



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, 2023**

COMPENSATION DISCLOSURE FOR 2023

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 \$85,000 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, 2023.

For the 2023 income tax year, Manitoba Public Insurance issued 2,387 T4 slips to full-time, part-time and temporary employees and officers. Manitoba Public Insurance had a monthly average of 1,760 employees during 2023. This schedule lists the compensation paid to 456 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 2023 is given. Total compensation includes the officer's and employee's regular salary, taxable benefits, retiring allowances, retroactive pay, vacation pay and severance pay.



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, 2023 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, 2023 and the note to the financial information, which include 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.

PricewaterhouseCoopers LLP

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.

Chartered Professional

Accountants Winnipeg, Manitoba
June 27, 2024

Name	Position Title	Total Compensation
Abbas, A	IT Risk & Compliance Management Specialist	110,534.17
Abiola-Oladipupo, O	Business Process Architect	100,290.84
Abraham, A	Director, Digital Workplace & Service Management	183,753.07
Agnew, R	Manager, Service Centre (Small)	128,286.68
Ahlbaum, C	Value Stream Product Manager, Nova Digital	140,161.27
Ahmad, A	Environment Coordinator	102,836.59
Alarie, M	Estimating Solutions Specialist	93,249.06
Ali, H	Cybersecurity & IT Risk and Compliance Analyst	100,533.10
Ambalam, L	Data Governance Specialist	94,254.04
Andres, R	Supervisor, Rural Service Centre	92,249.60
Angus, C	Special Investigator	102,302.76
Antle, J	Supervisor, Claims	85,476.15
Arabsky, H	Director, Service Centre Delivery	148,858.67
Arendt, E	Supervisor, COE Digital Solutions	108,133.97
Arnal, B	Customer Experience (CX) Design Lead	129,776.82
Arvidson, B	Supervisor, Rural Service Centre	88,706.99
Ashraf, S	Cyber & Information Security Officer	197,428.01
Backstrom, J	Estimatics Coordinator	109,254.73
Baldauf, C	Injury Benefit Actuary Lead	120,016.66
Balmer, R	Manager, System Operations	134,780.68
Bannon, T	Special Investigator	93,886.71
Barker, D	Manager, Broker Support & Autopac Services	144,068.66
Baxter, P	Customer Experience (CX) Design Lead	123,380.50
Beaudoin, G	Supervisor, Injury Claims Management	88,837.22
Beltran, L	Supervisor, Accounting	101,607.42
Bergen, B	Business Architect	101,480.22
Berkis, A	Claims Controller - Physical Damage	97,155.83
Berry, D	Commercial Specialist	90,838.72
Betker, C	Supervisor, COE Digital Solutions	94,995.91
Betker, M	Service Delivery Manager	126,229.61
Beyer, A	Legal Counsel 3	123,836.47
Bilonozhko, A	Commercial Specialist	86,383.36
Birch, G	Manager, Service Centre (Small)	135,173.53
Bisong, C	Data Transformation Specialist	98,302.07
Bittner, S	Assistant Manager, Service Centre	88,575.61
Blackman, J	Medical Fitness Administrator	85,890.94
Bobai, E	Customer Experience (CX) Design Lead	121,663.52
Boblinski, T	Director, Change & Knowledge Management	177,005.55
Bodnarchuk, G	Accredited Repair Inspector	89,425.22
Bodz, V	Manager, Serious & Long Term Case Management	204,643.23
Boisjoli, J	Sr Database Administrator	88,624.04
Borowski, P	Hardware Technician	87,865.09
Boticki, B	Manager, Systems Architecture	150,113.04
Bouchard, K	Manager, Service Centre (Small)	112,500.06

