

Assiniboine Community College
2020 Compensation of \$75,000 or More
Public Sector Compensation Disclosure Act (Bill 57)
For the Year Ended December 31, 2020



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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, 2020 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 30, 2021

Assiniboine Community College

Public Sector Compensation Disclosure Report January to December 2020

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	80,233
Adriaansen, Danielle	VP, International	130,114
Alders, Ken	Instructor, Power Engineering	89,891
Andrews, Lynn	Student Accessibility Coordinator	92,510
Araujo, Fernando	Instructor, ACCAC	89,891
Arksey, Terry	Retired	95,198
Atamanchuk, Trevor	Instructor, Culinary	77,446
Baker, Richard	Instructor, Math & Science	89,891
Bauman, Craig	IT Project and Support Tech	75,129
Bell, Christopher	Education Technology Specialist	82,797
Berezowecki, Janet	Instructor, ECE-DE	88,887
Berger, Donald	Instructor, Culinary	89,891
Bicklmeier, Chad	Instructor, Business	86,568
Bispham, Jacklin	Instructor, PN-Wpg	89,891
Blackbird, Charles	Program Coordinator	76,736
Bootsman, Colleen	Instructor, Business-Split	92,729
Brandson, Merryn	Clinical Placement Coordinator	86,329
Brichon, Shannon	Chief Financial Officer	143,862
Bridge, Anne	Student Advisor, International	95,781
Brotherston, Robert	Instructor, NAT/CET/Civil Tech	89,891
Bryant, Cheryl	Instructor, Agribusiness	86,528
Budiwski, Chris	Chairperson, Ag & Enviro	114,349
Burt, Patti-Jo	Instructor, Business-Split	92,729
Camet, Lindsay	Instructor, PN-Wpg	86,860
Campbell, Keith	Instructor, Electrical	89,891
Carey, Lloyd	Chairperson, Trades - Mechanical	92,002
Castle, Warren	Manager, Information Technology & Services (ITS)	94,931
Catagas, Lyall	HR Advisor	81,430
Cathcart, Gerald	Business Development Coord ENT	77,687
Chartrand, Laura	Instructor, Parkland	89,891
Chiupka, Nancy	Instructor, ACCAC	88,097
Church, Joshua	Instructor, Carpentry	79,092
Cliplef, Lynn	Faculty Development Coach	89,891
Cliplef, Martin	Instructor, Communications Engineering Technology	86,446
Cobb-Adair, Jodee	Chairperson, Health	109,898
Cowling, Warren	Instructor, Ag/Heavy Duty	88,247
Cox, Brian	Instructor, Business	89,891
Cox, Erin	Instructor, IMA	76,145

Dafoe, Diana	Instructor, ACCAC	89,891
Danielson, Tracy	Instructor, Pn - Bdn	89,891
Day, Warren	Instructor, Business	88,400
De Pauw, Jane	Coordinator Co-op placements	77,433
Degraeve, James	Instructor, Plumbing	86,022
Demers, Sharon	Instructor, PN-WPG	91,998
Denbow, Karissa	Instructor, Office	79,400
Desjarlais, Kristopher	Director, Indigenous Ed	84,686
Dungao, Jan Ritchie	Instructor Practical Nursing	77,405
Edmunds, Thomas	Instructor, Business	95,557
Ellis, James	Instructor, Ag/Land & Water	89,891
Enns Laluk, Wendy	Instructor, Civil Tech - Yr2	82,120
Enns, Paul	Instructor, CHCA - Split	92,729
Ewatski, Jack	Chairperson, Public Safety	77,652
Falconer, Angela	Instructor, PN - Bdn	90,155
Fleury, Chad	Instructor, Plumbing	89,760
Ford, Derek	Instructor, IMA	89,891
Forrest, Sandy	Clinical Placement Coordinator	86,329
Foss, Laura	Instructor, Heavy Duty	89,891
Frape, Valerie	Instructor, Social Service Worker	89,891
Frison, Mark	President & CEO	278,951
Fry, Ashley	Instructor, Communications	89,891
Fulford, Kelly	Instructor, Welding	89,891
Garbutt, Melanie	Instructor, PN - Bdn	89,891
Gardner, Ryan	Inst, Business-Parkland	84,106
Gayle, Rennais	Chairperson Business	97,513
Geseron, Travis	Manager, Information Technology & Services (ITS)	90,568
Gibson Smith, Carla	Instructor, Social Service Worker	92,729
Girouard, Nicholas	Instructor, Ag/John Deere	89,366
Glaseman, Elizabeth	Marketing Manager	78,712
Gonzalez, Maria	Instructor, IMA	89,891
Griffiths, George	Instructor, Carpentry	89,891
Grift, Monica	Manager, Finance & Budgets	108,435
Gudbranson, Clayton	Instructor, Electrical	89,891
Habok, Melissa	Instructor Civil Tech	76,177
Hackenschmidt, Corrie	Program Coordinator, CHCA	87,467
Hargreaves, Karen	Dean, Health & Human	138,872
Hendricks, Bryan	Instructor, Culinary	89,891
Hengen, Mitchell	Instructor, T & T - Split	83,352
Hills, Steven	Instructor, GIS, Ag & Land/Water	89,891
Hiscock, Kelly	Instructor, Ag & Heavy Duty	84,866
Hood, James	Instructor, Ag & Enviro	91,724
Hore, John	Dean, Ag & Environment	141,546
Huntinghawk, Leona	Research Chair Indigenous Education	89,167
James, Tannis	Director Continuing Studies	120,392
Jenkins, Trevor	Instructor, Carpentry	87,391

