

Schedule of Compensation of

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

Year ended December 31, 2024



**KPMG LLP**

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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, 2024.

In our opinion, the accompanying schedule for the year ended December 31, 2024 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, stylized font. Below the signature is a long, horizontal, slightly wavy line.

Chartered Professional Accountants

Winnipeg, Canada

June 19, 2025

# ACTIONMARGUERITE (SAINT-BONIFACE) INC.

## Schedule of Compensation

Year ended December 31, 2024

Name	Position	Compensation and benefits
Abidoye, Abisola	Registered Nurse II	\$ 89,820
Agbay, Lovely	Registered Nurse II	136,331
Aguilar, Karen	Registered Nurse II	115,182
Agustin, Joieby Rose B	Registered Nurse II	123,046
Akpalo, Ablavi	Health Care Aide	172,952
Ali, Ali Abdalkader	Infection Control Support Associate	98,391
Allen, Lorna	Health Care Aide	100,753
Almosara, Guillerma	Registered Nurse II	150,842
Amantillo, Victoria	Licensed Practical Nurse	121,392
Asis, Ma. Christian Fe	Registered Nurse II	227,328
Barkley, Ryann	Registered Nurse III	89,879
Batende, Joseph	Health Care Aide	136,273
Bayda, Sheila	Chief Human Resources Officer	149,954
Beaudry, Nicole	Registered Nurse III	118,778
Bera, Victoria	Health Care Aide	106,070
Birungi, Francine Mwayuma	Infection Control Support Associate	86,242
Blair, Ana	Registered Nurse II	86,933
Bolanos, Herr Tristan	Licensed Practical Nurse	113,777
Bosc, Lynne	Registered Nurse II	112,782
Burr, Michelle	Human Resources Manager	100,514
Chartier, Sophie	Social Worker	96,286
Cloutier, Lise	Social Worker	105,231
Dacanay, Kate Marie	Licensed Practical Nurse	129,904
Day, Melanie	Assistant Director Care	122,897
De Guzman, Ma Lourdes	Registered Nurse II	131,346
De Guzman, Marilyn	Licensed Practical Nurse	93,238
Del Rosario, Catherine	Registered Nurse II	164,172
Demanoy, Marites	Health Care Aide	91,463
Dunque, Tiara Evanie	Registered Nurse II	86,891
Felizardo, Joseph	Registered Nurse II	127,336
Feza, Kungwa	Manager Support Services	87,508
Fontaine, Janelle	Occupational Therapist	94,273
Frazer, Shane	Engineer IV	88,141
Freyne, Denis	Chief Operating and Finance Officer	147,028
Gratito, Maria	Licensed Practical Nurse	132,065
Guenouni, Zouhair	Manager Resident Care	98,381
Kabala, Zawadi	Health Care Aide	106,293
Kaur, Sharanjeet	Registered Nurse II	105,970
Kirongonzi, Clemence	Health Care Aide	106,083
Klassen, Claudette	Registered Nurse II	88,013
Lachance, Kyle	Health Care Aide	129,207
Lizee, Lori-Ann	Health Care Aide	86,056
Loran, Theresa	Registered Nurse II	86,971
Luna, Winnie	Registered Nurse II	106,880
Marchello, Thelma	Registered Nurse III	97,055
Martens, Nicholas Eric Victor	Engineer IV	91,246
McChesney, Shawn	Health Care Aide	136,823
McGurry, Monique	Registered Nurse II	106,108
Monayao, Rowena	Registered Nurse II	108,449
Mukarugwiza, Eluce K.	Registered Nurse II	129,304
Nachafi, Latifa	Health Care Aide	100,575
Nadeau, Gisele M.	Finance Manager	96,612
Navarro, Marie Lota	Registered Nurse II	114,062
Navasca, Monique	Registered Nurse II	101,334
Ndabacekure, Alice	Health Care Aide	111,695
Nguyen, Mai	Registered Nurse II	93,278
O'Bryan, Evelyn	Health Care Aide	107,685

# ACTIONMARGUERITE (SAINT-BONIFACE) INC.

Schedule of Compensation

Year ended December 31, 2024

Name	Position	Compensation and benefits
Ochoa, Daniel	Health Care Aide	113,946
Orsak, Chantal	Coordinator Staff Education	87,885
Osabutey, Carolyn	Finance Manager	90,515
Pahang, Flora	Licensed Practical Nurse	93,814
Pual, Sruthy	Registered Nurse II	97,933
Pham, Chau	Health Care Aide	109,067
Piette, Fabien	Registered Nurse III	123,153
Pilar, Vanessa	Registered Nurse II	115,739
Rasay, John	Licensed Practical Nurse	93,620
Reilly, Jody	Health Care Aide	131,712
Rocan, Michael	Registered Nurse II	131,538
Rose, Gemina	Health Care Aide	98,953
Rouet, Stephanie	Social Worker	96,100
Ruberandinda, Pierre	Manager Resident Care	95,985
Shwaykosky, Steven	Manager Physical Plant	102,132
St-Hilaire, Micheline	Chief Executive Officer	160,398
Styles, Carol	Chief Nursing Officer	144,050
Tabbu, Ellaine Thea	Registered Nurse II	167,458
Venus, Joseph	Engineer IV	94,051
Vermette, André	Director of Facilities and Support Services	116,058
Volante, Paolo	Registered Nurse II	95,282
Wilcox, Rosella	Registered Nurse II	132,740
Yates, Brenda	Manager Resident Care	112,107
Zakama, Nina	Health Care Aide	159,514

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, 2024. 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.