

Workers Compensation Board of Manitoba
Schedule of Compensation over \$75,000
Year Ended December 31, 2022



Independent auditor's report

To the Audit Committee of the Workers Compensation Board of Manitoba

Our opinion

In our opinion, the accompanying financial information of the Workers Compensation Board of Manitoba (the WCB) for the year ended December 31, 2022 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 WCB's financial information comprises the Schedule of Compensation over \$75,000 in accordance with the Public Sector Compensation Disclosure Act of Manitoba for the year ended December 31, 2022, and the note to the Schedule of Compensation over \$75,000, 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 WCB 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 WCB 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 WCB. We neither assume nor accept any responsibility or liability to any 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 accounting described in the note to the financial information, and for such internal control as management determines is necessary to enable the preparation of a 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 WCB'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 WCB or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the WCB'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 WCB'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 WCB'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 WCB 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
May 18, 2023

Workers Compensation Board of Manitoba
Schedule of Compensation Over \$75,000
Year ended December 31, 2022

Introduction

Note 1 - Basis of presentation:

a) Compensation of \$75,000 or more

The following schedule lists employees of the Workers Compensation Board who received compensation of \$75,000 or more during the year ended December 31, 2022. The amounts are calculated in accordance with the *Public Sector Compensation Disclosure Act* of Manitoba.

b) Compensation to Board Members

The following schedule also discloses the amount of the payments to the Board of Directors during the year ended December 31, 2022. The amounts are calculated in accordance with the *Public Sector Compensation Disclosure Act* of Manitoba.

The amounts shown in this disclosure statement may not represent the individual's actual annual rate of salary. Compensation includes the value of cash and non-cash payments including allowances, payments under an employment contract, overtime payments, retirement or severance payments, lump sum payments, membership and professional dues, the value of certain benefits and vacation pay-outs.

COMPENSATION

Surname	Initial	Classification	Total
Adair	B	Director, Information Technology	146,174
Affia	I	Prevention Consultant	87,709
Agopsowicz	K	Case Manager	86,842
Aleksandrowicz	A	Senior Systems Analyst, Database Administration and Technical Support	107,229
Allain	R	Manager, Case Management	108,205
Allan	M	Director, Human Resources	120,979
Alleyne	A	Communications Officer	76,109
Anderson	C	Compensation Training and Quality Specialist	88,300
Anderson	P	Manager, Network and Data Centre Services	127,321
Antosh	D	Supervisor, Facilities and Security	133,474
Antosh	D	Assessment Business Analyst	96,425
Apalit	N	Case Manager	87,670
Archer-Heese	G	Prevention Consultant	87,601
Ashby	C	Vocational Rehabilitation Consultant	91,085
Badger	D	Manager, Case Management	108,974
Baete	H	Manager, Corporate Services	109,143
Bahrychuk	J	Director, Compensation Performance, Training and Quality	130,112
Bailey	S	Case Manager	88,053
Baker	B	Manager, Compliance Services	107,808
Ball	C	Rehabilitation Specialist	98,733
Banewski	A	Supervisor, Claims Service Centre	81,479
Baranowski	R	Compliance Investigator	95,715
Baxted	L	Adjudicator	77,321
Beaudin	J	Manager, Specialized Services	108,460
Beck	J	Communications Officer	77,689
Beeston	J	Human Resource Generalist	78,798
Bell	M	Human Resources Consultant, Wellness and Disability Management	87,930
Bellows	K	Return to Work Consultant	92,126
Benderski	B	Case Manager	87,639
Benitez	J	Software Developer III	76,632
Benjamin	J	Case Manager	88,141