Jensen, Crystal	Instructor, PN - Bdn	89,891
Johnson, Dean	Instructor, NAT	89,891
Johnson, Lorraine	Chair, Business Development	138,881
Johnson, Wayne	Instructor, Carpentry	89,891
Johnston, Joanne	Instructor, Culinary-MICA	89,891
Jones, Garry	Instructor, Electrical	89,891
Joyce, Kirk	Allied Health Coordinator	95,459
Jubenville, Norman	Instructor, Ag/Heavy Duty	88,741
Kernaghan, Murray	Instructor, Business	89,891
Kirkup, Shelley	Retired	81,486
Kolesar, Dianne	Instructor, PN - Bdn	96,534
Kyle, David	Instructor, Electrical	89,891
Lawford, Grant	Chairperson, Trades - Construction	104,430
Lennon, Jill	Instructor, PN - Bdn	89,891
Little, Cheryl	Instructor, Business	87,831
Little, Richard	Instructor, Business	87,265
Liu, Chen Yu	Instructor, Business	95,557
Mahood, Heber	Instructor, Civil Tech	89,891
Malcolm, Patricia	Instructor, Ag & Land/Water	92,729
Maloney, Russell	Advancement Officer-Research & Stewardship Recognition	80,781
Malyon, Mark	Instructor, Automotive	86,022
Martin, Kim	Emp Agrmnt/Assign Notification	99,988
Maxwell, Lance	Instructor, ADLN Parkland	86,463
McDonald, Kyle	Instructor, Ag & Heavy Duty	83,575
McGhie, James	Instructor, Welding	89,891
McInnes, Valerie	Faculty Development Coach	84,791
Mebs, Pamela	Instructor, CHCA - Split	88,317
Mercier, Gabriel	Director, Parkland Campus	113,296
Merrett, Diane	Instructor Office Admin	82,120
Milne, Geoff	Instructor, Business	89,237
Montgomery, Vance	Instructor, Automotive	86,217
Morehouse, Pamela	Instructor, Office Admin	89,891
Mortensen, Carla	Instructor, Office	89,891
Moss, M	Registrar Admissions Registration	100,166
Muller, Julie	Director, Human Resources	125,711
Mweemba, Akapelwa	Instructor, ACCAC	100,081
Nadolny, Jonathan	Instructor, ADLN Parkland	88,920
Newman, David	Instructor, Electrical	89,891
Nickel, Timothy	Instructor, Electrical	89,891
Nicol, Grant	Instructor, Communications Engineering Technology	89,891
Nicolas, Suzanne	Dean, School of Nursing	131,355
Nightingale, Pamela	Instructor, ECE	92,729
Nylen, Dean	Instructor, Electrical	89,891
O'Hara, Barbara	Instructor Baking Foundations	89,891
Oliver, Murray	Instructor, IMA	92,729
Olson, Ollie	Instructor, Ag/Heavy Duty	89,891

