

Workers Compensation Board of Manitoba

Schedule of Compensation over \$85,000

Year Ended December 31, 2025

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 \$85,000 for the year ended December 31, 2025, and the note to the Schedule of Compensation Over \$85,000, including a summary of significant accounting policies (together, "the Schedule").

In our opinion, the accompanying Schedule for the year ended December 31, 2025 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 Entity'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
May 14, 2026

Doane Grant Thornton LLP

Chartered Professional Accountants

Workers Compensation Board of Manitoba
Schedule of Compensation Over \$85,000
Year ended December 31, 2025

Introduction

Note 1 - Basis of presentation:

a) Compensation of \$85,000 or more

The following schedule lists employees of the Workers Compensation Board who received compensation of \$85,000 or more during the year ended December 31, 2025. 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, 2025. 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
Abram	B	Human Resource Advisor	90,647
Adair	B	Director, Cybersecurity and Information Technology Risk Management	186,269
Affia	I	Prevention Consultant	103,854
Agopsowicz	K	Case Manager	101,715
Agustin	G	Network Analyst	104,269
Aleksandrowicz	A	Senior Systems Analyst, Database Administration and Technical Support	140,114
Allain	R	Director, Case Management	147,988
Allan	M	Vice President, Human Resources	234,663
Allen	M	Case Manager	92,223
Alquero	E	Program and Standards Specialist	87,691
Alvarez	L	Business Intelligence Analyst	95,436
Anderson	C	Compensation Training and Quality Specialist	103,221
Apalit	N	Case Manager	102,400
Ashby	C	Vocational Rehabilitation Consultant	103,337
Bachman	E	Case Manager	105,795
Badger	D	Manager, Case Management	135,090
Baete	H	Manager, Corporate and Legal Services	150,042
Bahrychuk	J	Chief Innovation Officer	163,001
Baker	B	Manager, Compliance Services	134,173
Ball	C	Rehabilitation Specialist	109,764
Balmer	D	Case Manager	101,558
Banewski	A	Supervisor, Claims Service Centre	96,394
Baranowski	R	Director, Compliance Services	149,316
Baxted	L	Adjudicator II	89,318
Beaudet	P	Maintenance Worker	103,124
Beaudin	J	Director, Fair Practices Office	140,254
Beck	J	Prevention Consultant	96,577
Beeston	J	Human Resource Generalist	108,788
Bell	M	Human Resources Consultant, Wellness and Disability Management	109,404
Benitez	J	Software Developer III	111,154
Bennett	M	Senior Project Manager	136,391
Berenshteyn	A	Software Quality Assurance Specialist	89,359
Bermisa	G	Case Manager	106,457
Bernat	J	Prevention Consultant	108,012
Besant	T	Review Officer	103,068
Bettencourt	A	Compensation Training and Quality Specialist	101,167

