

**Assiniboine Community College**  
**2018 Compensation of \$50,000 or More**  
**Public Sector Compensation Disclosure Act (Bill 57)**  
**For the Year Ended December 31, 2018**



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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, 2018 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  
April 9, 2019

**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 \$50,000)      \$Nil
- b) Aggregate compensation of all Board Members              \$Nil
- c) Compensation of Officers and Employees over \$50,000

## Assiniboine Community College

### Bill 57 Compensation January to December 2018

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
Adriaansen, Danielle	Director, Public Affairs	108,632.67
Alders, Ken	Instructor	85,484.84
Araujo, Fernando	Instructor	85,484.88
Ariss, Erin	IT Service Technician	53,244.10
Arksey, Terry	Instructor	93,484.87
Atamanchuk, Michelle	Development Officer	69,771.27
Baker, Richard	Instructor	85,484.86
Banuga, Karen	Executive Assistant	54,549.39
Barclay, Karen	Business Information Analyst	66,058.01
Bell, Christopher	Educational Technology Specialist	82,123.04
Benham, Donald	Communications Specialist	51,592.53
Benham, Karen	Business Information Analyst	97,047.26
Berezowecki, Janet	Instructor	85,484.83
Bicklmeier, Chad	Instructor	85,484.84
Bispham, Jacklin	Instructor	85,484.87
Bonin, Natalie	Instructor	67,181.31
Bootsman, Colleen	Instructor	88,218.00
Brandson, Merryn	Clinical Placement Coordinator	83,343.48
Braun, Jack	Retired	89,408.83
Brichon, Shannon	Chief Financial Officer	136,794.06
Bridge, Anne	Student Advisor	90,781.60
Brotherston, Robert	Instructor	85,484.89
Brown, Kristin	Financial Administrator	51,751.93
Bryant, Cheryl	Instructor	73,723.60
Bunn, Crystal	Aboriginal & Career Services Officer	62,073.15
Burkle, Martha	Retired	55,039.77
Burt, Patti-Jo	Instructor	88,218.01
Cameron, Michael	Retired	67,079.19
Cameron, Shaun	Board Secretary	51,877.32
Campbell, Keith	Instructor	85,484.83
Carey, Lloyd	Instructor	78,909.29
Castle, Warren	Manager, Information Technology & Services	87,197.23
Cathcart, Gerald	Business Development Coordinator	75,130.87
Chartrand, Laura	Instructor	85,484.86
Chiupka, Nancy	Instructor	85,484.86
Clarkson, Joan	Student Success Advisor	72,388.35
Ciplef, Lynn	Faculty Development Coach	85,485.03
Ciplef, Martin	Instructor	77,580.11
Cobb-Adair, Jodee	Chairperson, Health	96,852.08

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Cowling, Warren	Instructor	84,662.82
Cox, Brian	Instructor	85,484.90
Cox, Erin	Instructor	67,181.50
Cramer, James	IT Service Technician	53,130.90
Dafoe, Diana	Instructor	85,484.88
Danielson, Tracy	Instructor	85,484.87
Dansu, Bola	Statistical & Research Analyst	76,304.80
Day, Warren	Instructor	83,873.40
Dearing, Roy	Student Success Advisor	78,811.81
Degraeve, James	Instructor	72,493.53
Demers, Sharon	Instructor	85,484.86
Denbow, Karissa	Instructor	88,428.25
Derry, Cheryl	Instructor	85,484.85
Diehl, Duane	Retired	100,264.46
Dyck, Karen	Instructor	87,089.02
Edmunds, Thomas	Instructor	90,932.40
Ellis, James	Instructor	85,484.89
Enns Laluk, Wendy	Instructor	52,195.43
Enns, Paul	Instructor	88,217.99
Espey, Sean	Instructor	54,715.66
Evancio, Jamie	Instructor	91,676.20
Eves, Colin	IT Service Technician	54,288.00
Falconer, Angela	Instructor	85,484.88
Fast, Lloyd	Instructor	53,776.60
Ferguson, Jill	Chair, Technology	91,717.49
Fernandez, Armando	Programmer Analyst	64,992.03
Fisch, Kirby	Facilities Operations Manager	64,209.60
Fischer, Gary	Data Administrator	76,628.88
Fleury, Chad	Instructor	80,020.55
Ford, Derek	Instructor	85,484.86
Forrest, Sandy	Program Coordinator	86,223.96
Foss, Laura	Instructor	81,197.06
Fouillard, Heidi	Administrative Coordinator	52,158.08
Frison, Mark	President & CEO	265,332.60
Fry, Ashley	Instructor	85,485.31
Fryer, Morgan	Administrative Assistant	54,900.69
Fulford, Kelly	Instructor	85,484.84
Garbutt, Melanie	Instructor	85,484.86
Gardner, Ryan	Instructor	82,196.91
Gatin, Susan	Manager, Library Services	64,146.68
Gibson Smith, Carla	Instructor	85,752.31
Girouard, Nicholas	Instructor	69,344.55
Glaseman, Elizabeth	Marketing Manager	78,522.29
Gonzalez, Maria	Instructor	85,484.88
Gooden, Barry	Dean, Trades & Technology	56,597.60

