaisaris, G	Regulatory Accountability Analyst	77,312.47
Kalomiris, H	Systems Architect	93,150.41
Kamenkovich, M	Supervisor, Data Warehouse	85,328.63
Kamenkovich, M	Project Manager	84,503.87
Kaspersion, D	Assistant Manager, Financial Reporting	96,110.12
Kaspick, J	Shop Relationship Advisor	96,593.72
Katz Robert, S	Manager, Communications	164,601.28 *
Kaushal, M	Manager, HR Business Partnerships	125,530.52
Keller, J	Broker Support Services Analyst	82,748.72
Kernaghan, B	Product Owner	101,380.30
Kintop, K	Vendor Management Contract Advisor	94,423.35
Klassen, A	Sr Injury Claims Adjuster	76,189.46
Klassen, C	Application Services Lead	85,843.78
Kletke, A	Claims Analyst	75,057.98
Klingbell, S	Application Services Lead	106,608.80
Klippenstein, E	Supervisor, Underwriting	96,226.57
Klohn, K	Supervisor, Customer Service Centre	76,415.39

Kocis, M	Estimator - City	87,163.15 *
Kokan, D	Enterprise Architect	97,476.95
Koolage, L	Supervisor, Injury Claims Management	94,349.06
Koos, W	Manager, Research & Estimatics	116,438.16
Koroscil, D	Manager, Special Investigation Unit	128,195.33
Koscielny, K	Sr Underwriter	87,777.15
Kowalchuk, M	Sr Case Manager	97,681.05
Krahn, M	Supervisor, Bodily Injury - Out of Province	94,740.90
Kramer, L	Estimator - City	76,661.11
Krasnowski, G	Application Services Lead	104,993.89
Krueger, K	Regulatory Accountability Officer	105,142.31
Ksiazek, K	Supervisor, PIPP Administrative Services	78,623.06
Kumka, J	Occupational Therapist	88,543.02
Kuypers, A	Manager, Estimating Operations	91,380.86
Kwiatkowski, B	Systems Architect	98,676.58
Kyliuk, T	Supervisor, Testing Analysis	93,865.16
Lacey, R	Analyst	76,091.64
Lachance, K	Supervisor, Subrogation Claims	78,349.37
Lacroix, P	Privacy, Information and Corporate Access Officer	97,130.67
Lafferriere, M	Application Services Lead	108,778.99
Lafortune, C	Supervisor, Customer Service Centre	96,020.34 *
Lagace, C	Manager, Service Centre (Small)	100,044.77
Lambrecht, K	Application Services Lead	88,481.87
Lansard, S	Supervisor, Rural Service Centre	96,811.40
Lapointe, J	Sr Database Administrator	93,729.86
Lasuik, B	Manager, Service Centre (Large)	114,659.03
Lawless, S	PD Claim Audit Coordinator	76,184.64
Laxdal, G	Claims Analyst	83,129.72
Lazarko, L	Director, Data Management & Analytics	181,749.09
Lea, M	Manager, Network Operations	116,642.83
Leach, K	Supervisor, Subrogation Accounts	82,833.80
Lee, R	Sr Rate Modeller	91,541.85
Lee, S	Disaster Recovery Coordinator	87,619.65
Lee-Ward, B	Sr Database Administrator	78,830.43
Leitold, K	Special Investigator	94,669.43
Lepki, G	Shop Relationship Advisor	88,667.98
Leys, E	Commercial Estimator	76,761.70
Lima de Moura, R	HRMS Analyst	85,973.67
Lindenberg, L	SME - Supervisor, Data Warehouse	91,491.50
Link, C	Manager, Rehabilitation Management	134,202.05
Litke, D	Supervisor, Accounting	90,443.33
Locke, C	Special Investigator	84,481.60
Loechner, M	Assistant Manager, Service Centre	145,010.88 *
Loeppky, G	Internal Review Officer	93,673.90
Loewen, D	Mechanical Support Technician	88,215.17
Loewen, D	IT Disaster Recovery Specialist	79,985.05
Lokke, A	Road Safety Program Specialist	83,473.28
Loree-Dueck, K	Analyst	82,944.36