Bharote	P	Systems Analyst	99,085
Birch	C	Business Intelligence Analyst	99,187
Bird	C	Compensation Performance Consultant	105,534
Bird	J	General Counsel	156,408
Birrell	K	Return to Work Consultant	100,165
Black	R	Compensation Performance Consultant	103,503
Boileau	M	Portfolio Leader	110,854
Borgesas	R	Vice President, Strategy, Innovation and Analytics	249,329
Botterill	C	Case Manager	101,151
Bourns	L	Director, Finance - Budgets, Purchasing and Payables	156,155
Boxell	D	Adjudicator II	94,513
Brakel	T	Case Manager	103,276
Branzuela	C	Case Manager	106,156
Branzuela	M	Assessment Business Analyst	94,713
Briese	A	Program and Standards Specialist	101,407
Brown	C	Adjudicator II	88,300
Brylikowski	W	Health and Safety Manager	102,729
Buisson	R	Associate General Counsel	205,616
Burchenko	A	Supervisor, Adjudication Services	101,580
Burt	M	Adjudicator II	94,129
Buydens	B	Chief Investment Officer	187,942
Cabral	A	Case Manager	99,856
Caguioa	L	Compensation Training and Quality Specialist	102,203
Cantor	R	Supervisor, Payments	97,874
Carey	M	Senior Case Manager	120,557
Carson	B	Review Officer	103,532
Casemore	A	Supervisor, Assessment Accounts	102,404
Castanaga	A	Case Manager	103,094
Castellano	D	Manager, Change Management	159,475
Celebre	J	Assessment Business Analyst	100,424
Chaboyer	P	Adjudicator II	85,166
Champagne	S	Manager, Healthcare Services	109,943
Chan	K	Case Manager	91,732
Chaytor	D	Review Officer	102,433
Cheekie	S	Acting Director, Compensation Performance, Training and Quality	138,899
Chopee	R	Manager, Program, Content and Service	116,175
Christie	J	Case Manager	102,382
Chyzzy	S	Review Officer	103,284
Cintrao	D	Supervisor, Adjudication Services	107,897
Combot	J	Adjudicator II	87,271
Cooper	E	Case Manager	100,559
Couture	M	Senior Case Manager	107,847
Cowan	S	Senior Case Manager	113,267
Crossland	C	Vice President, Government Relations, Corporate Communications and Records Management	233,059
Cunningham	N	Director, Assessment Services	149,054
Czarnecki	S	Case Manager	99,896
Dacpano	J	Financial Accountant	93,906
Daly	G	Manager, Payments and Medical Aid	134,200
Dann	M	Vocational Rehabilitation Consultant	94,571
Das	P	Data Scientist	104,269
Daumler	R	Director, Administration	163,694
Delichte	S	Adjudicator II	88,267
Derkson	W	Senior Research and Policy Analyst	100,642
DeRose	M	Supervisor, Assessment Accounts	99,899
Desrosiers	D	Adjudicator II	88,779
Dobson	C	Review Officer	102,882
Doyle	C	Case Manager	101,861
Dunku Sukumar	N	Software Developer III	103,642

Dutka	B	Case Manager	108,141
Dyck	K	Chief Appeal Commissioner	210,210
Eason	B	Case Manager	99,173
Edwards	L	Senior Project Manager	140,876
Ehrenfeld	J	Manager, Organizational Development	134,304
Eng	H	Supervisor, Application Services	109,860
Enns	D	Case Manager	110,650
Falconer	J	Grant Program Coordinator	86,756
Faucher	L	Supervisor, Adjudication Services	104,473
Ferris	D	Senior Research and Policy Analyst	101,019
Ferry	A	Case Manager	87,941
Fisette	S	Manager, Business Relationship Management and Service Delivery	140,248
Fogg	K	Compliance Officer II	99,542
Ford	N	Compliance Officer II	99,721
Forness	E	Senior Network Analyst	118,421
Fortier	K	Supervisor, Adjudication Services	108,001
Foster	D	Case Manager	107,360
Fowe	N	Business Analyst	91,121
Franklin	P	Healthcare Services Representative	89,291
Fridson	J	Case Manager	91,306
Fuerst	M	Case Manager	107,010
Gagnon	K	Network Analyst	96,068
Gamane	M	Business Intelligence Database Analyst	98,114
Gardner	L	Manager, Case Management	128,635
Gendreau	L	Director, Human Resources	124,037
Gerbrandt	E	Compliance Specialist	90,862
Gereb	V	Maintenance Worker	111,515
Gibson	S	Case Manager	95,827
Giesbrecht	A	Compensation Performance Consultant	102,254
Gillson	L	Return to Work Consultant	100,249
Gonzales	C	Business Intelligence Analyst	97,095
Gordon	D	Compensation Training and Quality Specialist	103,165
Gordon	G	Rehabilitation Specialist	110,634
Gordon	J	Senior Case Manager	107,851
Gorvie	M	Compliance Investigator	102,594
Gotthilf	R	Manager, Compliance Services	129,384
Graham	A	Project Manager	100,693
Grant	B	Case Manager	102,967
Gudmundson	S	Assessment Performance Consultant	99,548
Gurevich	A	Manager, Communications	133,183
Hannibal	T	Adjudicator II	88,184
Hardy	H	Adjudicator II	86,746
Harley	N	Vice President, Compensation Services	231,750
Harris	P	Supervisor, Information Technology Infrastructure	129,100
Harrison	M	Case Manager	103,359
Hau	K	Compensation Performance Consultant	101,982
Heese	V	Manager, Budget, Purchasing and Payables	127,913
Henson	G	Supervisor, Collections	99,531
Heppner	W	Vocational Rehabilitation Consultant	98,860
Hiebert	M	Project Manager	114,775
Hilderman	T	Case Manager	87,940
Hill	K	Compliance Officer II	100,269
Holden	R	Manager, Corporate Records	136,795
Hollowchuk	L	Senior Research and Policy Analyst	101,447
Howard	R	Appeal Commissioner	144,914
Hummel	S	Supervisor, Assessment Program Services	112,822
Humphries	S	Senior Network Analyst	125,542
Hurley	L	Vice President and Chief Financial Officer	248,548