Name	Position Title	Total Compensation
Bourgouin, C	Organizational Change Management Practitioner	100,313.48
Bowering, J	Director, Product Management	150,271.13
Bravi, D	Information Security Architect	155,812.63
Breedon, E	Supervisor, Rural Service Centre	92,209.71
Brisson, P	Special Investigator	98,871.34
Brooker, D	Research Technician	149,766.13
Brown, A	Claims Controller - Injury	103,606.47
Brown, A	Supervisor, Claims	100,157.10
Brown, T	Legal Counsel 4	165,606.86
Bruce, D	Building Systems Integration Specialist	101,215.37
Bryden, S	Value Stream Product Manager, HR	114,369.20
Buchanan, M	Talent Development Partner	101,180.02
Bunston, G	Director, ALM & Investment Management	151,977.16
Burke, J	Systems Architect	89,075.66
Burns, D	Business Architect	98,875.24
Caisley, L	Supervisor, Injury Claims Management	87,305.23
Cameron, E	Manager, Premises & Administrative Services	110,917.23
Campbell, S	Director, Enterprise Architecture	202,980.02
Carias, H	Payroll Coordinator	103,954.98
Carvell, J	Lean Black Belt	129,330.42
Casalla, K	Manager, Pricing Transformation	121,575.53
Castro, E	Developer 3	89,111.21
Cawson, M	Manager, Licensing Services	102,172.55
Chicoine, C	Sr Database Administrator	93,128.83
Childerhouse, M	Reinsurance Lead	107,145.51
Chochinov, C	Manager, PIPP Financial & Operational Support	107,613.04
Cholod, D	Internal Review Officer	87,061.74
Chomski, A	Sr Investment Analyst	94,457.05
Clark, L	Assistant Manager, Rehabilitation Management	108,329.60
Clarke, K	Deputy Registrar	120,119.40
Clarkson, S	Actuarial Analyst II	85,346.69
Clearwater, T	Business Insights & Analytics Specialist	107,406.89
Clemens, D	Supervisor, Communications Infrastructure	108,087.37
Clemens, D	Developer 3	85,642.31
Coleman, C	Assistant Manager, Service Centre	93,056.54
Cooke, R	Operations Performance Lead	101,865.88
Cormier, V	Value Stream Product Manager, Nova DVA	131,871.48
Costa de Albuquerque Meira, T	Director, Regulatory Affairs	143,179.12
Cosyns, P	IT Service Continuity Specialist	110,745.95
Court, T	Assistant Manager, Special Investigation Unit	113,227.11
Cowley, T	Assistant Manager, Special Investigation Unit	103,155.26
Crocker, W	Shop Relationship Advisor	98,995.81
Cullen, C	Manager, Service Centre (Large)	288,926.32

Name	Position Title	Total Compensation
Curtaz, J	Value Stream Product Manager, ECM	110,448.98
Dalman, J	Communications Advisor	88,608.53
Damoglu, B	Vulnerability & Penetration Testing Specialist	118,037.32
Danais, A	Developer 3	91,702.20
Dayman, C	Supervisor, Rural Service Centre	88,964.72
de Jesus, E	Sr IT Platform Administrator	87,288.73
Debeuckelaere, T	Special Investigator	97,298.36
Decock, T	Supervisor, Commercial Claims	99,875.13
Demianiw, M	Supervisor, Rural Service Centre	88,536.12
Deogun, A	Developer 4	91,599.01
Dessler, G	Director, Nova Technical Solutions	177,388.96
Deveau, Y	French Language Services & Accessibility Coordinator	91,910.07
Diduch, C	Sr Case Manager	137,331.44
Dittmar, W	Injury Mediation Specialist	105,313.83
Doell, B	Manager, Road Safety Programs & Analysis	106,678.69
Dour, E	Director, Enterprise Program Management Office	164,945.87
Downie, K	Supervisor, Claims	90,382.03
Ducharme, M	Special Investigator	93,226.24
Dunstone, D	Manager, Forecasting	141,150.82
Dvorak, J	Project Manager	135,508.37
Dyer, G	Developer 3	95,474.46
Dykes, K	Director, Communications, Brand & Marketing	169,059.47
Eden, C	Assistant Manager, Road Safety Programs	156,785.58
Edginton, G	Systems Architect	97,312.08
Edwards, A	Accredited Repair Inspector	91,274.64
Edwards, C	Solutions Architect	140,341.72
Edwards, L	Director, Enterprise Value Assurance	154,678.09
Elvebo, N	Director, Driver Administration	154,179.47
Enns, L	Supervisor, Medical Assessment	93,472.74
Estares, J	Supervisor, Production Support	86,739.60
Falkenberg, P	Special Investigator	98,917.73
Falkowski, C	Accredited Repair Inspector	98,849.27
Faria, P	Information Architect	91,643.05
Feeney, M	Talent Acquisition Specialist	94,231.95
Fernando, S	Systems Architect	88,275.21
Ferreira, R	Manager, Physical Damage Programs	133,425.47
Ferris, C	Supervisor, Rural Service Centre	91,365.79
Fisher, D	SME - Developer 4	89,215.15
Fisher, L	Assistant Manager, Service Centre	143,086.26
Fraiter, T	Developer 3	85,719.25
Frazer, D	Director, Operations Performance, Data & Quality	157,985.32
Frederickson, F	Supervisor, Instructional Design	98,124.64
Froese, G	Manager, Accredited Repair	132,360.08
Fuz, J	Commercial Specialist	87,966.32

