

Schedule of Compensation of

**RIVERVIEW HEALTH CENTRE
INC.**

Year ended December 31, 2019



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INDEPENDENT AUDITORS' REPORT

To the Directors of Riverview Health Centre Inc.

Opinion

We have audited the schedule of compensation equal to or in excess of \$75,000 for individuals employed or affiliated with Riverview Health Centre Inc. (the "Entity") for the calendar year ended December 31, 2019.

In our opinion, the accompanying schedule for the year ended December 31, 2019 of the Entity is prepared, in all material respects, in accordance with the financial reporting framework described in the Note to the schedule.

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 "**Auditors' Responsibilities for the Audit of the Schedule**" section of our auditors' 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 - Financial Reporting Framework

We draw attention to the Note in the schedule, which describes the applicable financial reporting framework. The schedule is prepared to assist the Entity to comply with the requirements of *The Public Sector Compensation Disclosure Act* described in the Note. 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 financial reporting framework described in the Note to the schedule; this includes determining that the applicable financial reporting framework is an acceptable basis for the preparation of the schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a 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.

Auditors' 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 auditors' 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 and related disclosures made by management.
- 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.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. Below the signature is a horizontal line that starts under the 'K' and ends under the 'P'.

Chartered Professional Accountants

Winnipeg, Canada

June 10, 2020

RIVERVIEW HEALTH CENTRE INC.

Schedule of Compensation

Year ended December 31, 2019

Last Name	First Name	Position	Compensation and benefits
Alday	Rene	Director – Plant & Property	\$ 97,759
Amy	Michele	Nurse 2	89,699
Apalit	Katherine	Nurse 2	88,559
Bachynski	Angela	Facility Services Manager	76,780
Barkman	Signe	Human Resources Manager	89,523
Barrett	Dawn	Nurse 2	93,707
Beaudry	Sheila	Nurse 2	89,468
Bellows	Maureen	Nurse 2	75,621
Bergstresser	Connie	Nurse 2	87,208
Black	Linda	Facility Services Manager	112,262
Boyd	Susanne	Physiotherapist	77,089
Breland	Nadine	Manager - Patient Care	114,266
Capiendo	Wennie	Nurse 2	90,220
Carr	Amanda	Nurse 2	88,110
Cepe	Charito	Nurse 2	85,233
Chanel	Connie	Clinical Resource Nurse (N3)	81,148
Chee-A-Tow	Emilie	Nurse 2	90,182
Chua	Lourdes	Nurse 2	88,720
Daley	Romeo	Chief Financial Officer	117,690
De Geus	Janessa	Nurse 2	82,751
De La Rosa	Jamielyn	Nurse 2	90,587
Dedi	Heli	Manager - Patient Care	104,461
Dela Cruz	Angelu	Nurse 2	75,177
Delorme	Renee	Occupational Therapist	78,109
Devlin	Rachel	Nurse 2	83,466
Diestro	Judith	Nurse 2	89,512
Dillman	Colette	Nurse 2	90,775
Dusik-Sharpe	Jodene	Manager - Patient Care	116,186
Dybka	Theresa	Manager - Patient Care	92,290
Eze	Ebele	Nurse 2	92,212
Fedochynska	Lesya	Physiotherapist	77,937
Ferrie	Paul	Radiology Technologist	80,438
Ficek	Alice	Nurse 2	87,214
Fredette	Christine	Nurse 2	87,547
Friess	James	Manager - Materials Management	98,277
Gabriel	Ruby	Nurse 2	93,933
Gordon	John	Nurse 2	89,376
Grabner	Lindsay	Nurse 2	82,651
Gray	Sherie	Manager - Patient Care	97,628
Guevarra	Genaro	Nurse 2	87,383
Hay	Carla	Nurse 2	93,867
Hayles	Bronwynn	Respiratory Therapist	78,030
Ilagan	Reidel	Nurse 2	92,514
Irwin	Leona	Manager - Patient Care	115,812
Jacques	Anita	Manager - Education Services	115,842
Jerome	Janaya	Nurse 2	89,388
Jerome	Lisa	Nurse 2	81,526
Johnson	Arnold	Nurse 2	88,996
Johnson	Leanne	Chief Nursing Officer	135,975

RIVERVIEW HEALTH CENTRE INC.

