

Assiniboine College

2025 Compensation of \$85,000 or More

Public Sector Compensation Disclosure Act (Bill 57)

For the Year Ended December 31, 2025



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Brandon, Manitoba
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Independent Auditor's Report

To the Board of Directors of Assiniboine College

Opinion

We have audited the Schedule of Compensation (the Schedule) of Assiniboine College (the Entity) for the year ended December 31, 2025 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

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 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.

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.

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 29, 2026

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 \$85,000) | \$Nil |
| b) Aggregate compensation of all Board Members | \$Nil |
| c) Compensation of Officers and Employees over \$85,000 | |

Assiniboine Community College

Bill 57 Compensation January to December 2025

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
Adams, Nycolle	Marketing Manager	85,766.58
Adriaansen, Danielle	VP Enrolment	189,142.22
Akor, Petrina	Instructor, Business Programs	101,907.72
Alders, Ken	Instructor, Power Engineering	98,992.01
Anderson, Mackenzie	Instructor, PN Portage	85,582.40
Andrews, Lynn	Student Accessibility Coordinator	99,571.93
Andries, Jason	Education Technology Specialist	90,655.57
Ardron, Dustin	Instructor, PN Brandon	88,049.16
Atamanchuk, Trevor	Instructor, Culinary	97,498.58
Ayirebi, Shirley	Chairperson, Health WPG	135,589.32
Baker, Richard	Instructor, Math & Science	103,754.63
Baloun, Dustin	Instructor, HD/AG	105,738.81
Bauman, Craig	IT Service Desk and Project Coordinator	99,713.28
Bispham, Jacklin	Instructor, PN-Wpg	105,877.85
Bonin, Natalie	Instructor, ECE Parkland	93,099.07
Bootsman, Colleen	Instructor, Business-Split	101,907.70
Brichon, Shannon	Chief Financial Officer	161,490.22
Brooks, Taylor	Instructor, Plumbing	98,410.17
Bryant, Cheryl	Instructor, Business-Split	95,258.22
Budiwski, Chris	Interim Dean, School of Agriculture	137,641.38
Burgess, Terrence	Dean, Business	167,664.30
Burt, Patti-Jo	Instructor, Business-Split	101,907.75
Calcut, Tanis	Instructor, PN - Bdn	100,059.26
Cameron, Michael	Dean, Community Development	165,789.34
Camet, Lindsay	Instructor, PN-Wpg	100,318.04
Campbell, Keith	Instructor, Electrical	98,992.03
Carey, Lloyd	Chairperson, Trades - Mechanical	136,635.21
Caryk, Jace	Shift Power Engineer 2nd Class Plant (3rd Cert)	89,885.11
Castle, Warren	Manager, Information Technology	198,463.13
Catagas, Lyall	HR Advisor	120,897.92
Chartrand, Laura	Instructor, Parkland	98,992.19
Chhina, Amanpreet	Purchasing Director	105,016.00
Chiupka, Nancy	Instructor, ACCAC	98,992.03
Church, Joshua	Instructor, Carpentry	98,992.02
Cliplef, Lynn	Program Review Specialist	101,907.73
Cliplef, Martin	Instructor, Communications Engineering Technology	98,992.17
Cobb-Adair, Jodee	Associate Dean, School of Nursing	148,137.66
Cote, Jordan	Instructor, NAT	98,665.74
Coulombe, Maxine	Instructor Practical Nursing	98,991.98
Cowling, Warren	Instructor, Ag/Heavy Duty	97,125.18
Cox, Brian	Acting Dean, Health & Human Services	124,451.76
Cox, Erin	Instructor, Creative Media	97,019.53
Cuffe, Leah	Instructor, Early Childhood Education	90,505.31
Cullen, Jennifer	Instructor, ECE Mentorship-YMCA	91,543.36
Cummings, Brandy	Instructor, PN	98,991.99
Dafoe, Diana	Instructor, ACCAC	98,992.04
Danielson, Tracy	Instructor, PN - Bdn	100,096.04
Day, Nikolene	Instructor, Business	101,907.67