Loster, J	Identity & Access Management Specialist	102,463.81

Lovering, A	Medical Assessment Policy Analyst	89,463.91
Ludba, D	Information Security Officer	117,879.89
Lumbres, M	Sr Functional Support Analyst	77,447.42
Lupky, S	Director, Physical Damage	149,620.21
Ly, N	Actuarial Analyst	92,049.81
Lyburn, L	Supervisor, Commercial Claims	94,760.90
Lyle, K	Supervisor, Claims	107,620.83 *
Lyons, J	Communications Advisor	91,146.41
Lysy, C	Application Services Lead	110,319.87
Lytwyn, C	Campaign Specialist	80,682.46
MacBeth, R	Analyst	88,176.14
Machado, N	Business Analyst	81,430.62
MacInnis, I	Investigator	82,767.76
MacKay, A	Application Services Lead	104,993.21
MacKeen, M	Fair Practices Analyst	83,206.90
Madden, K	Payroll Analyst	81,973.46
Madhosingh, T	Sr Product & Policy Analyst	83,148.90
Madrigga, J	Project Manager	96,022.91
Mahajan, P	SME - Supervisor, Instructional Design	85,750.10
Major, R	SME - Testing Analyst	84,577.91
Mangubat, R	Database Administrator	87,447.66
Mankewich, A	Supervisor, Estimating	79,366.43
Manmohan, S	IRI Analyst	83,529.85
Mann, S	Product Specialist	91,917.45
Manzano, B	Assistant Manager, Contact Centre Operations	94,430.91
Marchant, J	Supervisor, Premises	89,075.00
Marcheschuk, H	Sr Driver Examiner	76,655.96
Marcial, J	Injury Claims Analyst	79,633.89
Maryalaya Nelson, J	Business Architect	108,870.14
Maslanka, M	Legal Counsel 3	146,184.46
Matlashewski, L	Manager, Total Rewards	94,679.44
Matson, G	Manager, Driver Fitness	130,483.58
Matthes, B	Sr Driver Examiner	80,073.10
Matthes, B	Sr Driver Examiner	76,782.23
McComb, L	Subrogation Specialist	83,604.29
McDivitt, M	Supervisor, Accounts Receivable	77,160.85
McDonald, C	Cyber & Information Security Officer	167,228.18
McFadyen, K	Manager, Quality Control & Metrics	128,770.46
McGill, C	Claims Controller - Injury	83,442.23
McGrath, C	Cybersecurity & IT Risk and Compliance Analyst	99,475.48
McKay, J	Adjuster	83,044.03 *
McKee, J	Business Analyst	87,070.30
McKinnon, S	Executive Assistant	78,498.64
McLaughlin, C	Sr Injury Claims Adjuster	85,660.16
McLean, P	Network Analyst	84,265.44
McLennan, K	Manager, Financial Operations	111,858.97 *
McNarry, N	Supervisor, Underwriting	80,868.80
Melnyk, C	Manager, Application Architecture, Development & Integration	117,560.50
Melnyk, R	Sr Customer Insights Analyst	88,850.00

Mestdagh, L	Manager, Special Investigation Unit	136,753.07
Meyer, A	Supervisor, Technical Communications	95,485.96 *
Michie, S	Business Analyst	83,130.79
Middlestead, W	Supervisor, Application Services	126,481.68
Milette, C	Case Manager	75,894.92
Minenna, M	Manager, Driver Education	117,495.86
Mitchell, B	Sr Functional Support Analyst	92,772.33
Mitra, S	Vice President & Chief Transformation Officer	213,429.34
Mohr, A	Manager, Accounting Services	139,176.21
Mohr, T	Sr Project Manager	99,543.25
Moins, M	Shop Relationship Advisor	96,991.02
Molinski, D	Shop Relationship Advisor	96,546.63
Monikandan, C	Project Manager	94,943.44
Moniuk, A	Sr Legal Processor	78,696.35
Monteith, L	Business Readiness Manager	76,075.24
Moorehead, D	Supervisor, Out of Province Claims	93,456.96
Morcos, G	Reinsurance Analyst	77,483.01
Moroz, B	Supervisor, Driver Testing	76,861.81
