

Schedule of Compensation of

**ACTIONMARGUERITE
(SAINT-BONIFACE) INC.**

Year ended December 31, 2023



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INDEPENDENT AUDITOR'S REPORT

To the Member of Actionmarguerite (Saint-Boniface) Inc.

Opinion

We have audited the schedule of compensation equal to or in excess of \$85,000 for individuals employed or affiliated with Actionmarguerite (Saint-Boniface) Inc. (the "Entity") for the calendar year ended December 31, 2023.

In our opinion, the accompanying schedule for the year ended December 31, 2023 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 "**Auditor's Responsibilities for the Audit of the Schedule**" section of our auditor's 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.



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 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 28, 2024

ACTIONMARGUERITE (SAINT-BONIFACE) INC.

Schedule of Compensation

Year ended December 31, 2023

Name	Position	Compensation and benefits
Agustin, Joieby Rose B	Registered Nurse II	\$ 110,884
Akpalo, Ablavi	Health Care Aide	151,673
Alberto, Maria	Health Care Aide	91,190
Almosara, Guillerma	Registered Nurse II	121,153
Amantillo, Victoria	Licensed Practical Nurse	95,131
Asis, Ma. Christian Fe	Registered Nurse II	114,968
Barkley, Ryann	Registered Nurse III	88,360
Batende, Joseph	Health Care Aide	87,189
Bayda, Sheila	Chief Human Resources Officer	180,958
Beaudry, Nicole	Registered Nurse III	108,689
Bera, Victoria	Health Care Aide	90,559
Bolanos, Herr Tristan	Licensed Practical Nurse	90,642
Bosc, Lynne	Registered Nurse II	105,836
Burr, Michelle	Human Resources Manager	106,149
Chartier, Sophie	Social Worker	95,550
Cloutier, Lise	Social Worker	85,958
Dacanay, Kate Marie	Licensed Practical Nurse	99,056
Day, Melanie	Director of Care	110,965
Del Rosario, Catherine	Registered Nurse II	119,710
Felizardo, Joseph	Registered Nurse II	113,617
Feza, Kungwa	Manager Support Services	94,377
Fontaine, Janelle	Occupational Therapist	93,472
Freyne, Denis	Chief Operating and Finance Officer	173,689
Gharbi, Imen	Registered Nurse II	85,307
Gratito, Maria	Licensed Practical Nurse	95,847
Guenouni, Zouhair	Manager Resident Care	96,037
Klassen, Claudette	Registered Nurse II	86,907
Lachance, Kyle	Health Care Aide	124,396
Lafond, Marielle	Chief Nursing Officer	138,276
Lajoie, Karan	Manager Food Services	93,870
Loran, Theresa	Registered Nurse II	97,673
Luna, Winnie	Registered Nurse II	106,683
Marchello, Thelma	Registered Nurse III	110,414
McChesney, Shawn	Health Care Aide	101,779
McGurry, Monique	Registered Nurse II	105,479
Middleton, Jillian	Occupational Therapist	96,327
Monayao, Rowena	Registered Nurse II	109,579
Mukarugwiza, Eluce K.	Registered Nurse II	116,900
Nachafi, Latifa	Health Care Aide	85,849
Nadeau, Gisele M.	Finance Manager	114,292
Nadeau-Fréchette, Nicole	Social Worker	85,974
Navarro, Marie Lota	Registered Nurse II	95,637
Navasca, Monique	Registered Nurse II	105,650
Ndabacekure, Alice	Health Care Aide	87,233
Nguyen, Mai	Registered Nurse II	97,200
O'Bryan, Evelyn	Health Care Aide	89,078
Ochoa, Daniel	Health Care Aide	112,696
Orsak, Chantal	Coordinator Staff Education	96,788
Osabutey, Carrolyn	Finance Manager	87,384
Pahang, Flora	Licensed Practical Nurse	87,105
Paul, Sruthy	Registered Nurse II	114,310
Pham, Chau	Health Care Aide	111,877

ACTIONMARGUERITE (SAINT-BONIFACE) INC.

Schedule of Compensation (continued)

Year ended December 31, 2023

Name	Position	Compensation and benefits
Reilly, Jody	Health Care Aide	\$ 107,093
Rocan, Michael	Registered Nurse II	86,134
Rouet, Stephanie	Social Worker	99,967
Ruberandinda, Pierre	Manager Resident Care	101,489
Sepehri-Broojeni, Nasrin	Social Worker	99,248
St. Vincent, Daniel	Manager Auxiliary Programs	94,790
St-Hilaire, Micheline	Chief Executive Officer	169,004
Styles, Carol	Chief Nursing Officer	141,502
Tabbu, Ellaine Thea	Registered Nurse II	104,010
Tabbu, Elsie	Registered Nurse II	97,507
Valenzuela, Jason	Registered Nurse II	86,058
Vermette, André	Director of Facilities and Support Services	119,799
Volante, Paolo	Registered Nurse II	93,550
Wilcox, Rosella	Registered Nurse II	119,643
Yates, Brenda	Manager Resident Care	109,716
Zakama, Nina	Health Care Aide	164,062

See accompanying note to schedule.

NOTE TO SCHEDULE

Basis of Presentation:

The schedule lists employees or individuals affiliated with Actionmarguerite (Saint-Boniface) Inc. who received compensation and benefits equal to or in excess of \$85,000 for the year ended December 31, 2023. The amounts reported were calculated in accordance with the definition of compensation provided in Section 1 of *The Public Sector Compensation Disclosure Act*. The amounts reported do not include payments made or benefits accrued in relation to the Healthcare Employees' Pension Plan - Manitoba.