Name	Position Title	Total Compensation
Gagnon, R	Manager, Operations Compliance & Analytics	124,344.04
Gallant, N	Supervisor, Commercial Claims	89,156.57
Garofoli, D	Strategy & Portfolio Manager	107,844.49
Gaudry, G	Manager, Budgeting & Project Accounting	138,218.49
Gendreau, L	Vice President & Chief People Officer	239,565.31
Germaniuk, F	Communications Advisor	87,902.75
Gibson, T	Assistant Manager, Subrogation Claims	109,312.84
Giesbrecht, M	Vice President & Chief Financial Officer	299,284.82
Gillies, G	SME - Solutions Architect	156,808.20
Glenday, C	Manager, Salvage & Compound Operations	117,557.98
Gobeil, L	Business Process Architect	87,063.03
Goddard, S	Supervisor, Injury Claims Management	85,458.38
Goertzen, A	SME - IFRS & Financial Reporting	127,122.32
Goertzen, I	Supervisor, Operations Analytics	109,661.30
Gomez-Sanchez, K	Supervisor, Injury Claims Management	87,460.30
Goodine, K	Special Investigator	97,692.81
Goos Berard, A	SME - Communications Advisor	90,443.52
Gowen, T	Commercial Specialized Repair Advisor	96,765.45
Grausdin, E	Respectful Workplace Specialist	95,142.02
Green, D	Sr Case Manager	116,978.17
Grimwood, K	Sr Organizational Change Management Practitioner	110,803.48
Grossman, P	Manager, Subrogation	141,532.14
Guerra, A	General Counsel & Corporate Secretary	203,070.43
Gunn, C	Director, Service Centre Delivery	142,062.48
Halliday, B	Manager, Special Risk Extension	105,542.17
Halma, J	Accredited Repair Inspector	88,384.53
Hamm, D	Manager, Digital Workplace Services	151,934.60
Harron, P	Supervisor, Underwriting	87,589.17
Hartwich, S	Medical Fitness Administrator	85,137.07
Hauser, T	Assistant Manager, Rehabilitation Management	116,476.95
Heikkinen, T	Manager, Security Operations Centre	147,293.43
Heinrichs, C	Supervisor, Database Management	101,081.18
Helgason, N	Manager, Service Centre (Large)	129,020.30
Henderson, K	Injury Mediation Specialist	86,851.58
Herbelin, E	President & CEO	225,577.95
Hildahl, A	Director, Strategy	154,350.70
Hildebrand, K	Accredited Repair Inspector	89,578.09
Hoffman, M	Legal Counsel 4	153,870.36
Hooper, S	Accredited Repair Inspector	87,368.31
Hopkins, D	Manager, Financial Reporting & Investment Accounting	164,990.64
Horne, A	Legal Counsel 4	136,151.36
Hrabliuk, C	Supervisor, Injury Claims Management	88,851.98
Hudey, J	HR Administrative Supervisor	91,857.47
Humble, J	Financial Forecasting Specialist	110,330.69