Morrison, T	Supervisor, Vehicle Safety	89,091.24
Mosiuk, B	Business Analyst	82,920.06
Mucska, A	Sr Case Manager	86,427.25
Muir, W	Director, Strategic Sourcing & Vendor Management	115,805.63
Mulholland, J	Product & Policy Analyst	79,050.91
Munyoro, V	Product Owner	76,788.90
Murray, P	Workplace Safety Advisor	95,811.72
Murray, R	Adjuster/Sr Driver Examiner	77,309.55
Muth, T	Assistant Manager, Accounting Services	105,830.79
Mutter, J	Supervisor, Accounting	89,913.14
Natt, G	Identity & Access Management Specialist	91,276.25
Nelson, H	Medical Fitness Administrator	80,815.08
Neufeld, P	SME - Business Analyst	83,097.31
Neufeld, R	Commercial Estimator	76,883.85
Neumarkt, I	Organizational Development Consultant	82,686.35
Newbiggin, H	Manager, Transportation Risk & Safety	117,639.85
Newton, K	Assistant Manager, Rehabilitation Management	110,578.51
Newton, T	Manager, Special Risk Extension	118,808.64
Nickel, D	Sr Rate Modeller	88,727.84
Novak, D	Injury Mediation Specialist	94,373.57
Nuevo, M	Analyst	81,336.75
Oberholtzer, J	Manager, Service Centre (Small)	77,016.59
Oertel, E	Electrician Foreman	82,925.93
Olsen, C	Manager, HR Systems & Support	117,379.71
Onofreychuk, L	Assistant Manager, Project Accounting	91,472.81
Oravec, D	Product & Policy Analyst	98,376.27
Owen, R	Supervisor, Injury Claims Management	94,603.65
Ozouf, R	Personal Technologies Systems Support Analyst	86,181.58
Pabla, G	Sr Driver Examiner	77,059.34
Padmanaban, H	Analyst	78,701.04
Palatino, R	Value Management Coordinator	97,669.36

Pankratz Wieler, S	Sr Customer Insights Analyst	90,691.46
Pariyasamy, K	Manager, Application Architecture, Development & Integration	140,577.57
Parti, S	Vice President & Chief Information & Technology Officer	153,679.08
Pashniak, D	Project Manager	92,146.90
Patton, J	Business Analyst	82,906.90
Patton, S	Manager, Customer Insights & Analytics	98,432.32
Paul, B	Case Manager	76,766.55
Paulus, C	Financial Standards Specialist	94,806.37
Pedrosa, J	Case Manager	77,298.88
Pelissier, B	Manager, PIPP Support Services	86,066.84
Pellatt, K	HR Business Partner	92,359.07
Pendley, H	Mechanical Support Technician	78,173.82
Peniuk, K	Commercial Specialist	82,499.90
Pereira, D	Supervisor, Injury Claims Management	89,366.19
Perez, G	Community Relations Specialist	77,758.60
Perez, M	HR Business Partner	79,667.25
Philippot, C	Electrician Foreman	81,441.05
Phoa, T	Actuarial Analyst	104,154.78
Picard, M	Supervisor, Release Train Specialist	95,072.89
Piec, D	Assistant Manager, Service Centre	86,973.24
Piec, M	Manager, KMS Projects	105,905.11
Pilawski, C	Supervisor, Premises	88,915.00
Pitt, A	Accredited Repair Inspector	85,756.20
Pitzel, S	Legal Counsel 3	147,494.04
Piush, J	Sr Legislation Analyst	82,216.59
Plessis, M	Special Investigator	80,751.15
Poitras, K	Sr Driver Examiner	78,802.31
Polavaram, D	Manager, Data Governance, Strategy & Architecture	96,979.86
Pollock, D	Supervisor, Application Services	113,399.04
Ponton, J	Manager, KMS Instructional Design	102,759.91
Prasek, W	IT Managed Services Controller	100,700.75
Price, R	Manager, Service Centre (Large)	129,848.35
Prozyk, C	Manager, Financial Operations	104,837.85
Prystenski, A	Medical Fitness Administrator	82,641.25
