

Workers Compensation Board of Manitoba
Schedule of Compensation over \$75,000
Year Ended December 31, 2019



Independent auditor's report

To the Workers Compensation Board of Manitoba:

Opinion

We have audited the Workers Compensation Board of Manitoba's Schedule of Compensation Over \$75,000 for the year ended December 31, 2019, and the note to the Schedule of Compensation Over \$75,000, including a summary of significant accounting policies (together, "the Schedule").

In our opinion, the accompanying Schedule for the year ended December 31, 2019 is prepared, in all material respects, in accordance with the financial reporting provisions in Section 2 of The Public Sector Compensation Disclosure Act of Manitoba.

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 Schedule* section of our report. We are independent of the Workers Compensation Board of Manitoba in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Workers Compensation Board of Manitoba to meet the requirements of Section 2 of The Public Sector Compensation Disclosure Act of Manitoba. As a result, the Schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with Section 2 of The Public Sector Compensation Disclosure Act of Manitoba, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Workers Compensation Board of Manitoba's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian 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 Schedule.

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 Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Workers Compensation Board of Manitoba's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Canada
June 1, 2020

Grant Thornton LLP
Chartered Professional Accountants

Workers Compensation Board of Manitoba
Schedule of Compensation Over \$75,000
Year ended December 31, 2019

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, 2019. 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, 2019. 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
Abbott	B	Medical Advisor	99,496
Acheson	J	Case Manager	80,996
Adair	B	Manager, Application Services	125,166
Affia	I	Prevention Consultant	86,776
Agopsowicz	K	Case Manager	80,758
Aleksandrowicz	A	Senior Systems Analyst , Database Administration and Technical Support	105,461
Allain	R	Manager, Case Management	94,545
Allan	M	Manager, Employee Relations	107,007
Allardyce	K	Manager, Project Advisory Services and Business Process Renewal (Acting)	116,505
Anderson	C	Case Manager	75,743
Anderson	P	Manager, Network and Data Centre Services	126,080
Antosh	D	Supervisor, Facilities and Security	137,749
Antosh	D	Assessment Business Analyst	82,976
Apalit	N	Case Manager	86,816
Archer-Heese	G	Prevention Consultant	87,317
Arnot	J	Medical Advisor	163,877
Ashby	C	Vocational Rehabilitation Consultant	97,681
Avadhanula	P	Medical Advisor	81,082
Avery	M	Medical Advisor	206,099
Badger	D	Manager, Case Management	91,805
Baete	H	Manager, Corporate Services	106,200
Bahrychuk	J	Director, Compensation Performance Training and Quality	129,360
Bailey	S	Case Manager	87,039
Bain	D	Medical Advisor	93,539
Baker	B	Manager, Compliance Services	106,305
Ball	C	Rehabilitation Specialist	95,627
Banewski	A	Supervisor, Claims Service Centre	77,207
Barnes	W	Medical Advisor	105,336
Bashkatov	V	Senior Network Analyst	89,550
Bashkatova	S	Business Intelligence Analyst	77,416
Beaudin	J	Manager, Specialized Services	95,763