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Grant, Ian	Advisor, Public Safety	54,907.02
Gray, Rebecca	Student Success Advisor	81,773.48
Griffiths, George	Instructor	85,484.88
Grift, Monica	Manager, Finance & Budgets	94,486.26
Gudbranson, Clayton	Instructor	85,484.85
Hackenschmidt, Corrie	Program Coordinator	83,250.11
Hackler, Neal	Instructor	75,125.26
Hargreaves, Karen	Dean, Health & Human Services	139,150.79
Harris, Aaron	Instructor	85,484.78
Hart, Heidi	Human Resources Systems Administrator	56,003.45
Heinrichs, Erinn	Administrative Officer	53,849.35
Hendricks, Bryan	Instructor	85,484.78
Hengen, Mitchell	Instructor	76,867.43
Hildebrand, Reginald	Retired	108,024.59
Hill, Thomas	Retired	130,475.80
Hills, Steven	Instructor	85,484.96
Hood, James	Coordinator, Ag Extention	83,639.63
Horne, Steve	Director, External Relations	64,920.56
Hruska, Kimberley	Instructor	85,484.88
Hunt, Susan	Instructor	68,269.41
Huntinghawk, Leona	Instructor	83,397.48
Huston, Elisabeth	Alumni Relations & Career Coordinator	62,969.42
Jacobsen, G	Instructor	83,804.79
James, Tannis	Director Continuing Studies	116,414.43
Jenkins, Trevor	Instructor	78,023.74
Jensen, Crystal	Instructor	85,892.88
Johnson, Dean	Instructor	85,484.88
Johnson, Grant	Retired	68,404.64
Johnson, Lorraine	Chairperson, Contract Training	111,064.20
Johnson, Wayne	Instructor	85,484.88
Johnston, Joanne	Instructor	85,484.86
Johnston, Lynne	Instructor	50,084.08
Jones, Garry	Instructor	85,484.88
Joyce, Kirk	Allied Health Coordinator	89,242.08
Jubenville, Norman	Instructor	84,662.88
Kaskiw, Randy	Instructor	67,621.10
Kernaghan, Murray	Instructor	85,484.87
Kirkup, Shelley	Instructor	67,432.36
Klassen, Bruce	Chairperson, Human Services	71,945.73
Kolesar, Dianne	Instructor	90,432.44
Kyle, David	Instructor	85,484.88
Lambert, Erin	Manager, Recruitment & Career Services	68,208.01
Lawford, Grant	Chairperson, Construction Trades	85,711.79
Leboutillier, Bradley	Instructor	51,868.98
Lennon, Jill	Instructor	88,096.87

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Liarakos, Monique	Instructor	54,548.65
Lindsay, Peter	Instructional Designer	85,484.86
Little, Cheryl	Instructor	79,133.65
Little, Richard	Instructor	85,515.46
Liu, Chen Yu	Instructor	90,932.40
Low, Darcy	Financial Administrator	54,371.83
Lunsted, Eunice	Instructor	61,302.37
Machado, Rita	Scheduler	54,985.49
MacKay, Carrie	Executive Assistant	56,290.48
MacLeod, Paul	Program Coordinator	82,110.60
Malanowich, Trisha	Instructor	62,783.06
Malcolm, Patricia	Instructor	88,218.00
Maloney, Russell	Major Gifts Officer	80,395.29
Malyon, Mark	Instructor	76,914.56
Martens, Ken	Education Assistant	52,213.52
Martin, Kim	Instructor	85,484.85
Maxwell, Garlen	Instructor	70,319.81
Maxwell, Lance	Instructor	83,051.39
McDonald, Kyle	Instructor	73,830.43
McDonald, Lorraine	Financial Administrator	51,751.92
McGhie, James	Instructor	85,484.88
McGregor, Amanda	Human Resource Advisor	84,379.40
McKay, Aaron	Recruitment Specialist	50,491.90
McLeod, Lorri	Learning Strategist	67,956.42
McSymach, Sandra	Administrative Officer	56,003.42
Mercier, Gabriel	Director, Parkland Campus	111,064.20
Miller, Katriana	Administrative Assistant	49,232.27
Milne, Geoff	Instructor	87,551.26
Mitchell, Nolan	Web Designer	62,167.05
Montgomery, Vance	Instructor	85,399.79
Morehouse, Pamela	Instructor	85,484.83
Mortensen, Carla	Instructor	85,484.84
Moss, M	Registrar	85,534.40
Muller, Julie	Director, Human Resources	108,632.68
Munn, Caitlin	Manager, Learning Commons	89,396.88
Mweemba, Akapelwa	Instructor	90,932.40
Nadolny, Jonathan	Instructor	85,484.85
Naherney, Rachelle	Instructor	74,787.06
Newman, David	Instructor	85,484.88
Nickel, Timothy	Instructor	85,484.87
Nicol, Grant	Instructor	85,484.88
Nightingale, Pamela	Instructor	58,663.30
Nylen, Dean	Instructor	85,484.88
O'Greysik, Carla	Executive Assistant	62,580.21
O'Hara, Barbara	Instructor	81,044.92