Prystupa, C	Manager, Product Development & Management	99,948.96
Puchailo, D	Vehicle Safety Officer	76,748.88
Pudlo, K	Supervisor, Injury Claims Management	94,349.06
Puno, M	IT Incident & Problem Management Specialist	86,055.51
Pursaga, J	Manager, KMS, Technical Writing and Communications	98,380.54
Quan, T	Supervisor, Contact Centre	77,271.47
Quenelle, R	Transportation Risk Specialist	77,233.88
Rabichuk, C	Special Investigator	93,477.83
Rak, A	Associate Personal Technologies Systems Support Analyst	77,025.43
Rak, T	Project Cost Analyst	83,185.06
Ramani Gopal, A	Product Owner	90,949.65
Ramchandar, S	Director, Strategy & Portfolio Management	123,049.53
Ramirez, A	Director, Nova Program Delivery	149,696.01
Randhawa, T	Product Owner	88,337.21
Ray, C	Business Architect	120,563.39

Redfern, D	Sr Payroll Administrator	75,013.01
Reis, D	Sr Case Manager	88,334.07
Rekrut, J	Business Relationship Manager	112,735.03
Remillard, J	Program Director	166,111.87 *
Reynante, J	Database Administrator	91,567.13
Rhodes, T	Sr Customer Insights Analyst	88,731.29
Richard, J	Assistant Manager, Contact Centre Operations	80,835.93
Riddell, J	SME - Application Services Lead	107,314.20
Riddell, M	Product Owner	89,166.84
Riel, J	Sr Value Management Specialist	128,202.33
Rieu, D	Supervisor, User Analysis	77,433.93
Riffel, T	Supervisor, PIPP Administrative Services	78,328.13
Ring, M	Manager, Service Centre (Small)	114,639.42
Ripak, D	Analyst	88,411.19
Riva, M	Corporate Interior Designer	84,686.87
Robertson, A	Legal Counsel 3	130,632.29
Robertson, R	APMO Coordinator	95,055.95
Robins, C	Accredited Repair Inspector	85,722.15
Robins, R	Analyst	80,263.46
Robinson, D	Legal Counsel 3	138,448.80
Robinson, P	Safety, Security and Environment Specialist	123,406.89
Rochon, A	Supervisor, Claims	90,051.05
Rodewald, L	Business Process Architect	92,582.38
Rodrigo, C	Telecommunications Analyst	126,459.37
Rogers, A	Manager, Service Centre (Large)	108,387.57
Roney, M	Business Architect	85,585.62
Rooks, W	Service Centre Clerk	185,464.46
Rosario, M	Injury Claims Analyst	86,132.60
Rosche, R	Sr Telecommunications Analyst	101,012.66
Rose, L	Adjuster/Sr Driver Examiner	78,126.02
Ross, K	Application Services Lead	78,896.03
Rowan, C	Disability Management Specialist	96,189.55
Rudy, A	Sr Case Manager	75,322.14
Ruffeski, D	Manager, Strategic Sourcing & Vendor Management	118,599.25
Rusak, D	Sr Case Manager	88,652.22
Russo, M	Financial Forecasting Specialist	89,743.58
Rydz, K	Manager, Communications	92,034.34
Ryman, T	APMO Coordinator	84,883.90
Ryz, C	Supervisor, Injury Claims Management	95,199.32
Safruk, D	Government Relations Officer	102,966.83
Saini, P	Analyst	99,498.37
Sam, S	Manager, Organizational Change Management	111,550.93
Sarginson, P	Director, DVA Policy and Registrar of Motor Vehicles	131,342.15
Sass, J	Director, Service Delivery & Broker Operations	164,400.00
Savard, G	Sr Case Manager	88,095.00
Sawatzky, A	Analyst	78,824.56
Sawatzky, L	Mechanical Support Technician	86,818.83
Sawatzky, N	Sr Policy Analyst	89,176.03
Scarff, N	Manager, Service Centre (Small)	98,432.83

Scarfone, S	Legal Counsel 4	153,704.19
Schmieder, E	Special Investigator	84,874.24
Schneiderat, T	Internal Review Officer	78,902.01