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Belisle	A	Compensation Training and Quality Specialist	86,753
Bellows	K	Return to Work Consultant	90,285
Benderski	B	Case Manager	85,897
Benjamin	J	Case Manager	86,249
Bennett	C	Case Manager	90,811
Bennett	M	Senior Project Manager	120,230
Bernat	J	Compliance Team Leader	90,562
Besant	T	Review Officer	87,540
Besler	D	Technical Architect	123,380
Birch	C	Business Intelligence Analyst	85,765
Bird	C	Compensation Performance Consultant	88,310
Bird	J	Legal Counsel	103,333
Black	R	Senior Network Analyst	91,289
Bockstael	A	Financial Accountant	78,635
Boileau	M	Prevention Consultant	95,809
Borgesa	R	Vice President, Assesments, Innovation and Technology	186,051
Botterill	C	Case Manager	85,162
Boxell	D	Adjudicator II	79,392
Boyanisky	K	Manager, Specialized Services	105,634
Boyce	S	Case Manager	88,224
Brady	V	Chief Information Officer	149,292
Brakel	T	Compliance Officer II	80,167
Brand	C	Compensation Performance Consultant	87,663
Branzuela	C	Case Manager	80,451
Breland	V	Compensation Training and Quality Specialist	80,431
Bretecher	J	Human Resources Consultant, Employee Relations	86,551
Brezden	A	Senior Case Manager	89,127
Briese	A	Program and Standards Specialist	85,030
Brown	J	Senior Systems Analyst, Database Administration and Technical Support	99,187
Brunette	M	Return to Work Specialist	88,680
Bruno	T	Case Manager	86,924
Buisson	R	Director, Legal Services and Policy	142,379
Burron	I	Medical Advisor	114,888
Burt	M	Adjudicator II	77,754
Butler-Kernested	A	Supervisor, Claims Service Centre	79,567
Cameron	G	Case Manager	77,351
Carson	B	Review Officer	87,008
Caruk	B	Software Developer III	89,005
Castellano	D	Senior Project Manager	110,411
Chamberlain	T	Manager, Human Resources	85,293
Chan	P	Director, Review Office	129,021
Chaytor	D	Case Manager	87,623
Cheekie	S	Manager, Compensation Performance	97,697
Chester	D	Medical Advisor	126,894
Chirsky	M	Human Resources Consultant, Organizational Development	94,355
Chokshi	M	Application Solution Architect	88,510
Christie	J	Case Manager	87,148
Chua	M	Prevention Consultant	83,050
Chyzzy	S	Review Officer	87,312
Cielen	B	Manager, Research and Workplace Innovation Program	85,796
Cintrao	D	Case Manager	85,330
Cochingyan	A	Director, Internal Audit	129,947
Connor	B	Medical Advisor	119,028
Cosman	M	Senior Medical Advisor	514,080
Costello	M	Assessment Business Analyst	81,873
Cowan	S	Senior Case Manager	90,163
Crossland	C	Manager, Office Of the President and Chief Executive Officer	106,480
Cunningham	N	Manager, Case Management	102,988
Dann	M	Vocational Rehabilitation Consultant	89,878

WCB Schedule of Compensation Over \$75,000
Year ended December 31, 2019

Das	P	Business Intelligence Analyst	86,173
Daumler	R	Director, Administration	129,074
Delorme	R	Software Quality Assurance Specialist	76,198
Derkson	W	Senior Research and Policy Analyst	85,244
DeSouza-Huletey	J	Manager, Application Services	123,861
Dhaene	J	Manager, Application Services	80,992
Dingwall	J	Senior Network Analyst	95,772
Dobson	C	Review Officer	87,598
Doell	D	Director, Prevention Services	129,377
Ducharme	L	Vocational Rehabilitation Consultant	76,570
Dutka	B	Case Manager	85,796
Dyck	J	Software Developer III	84,522
Dyck	J	Prevention Consultant	79,139
Dyck	K	Chief Appeal Commissioner	87,139
Earle	S	Vice President, Human Resources and Strategy	194,349
Edwards	L	Project Manager	95,632
Edye	F	Medical Advisor	83,109
Eng	H	Software Developer III	85,553
Enns	D	Case Manager	86,025
Farmaner	L	Prevention Services Portfolio Leader	95,202
Faustino	L	Supervisor, Application Services	90,766
Fekete	S	Compensation Training and Quality Specialist	87,314
Ferguson	D	Business Analyst	100,573
Ferris	D	Senior Research and Policy Analyst	82,378
Finkel	A	Appeal Commissioner	141,689
Fisher	T	Business Analyst	80,218
Forness	E	Network Analyst	78,632
Fortier	K	Compliance Officer II	83,910
Foster	D	Case Manager	87,423
Gair	W	Compensation Training and Quality Specialist	87,390
Galbraith	R	Case Manager	86,074
Gall	P	Medical Advisor	233,070
Gandza	D	Manager, Budget, Purchasing and Payables	106,134
Garcia Alvarenga	R	Human Resources Consultant, Employee Relations	77,220
Gard	J	Case Manager	86,571
Gardner	L	Supervisor, Adjudication Services	89,912
Gervais	C	Review Officer	86,994
Gillson	L	Return to Work Consultant	87,353
Goldstine	I	Medical Advisor	167,714
Graham	C	Human Resources Consultant, Compensation and Benefits	87,645
Grant	B	Case Manager	87,847
Gray	J	Vocational Rehabilitation Consultant	82,322
Greenlay	P	Service Quality Analyst	82,224
Grey	G	Business Intelligence Database Analyst	84,943
Grey	T	Systems Analyst	84,314
Gunn	A	Vocational Rehabilitation Consultant	89,263
Gustafson	R	Medical Advisor	200,815
Gutnick	R	Systems Analyst	84,409
Hall	J	Chief Operating Officer	195,839
Hambleton	T	Senior Case Manager	75,657
Harley	N	Director, Claims Service Centre	128,704
Harris	P	Network Analyst	79,119
Harrison	M	Appeal Commissioner	136,430
Hasan	F	Compensation Training and Quality Specialist	87,417
Hayden	L	Case Manager	86,779
Henry	C	Business Analyst	75,430
Heppner	W	Vocational Rehabilitation Consultant	90,609
Herman	R	Medical Advisor	196,176
Hiebert	M	Project Manager	94,681