Name	Position Title	Total Compensation
Hunter, D	Director, Platform Engineering & Infrastructure	170,739.30
Hutton, M	Value Stream Product Manager, SRE	111,693.93
Hykawy, R	Supervisor, Vehicle Safety	87,042.08
Inibong, V	Supervisor, Injury Claims Management	86,594.30
Insch, K	Manager, Contact Centre Operations	122,984.48
Isfjord, S	Sr HRMS Analyst	100,154.58
Isfjord, T	Supervisor, Production Support	95,319.71
Ismail, M	Assistant Manager, Financial Operations	119,057.57
Jassal, G	Regulatory Affairs Specialist	109,473.70
Jatana, S	Vice President & Chief Customer Officer	268,517.23
Jeffrey, K	Manager, Identity Verification & Data Integrity	130,370.89
Jia, H	Sr Network Analyst	99,211.72
Johnson, D	Manager, IT Service Management	126,068.45
Johnson, L	Special Investigator	100,821.37
Jones, D	Special Investigator	87,678.40
Joy Abraham, V	Information Security Officer	110,466.13
Kacher, M	President & CEO	254,062.30
Kaisaris, G	Government Relations Officer	92,874.56
Kalomiris, H	Systems Architect	89,122.36
Kalushka, K	Technical Communications Specialist	85,531.17
Kamenkovich, M	Project Manager	88,975.85
Kaspersion, D	Assistant Manager, Financial Reporting	111,596.40
Kaspick, J	Shop Relationship Advisor	99,104.61
Kaushal, M	Director, HR Service Delivery	149,795.68
Kee, A	Adjuster	88,190.06
Kernaghan, B	Service Delivery Manager	99,179.66
Kintop, K	Strategy & Portfolio Manager	105,471.00
Klassen, C	Supervisor, COE Integrations	92,717.10
Klingbell, S	Developer 4	96,065.43
Klippenstein, E	Supervisor, Underwriting	87,811.19
Kokan, D	Enterprise Architect	136,994.03
Kolaski, R	Vice President & Chief Financial Officer	201,808.63
Koos, W	Director, Physical Damage Management	133,912.40
Koroscil, D	Manager, Special Investigation Unit	139,026.35
Krahn, M	Supervisor, Bodily Injury - Out of Province	108,357.08
Krasnowski, G	Developer 4	94,346.51
Krawchuk, M	Automation COE Lead	97,701.13
Krueger, K	Director, Corporate Compliance, Privacy & Access	139,248.72
Kublick, T	Business Process Architect	87,195.55
Kumka, J	Occupational Therapist	98,745.17
Kuypers, A	Manager, Estimating Operations	110,084.85
Kwiatkowski, B	Systems Architect	94,165.48
Kyliuk, T	Supervisor, Quality Analysis	85,528.63
Lacroix, P	Privacy & Access Specialist	99,335.02

Name	Position Title	Total Compensation
Laferriere, M	Developer 4	94,125.92
Lagace, C	Manager, Service Centre (Small)	119,790.03
Lambrech, K	Developer 4	90,337.19
Lansard, S	Supervisor, Rural Service Centre	119,867.51
Lasuik, B	Manager, Service Centre (Large)	125,858.94
Lawless, S	PD Claim Audit Coordinator	95,703.96
Lawrence, M	Telecommunications Analyst	85,988.91
Laxdal, G	Operations Analyst	89,106.82
Lea, M	Technical Network Specialist	129,401.66
Lee, R	Sr Rate Modeller	90,783.74
Lee, S	Business Continuity Coordinator	88,281.17
Lehmann, K	Supervisor, Rural Service Centre	93,388.06
Leitold, K	Special Investigator	103,148.05
Lepki, G	Shop Relationship Advisor	94,657.70
Lernowicz, K	Business Process Architect	87,292.95
Li, V	Legal Counsel 3	138,841.93
Lindenberg, L	Supervisor, Data Warehouse	85,252.04
Locke, C	Special Investigator	92,249.70
Loster, J	Identity & Access Management Specialist	88,553.28
Lovering, A	Medical Assessment Policy Analyst	89,686.28
Low, C	Vice President & Chief Actuary & Chief Risk Officer	267,964.94
Ludba, D	Information Security Officer	130,290.62
Lumbres, M	Sr Functional Support Analyst	86,589.75
Lupky, S	Sr Director, Physical Damage Claims	181,745.61
Ly, N	Manager, Pricing Operations	123,333.88
Lyburn, L	Assistant Manager, Service Centre	104,154.25
Lyons, J	Communications Advisor	90,735.10
Lysy, C	Developer 4	87,103.09
MacBeath, H	Sr Organizational Change Management Practitioner	109,351.38
MacInnis, I	Investigator	87,570.26
MacKay, A	Supervisor, COE Digital Solutions	97,831.08
MacKeen, M	Fair Practices & Customer Relations Coordinator	97,477.40
Madden, K	Payroll Analyst	89,265.33
Madhosingh, T	Customer Value Proposition Lead	95,548.28
Madrigga, J	Sr Project Manager	116,515.64
Mai Moussa, C	Commercial Specialist	86,551.47
Main, H	Legal Counsel 3	108,759.86
Manabat, R	Lean Facilitator	94,184.97
Mann, S	Customer Value Proposition Lead	107,190.24
Manzano, B	Assistant Manager, Contact Centre Operations	95,947.76
Marion, M	Manager, Valuation	138,463.62
Marlatt, M	Manager, Community Relations	95,320.45
Martin, M	Corporate Business Continuity Officer	113,536.24
Maslanka, M	Legal Counsel 3	159,182.65