Bennett	C	Case Manager	93,467
Bennett	M	Senior Project Manager	113,647
Berenshteyn	A	Software Quality Assurance Specialist	76,905
Bermisa	G	Case Manager	77,113
Bernat	J	Compliance Team Leader	92,126
Besant	T	Review Officer	88,543
Bettencourt	A	Compensation Training and Quality Specialist	81,873
Bharote	P	Systems Analyst	81,221
Birch	C	Supervisor, Business Intelligence	89,426
Bird	C	Compensation Performance Consultant	92,140
Bird	J	Legal Counsel II	144,030
Birrell	K	Return to Work Consultant	87,534
Black	R	Compensation Performance Consultant	88,989
Bockstael	A	Financial Accountant	79,428
Boileau	M	Prevention Services Portfolio Leader	95,496
Borgesa	R	Vice President, Strategy, Innovation and Transformation	198,962
Botterill	C	Case Manager	87,171
Boxell	D	Adjudicator	81,184
Boyce	S	Case Manager	95,100
Brady	V	Chief Information Officer	95,854
Brakel	T	Case Manager	88,077
Branzuela	C	Case Manager	89,047
Bretecher	J	Human Resource Generalist	88,370
Briese	A	Program and Standards Specialist	89,453
Brunette	M	Supervisor, Adjudication Services	92,543
Bruno	T	Case Manager	85,384
Buisson	R	Director, Legal, Policy and Corporate Records	167,114
Burt	M	Adjudicator	80,903
Butler-Kernested	A	Supervisor, Claims Service Centre	81,929
Buydens	B	Chief Investment Officer	150,727
Cantor	R	Supervisor, Payments	78,426
Carson	B	Review Officer	89,076
Casemore	A	Supervisor, Assessment Accounts	75,123
Castellano	D	Senior Project Manager	113,542
Celebre	J	Assessment Business Analyst	76,231
Champagne	S	Compensation Training and Quality Specialist	83,369
Chan	K	Case Manager	83,723
Chan	P	Director, Review Office	131,225
Chatrath	P	Network Analyst	78,258
Chaytor	D	Review Officer	88,823
Cheekie	S	Manager, Compensation Performance	108,451
Christie	J	Case Manager	88,049
Chua	M	Prevention Consultant	84,393
Chyzyy	S	Review Officer	89,019
Cintrao	D	Case Manager	88,882
Clark	J	Communications Officer	76,414
Cochingyan	A	Director, Internal Audit	132,446
Cooper	E	Case Manager	89,812
Cosman	M	Chief Medical Officer	462,608
Couture	M	Senior Case Manager	85,264
Cowan	S	Senior Case Manager	92,613
Crossland	C	Manager, Office of the President and Chief Executive Officer	107,911
Cunningham	N	Manager, Review Office	108,290
Czarnecki	S	Case Manager	79,440
Daly	G	Manager, Payments and Medical Aid	96,559
Dann	M	Vocational Rehabilitation Consultant	83,029
Das	P	Data Scientist	89,518
Daumler	R	Director, Administration	131,000
Deacon	R	President and Chief Executive Officer	315,390