WCB Schedule of Compensation Over \$75,000
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Hilderman	R	Manager, Compensation Training and Quality	106,818
Hill	K	Compliance Officer II	80,289
Holden	R	Manager, Corporate Records	106,501
Holland	D	Vice President, Compensation Services	136,995
Hummel	S	Supervisor, Assessment Accounts	83,991
Humphries	S	Senior Network Analyst	95,946
Hurley	L	Director, Finance	122,000
Hutcheson	P	Senior Case Manager	89,757
Hyytiainen	M	Manager, Short Term Claims	104,695
Jackman	L	Case Manager	98,035
Jackson	J	Review Officer	86,481
Jain	A	Case Manager	77,628
Janzen	B	Director, Compliance Services	136,766
Jarvis	C	Supervisor, Adjudication Services	90,205
Jassal	M	Supervisor, Adjudication Services	81,232
Jones	G	Legal Counsel II	141,522
Jung	K	Case Manager	86,548
Kates	B	Application Solution Architect	89,335
Kaur	A	Prevention Consultant	75,117
Keating	K	Prevention Services Portfolio Leader	93,944
Kernaghan	M	Appeal Commissioner	114,553
Kernested	C	Manager, Compensation Training and Quality	96,591
Khan	M	Data Scientist	87,579
Klaponski	J	Medical Advisor	78,288
Klein	K	Case Manager	83,054
Klyne	L	Supervisor, Service Desk	75,712
Kolisnyk	H	Internal Audit Manager	105,021
Komher	K	Vocational Rehabilitation Consultant	90,217
Koncan	N	Case Manager	86,952
Koslowsky Jones	K	Service Quality Analyst	99,186
Kramer	D	Director, Assessment Services	116,707
Kyle	N	Compensation Performance Consultant	79,023
La Spina	M	Technical Architect	97,640
Ladobruk	C	Case Manager	78,857
Lafond	C	Manager, Business Intelligence	113,293
Lafrance	R	Assistant Registrar, Appeal Commission	82,549
Lamirande	Y	Compensation Training and Quality Specialist	85,471
Lampert	D	Prevention Consultant	88,221
Langton	K	Manager, Case Management	106,625
Lantz	M	Business Intelligence Database Analyst	84,927
Leduchowski-Hazlitt	S	Senior Case Manager	88,437
Lemay	S	Supervisor, Adjudication Services	90,638
Lenoski	S	Medical Advisor	146,281
Lesiuk	T	Medical Advisor	118,646
Lewis	C	Business Analyst	86,261
Liusz	T	Supervisor, Assessment Program Services	90,131
Lloyd	R	Software Developer III	86,047
Logan	S	Supervisor, Claims Information Centre	78,586
Longstaffe	A	Medical Advisor	130,902
Lovell	A	Director, Compensation Professional Services	128,772
Lussier	E	Case Manager	84,674
Lutz	D	Manager, Short Term Claims	106,360
Lyttle	D	Medical Advisor	167,910
Maharaj	W	President and Chief Executive Officer	317,683
Mahmood	S	Software Developer III	83,609
Mainella	T	Director, Short Term Claims	128,713
Malegus	P	Prevention Services Portfolio Leader	92,765
Malkowich	M	Senior Case Manager	94,989
Marinelli	P	Manager, Personal Computing Services	125,166