Hyytiainen	M	Director, Prevention and Return to Work Services	152,508
Ibrahim	A	Network Analyst	88,284
Ingleton	H	Case Manager	91,314
Irving	S	Compensation Performance Consultant	101,960
Isaac	U	Project Manager	105,058
Jackson	E	Manager, Short Term Claims	130,337
Jain	A	Case Manager	102,347
Janzen	B	Vice President, Compliance and Corporate Services	231,064
Jarvis	C	Manager, Case Management	134,704
Jassal	M	Manager, Case Management	126,811
Jones	G	Legal Counsel II	174,042
Jones	S	Compensation Training and Quality Specialist	101,508
Jordan	V	Vice President and Chief Technology Officer	246,136
Jose	P	Solution Architect	119,058
Jung	K	Case Manager	109,491
Kaminski	L	Case Manager	103,426
Kaur	A	Manager, Strategic Engagement and Certification	127,856
Kaur	R	Business Intelligence Database Analyst	103,314
Keating	K	Director, Compensation Professional Services	144,721
Kernaghan	M	Appeal Commissioner	139,744
Kernested	C	Manager, Claims Service Centre	136,524
Kharal	G	Software Developer III	118,652
Klein	K	Compensation Training and Quality Specialist	102,379
Knight	K	Case Manager	90,628
Kolisnyk	H	Director, Internal Audit	147,968
Koncan	N	Senior Case Manager	110,478
Kotschorek	R	Case Manager	92,296
Kramer	D	Vice President, SAFE Work Manitoba	237,292
Kubin	K	Case Manager	92,092
Kurian	P	Supervisor, Application Services	112,275
La Spina	M	Technical Architect	116,176
Lacroix	K	Assessment Business Analyst	87,765
Ladobruk	C	Senior Case Manager	114,616
LaFleche	K	Case Manager	94,297
Lafond	C	Manager, Business Intelligence	156,889
Lafrance	R	Assistant Registrar, Appeal Commission	99,971
Lagasse	C	Human Resource Generalist	101,049
LaLonde	C	Case Manager	101,514
Lamirande	Y	Manager, Short Term Claims	110,004
Langton	M	Regulatory Compliance Officer	98,216
Lantz	M	Senior Systems Analyst, Database Administration and Technical Support	126,161
Lao	J	Return to Work Consultant	98,252
Lebrun	C	Case Manager	102,484
Leduchowski-Hazlitt	S	Supervisor, Special Services Unit	119,038
Lee	A	Business Intelligence Analyst	85,627
Lefort	D	Manager, Human Resources	137,343
Lewis	C	Business Analyst	102,603
Liebrecht	S	Adjudicator II	89,246
Lindsay	S	Return to Work Consultant	99,070
Lloyd	R	Software Developer III	127,798
Lockstett	A	Supervisor, Healthcare Services	89,458
Lymperopoulos	G	Portfolio Leader	109,763
MacArthur	J	Adjudicator II	91,314
Machado	J	Senior Research and Policy Analyst	102,982
Mahmood	S	Software Developer III	104,072
Mainella	T	Director, Short Term Claims	159,594
Martin	E	Manager, Human Resources	133,867
Martin Barron	C	Case Manager	102,248

