

**Assiniboine Community College**  
**2019 Compensation of \$75,000 or More**  
**Public Sector Compensation Disclosure Act (Bill 57)**  
**For the Year Ended December 31, 2019**



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## Independent Auditor's Report

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To the Board of Directors of Assiniboine Community College

### Opinion

We have audited the Schedule of Compensation (the Schedule) of Assiniboine Community College (the Entity) for the year ended December 31, 2019 and a summary of significant accounting policies.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act (the Act).

### 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 Entity 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 and Restriction on Distribution and Use

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Entity to meet the reporting requirements of the Act referred to above. As a result, the Schedule may not be suitable for another purpose. Our report is intended solely for the Directors of the Entity and should not be distributed to or used by parties other than the Directors of the Entity. 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 the Act, 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.

In preparing the Schedule, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

### Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule 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 the 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, 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 Entity'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 Schedule 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 Entity 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.

*BDO Canada LLP*

Chartered Professional Accountants

Brandon, Manitoba  
May 28, 2020

**Note 1 - Basis of Accounting**

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the entity shall disclose to the public in accordance with the Act the amount of compensation that it pays or provides in the year directly or indirectly. Compensation means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites. The amounts meeting the requirement for disclosure are listed below.

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|--|-------|
| a) Chairperson of the Board of Directors (over \$75,000) | \$Nil |
| b) Aggregate compensation of all Board Members           | \$Nil |
| c) Compensation of Officers and Employees over \$75,000  |       |

## Assiniboine Community College

### Bill 57 Compensation January to December 2019

The compensation paid to the following employees include salaries and allowances, overtime payments, retirement and severance payments, lump sum payments and vacation payouts.

Taxable benefits and bursaries are also included.

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Adedoyin, Bola	Statistical & Research Analyst	76,574.56
Adriaansen, Danielle	Director, Public Affairs	114,270.91
Alders, Ken	Instructor	85,789.33
Andrews, Lynn	Student Accessibility Coordinator	88,326.69
Araujo, Fernando	Instructor	85,789.36
Arksey, Terry	Instructor	85,789.35
Baker, Richard	Instructor	85,789.44
Bell, Christopher	Education Technology Specialist	79,014.93
Berezowecki, Janet	Instructor	85,789.34
Berger, Donald	Instructor	83,316.30
Bicklmeier, Chad	Instructor	85,789.34
Bispham, Jacklin	Instructor	88,693.33
Bootsman, Colleen	Instructor	88,513.82
Brandson, Merryn	Clinical Placement Coordinator	82,373.74
Brichon, Shannon	Chief Financial Officer	139,147.80
Bridge, Anne	Student Advisor	90,781.60
Brotherston, Robert	Instructor	85,789.34
Bryant, Cheryl	Instructor	82,285.49
Burt, Patti-Jo	Instructor	88,513.82
Campbell, Keith	Instructor	85,789.35
Carey, Lloyd	Instructor	79,813.71
Castle, Warren	Manager, Information Technology & Services	90,604.75
Cathcart, Gerald	Business Development Coordinator	74,931.30
Chartrand, Laura	Instructor	85,789.37
Chiupka, Nancy	Instructor	84,270.77
Ciplef, Lynn	Faculty Development Coach	85,789.42
Ciplef, Martin	Instructor	80,640.31
Cobb-Adair, Jodee	Chairperson, Health	102,092.35
Cowling, Warren	Instructor	84,145.34
Cox, Brian	Instructor	85,789.35
Dafoe, Diana	Instructor	85,789.35
Danielson, Tracy	Instructor	85,789.33
Day, Warren	Instructor	84,145.35
Degraeve, James	Instructor	80,077.02
Demers, Sharon	Instructor	85,789.33
Desai, Kathryn	Acting Chair, Health	89,117.16
Desjarlais, Kristopher	Director, Indigenous Education	79,009.07
Dyck, Karen	Retired	100,556.37
Edmunds, Thomas	Instructor	91,228.22