Name	Position Title	Total Compensation
Masud, K	Director, Pricing	188,702.86
Matson, G	Manager, Driver Fitness	139,931.97
Matusoc, E	Director, Continuous Improvement	186,692.42
McFadyen, K	Manager, COE Quality	141,671.63
McGill, C	Manager, Health Care Services & Quality Assurance	107,301.92
McGrath, C	Cybersecurity & IT Risk and Compliance Analyst	97,695.42
McKenzie, H	PIPP Support Services Clerk	87,006.86
McNarry, N	Assistant Manager, Special Risk Extension	94,319.74
Melnyk, C	Manager, Product Planning & Delivery	133,720.82
Mendez Barco, A	Business Architect	110,990.30
Middlestead, W	Supervisor, COE Digital Solutions	123,563.41
Minenna, M	Manager, Driver Education	129,525.90
Mitra, S	Vice President & Chief Transformation Officer	244,442.87
Mohr, A	Manager, Accounting Services	182,956.02
Mohr, T	Sr Project Manager	110,901.78
Moins, M	Shop Relationship Advisor	99,920.72
Molinski, D	Shop Relationship Advisor	96,657.35
Monikandan, C	Project Manager	101,322.95
Moniuk, A	Sr Legal Processor	88,941.58
Monteith, L	Business Readiness Manager	121,801.27
Moore, B	Director, Customer Experience	193,471.83
Moorehead, D	Supervisor, Out of Province Claims	106,837.31
Mraovic, M	Legal Counsel 2	118,005.60
Muir, W	Director, Strategic Sourcing & Vendor Management	157,749.19
Murray, P	Workplace Safety Advisor	100,426.55
Muth, T	Assistant Manager, Accounting Services	122,976.56
Mutter, J	Assistant Manager, Financial Operations	87,992.16
Nault, A	Manager, Total Rewards	109,226.00
Neufeld, R	Commercial Estimator	99,607.37
Neumarkt, I	Talent Development Partner	90,030.95
Newbiggin, H	Manager, Transportation Risk & Safety	130,208.91
Newton, K	Assistant Manager, Rehabilitation Management	137,911.74
Newton, T	Manager, Special Risk Extension	96,112.29
Nickel, D	Sr Rate Modeller	150,822.43
Novak, D	Injury Mediation Specialist	97,811.31
Oberholtzer, J	Manager, Service Centre (Small)	123,560.85
Oboh, G	Data Transformation Specialist	98,016.82
Okunrinboye, M	Risk Management Analyst	90,071.70
Okwumabua-Gbakima, Y	Assistant Manager, Road Safety Programs	91,062.29
Olsen, C	Manager, HR Systems & Support	124,231.65
Ominski, B	Director, Business Architecture	136,443.05
Onofreychuk, L	Assistant Manager, Project Accounting	104,766.51
Ostapowich, C	Director, Valuation & Capital Management	188,543.90

