

Assiniboine Community College
2021 Compensation of \$75,000 or More
Public Sector Compensation Disclosure Act (Bill 57)
For the Year Ended December 31, 2021



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Independent Auditor's Report

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, 2021 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
March 25, 2022

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.

- | | |
|--|-------|
| 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 2021

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.

Name	Position	Compensation
Adedoyin, Bola	Statistical & Research Analyst	77,662.00
Adriaansen, Danielle	Vice President, International	138,304.00
Alders, Ken	Instructor	87,357.80
Andrews, Lynn	Student Accessibility Coordinator	89,152.61
Araujo, Fernando	Instructor	85,750.51
Atamanchuk, Trevor	Instructor	78,287.34
Baker, Richard	Instructor	87,011.72
Bauman, Craig	IT Project and Support Tech	80,150.20
Berger, Donald	Instructor	87,011.59
Bicklmeier, Chad	Instructor	85,840.06
Bispham, Jacklin	Instructor	87,011.60
Blackbird, Charles	Program Coordinator	75,717.80
Bodnaryk, Karen	Instructor	86,007.56
Bootsman, Colleen	Instructor	89,763.74
Brandson, Merryn	Clinical Placement Coordinator	83,562.07
Brichon, Shannon	Chief Financial Officer	139,840.44
Bridge, Anne	Student Advisor	89,638.58
Brotherston, Robert	Instructor	87,011.61
Bryant, Cheryl	Instructor	83,747.14
Budiwski, Chris	Chairperson, Ag & Environment	109,830.27
Burt, Patti-Jo	Instructor	89,763.72
Cameron, Michael	Dean, Community Development	116,597.42
Camet, Lindsay	Instructor	87,011.60
Campbell, Keith	Instructor	87,011.72
Carey, Lloyd	Chairperson, Mechanical Trades	100,945.21
Castle, Warren	Manager, Information Technology & Services	91,893.87
Catagas, Lyall	Human Resources Advisor	106,087.80
Cathcart, Gerald	Community Development Strategist	80,022.89
Chartrand, Laura	Instructor	87,011.64
Chiupka, Nancy	Instructor	87,011.60
Church, Joshua	Instructor	81,837.22
Cliplef, Lynn	Faculty Development Coach	87,011.60
Cliplef, Martin	Instructor	86,629.63
Cobb-Adair, Jodee	Chairperson, Health	115,438.32
Cowling, Warren	Instructor	85,276.30
Cox, Brian	Instructor	87,011.47
Cox, Erin	Instructor	76,587.59
Dafoe, Diana	Instructor	87,011.60
Danielson, Tracy	Instructor	87,717.38

Name	Position	Compensation
Day, Warren	Instructor	89,162.83
De Pauw, Jane	Coordinator Co-op placements	79,276.26
Degraeve, James	Chairperson, Construction Trades	88,044.68
Demers, Sharon	Instructor	93,083.58
Denbow, Karissa	Instructor	89,763.73
Desjarlais, Kristopher	Director, Indigenous Education	85,746.78
Doerksen, Amy	Instructor	89,763.73
Dungao, Jan Ritchie	Instructor	82,010.66
Edmunds, Thomas	Instructor	92,497.07
Ellis, James	Instructor	87,011.60
Enns Laluk, Wendy	Instructor	82,165.73
Enns, Paul	Instructor	89,763.68
Ewatski, Jack	Chairperson, Public Safety	113,043.57
Falconer, Angela	Instructor	88,593.92
Fernandez, Armando	Programmer Analyst	78,027.40
Fleury, Chad	Instructor	87,011.62
Ford, Derek	Instructor	87,011.58
Foss, Laura	Instructor	89,781.21
Frape, Valerie	Instructor	87,011.60
Frison, Mark	President & CEO	293,859.90
Fry, Ashley	Instructor	87,011.42
Fulford, Kelly	Instructor	87,011.60
Garbutt, Melanie	Instructor	87,091.60
Gardner, Ryan	Instructor	81,923.77
Gayle, Rennais	Chairperson, Early Learning	99,145.24
Geseron, Travis	Manager, Information Technology & Services	92,324.20
Gibson Smith, Carla	Instructor	89,763.74
Girouard, Nicholas	Instructor	87,011.60
Glaseman, Elizabeth	Marketing Manager	79,787.34
Gonzalez, Maria	Instructor	87,011.63
Griffiths, George	Instructor	87,011.60
Grift, Monica	Manager, Finance & Budgets	110,024.62
Gudbranson, Clayton	Instructor	87,011.57
Habok, Melissa	Instructor	76,477.34
Hargreaves, Karen	Dean, Health & Human Services	138,165.94
Hendricks, Bryan	Instructor	87,011.60
Hengen, Mitchell	Faculty Development Coach	84,146.76
Hills, Steven	Instructor	87,011.60
Hiscock, Kelly	Instructor	84,623.47
Hood, James	Instructor	87,122.62
Hore, John	Dean, Ag & Environment	133,351.51
Hruska, Kimberley	Instructor	87,011.60
James, Tannis	Chairperson, Continuing Studies	98,775.78
Jenkins, Trevor	Instructor	87,011.60
Jensen, Crystal	Instructor	88,956.09
Johnson, Dean	Instructor	87,011.60