Derkson	W	Senior Research and Policy Analyst	86,928
DeSouza-Huletey	J	Manager, Application Services	128,216
Desrosiers	D	Adjudicator	78,304
Di Ubaldo	A	Manager, Communications	93,491
Dobson	C	Review Officer	89,644
Doell	D	Director, Prevention and Return to Work Services	131,227
Ducharme	L	Vocational Rehabilitation Consultant	83,178
Dunku Sukumar	N	Software Developer III	80,232
Dutka	B	Case Manager	86,701
Dyck	J	Prevention Consultant	87,904
Dyck	K	Chief Appeal Commissioner	186,960
Earle	S	Vice President, Human Resources and Communications	196,884
Edwards	L	Senior Project Manager	115,496
Eng	H	Software Developer III	86,750
Enns	D	Case Manager	92,867
Faustino	L	Supervisor, Application Services	92,862
Ferris	D	Senior Research and Policy Analyst	87,543
Ford	N	Compliance Officer II	80,151
Forness	E	Network Analyst	80,083
Fortier	K	Compliance Investigator	96,113
Foster	D	Case Manager	90,214
Franklin	P	Healthcare Services Representative	76,474
Gagnon	K	Network Analyst	81,701
Gandza	D	Manager, Budget, Purchasing and Payables	107,166
Garcia Alvarenga	R	Human Resource Generalist	87,042
Gardner	L	Supervisor, Adjudication Services	91,474
Gaskin-Budge	A	Case Manager	78,801
Gereb	V	Maintenance Worker	75,399
Giesbrecht	A	Assessment Performance Consultant	91,581
Gillson	L	Return to Work Consultant	88,599
Gockel	M	Communications Officer	76,253
Gonzales	C	Business Intelligence Analyst	82,255
Gordon	D	Case Manager	76,790
Gordon	J	Case Manager	78,295
Grant	B	Case Manager	88,012
Gray	J	Vocational Rehabilitation Consultant	82,340
Grey	G	Senior Systems Analyst, Database Administration and Technical Support	102,655
Gudmundson	S	Assessment Business Analyst	78,040
Hall	J	Vice President, SAFE Work Manitoba	197,121
Hallson	H	Appointment Desk Clerk	77,121
Hannibal	T	Adjudicator	75,570
Harder	D	Manager, Communications	91,013
Harley	N	Director, Case Management	131,172
Harris	P	Senior Network Analyst	93,059
Harrison	M	Appeal Commissioner	157,688
Harrison	M	Case Manager	81,155
Hau	K	Compensation Performance Consultant	77,982
Heppner	W	Vocational Rehabilitation Consultant	83,548
Hiebert	M	Project Manager	98,550
Hilderman	R	Manager, Short Term Claims	108,083
Hill	K	Compliance Officer II	87,565
Holden	R	Manager, Corporate Records	108,497
Holland	D	Vice President, Compensation Services	187,437
Hummel	S	Assessment Business Analyst	88,268
Humphries	S	Senior Network Analyst	106,192
Hurley	L	Vice President and Chief Financial Officer	168,963
Hyytiainen	M	Manager, Short Term Claims	108,442
Irving	S	Compensation Performance Consultant	77,956
Jackson	E	Supervisor, Compensation Training and Quality	90,442

Jain	A	Case Manager	85,188
Janzen	B	Director, Compliance Services	139,770
Jarvis	C	Manager, Case Management	98,608
Jassal	M	Supervisor, Adjudication Services	92,514
Jones	G	Legal Counsel II	144,655
Jones	S	Adjudicator	75,500
Jordan	V	Vice President and Chief Technology Officer	143,396
Jose	P	Application Architect	91,114
Jung	K	Case Manager	89,494
Kaminski	L	Case Manager	77,305
Kaur	A	Program and Standards Specialist	88,990
Kaur	R	Business Intelligence Database Analyst	79,987
Keating	K	Manager, Return to Work Services	110,222
Kernaghan	M	Appeal Commissioner	133,933
Kernested	C	Manager, Compensation Training and Quality	108,557
Kharal	G	Software Developer III	89,709
Klein	K	Compensation Training and Quality Specialist	88,382
Klyne	L	Supervisor, Service Desk	82,923
Kolisnyk	H	Internal Audit Manager	108,629
Koncan	N	Case Manager	88,123
Kowalchuk	G	Adjudicator	76,145
Kramer	D	Director, Assessment Services	131,171
Kurian	M	Software Quality Assurance Specialist	76,787
Kurian	P	Supervisor, Application Services	84,631
La Spina	M	Technical Architect	99,497
Ladobruk	C	Senior Case Manager	94,549
Lafond	C	Manager, Business Intelligence	126,981
Lafrance	R	Assistant Registrar, Appeal Commission	86,674
Lamirande	Y	Supervisor, Adjudication Services	92,548
Lantz	M	Business Intelligence Database Analyst	87,094
Lebrun	C	Case Manager	84,533
Leduchowski-Hazlitt	S	Supervisor, Special Services Unit	103,619
Lefort	D	Manager, Human Resources	108,451
Lemay	S	Senior Case Manager	95,513
Lewis	C	Business Analyst	89,287
Liebrecht	S	Adjudicator	75,816
Lloyd	R	Software Developer III	98,720
Lovell	A	Director, Compensation Professional Services	130,801
Lussier	E	Case Manager	86,701
Lymperopoulos	G	Program and Standards Specialist	89,447
Machado	J	Senior Research and Policy Analyst	78,627
Mahmood	S	Software Developer III	87,486
Mainella	T	Director, Short Term Claims	131,693
Malegus	P	Prevention Services Portfolio Leader	107,172
Marinelli	P	Manager, Personal Computing Services	127,432
Marino	E	Adjudicator	75,240
Martin	E	Manager, Human Resources	95,748
Martin Barron	C	Case Manager	87,892
Martinez-Zogbi	A	Return to Work Consultant	88,027
Maruca	K	Rehabilitation Specialist	127,666
Matiation	J	Case Manager	86,312
Matthews	S	Case Manager	86,625
McCaughan	A	Vice President and Chief Financial Officer	198,203
McCuaig	A	Director, Fair Practices Office	130,919
McDonald	T	Manager, Case Management	101,878
McDonald	T	Assessment Business Analyst	86,363
Medvedovsky	B	Systems Analyst	80,133
Memryk	C	Case Manager	88,018
Mendella	B	Director, Human Resources	96,527