Schwab, D	SME - Resource Coordinator	93,817.69
Scott, J	Manager, Specialized Risk Claims	97,742.52
Seddon, T	Sr Case Manager	85,348.86
Sellar, E	Organizational Change Management Consultant	83,787.08
Senden, N	Systems User Analyst	77,774.85 *
Seniuk, L	Supervisor, Instructional Design	76,249.62
Sentner, C	Manager, Digital Experience	100,332.80
Shah, H	Underwriter	81,690.34
Shaon, M	Vulnerability & Penetration Testing Specialist	87,755.92
Shea, L	Physical Damage Programs Analyst	78,095.03
Shemeluk, G	Shop Relationship Advisor	97,024.24
Shenvi, S	Business Architect	100,417.99
Shostak, M	SME - Supervisor, Instructional Design	88,785.88
Shukin, K	SME - Sr Underwriter	79,212.78
Shum-McDonald, E	Sr Customer Insights Analyst	76,898.88
Siepman, K	Research Technician	88,075.00
Sigurdson, D	Supervisor, Injury Claims Management	94,599.06
Simard, T	Special Investigator	76,553.99
Simmons, A	Sr Case Manager	81,013.31 *
Simmons, G	Systems Architect	98,289.07
Skarpias, S	Sr Case Manager	88,325.00
Skelton, C	Sr Case Manager	88,285.26
Skiba, K	Sr Hardware Technician	86,279.12
Skitcko, L	Sr Case Manager	88,665.13
Sladek, J	Accredited Repair Inspector	85,736.29
Sloggett, P	Medical Fitness Administrator	82,343.51
Smart, S	Supervisor, Vehicle Safety	88,176.55
Smiley, B	Media Relations Coordinator	124,247.85
Smith, C	Supervisor, Claims	90,033.95
Smith, R	Administrative Officer-Identity Verification&Data Integrity	76,163.22
Soares, A	Supervisor, Claims	88,273.84
Soifer, G	IT Risk and Compliance Management Specialist	94,389.40
Solomon, R	HR Business Partner	88,569.64
Soucy, M	Supervisor, Claims	88,114.71
Spencer, I	Subrogation Investigator	95,328.98
Sprenger, W	Manager, Enterprise Risk Management	125,117.33
Sproule, R	Supervisor, Estimatrics	113,247.72
St. Godard, D	Commercial Specialist	82,411.90
St. Vincent, K	Sr Case Manager	88,150.00
Stade, S	Sr Case Manager	89,745.51
Stephens, A	Project Coordinator	86,166.31
Sterzer, C	Estimatrics Coordinator	91,159.04
Stock, N	Case Manager	77,048.88
Stoneham, C	Supervisor, Customer Service Centre	79,207.45
Stonyk, R	Legal Counsel 4	127,204.15 *
Stoyka, E	Assistant Manager, Physical Damage Programs	96,072.25

Streib, C	Sr Driver Examiner	79,075.28
Su, Y	Sr Actuarial Analyst	98,671.13
Subramaniam, T	IT Managed Services Analyst	78,261.63
Surla, J	Supervisor, Contact Centre	77,754.88
Swanarchuk, R	Director, Commercial Lines	143,849.21
Tackie Anderson, N	Product Manager, Digital Workplace & Service Management	106,060.68
Tan, K	Systems Architect	96,937.35
Tanchak, P	SharePoint Lead	100,528.86
Taylor, B	Claims Controller - Injury	97,126.02
Taylor, C	Director, Corporate Services	136,481.14
Taylor, S	Manager, Licensing Services	114,901.75
Telfer, D	Product & Policy Analyst	83,327.25
Thomason, M	Organizational Change Management Consultant	92,326.89
Thomassen, R	Internal Review Officer	151,904.37 *
Thompson, P	Supervisor, Rural Service Centre	95,301.41
Thomson, A	Adjuster/Sr Driver Examiner	79,218.24
Thorsteinson, D	Manager, KMS, Instructional Design	105,588.71 *
Thurston, J	Injury Claims Adjuster	103,783.46 *
To, C	Supervisor, IRI	98,432.05
Toms, A	Supervisor, Estimating	80,353.59