Oshoneye, Jacobs	Instructor, Business	95,557
Oxby, Richard	Instructor, Communications Engineering Technology	89,557
Palmer, Bruce	Instructor, PN - Bdn	123,290
Park, Lisa	Instructor, Business	92,729
Parker, Glen	Advencement Officer-Major Gifts	85,362
Pascal, Jason	Instructor, Welding	89,891
Pattle, Jeffrey	Instructor, Welding	89,891
Pelletier, Catherine	Dean, Trades & Access, Community Programs Division	137,295
Perera, Dayan	Instructor, ECE	92,729
Perkins, David	Emp Agrmnt/Assign Notification	171,316
Phythian, Debbie	Instructor, ECE	89,891
Poirier, Kevin	Associate Dean, Trades	120,383
Popple, Katharine	ERP College System Analyst	81,202
Prouse, Sheryl	Senior Advisor, Student Affairs	93,338
Quiring, Yolanda	Instructor Adult Collegiate Eal	89,891
Raaijmakers, Kim	Instructor, Business-Split	87,393
Rainville, Kristopher	Instructor Plumbing	89,891
Ramsey, Terry	LAN Administrator	88,459
Rao, Sajjad	Inst/Researcher, Sus & Hort	96,149
Rexe, Deanna	VP Academic	181,984
Roberts, Pamela	HR Advisor/Respectful College Coordinator	83,717
Robertson, Roberta	Dean, Business	145,797
Robinson, James	Instructor, Heavy Duty	89,458
Roulette, Cecil	Indigenous Counsellor/Cultural Consultant	77,229
Russell, Teresa	Chairperson, ECE	109,201
Schroeder, Cynthia	Instructor, ECE-Parkland	89,891
Seib, Lance	Instructor, Industrial Metals Fab	89,891
Shamray, Diane	Retired	258,265
Shannon, Larry	Purchasing Agent	84,875
Sherris, Greg	Instructor, IMA	89,891
Simmons, James	Director, Capital Projects	138,465
Sinclair, Christine	Instructor, PN - Bdn	85,321
Sinclair, Stuart	Retired	120,164
Singh, Baljeet	Instructor, Ag	95,557
Singh, Poonam	Inst/Researcher, Sus & Hort	95,557
Skavinsky, Annette	Instructor, ECE-DE	89,891
Sobering, Melanie	Instructor, PN Parkland	89,997
Sodek, Katharine	Instructor PN Brndn	95,557
Sorenson-Voigt, Cheryl	Instructor, PN Parkland	89,891
Sowiak, Wes	Instructor, Welding	89,891
Sproule, Jana	Chairperson, Media & Office Tech	96,964
Strachan, Kathryn	Student Success Advisor	82,117
Strahl, Andrew	Instructor, NAT	89,891
Street, Graham	Instructor, Tech	92,729
Sturtevant, Laverne	Chairperson - WPG - HLTH	116,782
Swain, Norman	Manager, Health & Safety and Building Operations	102,219

Tardiff, Leonard	Instructor Meat Cutting	79,319
Tataryn, John	Instructor, Business	89,891
Taylor, Sean	Instructor, Tech-Split	89,891
Tesarski, Anne	Instructor, PN-Wpg	91,742
Tichit, Danielle	Instructor, Ag/Sustainable Food Systems	89,891
Toichoa, Gabriel	Chief Information Officer	129,861
Turner, Derrick	Director, External Relations	141,605
Tymchuk, Wayne	Instructor, Ag	87,703
Vandenberghe, Kent	Senior Programmer Analyst	81,201
Wali, Usman	Instructor, PN-Wpg	87,859
Walker, Kimberly	Instructor Practical Nursing Rotating Site	92,726
Ward, Susan	Instructor, Social Service Worker	84,311
Wasko, Jennifer	Instructor, Horticulture	89,310
Way, Deanna	Instructor, ECE-Split	93,126
Welsh, Ben	Coordinator, Credential Programs	79,124
Whibbs, Ryan	Chairperson MICA Field to fork	110,474
White, Jess	Instructor, PN-Wpg	90,897
Wieb, Kent	Retired	134,005
Williams, Shawn	Instructor, Land & Water	89,561
Wilson, Pamela	Inst. GIS, Ag & Land/Water	89,891
Xu, Hui	Senior Programmer Analyst	88,182
Zalluski, Kyle	Instructor, Hospitality	90,059
Zuzens, Martin	Retired	94,655

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 | |