Mendella	L	Manager, Claims Service Centre	108,676
Miller	B	Case Manager	88,086
Miller	S	Compliance Officer II	86,757
Miller	T	Prevention Consultant	87,430
Mork	L	Case Manager	86,828
Morrison	L	Case Manager	80,457
Mozdzen	M	Manager, Case Management	107,302
Murphy	J	Review Officer	89,025
Nahorny	T	Manager, Safety and Security	115,020
Neill	A	Project Manager	98,304
Neilson	M	Manager, Vocational Rehabilitation Services	107,280
Neiser	S	Senior Case Manager	84,399
Nelson	T	Prevention Services Portfolio Leader	90,466
Nguyen	D	Software Developer III	80,588
Nguyen	T	Vocational Rehabilitation Consultant	76,605
Noga	T	Software Developer III	94,697
O'Connor	B	Application Architect	98,035
Ojo	W	Supervisor, Application Services	109,659
Okano	A	Chief Innovation Officer	152,364
O'Keeffe	E	Investment Analyst	77,013
Olson	J	Case Manager	90,295
Oree	N	Program and Standards Specialist	88,114
Oye	A	Associate Actuary	95,998
Paterson	K	Supervisor, Adjudication Services	90,250
Pereira	C	Prevention Services Portfolio Leader	86,088
Peters	H	Case Manager	89,555
Peters	J	Systems Analyst	85,342
Peters	P	Case Manager	88,908
Peterson	J	Appeal Commissioner	115,924
Pogorzelec	M	Prevention Consultant	88,159
Poniatowska	J	Compensation Training and Quality Specialist	88,530
Popiel	S	Human Resources Consultant, Learning Initiatives	87,756
Porpiglia	C	Prevention Consultant	87,891
Posner	A	Software Developer III	85,415
Pringle Goertzen	A	Case Manager	88,179
Proulx	A	Assessment Performance Consultant	89,421
Prytsyuk	M	Case Manager	86,713
Rae	P	Case Manager	86,902
Rafiq	S	Application Architect	95,948
Rahim	A	Case Manager	86,644
Rajendran	R	Software Quality Assurance Specialist	75,506
Rebiffe	D	Compensation Training and Quality Specialist	88,543
Reid	K	Assessment Accounts Representative	75,740
Reid	S	Senior Case Manager	84,623
Reimer	C	Prevention Consultant	88,636
Rempel	K	Compensation Training and Quality Specialist	87,411
Rempel-Tucker	L	Manager, Compensation and Benefits	107,972
Rennie	R	CUPE President	94,251
Rerick	C	Supervisor, Assessment Program Services	95,424
Rerick	T	Business Analyst	88,880
Robert	R	Compensation Training and Quality Specialist	77,427
Robertson	D	Director, Regional Offices	132,231
Robertson	L	Payroll Administrator	78,602
Rocan	K	Project Manager	88,228
Rohatynsky	M	Senior Research and Policy Analyst	88,677
Rosin	J	Communications Officer	76,210
Roy	K	Supervisor, Medical Aid	81,044
Rubillos	E	Adjudicator	75,159
Russell	E	Case Manager	87,948