Torgerson, J	Supervisor, Testing Analysis	82,271.65
Travica, D	Sr Case Manager	85,859.30
Treichel, A	Manager, Total Rewards	103,228.00
Triggs, M	General Counsel & Corporate Secretary	242,129.13
Trudel, P	Sr Application Services Technical Advisor	121,027.46
Turnley, C	Manager, Asset Management	98,066.93
Valliani, R	Manager, Cybersecurity & IT GRC	126,734.40
Van Bastelaere, A	Systems Architect	98,896.15
Van Landeghem, D	Supervisor, Injury Claims Management	95,363.51
Vandall, A	SME - HR Business Partner	98,666.09
Vandurme, B	Road Safety Program Specialist	83,550.06
Vassart, M	SME - Testing Analyst	92,174.19
Velasco, A	SME - Analyst	77,595.16
Venton, B	Manager, Total Loss and Evaluation	90,510.24
Verdejo, A	Supervisor, Accounting	84,422.69
Vergchetti, A	IT Client Services Analyst	75,302.78
Vergchetti, T	Subrogation Specialist	81,673.00
Vermette, D	Sr Network Analyst	112,946.92
Vermette, R	Supervisor, Personal Technology Services	100,673.20
Vieira, P	Director, Communications, Brand & Marketing	127,426.94
Vince, K	Supervisor, Driver Education Program	81,496.22
Vital, A	Business Analyst	83,365.29
Von Dohren, R	Value Management Coordinator	88,401.63
Wahl, M	Project Coordinator	90,745.30
Wai, E	Analyst	101,545.60
Waldner, E	Supervisor, IT Platform Support	107,763.06
Wang, F	Analyst	88,269.57
Wang, J	SME - Business Analyst	79,947.85
Wang, X	Business Process Architect	101,800.17

Wannamaker, M	Manager, Special Risk Extension	104,958.56
Watson, D	Production Coordinator	77,658.49
Way, C	Director, Injury Claims Management	131,039.54
Webb, M	Analyst	79,211.83
Wennberg, C	Vice President & Chief Operations Officer	265,681.94
Weselake, S	Manager, Fair Practices & Customer Relations	131,441.80
Weselowski, N	Sr Customer Insights Analyst	89,100.00
Whalen, G	Manager, Health Care Services & Quality Assurance	126,171.19
Wheeler, J	Supervisor, Customer Service Centre	78,079.82
White, C	Sr Injury Claims Adjuster	88,329.59
White, S	Manager, Total Loss and Evaluation	111,348.65
Wiebe, B	Manager, Specialized Risk Claims	168,532.25 *
Wiebe, R	Supervisor, Bodily Injury - Out of Province	94,860.25
Wiedmer, R	Supervisor, Customer Service Centre	77,120.85
Wieler, D	Supervisor, IT Request Fulfillment	91,118.57
Winter, J	Instructional Designer	77,862.78
Wityshyn, W	SME - Testing Analyst	84,584.80
Wlasiuk, D	Premises Coordinator	79,876.07
Wong, P	Claims Cost Controller	100,808.63
Worboys, C	Systems Architect	92,046.58
Wu, R	Accredited Repair Inspector	85,722.15
Wyche, C	Organizational Development Consultant	95,805.83
Wycislak, F	Supervisor, Injury Claims Management	94,908.77
Wyrzykowski, C	Analyst	89,307.59
Yakel, J	Director, Enterprise Application Management	162,362.70
Yewdall, H	Manager, Bodily Injury Centre	123,003.98
Yu, E	Product Specialist	118,590.44
Zadnepreannii, L	Data Architect	93,857.51
Zarrillo, D	Business Relationship Manager	115,151.53
Zeaton, G	Manager, Service Centre (Small)	115,655.27
Zhao, L	Sr Customer Insights Analyst	83,120.06
	Aggregate Total Board of Directors	95,230.34

** 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, 2021. 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, 2021**

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.