Name	Position	Compensation
Johnson, Wayne	Instructor	87,011.60
Johnston, Joanne	Instructor	87,011.60
Jones, Garry	Instructor	87,011.60
Joyce, Kirk	Allied Health Coordinator	95,281.58
Jubinville, Norman	Instructor	87,011.60
Kernaghan, Murray	Instructor	87,011.60
Kolesar, Dianne	Instructor	92,915.04
Kyle, David	Instructor	87,011.60
Landry Hargrove, Jessica	Instructor	87,011.60
Lawford, Grant	Chairperson, Construction Trades	113,111.88
Legare, Carol	Instructor	87,799.45
Lennon, Jill	Instructor	87,011.60
Little, Cheryl	Instructor	85,276.34
Little, Richard	Instructor	83,881.78
Liu, Chen Yu	Instructor	92,497.07
Mahood, Heber	Instructor	87,011.57
Malcolm, Patricia	Instructor	89,763.78
Mallet, Wayne	Instructor	89,763.71
Maloney, Russell	Advancement Officer	78,500.94
Malyon, Mark	Instructor	86,613.58
Maxwell, Lance	Instructor	82,879.56
McDonald, Kyle	Instructor	83,174.21
McGhie, James	Instructor	86,342.28
McInnes, Valerie	Director, Parkland Campus	94,226.03
Mebs, Pamela	Instructor	87,011.68
Mercier, Gabriel	Retired	113,672.76
Merrett, Diane	Instructor	82,165.66
Milne, Geoff	Chairperson, Business	86,316.34
Montgomery, Vance	Instructor	83,993.74
Morehouse, Pamela	Instructor	87,011.60
Mortensen, Carla	Instructor	87,011.60
Moss, M	Registrar	101,961.90
Muller, Julie	Director, Human Resources	128,010.47
Mweemba, Akapelwa	Instructor	96,522.06
Nadolny, Jonathan	Instructor	86,326.04
Newman, David	Instructor	87,011.60
Nickel, Timothy	Instructor	87,011.58
Nicol, Grant	Instructor	87,011.60
Nicolas, Suzanne	Dean, School of Nursing	124,787.05
Nightingale, Pamela	Instructor	89,763.75
Nylen, Dean	Instructor	87,011.62
O'Hara, Barbara	Instructor	87,011.60
Oliver, Murray	Instructor	89,763.75
Olson, Ollie	Instructor	87,011.60
Oshoneye, Jacobs	Instructor	92,497.08
Oxby, Richard	Instructor	87,011.60

Name	Position	Compensation
Palmer, Bruce	Instructor	131,647.11
Park, Lisa	Instructor	89,763.78
Parker, Glen	Advancement Officer	97,165.84
Pascal, Jason	Instructor	87,011.60
Pattle, Jeffrey	Instructor	87,011.58
Pearen, Angela	Coordinator, Ag Extension	85,314.50
Pelletier, Catherine	Retired	132,653.20
Perera, Dayan	Instructor	89,763.76
Phythian, Debbie	Instructor	87,011.60
Poirier, Kevin	Dean, Trades	134,863.63
Popple, Katharine	System Analyst	78,604.57
Prouse, Sheryl	Senior Advisor, Student Affairs	126,313.90
Quiring, Yolanda	Instructor	87,011.60
Rainville, Kristopher	Instructor	87,011.50
Ramsey, Terry	LAN Administrator	91,162.88
Rao, Sajjad	Instructor	93,184.91
Rexe, Deanna	Vice President, Academic	176,153.30
Rexe, Hillary	Instructional Design Specialist	89,763.87
Roberts, Pamela	Human Resources Advisor	81,036.26
Robertson, Roberta	Dean, Business	138,315.51
Robinson, James	Instructor	87,270.49
Russell, Teresa	Instructor	77,846.16
Schroeder, Cynthia	Instructor	87,011.60
Seib, Lance	Instructor	87,011.60
Shannon, Larry	Purchasing Agent	82,383.77
Sherris, Greg	Instructor	87,011.61
Simmons, James	Director, Capital Projects	137,755.92
Singh, Baljeet	Instructor	92,496.86
Singh, Poonam	Instructor	93,184.85
Skavinsky, Annette	Retired	94,846.90
Sobering, Melanie	Instructor	92,168.54
Sodek, Katharine	Instructor	92,496.84
Sorenson-Voigt, Cheryl	Instructor	88,611.60
Sowiak, Wes	Instructor	87,357.67
Sproule, Jana	Chairperson, Media & Office Technology	99,145.24
Strachan, Kathryn	Student Success Advisor	80,225.61
Strahl, Andrew	Instructor	87,011.60
Street, Graham	Instructor	89,763.63
Sturtevant, Laverne	Chairperson, Health	108,534.66
Taggart, David	Manager, Health & Safety and Building Operations	95,349.10
Tataryn, John	Instructor	87,011.60
Taylor, Sean	Instructor	87,011.59
Tesarski, Anne	Instructor	86,953.40
Tichit, Danielle	Instructor	87,011.60
Toichoa, Gabriel	Chief Information Officer	125,050.94
Triska, Avery	Instructor	82,437.08

Name	Position	Compensation
Turner, Derrick	Director, External Relations	136,928.47
Tymchuk, Wayne	Instructor	87,375.62
Vandenberghe, Kent	Senior Programmer Analyst	78,604.51
Vivier, Danielle	Program Coordinator	87,039.26
Wali, Usman	Instructor	87,641.00
Walker, Kimberly	Instructor	87,011.60
Ward, Susan	Instructor	87,011.60
Wasko, Jennifer	Instructor	90,397.76
Way, Deanna	Instructor	86,676.95
Welsh, Ben	Coordinator	76,637.92
White, Jess	Instructor	76,080.89
Wiebe, Monica	Instructor	84,319.64
Wilson, Pamela	Instructor	87,011.60
Xu, Hui	Senior Programmer Analyst	89,498.96
Zalluski, Kyle	Instructor	87,011.59