Name	Position Title	Total Compensation
Ozouf, R	Supervisor, Personal Technology Services	86,141.22
Pankratz Wieler, S	Customer Experience (CX) Design Lead	110,611.34
Pantel, S	Supervisor, Rural Service Centre	95,579.58
Pariyasamy, K	Manager, COE Digital Solutions	171,059.02
Parti, S	Vice President & Chief Information & Technology Officer	201,051.40
Pashniak, D	Sr Project Manager	94,563.64
Patton, S	Manager, Customer Insights & Analytics	123,408.93
Paul, B	Case Manager	105,248.74
Peivandi, A	Director, Software Development & Operations	147,784.01
Pelissier, B	Manager, PIPP Support Services	102,739.18
Pellatt, K	HR Business Partner	95,600.61
Pereira, D	Supervisor, Injury Claims Management	86,115.22
Perera, G	Candidate Attraction & Engagement Consultant	90,103.12
Perez, M	Employee & Labour Relations Specialist	99,924.43
Persad, R	Director, Data Management & Analytics	165,897.44
Petroulakis, S	Manager, Talent Acquisition & Candidate Experience	115,574.69
Piec, D	Assistant Manager, Subrogation Accounts & Operations	121,840.43
Piec, M	Manager, KMS Projects	133,998.67
Pitt, A	Accredited Repair Inspector	103,317.93
Pitzel, S	Legal Counsel 3	152,271.41
Plessis, M	Investigator	88,363.65
Pollock, D	Supervisor, COE Digital Solutions	102,139.06
Ponton, J	Manager, KMS Instructional Design	123,741.16
Powell, M	Corporate Controller	141,363.21
Prasek, W	Supervisor, Platform Services	118,970.29
Prozyk, C	Manager, Financial Operations	128,114.88
Prystenski, A	Medical Fitness Administrator	86,751.51
Prystupa, C	Customer Value Proposition Lead	126,763.29
Pudlo, K	Supervisor, Injury Claims Management	86,233.79
Pursaga, J	Manager, KMS, Technical Writing & Communications	123,487.51
Qadri, S	Director, Data Management & Analytics	114,238.83
Rabichuk, C	Special Investigator	94,715.88
Ragasa, C	Operations Performance Lead	103,279.51
Ramani Gopal, A	Value Stream Product Manager	108,270.37
Ramirez, A	Director, Nova Program Delivery	164,228.74
Rekrut, J	Strategy & Portfolio Manager	119,454.09
Restall, S	Lean Black Belt	130,202.16
Richard, J	Assistant Manager, Broker Support & Autopac Services	88,441.22
Riddell, J	SME - Developer 4	97,773.09
Riddell, M	Value Stream Product Manager, Nova P&C	107,709.66
Riddell, M	Special Investigator	87,620.46
Ring, M	Manager, Service Centre (Small)	119,821.38
Riva, M	Corporate Interior Designer	95,664.41
Robertson, A	Legal Counsel 3	138,921.94

Name	Position Title	Total Compensation
Robertson, R	APMO Coordinator	89,228.72
Robinson, D	Legal Counsel 3	149,460.43
Robinson, P	Manager, Safety, Security & Environment	129,523.88
Rodewald, L	Supervisor, Operations Analytics	85,303.76
Rodrigo, C	Telecommunications Analyst	90,024.19
Rody, V	Employee & Labour Relations Specialist	97,099.84
Rogers, A	Manager, Service Centre (Large)	123,094.99
Rogozhnikova, A	Manager, Business Insights & Analytics	150,477.19
Roney, M	Director, Business Architecture	120,169.84
Rosario, M	Injury Claims Analyst	85,150.72
Rosche, R	Sr Telecommunications Analyst	90,339.35
Rowan, C	Disability Management Specialist	101,143.97
Ruffeski, D	Manager, Strategic Sourcing & Vendor Management	124,648.53
Russo, M	Financial Forecasting Specialist	106,333.86
Rydz, K	Manager, Communications	112,993.37
Ryz, C	Supervisor, Injury Claims Management	88,484.52
Safruk, D	Director, Government Relations	139,697.98
Saini, P	Developer 4	100,159.69
Sam, S	Sr Strategic Change Advisor	119,605.57
Sarginson, P	Registrar of Motor Vehicles & Sr Director, DVA	170,498.24
Sass, J	Vice President & Chief Operations Officer	204,057.84
Saunderson, K	Manager, Marketing & Campaigns	105,578.10
Savoie, A	Supervisor, Claims	92,031.09
Sawatsky, E	Manager, Employee Relations & Wellbeing	108,814.89
Sawatzky, A	Developer 4	89,589.58
Scarff, N	Manager, Service Centre (Small)	111,827.58
Scarfone, S	Legal Counsel 4	164,324.45
Schmidt, B	Legal Counsel 2	91,477.19
Schmieder, E	Special Investigator	93,728.32
Schwab, D	SME - Resource Coordinator	101,632.56
Scott, D	Financial Standards Specialist	110,814.68
Scott, J	Manager, Specialized Risk Claims	114,253.34
Sellar, E	Manager, Driver Testing Operations	97,612.97
Sentner, C	Manager, Digital Experience	131,458.18
Shemeluk, G	Shop Relationship Advisor	113,023.78
Sierhuis, T	Assistant Manager, Finance Risk & Compliance	110,335.47
Sigurdson, D	Manager, Serious & Long Term Case Management	110,363.16
Simard, T	Special Investigator	87,214.68
Simister, B	Enterprise Architect	158,396.54
Simmons, G	Systems Architect	89,185.43
Sladek, J	Accredited Repair Inspector	97,857.78
Smart, S	Supervisor, Vehicle Safety	86,134.30
Smiley, B	Media & Public Relations Lead	168,507.65
Smith, C	Supervisor, Claims	94,946.81