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Ellis, James	Instructor	90,959.20
Enns, Paul	Instructor	88,513.70
Falconer, Angela	Instructor	85,789.38
Fischer, Gary	Retired	102,891.83
Fleury, Chad	Instructor	82,321.53
Ford, Derek	Instructor	85,789.33
Forrest, Sandy	Clinical Placement Coordinator	88,044.17
Foss, Laura	Instructor	84,232.00
Frape, Valerie	Instructor	85,789.31
Frison, Mark	President & CEO	266,254.80
Fry, Ashley	Instructor	85,789.52
Fulford, Kelly	Instructor	85,789.33
Garbutt, Melanie	Instructor	85,789.37
Gardner, Ryan	Instructor	82,501.38
Geseron, Travis	Network Administrator	72,318.35
Gibson Smith, Carla	Instructor	92,279.50
Girouard, Nicholas	Instructor	82,169.36
Glaseman, Elizabeth	Marketing Manager	79,127.69
Gonzalez, Maria	Instructor	85,789.36
Griffiths, George	Instructor	85,789.32
Grift, Monica	Manager, Finance & Budgets	99,394.43
Gudbranson, Clayton	Instructor	85,789.33
Hackenschmidt, Corrie	Program Coordinator, CHCA	82,822.91
Hackler, Neal	Instructor	78,034.68
Hargreaves, Karen	Dean, Health & Human Services	136,961.32
Harris, Aaron	Retired	127,978.99
Hendricks, Bryan	Instructor	85,789.30
Hengen, Mitchell	Instructor	81,606.39
Hills, Steven	Instructor	85,789.29
Hiscock, Kelly	Instructor	78,298.58
Hood, James	Instructor	86,799.96
Hore, John	Dean, Ag & Environment	122,348.17
Huntinghawk, Leona	Research Chair Indigenous Education	85,122.30
James, Tannis	Director, Continuing Studies	123,406.99
Jenkins, Trevor	Instructor	80,947.62
Jensen, Crystal	Instructor	85,913.32
Johnson, Dean	Instructor	85,789.35
Johnson, Lorraine	Chairperson, Contract Training	111,455.66
Johnson, Wayne	Instructor	85,789.40
Johnson-Woloshyn, Krystal	Instructor	83,709.99
Johnston, Joanne	Instructor	85,789.34
Jones, Garry	Instructor	85,789.32
Joyce, Kirk	Allied Health Coordinator	91,103.54
Jubenville, Norman	Instructor	83,816.57

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Kernaghan, Murray	Instructor	85,789.34
Kirkup, Shelley	Instructor	85,789.34
Klassen, Bruce	Chairperson, Human Services	97,767.33
Kolesar, Dianne	Instructor	90,432.44
Kyle, David	Instructor	85,789.34
Lambert, Erin	Manager, Recruitment and Career Services	78,012.99
Lawford, Grant	Chairperson, Construction Trades	95,043.87
Lennon, Jill	Instructor	85,789.35
Lindsay, Peter	Retired	102,157.88
Little, Cheryl	Instructor	82,873.62
Little, Richard	Instructor	84,813.96
Liu, Chen Yu	Instructor	91,228.22
MacLeod, Paul	Program Coordinator	82,397.73
Mahood, Heber	Instructor	83,316.30
Maloney, Russell	Planning & Program Analyst	80,673.66
Malyon, Mark	Instructor	87,101.88
Martin, Kim	Instructor	85,789.36
Maxwell, Lance	Instructor	82,501.39
McDonald, Kyle	Instructor	77,073.35
McGhie, James	Instructor	85,789.33
McInnes, Valerie	Faculty Development Coach	73,216.31
Mercier, Gabriel	Director, Parkland Campus	111,455.74
Milne, Geoff	Instructor	86,849.78
Montgomery, Vance	Instructor	82,501.38
Morehouse, Pamela	Student Success Advisor	85,814.70
Mortensen, Carla	Instructor	85,789.36
Moss, M	Registrar	91,202.13
Muller, Julie	Director, Human Resources	114,270.90
Munn, Caitlin	Manager, Learning Commons	93,548.23
Mweemba, Akapelwa	Instructor	91,228.23
Nadolny, Jonathan	Instructor	85,789.32
Newman, David	Instructor	85,789.34
Nickel, Timothy	Instructor	85,789.34
Nicol, Grant	Instructor	85,789.38
Nicolas, Suzanne	Associate Dean, Health & Human Services	124,543.41
Nightingale, Pamela	Instructor	86,697.01
Nylen, Dean	Instructor	85,789.33
O'Hara, Barbara	Instructor	83,972.44
Oliver, Lisa	Program Coordinator	79,484.64
Oliver, Murray	Instructor	88,513.83
Olson, Ollie	Instructor	85,789.28
Oshoneye, Jacobs	Instructor	91,228.18
Oxby, Richard	Instructor	85,789.34
Palmer, Bruce	Instructor	126,034.34
Pascal, Jason	Instructor	85,789.33