Name	Position	Compensation
Day, Warren	Instructor, Business	101,907.69
De Pauw, Jane	Coordinator, Applied Research	92,724.08
Deang, Christian	Instructor, PN Wpg	98,992.01
DeGraeve, James	Acting Status, Dean of Trades	143,230.37
Denbow, Karissa	Instructor, Office	99,985.82
Desjarlais, Kristopher	Director, Indigenous Ed	111,798.07
Divakaran, Adarsh	Director, Facilities	144,289.62
Dodds, Brad	Director, Capital Projects	152,438.08
Doerksen, Amy	Director, Integrated Planning	150,996.91
Egeson, Emeka	Instructor, Business	101,907.70
Elliott, Jeffrey	Instructor, Power Engineering	90,591.14
Ellis, James	Instructor, Ag/Land & Water	97,409.45
Enns, Paul	Instructor, CHCA - Split	104,196.67
Enns-Stinson, Wendy	Instructor, Civil	98,992.04
Ewatski, Jack	Chairperson, Public Safety	134,976.93
Falconer, Angela	Chair, Health - RR & Portage	129,146.92
Fardoe, Adam	Instructor, Welding	100,976.43
Fast, Lloyd	Instructor Assiniboine International	98,992.00
Ferguson, Levi	Instructor, Carpentry	90,197.01
Fischer, Amberley	Instructor, Business	90,616.87
Fitzgerald, Ashley	Instructor, PN Portage	91,990.15
Fleury, Chad	Instructor, Plumbing	93,623.83
Ford, Derek	Instructor, Creative Co-Lab	98,992.09
Frison, Mark	President & CEO	326,347.89
Fry, Ashley	Instructor, Communications	97,396.82
Fulford, Kelly	Instructor, Welding	98,991.99
Funk, Shaun	Instructor, Social Service Worker	87,589.63
Gardner, David	Shift Power Engineer-2nd Class Plant (3rd Cert)	101,006.81
Gardner, Ryan	Inst, Business-Parkland	91,524.62
Gaudette, Nicole	Dean, Russ Edwards School of Agriculture & Environment	114,627.08
Geseron, Travis	Chief Information Officer	139,809.09
Gibson Smith, Carla	Instructor, Social Service Worker	101,907.70
Girouard, Nicholas	Instructor, Ag/John Deere	98,990.62
Gonzalez, Maria	Instructor, Creative Media	95,258.31
Gordon, Kenneth	Instructor, NAT	91,876.62
Griffiths, George	Instructor, YESS	95,798.00
Grift, Monica	Manager, Finance & Budgets	135,772.46
Gudbranson, Clayton	Instructor, Electrical	98,992.03
Habok, Melissa	Instructor, Technology	96,477.04
Hack, Brad	Manager, Comm Development	106,533.54
Hack, Meghan	Instructor, Business	99,229.38
Hargreaves, Karen	Dean, Health & Human	164,043.52
Harries, Benjamin	Shift Power Engineer-2nd Class Plant (3rd Cert)	88,151.19
Hengen, Mitchell	Faculty Development Coach	101,365.87
Hills, Steven	Instructor, GIS, Ag & Land/Water	98,992.06
Hiscock, Kelly	Chairperson, Trades	100,440.13
Holek, Daniel	Instructor, PN	101,824.84
Hood, James	Instructor, Ag & Enviro	101,907.68
Houle, Ashley	Instructor, Plumbing	96,451.76
Hunt, Susan	Instructor, ECE	129,877.73
Huston, Elisabeth	Industry Liaison and Work Integrated Learning Coord	87,938.33
Ijeomah, Onyinye	Instructor, PN - Bdn	98,883.32
Isleifson, Len	Security Manager	89,683.06
Jaenen, Paige	International Coordinator	85,256.89
Jenin, Anita	Instructor, PN Wpg	98,991.98
Jenkins, Trevor	Instructor, Carpentry	100,976.47
Joharchy, Iradj	Instructor, Culinary	86,944.17