Schedule of Compensation (continued)

Year ended December 31, 2019

Last Name	First Name	Position	Compensation and benefits
Kaltcheva	Eugenia	Nurse 2	\$ 89,322
Karlowksy	Stacie	Manager - Allied Health Services	113,572
Kasian	Norman	President & CEO	219,469
Keith	Lori	Human Resources Consultant	75,974
Kimhai	Yolanda	Nurse 2	76,819
Klassen	Michele	Manager - Patient Care	95,673
Korbaylo	Diane	Dietitian - Professional Lead	93,508
Korolov	Alla	Nurse 2	89,360
Kowalski	Paula	Nurse 2	83,587
Labossiere	Francis	Chief Human Resources Officer	116,333
Laburada	Jenny	Nurse 2	83,693
Landry	Suzanne	Nurse 2	90,123
LeClair	Celine	Nurse 2	88,445
Letwyn	April	Nurse 2	76,666
Liu	Xiaojun	Nurse 2	78,586
Luptak	Linda	Nurse 2	95,516
Manalang	Charmaine	Speech Language Pathologist	79,348
Mansilla	Julita	Nurse 2	87,487
Martin	Tara	Staff Pharmacist	117,076
Mazur	Robert	Manager - Patient Care	113,269
McGarey	Sabrina	Nurse 2	78,769
Meakin	Andrea	Director - Resident Care Services	120,452
Mirzanejad Somesarai	Fatemeh	Nurse 2	87,868
Moon	Hyeonjoo	Nurse 2	89,243
Moreno	Adriana	Occupational Therapist	77,894
Morin	Melissa	Nurse 2	80,900
Muer	Pia	Nurse 2	90,392
Muller	Ursula	Respiratory Therapist	77,476
Nelson	Janice	Nurse 2	90,243
Ng	Lai-Ling	Nurse 2	92,103
Nicerio	Eden	Nurse 2	78,596
Nti	Dora	Nurse 2	90,462
Oduro	Cecilia	Nurse 2	87,707
Ostrove	Faye	Manager - Patient Care	114,677
Overton	Lanny	Nurse 2	90,101
Parkinson	Carol	Nurse 2	77,715
Paul	Helen	Nurse 2	95,137
Paulson	Joy	Facility Services Manager	113,253
Petriw	Blair	Manager - Financial Services	98,277
Powazka	Krystyna	Nurse 2	89,711
Prefontaine	Margaret	Nurse 2 -plus 2 increments	95,404
Robert	Gerri	Nurse 2	78,102
Roberts	Christine	Nurse 2	90,483
Rodrigues Pacag	Karla	Nurse 2	76,461
Roer	Kimberly	Disability Mgt. & Injury Prevention Coordinator	86,669
Rosario	Thaddeus	Nurse 2	91,232
Rusen	Brenda	Physiotherapist	79,669
Ryden	Edwin	Nurse 2	88,729
Ryden	Rachael	Nurse 2	91,126

RIVERVIEW HEALTH CENTRE INC.

Schedule of Compensation (continued)

Year ended December 31, 2019

Last Name	First Name	Position	Compensation and benefits
Sano-An	Agosto	Nurse 2	\$ 90,290
Scerbo	Daniella	Nurse 2	78,936
Schick	Taylor	Nurse 2	80,146
Sharples	Colin	Nurse 2	76,835
Shaver	Suzette	Nurse 2	83,878
Sigua	Gemmalyn	Nurse 2	89,922
Sing Fredette	Barb	Nurse 2	87,957
Speidel	Andrea	Speech Lang Pathologist - Profession Lead	106,950
Spratt	Liana	Nurse 2	90,170
Sproule	Jackie	Social Worker	80,070
Stuart	Rob	Nurse 2	92,008
Taplin	Alina	Nurse 2	82,557
Vanderwees	Kayla	Nurse 2	83,207
Vien	Michelle	Nurse 2	95,018
Villafuerte	Jean	Nurse 2	86,579
Voth	Clinton	Physiotherapist - Profession Lead	85,906
Wilson	Krista	Manager - Patient Care	111,812
Winstone	David	Physiotherapist	77,379
Winton	Patricia	Respiratory Therapist - Profession Lead	93,441
Woldu	Fitsum	Nurse 2	97,460
Wolfe	Sonia	Clinical Dietitian	86,712
Woods	Tanis	Nurse 2	75,343
Yaromyshev	Mykhaylo	Nurse 2	97,967
Yoshino	Garth	Manager - Support Services	90,064
Zielinski	Helen	Nurse 4 - plus 2	106,762

NOTE TO SCHEDULE

Basis of Accounting:

The schedule lists employees or individuals affiliated with Riverview Health Centre Inc. who received compensation and benefits equal to or in excess of \$75,000 for the year ended December 31, 2019. The amounts reported were calculated in accordance with the definition of compensation provided in Section 1 of *The Public Sector Compensation Disclosure Act*.