

Assiniboine Community College
2022 Compensation of \$75,000 or More
Public Sector Compensation Disclosure Act (Bill 57)
For the Year Ended December 31, 2022



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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, 2022 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 15, 2023

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 2022

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	78,466.05
Adriaansen, Danielle	Vice-President, Enrolment	145,468.08
Alders, Ken	Instructor	87,807.02
Andrews, Lynn	Student Accessibility Coordinator	89,172.30
Andries, Jason	Education Technology Specialist	80,306.30
Atamanchuk, Trevor	Instructor	83,816.92
Baker, Richard	Instructor	87,525.06
Barbeau-Bracegirdle, Suzanne	Instructor	81,810.67
Barclay, Karen	Business Information Analyst	77,029.56
Bauman, Craig	IT Project and Support Tech	80,236.88
Berger, Donald	Instructor	87,549.60
Bicklmeier, Chad	Instructor	106,164.10
Bispham, Jacklin	Instructor	90,387.33
Blackbird, Charles	Program Coordinator	77,561.79
Bodnaryk, Karen	Instructor	87,200.02
Bonin, Natalie	Instructor	77,705.74
Bootsman, Colleen	Instructor	90,488.32
Boswall, Jennifer	Program Coordinator	82,305.92
Brandson, Merryn	Clinical Placement Coordinator	84,468.62
Brichon, Shannon	Chief Financial Officer	142,358.98
Bridge, Anne	Student Advisor	90,936.07
Brotherston, Robert	Instructor	88,200.02
Bryant, Cheryl	Instructor	83,194.76
Budiwski, Chris	Chairperson, Ag & Environment	112,154.49
Burch, Jennalee	Coordinator, Co-op Placements	75,822.46
Burt, Patti-Jo	Instructor	90,861.06
Cameron, Michael	Dean, Community Development	126,559.70
Camet, Lindsay	Instructor	87,200.02
Campbell, Keith	Instructor	87,337.79
Carey, Lloyd	Chairperson, Mechanical Trades	106,505.27
Castle, Warren	Manager, Information Technology & Services	92,881.72
Catagas, Lyall	Human Resources Advisor	91,425.03
Cathcart, Gerald	Community Development Strategist	83,436.73
Chartrand, Laura	Instructor	88,200.08
Chiupka, Nancy	Instructor	87,179.64
Church, Joshua	Instructor	83,439.13
Ciplef, Lynn	Faculty Development Coach	87,547.70
Ciplef, Martin	Instructor	87,230.91
Cobb-Adair, Jodee	Chairperson, Health	115,883.50
Cowling, Warren	Instructor	83,718.01
Cox, Brian	Instructor	88,199.90
Cox, Erin	Instructor	79,691.27
Dafoe, Diana	Instructor	88,105.70

Name	Position	Compensation
Danielson, Tracy	Instructor	87,396.64
Day, Warren	Instructor	90,577.15
De Pauw, Jane	Coordinator, Applied Research	82,923.92
Degraeve, James	Chairperson, Construction Trades	102,122.27
Del Monte, Megan	Instructor	96,186.57
Demers, Sharon	Instructor	113,612.85
Desjarlais, Kristopher	Director, Indigenous Education	90,813.03
Doerksen, Amy	Director, Integrated Planning	107,384.49
Dungao, Jan Ritchie	Instructor	84,449.34
Edmunds, Thomas	Instructor	75,953.85
Elliott, Jeffrey	Instructor	79,793.12
Ellis, James	Instructor	87,551.64
Enns Laluk, Wendy	Instructor	85,760.86
Enns, Paul	Instructor	89,862.21
Ewatski, Jack	Chairperson, Public Safety	113,255.10
Falconer, Angela	Chairperson, Health	95,246.73
Fernandez, Armando	Programmer Analyst	76,751.50
Fleury, Chad	Instructor	87,460.95
Ford, Derek	Instructor	88,199.86
Foss, Laura	Instructor	87,456.96
Frape, Valerie	Instructor	87,504.70
Frison, Mark	President & CEO	297,936.48
Fry, Ashley	Instructor	87,274.87
Fulford, Kelly	Instructor	87,596.59
Gardner, Ryan	Instructor	82,417.48
Gayle, Rennais	Chairperson, Early Learning	104,299.68
Geseron, Travis	Interim Chief Information Officer	92,595.74
Gibson Smith, Carla	Instructor	90,210.55
Girouard, Nicholas	Instructor	87,108.64
Glaseman, Elizabeth	Marketing Manager	81,841.72
Gonzalez, Maria	Instructor	87,318.66
Griffiths, George	Instructor	87,155.70
Grift, Monica	Manager, Finance & Budgets	112,129.77
Gudbranson, Clayton	Instructor	88,180.89
Habok, Melissa	Instructor	79,376.72
Hargreaves, Karen	Dean, Health & Human	139,690.70
Hengen, Mitchell	Faculty Development Coach	87,153.80
Hills, Steven	Instructor	88,200.02
Hiscock, Kelly	Instructor	87,231.02
Hood, James	Instructor	87,766.72
Hore, John	Dean, Ag & Environment	131,975.25
Hruska, Kimberley	Instructor	118,400.55
James, Tannis	Chairperson, Continuing Studies	85,398.39
Jenkins, Trevor	Instructor	87,151.64
Jensen, Crystal	Instructor	87,676.70
Johnson, Dean	Instructor	87,274.64
Johnson, Wayne	Instructor	88,181.02
Jones, Garry	Instructor	88,200.02
Joyce, Kirk	Curriculum Coordinator	132,914.85