Martinez-Zogbi	A	Return to Work Consultant	101,637
Maruca	K	Rehabilitation Specialist	117,577
Maslow	S	Adjudicator II	87,844
Matthews	S	Case Manager	100,889
Maxymowich	T	Adjudicator II	89,835
McCuaig	A	Director, Fair Practices Office	159,328
McDonald	R	Adjudicator II	88,302
McDonald	T	Manager, Case Management	137,241
McLellan	L	Case Manager	101,753
Medeiros	D	Case Manager	100,805
Medvedovsky	B	Systems Analyst	99,345
Memryk	C	Case Manager	101,128
Mialkowski	M	Prevention Consultant	101,841
Miller	B	Review Officer	102,948
Miller	S	Case Manager	102,553
Miller	T	Prevention Consultant	102,639
Mirwaldt	N	Legal Counsel I	128,137
Mitchell	M	Case Manager	93,626
Morrison	L	Case Manager	103,223
Morrow-Hayhow	J	Case Manager	91,323
Mueller	V	Human Resource Consultant, Organizational Development	109,702
Murphy	B	Case Manager	101,642
Murphy	J	Review Officer	103,361
Murray	B	Supervisor, Payments	85,819
Needham	R	Compensation Training and Quality Specialist	86,548
Neill	A	Manager, Assessment Services	134,223
Neilson	M	Manager, Vocational Rehabilitation Services	133,604
Neiser	S	Senior Case Manager	98,282
Nguyen	D	Software Developer III	104,469
Nguyen	T	Vocational Rehabilitation Consultant	97,843
O'Connor	B	Enterprise Architect	140,623
Okano	A	Chief Innovation Officer	184,883
O'Keefe	E	Investment Analyst	89,615
Okuboyejo	O	Manager, Enterprise Project Management Office	132,250
Olson	J	Case Manager	102,975
Oree	N	Portfolio Leader	110,618
Orimoloye	E	Project Manager	104,459
Owie	P	Internal Audit Manager	86,366
Oye	A	Associate Actuary	147,311
Padilla	N	Senior Network Analyst	102,654
Patel	B	Systems Analyst	89,748
Patel	R	Systems Analyst	90,975
Paterson	K	Supervisor, Adjudication Services	105,841
Pereira	C	Portfolio Leader	110,130
Peters	H	Case Manager	105,368
Peters	P	Case Manager	117,579
Peterson	J	Appeal Commissioner	136,745
Peterson	S	Human Resource Consultant, Wellness and Disability Management	93,897
Pilapil-de la Rosa	H	Adjudicator II	87,168
Polvorosa	R	Manager, Infrastructure and Cloud Services	152,114
Porpiglia	C	Prevention Consultant	103,193
Posavec	P	Supervisor, Information Technology Infrastructure	115,830
Posner	A	Software Developer III	99,874
Pringle Goertzen	A	Case Manager	103,007
Proulx	A	Compensation Performance Consultant	102,721
Prytsyuk	M	Case Manager	102,087
Rae	P	Case Manager	100,977
Rahim	A	Review Officer	102,753