Name	Position Title	Total Compensation
Smith, S	Director, Talent Management and Learning & Development	153,490.56
Smithson, R	Director, Customer Value Proposition	171,060.65
Soifer, G	Manager, Operational Risk Management	109,643.78
Solomon, R	Manager, HR Business Partnerships	96,623.46
Spencer, I	Subrogation Investigator	99,556.41
Sprenger, W	Director, Enterprise Risk Management	154,702.38
Sproule, R	Supervisor, Estimatics	114,805.61
Stade, S	Supervisor, Injury Claims Management	88,566.64
Sterzer, C	Estimatics Coordinator	113,038.17
Stoyka, E	Supervisor, Accounting	103,974.02
Strempler, S	Assistant Manager, Contact Centre Operations	91,322.63
Su, Y	Senior Actuarial Analyst	111,408.34
Swanarchuk, R	Sr Director, Commercial Lines	167,926.94
Tackie Anderson, N	Service Delivery Manager	130,608.09
Tan, K	Systems Architect	93,710.53
Tanchak, P	Developer 4	90,545.44
Taylor, B	Claims Controller - Injury	115,571.87
Taylor, C	Director, Corporate Services	148,140.28
Taylor, S	Director, Vehicle Administration	133,369.94
Thompson, P	Supervisor, Rural Service Centre	107,453.83
To, C	Supervisor, IRI	89,965.49
Toffan, J	Special Investigations Representative	87,670.73
Tokar, R	Supervisor, Operations Analytics	91,418.07
Tolentino, J	Estimator - City	89,710.58
Tracy, N	Value Stream Product Manager, FAIR	132,769.94
Treichel, A	Director, Total Rewards & Talent Acquisition	134,315.07
Triggs, M	General Counsel & Corporate Secretary	146,646.54
Trudel, P	Sr Application Services Technical Advisor	150,037.48
Tsiklis, G	Business Architect	96,060.24
Turnley, C	Manager, Asset Management	107,823.22
Tyson, D	Lean Facilitator	100,088.03
Valliani, R	Cyber & Information Security Officer	146,740.65
Van Bastelaere, A	Information Security Architect	106,713.23
Van Landeghem, D	Supervisor, Injury Claims Management	88,975.85
Vandall, A	Manager, HR Business Partnerships	98,519.12
Venton, B	Manager, Total Loss & Evaluation	107,865.40
Vermette, D	Sr Network Analyst	114,919.87
Von Dohren, R	Enterprise Value Assurance Specialist	95,083.21
Wai, E	Developer 3	88,359.23
Waldner, E	Sr IT Platform Administrator	94,614.75
Wang, X	Supervisor, Operations Analytics	108,960.15
Watson, K	Digital Forensic Specialist	96,050.80
Waver, C	Employee & Labour Relations Advisor	90,080.93
Way, C	Sr Director, Injury Claims Management	184,157.44

Name	Position Title	Total Compensation
Welligan, N	Enterprise Architect	161,391.98
Weselake, S	Manager, Fair Practices & Customer Relations	142,022.09
Wiebe, R	Supervisor, Bodily Injury - Out of Province	88,537.70
Wieler, D	Supervisor, IT Request Fulfillment	85,645.33
Wojtowicz, G	Assistant Manager, Service Centre	96,909.38
Wong, N	HR Business Partner	85,352.68
Wong, P	Operations Analytics Specialist	107,418.39
Wood, J	Manager, Centre for Change Enablement	119,957.08
Worboys, C	Systems Architect	91,164.02
Wu, R	Accredited Repair Inspector	103,150.63
Wyche, C	Talent Development Partner	95,980.89
Wycislak, F	Supervisor, Injury Claims Management	87,542.04
Yewdall, H	Manager, Bodily Injury Centre	147,991.55
Yu, E	Customer Value Proposition Lead	124,020.35
Zadnepreannii, L	Data Architect	86,066.69
Zarrillo, D	Strategy & Portfolio Manager	101,735.48
Zeaton, G	Manager, Service Centre (Small)	124,210.85
Zhou, W	Director, Business Insights & Analytics	207,432.74
Aggregate Total Board of Directors		94,893.78

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 \$85,000 for the year ended December 31, 2023. 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, 2023**

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 \$85,000 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 \$85,000 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.