Name	Position	Compensation
Johnson, Dean	Instructor, NAT	98,992.01
Johnson, Lorraine	Chair, Business Development	127,985.15
Johnson, Wayne	Instructor, Carpentry	98,992.01
Johnston, Joanne	Instructor, Culinary-MICA	120,577.98
Jones, Garry	Instructor, Electrical	98,992.01
Joyce, Kirk	Allied Health Coordinator	104,528.98
Jubenville, Norman	Instructor, Ag/Heavy Duty	98,992.06
Kaluzniak, Keeghan	Instructor, PN Virden	94,078.58
Kazmierczak, Christina	Instructor, Early Childhood Education	96,313.72
Ketchen, Connor	Director, Foundation & Alumni Relations	122,998.40
Kinley, Sandi	Instructor, Business	98,992.01
Kyle, David	Instructor, Electrical	98,992.00
Leafloor, Cole	Instructor, Carpentry	92,044.81
Little, Cheryl	Instructor, Business	98,992.04
Little, Richard	Instructor, Business	101,907.69
Liu, Chen Yu	Instructor, Business	104,804.34
Lockhart, Laura	Instructor, Heavy Duty	98,992.10
Loewen, Benjamin	Instructor, Automotive	98,992.01
Malcolm, Patricia	Instructor, Ag & Land/Water	101,907.61
Malyon, Mark	Instructor, Automotive	98,992.02
Mansoff, Della	Chairperson, CHCA	127,969.67
Marcoux, Nicole	Instructor, PN-Wpg	88,765.67
Maxwell, Lance	Instructor, ADLN Parkland	98,992.03
May, Matthew	Chair, Early Learning & Education	117,606.54
McCauley, Beverley	Instructor CHCA International	94,558.67
McCutcheon, David	Chairperson, Trades	134,885.44
McDonald, Kyle	Instructor, Ag & Heavy Duty	85,297.94
McEvoy, Robyn	Instructor, ECE Mentorship YMCA	101,907.71
McFadden, Michael	Instructor, Ag/Heavy Duty	98,665.80
McLaughlin, Sandra	Instructor CHCA International	87,839.98
McNabb, Anya	Director, Communications & Marketing	115,811.94
Mebs, Pamela	Instructor, CHCA - Split	98,991.99
Merrett, Diane	Instructor, Office Programs	98,992.07
Metrus, Anatoliy	Shift Power Engineer-2nd Class Plant (3rd Cert)	86,891.94
Miller Gylywoychuk, Cara	Instructor, PN Wpg	98,732.17
Mills, Tara	Instructor, ECE	93,064.90
Milne, Geoff	Chairperson, Business	139,441.39
Montgomery, Vance	Instructor, Automotive	103,989.36
Morehouse, Pamela	Instructor, Office Admin	98,992.10
Mowbray, Angela	Program Coordinator, ESL	88,658.31
Muller, Julie	Director, Human Resources	171,132.24
Munn, Caitlin	Quality Assurance Specialist	101,907.74
Murray, Kealy	Instructor, PN Portage	112,514.44
Murugesan, Maheshwaraan	System Administrator	87,627.07
Mweemba, Akapelwa	Instructor, ACCAC	127,032.37
Nadolny, Jonathan	Instructor, ADLN Parkland	98,058.69
Neufeld, Amanda	Instructor, PN - Bdn	86,080.59
Newman, David	Instructor, Electrical	98,992.04
Nickel, Timothy	Instructor, Electrical	98,992.03
Nicol, Grant	Instructor, Communications Engineering Technology	98,992.08
Nicolas, Suzanne	Dean, School of Nursing	166,721.18
Nylen, Dean	Instructor, Electrical	98,992.01
Ogg, Lionel	Instructor, PIC Mechatronics Technology	98,992.00
O'Gilvie, Karen	Chairperson MICA Field to fork	136,112.24
Oliver, Murray	Instructor, Creative Media	101,907.57
Olson, Ollie	Instructor, Ag/Heavy Duty	102,167.02
Oshoneye, Jacobs	Instructor, Business	104,804.37