Rajendran	R	Software Quality Assurance Specialist	86,913
Rak-Banville	C	Program and Standards Specialist	100,466
Reid	S	Senior Case Manager	109,527
Reimer	C	Prevention Consultant	103,213
Rempel	K	Supervisor, Compensation Training and Quality	104,253
Reynolds	J	Human Resource Consultant, Learning and Development	93,559
Rivera	O	Assessment Performance Consultant	100,368
Robak	S	Legal Services Representative II	98,556
Robert	B	Adjudicator II	87,376
Robert	R	Compensation Training and Quality Specialist	101,578
Robertson	J	Return to Work Consultant	100,510
Robertson	L	Payroll Administrator	90,215
Robinson	C	Chairperson, Board of Directors	100,001
Rocan	K	Senior Project Manager	120,886
Rosin	J	Communications Officer	87,603
Roy	K	Supervisor, Medical Aid	93,594
Rubillos	E	Adjudicator II	87,041
Russell	E	Case Manager	101,976
Santander	T	Business Intelligence Analyst	96,829
Santini	D	Assessment Accounts Representative	85,112
Santos	J	Change Management Consultant	102,223
Sawchyn	R	CUPE President	102,109
Schmidt	T	Compliance Officer II	92,152
Schroeder	J	Manager, Business Relationship Management and Service Delivery	145,939
Scott	J	Human Resources Consultant, Compensation and Benefits	109,225
Scurtu	V	Solution Architect	118,527
Senkow	K	Senior Case Manager	111,867
Sharma	N	Manager, Information Technology Services	135,547
Shaw	J	Prevention Consultant	104,668
Singbeil	P	Program and Standards Specialist	108,043
Singbeil	S	Vocational Rehabilitation Consultant	98,418
Sitka	S	Review Officer	93,365
Skinner	C	President and Chief Executive Officer	355,814
Skrypnyk	C	Systems Analyst	99,873
Slawinski	E	Manager, Compensation and Benefits	125,981
Smith	S	Compensation Performance Consultant	104,778
Smith	S	Case Manager	99,922
Sorenson	T	Review Officer	103,009
Steinke	M	Case Manager	102,585
Sutherland	H	Supervisor, Adjudication Services	107,958
Tetrault	D	Compliance Officer II	100,491
Thomson	T	Manager, Case Management	120,339
Tiwana	N	Supervisor, Application Services	103,594
Tober	C	Case Manager	104,242
Tomy	N	Manager, Case Management	134,262
Townsend	C	Director, Finance - Financial Reporting	155,646
Trudell	S	Prevention Consultant	103,068
Trueman	D	Adjudicator II	87,936
Turnbull	J	Case Manager	97,376
Turner	P	Compliance Specialist	96,997
Vanbeselaere	H	Case Manager	102,448
VandenBerg	A	Manager, Review Office	128,627
Velasco	A	Supervisor, Claims Service Centre	94,978
Versace Oliveira	A	Prevention Consultant	97,357
Vicovac	Z	Case Manager	103,657
Vince	K	Manager, Communications	122,522
Vincent	K	Director, Claims Service Centre, Payments and Medical Aid	158,719
Vo	D	Manager, Specialized Services	132,769

Vong	N	Communications Officer	85,423
Vuong	L	Human Resource Consultant, Compensation and Benefits	100,112
Waddell	T	Manager, Compensation Training and Quality	125,415
Wallace	S	Director, Communications and Public Relations	159,495
Wark	G	Software Developer III	97,355
Watt	M	Supervisor, Payments	98,594
Weiss	S	Case Manager	105,285
Wens	R	Senior Network Analyst	110,019
West	E	Director, Regional Offices	143,587
Whitney	A	Return to Work Consultant	100,352
Wiebe	D	Assessment Performance Consultant	105,108
Wiebe	P	Registrar, Appeal Commission	162,244
Wightman	K	Case Manager	123,040
Willems	J	Return to Work Program Specialist	107,374
Williams	M	Chief Actuary	203,018
Willson	M	Supervisor, Compensation Training and Quality	105,459
Wincott	M	Compliance Investigator	106,592
Wozniak	K	Case Manager	102,638
Yap	R	Adjudicator II	86,918
Young	R	Human Resource Generalist	106,620
Zaldivar Larranaga	C	Supervisor, Application Services	109,556
Zdrill	M	Case Manager	102,877
Zukewich	T	Portfolio Leader	110,281
Board of Directors			41,682