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Oliver, Lisa	Program Coordinator	75,966.18
Oliver, Murray	Instructor	88,218.00
Olson, Ollie	Instructor	85,484.75
Oshoneye, Jacobs	Instructor	90,932.40
Oxby, Richard	Instructor	85,484.88
Palmer, Bruce	Instructor	110,274.26
Pascal, Jason	Instructor	85,485.00
Pattle, Jeffrey	Instructor	90,416.70
Pelletier, Catherine	Dean, Trades, Access & Technology	122,214.70
Perera, Dayan	Instructor	88,218.00
Perkins, David	Interim Dean, Agriculture & Environment	125,536.66
Phythian, Debbie	Instructor	85,484.85
Plett, Willie	Instructor	85,484.87
Poirier, Kevin	Chairperson, Technology	101,112.13
Popple, Kathy	ERP College System Analyst	75,743.40
Ptashnik, Sylvia	Chairperson, Health Winnipeg	109,355.52
Quiring, Yolanda	Instructor	83,512.26
Rainville, Kristopher	Instructor	82,759.72
Ramsey, Terry	LAN Administrator	85,719.37
Rao, Sajjad	Instructor	91,828.40
Rexe, Deanna	VP Academic	173,099.67
Roberts, Pamela	Respectful College Coordinator	76,950.44
Robertson, Roberta	Dean, Business	126,480.25
Robinson, James	Instructor	87,284.88
Roulette, Cecil	Indigenous Counsellor/Cultural Consultant	73,439.60
Russell, Teresa	Chairperson, ECE	95,054.05
Scheveck, Pamela	Instructor	89,846.61
Schroeder, Cynthia	Instructor	85,484.88
Seeland, Josh	Library Technician	53,458.62
Seib, Lance	Instructor	85,484.88
Shamray, Diane	VP International	163,674.68
Shannon, Larry	Purchasing Agent	76,836.26
Sherris, Greg	Instructor	85,484.88
Sigfusson, Shelley	Allied Health Coordinator	80,866.60
Simmons, James	Director, Capital Projects	115,437.40
Sinclair, Christine	Instructor	85,484.87
Sinclair, Stuart	Instructor	85,484.87
Singbeil, Leslie	Facilities Manager	52,526.66
Singh, Baljeet	Instructor	86,111.91
Singh, Poonam	Instructor	91,844.38
Skavinsky, Annette	Instructor	85,484.82
Smith, Keith	Instructor	85,484.84
Snow, Jamie	Instructor	83,986.64
Sobering, Melanie	Instructor	86,861.03
Sodek, Katharine	Instructor	90,932.54

<b>Name</b>	<b>Position</b>	<b>Compensation</b>
Sorenson-Voigt, Cheryl	Instructor	85,484.88
Sowiak, Wes	Instructor	85,484.86
Sproule, Jana	Instructor	72,338.40
Strachan, Kathryn	Student Success Advisor	76,338.44
Strahl, Andrew	Instructor	85,484.80
Street, Graham	Instructor	88,218.00
Streifel, Cindy	Instructor	67,887.66
Summers, Gregory	Retired	101,514.58
Swain, Norman	Senior HR Advisor	94,985.27
Tardiff, Leonard	Instructor	71,568.90
Tataryn, John	Instructor	85,484.86
Taylor, Sean	Instructor	85,484.83
Teetaert, Callie	Graphic Designer/Print Shop Manager	50,572.73
Tesarski, Anne	Instructor	77,707.77
Tichit, Danielle	Instructor	89,483.99
Toichoa, Gabriel	Chief Information Officer	124,881.38
Turner, Derrick	Director, External Relations	138,660.60
Vandenbergh, Kent	Programmer Analyst	77,228.52
Vandenbergh, Natasha	Test Centre Administrator	52,026.00
Wali, Usman	Instructor	78,205.82
Walker, Kimberley	Instructor	63,164.84
Way, Deanna	Instructor	83,927.47
Welsh, Ben	Coordinator, Credential Programs	73,790.48
White, Bobbi	Administrative Officer	51,223.64
White, Dennis	Chairperson, Mechanical Trades	105,941.44
White, Jess	Instructor	84,998.75
Wieb, Kent	Instructor	83,840.87
Williams, Penny	Instructor	88,140.87
Williams, Shawn	Instructor	85,484.87
Wilson, Pamela	Instructor	83,019.12
Wollbaum, Angela	Salary & Benefits Administrator	56,003.43
Xu, Hui	Programmer Analyst	77,228.57
Zalluski, Kyle	Instructor	91,794.35
Zuzens, Martin	Instructor	85,484.88