Name	Position	Compensation
Jubenville, Norman	Instructor	87,292.64
Kernaghan, Murray	Instructor	88,200.02
Kyle, David	Instructor	88,200.02
Legare, Carol	Associate Dean, School of Nursing	106,401.02
Little, Cheryl	Instructor	85,797.29
Liu, Chen Yu	Instructor	93,288.09
Mahood, Heber	Instructor	87,011.61
Malcolm, Patricia	Instructor	90,716.09
Maloney, Russell	Advancement Officer	80,521.13
Malyon, Mark	Instructor	87,626.98
Maxwell, Lance	Instructor	84,931.68
McDonald, Kyle	Instructor	86,878.35
McGhie, James	Instructor	96,449.46
Mebs, Pamela	Instructor	87,181.02
Merrett, Diane	Instructor	84,788.06
Miller Gylywoychuk, Cara	Instructor	79,302.12
Milne, Geoff	Chairperson, Business	104,422.38
Montgomery, Vance	Instructor	84,896.31
Morehouse, Pamela	Instructor	88,200.01
Mortensen, Carla	Instructor	92,868.56
Moss, M	Registrar	103,062.07
Muller, Julie	Director, Human Resources	135,354.49
Munn, Caitlin	Quality Assurance Specialist	89,860.83
Mweemba, Akapelwa	Instructor	98,679.47
Nadolny, Jonathan	Instructor	85,924.34
Neufeld, Bryce	Associate Registrar	77,459.31
Newman, David	Instructor	88,200.02
Nickel, Timothy	Instructor	82,148.78
Nicol, Grant	Instructor	88,181.02
Nicolas, Suzanne	Dean, School of Nursing	129,454.70
Nightingale, Pamela	Instructor	90,365.08
Nylen, Dean	Instructor	87,276.75
O'Hara, Barbara	Instructor	85,150.37
Old, Martin	Instructor	87,055.02
Oliver, Murray	Instructor	90,205.31
Olson, Ollie	Instructor	87,963.96
Orr, Holly	Instructor	78,411.26
Oshoneye, Jacobs	Instructor	93,676.92
Oxby, Richard	Instructor	87,155.70
Palmer, Bruce	Instructor	127,719.48
Park, Lisa	Instructor	89,862.30
Parker, Glen	Advancement Officer	98,351.24
Pascal, Jason	Instructor	88,111.05
Pattle, Jeffrey	Instructor	88,153.23
Pearen, Angela	Coordinator, Ag Extention	93,128.07
Perera, Dayan	Instructor	90,938.50
Perkins, David	Registrar	98,165.63
Phythian, Debbie	Instructor	90,386.93
Poirier, Kevin	Dean, School of Trades	131,563.99

Name	Position	Compensation
Prouse, Sheryl	Senior Advisor	123,953.20
Quiring, Yolanda	Instructor	87,593.70
Rainville, Kristopher	Instructor	87,708.02
Ramsey, Terry	LAN Administrator	99,080.11
Rao, Sajjad	Instructor/Researcher	96,096.09
Rexe, Deanna	Vice-President, Academic	177,349.07
Rexe, Hillary	Instructional Design Specialist	86,359.91
Roberts, Pamela	Human Resources Advisor	79,920.28
Robertson, Roberta	Dean, School of Business	139,759.70
Robinson, James	Instructor	88,181.02
Roulette, Cecil	Indigenous Counsellor	75,880.51
Schroeder, Cynthia	Instructor	87,253.64
Seib, Lance	Instructor	88,105.70
Shannon, Larry	Purchasing Agent	81,442.32
Sherris, Greg	Instructor	88,181.03
Simmons, James	Director, Capital Projects	141,332.93
Singh, Baljeet	Instructor	92,597.14
Singh, Poonam	Instructor/Researcher	96,493.76
Sobering, Melanie	Instructor	89,940.05
Sodek, Katharine	Instructor	92,746.12
Sorenson-Voigt, Cheryl	Instructor	87,375.02
Sowiak, Wes	Instructor	88,180.89
Sproule, Jana	Chairperson, Media & Office Technology	104,290.27
Strachan, Kathryn	Student Success Advisor	80,738.94
Strahl, Andrew	Instructor	87,783.70
Street, Graham	Instructor	90,492.90
Sturtevant, Laverne	Chairperson, Health	80,595.84
Taggart, David	Manager, Health & Safety and Building Operations	101,241.66
Tataryn, John	Instructor	87,816.70
Taylor, Sean	Instructor	87,473.64
Tesarski, Anne	Instructor	87,914.80
Tichit, Danielle	Instructor	87,816.02
Tochoa, Gabriel	Chief Information Officer	129,485.95
Traverse, Rhonda	Chairperson, Practical Nursing Contracts	87,298.63
Turner, Derrick	Director, External Relations	139,771.92
Tymchuk, Wayne	Instructor	89,813.75
Vandenbergh, Kent	Senior Programmer Analyst	79,139.95
Wali, Usman	Instructor	89,906.26
Walker, Kimberly	Instructor	109,800.47
Ward, Susan	Instructor	87,200.02
Wareham, Kevin	Instructor	76,736.69
Wasko, Jennifer	Instructor	89,938.56
Way, Deanna	Instructor	93,217.64
Welsh, Ben	Coordinator, Credential Programs	78,255.05
Wilson, Pamela	Instructor	87,264.72
Xu, Hui	Senior Programmer Analyst	85,930.86
Zalluski, Kyle	Instructor	89,008.66