Name	Position	Compensation
Osioway, Dawnett	Instructor Practical Nursing	101,352.29
Oxby, Richard	Instructor, Communications Engineering Technology	98,992.00
Oyangoren, Joan	Instructor, PN Wpg	89,614.85
Pangan, Michael Renee	Instructor, PN-Wpg	88,005.59
Park, Lisa	Instructor, Business	101,907.73
Parker, Glen	Advancement Officer-Major Gifts	113,567.67
Pascal, Jason	Instructor, Welding	98,992.03
Patel, Hardik	System Administrator	93,374.88
Pearce, Tara	Registrar	134,846.09
Pearen, Angela	Coordinator, Ag Extension	104,529.05
Pirnat, Deni	Emp Agrmnt/Assign Notification	91,607.99
Poirier, Kevin	Long Term Disability Position	96,506.83
Pososki, Kendra	Instructor, PN	98,991.99
Price, James	Instructor, Social Service Worker	100,754.51
Prouse, Sheryl	Senior Advisor Student Affairs	156,677.87
Proven, Beth	Major Gifts, Advancement Officer	110,331.18
Quiring, Yolanda	Instructor Adult Collegiate Eal	98,992.02
Rainville, Kristopher	Instructor Plumbing	98,992.05
Ramsey, Terry	LAN Administrator	106,950.56
Rane, Sandeep	Director, International	125,510.27
Rao, Sajjad	Inst/Researcher, Sus & Hort	104,804.37
Rexe, Deanna	VP Academic	196,364.71
Rexe, Hillary	Educational Developer	93,260.36
Roberts, Pamela	HR Advisor/Respectful College Coordinator	106,817.88
Roberts, Rebekah	Instructor, Culinary	97,243.02
Robertson, Brandy	Instructor, Social Service Worker	92,112.13
Robinson, James	Instructor, Heavy Duty	98,992.04
Rodger, Jody	Instructor, PN - Bdn	99,483.59
Rommelaere, Rennen	Program Coord Drivers Ed	91,689.28
Ruddick, Lindsay	Instructor, Social Service Worker	90,305.25
Schell, Terri	Instructor CHCA Challenge	131,454.54
Schmuland, Prentis	Manager, Network Services	90,438.35
Schroeder, Cynthia	Instructor, ECE-Parkland	98,992.06
Selby, Erin	Director Regulatory Affairs	177,647.70
Sherris, Greg	Instructor, Creative Media	98,992.15
Simmons, James	Director, Capital Projects	174,189.24
Simpson, Trevor	Faculty Development Coach	93,018.07
Singh, Baljeet	Instructor, Ag	104,804.50
Singh, Poonam	Inst/Researcher, Sus & Hort	104,804.34
Smith, Jordan	Instructor, PN - Bdn	85,556.36
Sobering, Melanie	Instructor, PN Parkland	105,396.85
Sodek, Katharine	Instructor PN Brndn	104,804.45
Sorenson-Voigt, Cheryl	Instructor PN Parkland	98,992.41
Sowiak, Wes	Instructor, Welding	98,992.11
Sproule, Jana	Chairperson, Media & Office Tech	133,056.89
Stewart, Carol	Director, Parkland Campus	121,964.62
Strahl, Andrew	Instructor, NAT	98,991.98
Street, Graham	Instructor, Creative Media	101,907.66
Sykes, Michele	Chairperson, Allied Health	119,152.17
Tataryn, John	Suspense Position/Inactive	103,934.19
Taylor, Sean	Instructor, Tech-Split	98,992.01
Tichit, Danielle	Instructor, Ag/Sustainable Food Systems	98,992.02
Townsend, David	Instructor, Business DE	88,152.60
Turner, Derrick	VP Advancement	179,424.64
Tymchuk, Wayne	Instructor, Business	101,907.65
Vandenbergh, Kent	Senior Programmer Analyst	92,523.85
Wali, Usman	Instructor, PN-Wpg	101,907.71

Name	Position	Compensation
Wareham, Kevin	Instructor Heavy Duty & Ag	97,019.53
Wasko, Jennifer	Instructor, Horticulture	101,907.68
Way, Deanna	Instructor, ECE	98,992.04
Welsh, Ben	Program Coordinator, Trades	86,749.99
Wiebe, Monica	Instructor, PN Portage	98,931.56
Wilson, Andrew	Instructor, GIS	98,992.11
Wilson, Pamela	Inst. GIS, Ag & Land/Water	98,992.16
Xu, Hui	Manager, I-AIM	105,819.69
Zaburdyayev, Larisa	Instructor, PN Wpg	99,251.15
Zalluski, Kyle	Instructor, Ag & Enviro	98,058.61
Zazalak, Trenton	Instructor, Business Programs	86,485.32
Zehtab-Jadid, Vanessa	Chairperson, Practical Nursing	114,103.25
Zepeda Hasbun, Carlos	Instructor, Food Processing	98,883.26