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Pattle, Jeffrey	Instructor	85,789.34
Pelletier, Catherine	Dean, Trades & Access, Community Programs Division	130,574.00
Perera, Dayan	Instructor	88,514.31
Perkins, David	Director, Integrated Planning	124,671.03
Phythian, Debbie	Instructor	85,789.37
Poirier, Kevin	Chairperson, Mechanical Trades	106,328.58
Popple, Katharine	ERP College System Analyst	77,498.20
Prouse, Sheryl	Special Projects Advisor	84,261.39
Quiring, Yolanda	Instructor	84,803.01
Raaijmakers, Kim	Instructor	81,023.20
Rainville, Kristopher	Instructor	85,789.43
Ramsey, Terry	LAN Administrator	87,086.97
Rao, Sajjad	Instructor	92,116.23
Rexe, Deanna	VP Academic	173,699.91
Roberts, Pamela	HR Advisor/Respectful College Coordinator	79,900.80
Robertson, Roberta	Dean, Business	135,585.21
Robinson, James	Instructor	86,689.37
Russell, Teresa	Chairperson, ECE	100,166.76
Scheveck, Pamela	Instructor	88,513.82
Schroeder, Cynthia	Instructor	85,789.33
Seib, Lance	Instructor	85,789.34
Shamray, Diane	VP International	163,674.65
Shannon, Larry	Purchasing Agent	80,524.13
Sherris, Greg	Instructor	85,789.34
Simmons, James	Director, Capital Projects	119,523.57
Sinclair, Christine	Instructor	85,789.34
Sinclair, Stuart	Instructor	85,789.31
Singh, Baljeet	Instructor	88,755.32
Singh, Poonam	Instructor	91,228.22
Skavinsky, Annette	Instructor	85,789.33
Smith, Keith	Instructor	106,411.10
Sobering, Melanie	Instructor	85,629.77
Sodek, Katharine	Instructor	91,228.31
Sorenson-Voigt, Cheryl	Instructor	87,285.37
Sowiak, Wes	Instructor	85,789.31
Sproule, Jana	Instructor	75,405.89
Strachan, Kathryn	Student Success Advisor	77,120.04
Strahl, Andrew	Instructor	85,789.28
Street, Graham	Instructor	88,513.83
Sturtevant, Laverne	Chairperson, Health	89,400.49
Swain, Norman	Manager, Health & Safety and Building Operations	95,384.00
Tataryn, John	Instructor	85,789.31
Taylor, Sean	Instructor	85,789.33
Tesarski, Anne	Instructor	88,513.82
Tichit, Danielle	Instructor	86,484.26



<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Toichoa, Gabriel	Chief Information Officer	124,927.01
Turner, Derrick	Director, External Relations	139,147.80
Tymchuk, Wayne	Instructor	83,134.36
Vandenberghe, Kent	Senior Programmer Analyst	77,498.20
Wali, Usman	Instructor	81,358.18
Walker, Kimberley	Instructor	90,006.87
Wasko, Jennifer	Instructor	77,716.29
Way, Deanna	Instructor	88,689.31
Welsh, Ben	Coordinator, Credential Programs	76,574.55
White, Dennis	Chairperson, Mechanical Trades	154,343.07
White, Jess	Instructor	85,789.34
Wieb, Kent	Instructor	85,789.33
Williams, Shawn	Instructor	85,484.81
Wilson, Pamela	Instructor	85,789.35
Xu, Hui	Senior Programmer Analyst	83,771.21
Zalluski, Kyle	Instructor	88,034.16
Zuzens, Martin	Instructor	85,789.38