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Marino	E	Adjudicator II	75,316
Martens	K	Rehabilitation Specialist	105,929
Martin	C	Case Manager	86,006
Martin	E	Human Resources Consultant, Employee Relations	85,985
Martinez-Zogbi	A	Return to Work Consultant	94,708
Maruca	K	Rehabilitation Specialist	105,040
Mason	C	Medical Advisor	189,713
Matiation	J	Case Manager	87,110
Matthews	S	Case Manager	80,792
McCaughan	A	Chief Financial Officer, Finance and Administrative Services	177,046
McClymont	K	Compensation Training and Quality Specialist	86,985
McCuaig	A	Director, Fair Practices Office	117,067
McDonald	G	Prevention Consultant	83,660
McDonald	T	Supervisor, Special Services Unit	92,577
McDonald	T	Assessment Business Analyst	83,256
Memryk	C	Case Manager	75,980
Mendella	B	Director, Human Resources	129,079
Mendella	L	Manager, Claims Service Centre	106,351
Miller	B	Case Manager	86,384
Miller	S	Compliance Officer II	80,293
Mina	M	Medical Advisor	347,128
Mofe-Damijo	E	Systems Analyst	82,162
Molloy	P	Chief Innovation Officer	77,839
Mork	L	Case Manager	87,686
Mozdzen	M	Manager, Case Management	100,666
Muise	D	Manager, Communications	105,837
Murphy	B	Senior Case Manager	95,943
Murphy	J	Review Officer	87,270
Musto	R	Senior Network Analyst	91,136
Nahorny	T	Manager, Safety and Security	106,344
Neill	A	Project Manager	97,049
Neilson	M	Manager, Vocational Rehabilitation Services	106,121
Nelson	T	Prevention Consultant	81,260
Noga	T	Software Developer III	102,851
O'Connor	B	Application Architect	93,423
Ojo	W	Supervisor, Application Services	98,079
Okano	A	Chief Innovation Officer (Acting)	132,003
Olson	J	Case Manager	87,137
Onotera	R	Medical Advisor	221,845
Oree	N	Prevention Consultant	86,685
Oryniak	D	Vice President, Compensation Services	195,244
Ostrovski	Y	Business Intelligence Database Analyst	76,831
Oye	A	Actuarial Analyst	81,297
Partington	G	Network Analyst	80,418
Paterson	K	Supervisor, Adjudication Services	88,912
Pereira	C	Prevention Services Portfolio Leader	93,121
Peters	H	Case Manager	91,446
Peters	J	Systems Analyst	83,824
Peters	P	Case Manager	90,065
Pethrick	T	Medical Advisor	90,824
Petroulakis	E	Chief Investment Officer	139,706
Pogorzelec	M	Prevention Consultant	80,987
Poniatowska	J	Compensation Training and Quality Specialist	85,417
Poot	C	Manager, Return to Work Services	106,893
Popiel	S	Human Resources Consultant, Learning Initiatives	85,428
Porpiglia	C	Prevention Consultant	80,147
Posner	A	Software Developer III	84,407
Pragides	B	Business Intelligence Analyst	83,365
Pringle Goertzen	A	Case Manager	86,278