Sabzechi	A	Budget Accountant	76,065
Sanness	L	Case Manager	88,390
Santander	T	Business Intelligence Analyst	80,890
Sawchyn	R	Case Manager	88,238
Scott	K	File Access Representative	82,950
Scurtu	V	Manager, Enterprise Architecture	102,690
Senkow	K	Senior Case Manager	89,294
Sharma	N	Supervisor, Information Technology Infrastructure	102,512
Shaw	J	Prevention Consultant	87,871
Singbeil	P	Compliance Team Leader	92,198
Sitka	S	Review Officer	79,908
Skinner	C	Vice President, Legal, Compliance and Corporate Services	199,309
Skrypnyk	C	Systems Analyst	86,179
Slawinski	E	Human Resources Consultant, Compensation and Benefits	88,480
Slessor	J	Prevention Consultant	87,746
Smith	S	Compensation Performance Consultant	89,314
Sorenson	T	Review Officer	88,615
Steinke	M	Case Manager	87,037
Sutherland-Heese	L	Compensation Training and Quality Specialist	84,712
Swedlo	J	Case Manager	79,917
Tetrault	D	Compliance Officer II	87,336
Thomson	T	Case Manager	86,238
Tindall	T	Supervisor, Assessment Accounts	86,739
Tober	C	Case Manager	89,240
Tomy	N	Manager, Case Management	108,226
Torres	C	Adjudicator	76,197
Townsend	C	Director, Finance	112,363
Tranquada	R	Rehabilitation Specialist	89,205
Trudell	S	Prevention Consultant	88,585
Trueman	D	Adjudicator	75,346
Turner	P	Compliance Specialist	83,355
Vandal	M	Senior Case Manager	96,169
VandenBerg	A	Supervisor, Adjudication Services	85,387
Versace Oliveira	A	Communications Officer	76,508
Vicovac	Z	Case Manager	87,822
Vincent	K	Director, Claims Service Centre, Payments and Medical Aid	128,668
Vo	D	Supervisor, Adjudication Services	92,663
Waddell	H	Compensation Training and Quality Specialist	87,871
Waddell	T	Compensation Performance Consultant	90,180
Ward	J	Manager, Case Management	107,429
Watson	A	Supervisor, Collections	87,402
Watt	M	Supervisor, Payments	83,325
Weiss	S	Case Manager	89,134
Wens	R	Senior Network Analyst	96,245
West	B	Compensation Performance Consultant	88,973
West	E	Case Manager	86,316
Whitney	A	Return to Work Consultant	87,982
Wiebe	D	Assessment Performance Consultant	90,022
Wiebe	P	Registrar, Appeal Commission	131,521
Wiebe	P	Manager, Assessment Services	108,623
Wightman	K	Case Manager	87,761
Willems	J	Return to Work Program Specialist	89,666
Williams	M	Chief Actuary	164,886
Willson	M	Compensation Performance Consultant	88,365
Wilson	L	Legal Counsel II	143,643
Winning	D	Review Officer	88,829
Witwicki	J	Communications Officer	86,189
Wozniak	K	Case Manager	87,328
Zaldivar Larranaga	C	Supervisor, Application Services	91,679

Zapp	D	Manager, Application Services	115,244
Zdrill	M	Case Manager	90,008
Zemla	W	Case Manager	87,185
Zornik	L	Case Manager	87,742
Zukewich	T	Program and Standards Portfolio Leader	93,578
Board of Directors			56,146