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Proulx	A	Assessment Performance Consultant	84,338
Prytsyuk	M	Case Manager	84,823
Pun	T	Medical Advisor	102,109
Purohit	N	Medical Advisor	84,101
Rae	P	Case Manager	85,855
Rafiq	S	Application Solution Architect	89,217
Rebiffe	D	Compensation Training and Quality Specialist	86,330
Reenders	R	Prevention Consultant	88,142
Reimer	C	Prevention Consultant	86,732
Rempel	K	Supervisor, Payments	78,901
Rempel-Tucker	L	Manager, Employee Care	106,963
Rennie	R	Safety Culture Specialist	90,324
Rerick	C	Assessment Performance Consultant	87,309
Rerick	T	Business Analyst	86,165
Richcoon	D	Case Manager	86,393
Robertson	D	Director, Regional Offices	132,107
Rohatynsky	M	Senior Research and Policy Analyst	86,740
Rosenfeld	I	Medical Advisor	194,628
Rosin	J	Communications Officer	75,117
Roy	K	Supervisor, Medical Aid	77,013
Ruffeski	D	Case Manager	86,358
Russell	E	Case Manager	84,338
Sabzechi	A	Budget Accountant	75,420
Sain	L	General Counsel and Vice President, Compliance and Corporate Services	180,547
Sanderson	T	Case Manager	85,399
Sanness	L	Case Manager	86,454
Saran	K	Medical Advisor	149,103
Sauve	M	Adjudicator II	97,574
Sawchyn	R	Case Manager	96,101
Scott	K	File Access Representative	83,215
Scramstad	A	Chief Appeal Commissioner	180,607
Scurtu	V	Application Solution Architect	103,967
Senkow	K	Case Manager	86,397
Shaw	J	Prevention Consultant	88,882
Sim	D	Associate Actuary	131,276
Singbeil	P	Compliance Team Leader	92,572
Singer	W	Medical Advisor	176,536
Sitka	S	Review Officer	78,801
Skinner	C	General Counsel and Vice President, Compliance and Corporate Services	183,813
Skrypyuk	C	Systems Analyst	84,045
Slawinski	E	Human Resources Consultant, Compensation and Benefits	85,695
Slessor	J	Prevention Consultant	88,922
Smelsky	C	Medical Advisor	154,908
Smith	S	Compensation Performance Consultant	87,914
Sorenson	T	Review Officer	85,552
Srutwa	D	Infrastructure Specialist	99,202
Stacey	C	Medical Advisor	213,663
Stambrook	M	Medical Advisor	152,643
Starodub	S	Case Manager	86,802
Steinke	M	Case Manager	86,946
Stone	P	Supervisor, Special Services Unit	92,856
Suszynski	V	Prevention Services Portfolio Leader	92,596
Swanson	J	Compliance Officer II	81,465
Sys	B	Software Developer III	82,356
Sztaba	T	Medical Advisor	114,389
Tetrault	D	Compliance Officer II	80,190
Thomson	K	Manager, Case Management	106,154
Thomson	T	Case Manager	85,613
Tindall	T	Supervisor, Assessment Accounts	84,312

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Tomy	N	Manager, Case Management	106,119
Torres	C	Adjudicator II	75,238
Townsend	C	Manager, Financial Reporting	91,575
Trudell	S	Prevention Consultant	87,042
Turner	P	Compliance Specialist	76,247
Van Buren	T	Infrastructure Specialist	80,880
Van Dyk	W	Medical Advisor	153,189
Vanbeselaere	H	Case Manager	83,512
Vandal	M	Senior Case Manager	89,152
Versace Oliveira	A	Communications Officer	75,413
Vicovac	Z	Case Manager	87,711
Vincent	K	Director, Claims Service Centre, Payments and Medical Aid	107,039
Vivian	S	Communications Officer	75,024
Vo	D	Supervisor, Adjudication Services	88,317
Waddell	H	Compensation Training and Quality Specialist	85,313
Waddell	T	Compensation Performance Consultant	87,420
Ward	J	Manager, Case Management	105,318
Watson	A	Supervisor, Collections	75,034
Watt	M	Supervisor, Payments	81,898
Weiss	S	Case Manager	86,069
Wens	R	Senior Network Analyst	91,591
Werier	M	Chairperson, Board of Directors	85,000
West	B	Compensation Performance Consultant	85,893
West	E	Case Manager	85,212
Whitney	A	Return to Work Consultant	88,884
Wiebe	D	Assessment Performance Consultant	82,695
Wiebe	P	Registrar, Appeal Commission	128,091
Wiebe	P	Manager, Assessment Services	104,402
Wightman	K	Case Manager	86,423
Willems	J	Return to Work Consultant	95,395
Williams	M	Chief Actuary	154,348
Willson	M	Compensation Performance Consultant	86,166
Wilson	L	Legal Counsel	86,119
Winning	D	Review Officer	87,413
Witwicki	J	Communications Officer	83,694
Wolfe	R	Manager, Case Management	82,701
Wozniak	K	Case Manager	87,749
Wuttunee	N	Vocational Rehabilitation Consultant	89,351
Yaremkevich	D	Supervisor, Adjudication Services	90,258
Zaldivar Larranaga	C	Systems Analyst	89,670
Zapp	D	Manager, Application Services	93,605
Zdrill	M	Case Manager	89,079
Zemla	W	Case Manager	86,620
Zielinski	E	Service Quality Analyst	80,899
Zornik	L	Case Manager	86,518
Zukewich	T	Program and Standards Portfolio Leader	92,134
Board of Directors			75,574