

Workers Compensation Board of Manitoba
Schedule of Compensation over \$85,000
Year Ended December 31, 2023





Independent auditor's report

To the Audit Committee of the Workers Compensation Board of Manitoba

Our opinion

In our opinion, the accompanying financial information of the Workers Compensation Board of Manitoba (the WCB) for the year ended December 31, 2023 is prepared, in all material respects, in accordance with the basis of preparation as described in the note to the financial information.

What we have audited

The WCB's financial information comprises the Schedule of Compensation over \$85,000 in accordance with the Public Sector Compensation Disclosure Act of Manitoba for the year ended December 31, 2023, and the note to the Schedule of Compensation over \$85,000, which includes significant accounting policies and other explanatory information.

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 financial information* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the WCB in accordance with the ethical requirements that are relevant to our audit of the financial information in Canada. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Emphasis of matter – basis of accounting and restriction on use

We draw attention to the note to the financial information, which describes the basis of accounting. The financial information is prepared to assist the WCB to comply with the requirements of the Public Sector Compensation Disclosure Act of Manitoba. As a result, the financial information may not be suitable for another purpose. Our report is intended solely for the WCB. We neither assume nor accept any responsibility or liability to any third party in respect of this report. Our opinion is not modified in respect of this matter.

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"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.



Responsibilities of management and those charged with governance for the financial information

Management is responsible for the preparation of the financial information in accordance with the basis of accounting described in the note to the financial information, and for such internal control as management determines is necessary to enable the preparation of financial information that is free from material misstatement, whether due to fraud or error.

In preparing the financial information, management is responsible for assessing the WCB's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the WCB or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the WCB's financial reporting process.

Auditor's responsibilities for the audit of the financial information

Our objectives are to obtain reasonable assurance about whether the financial information 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 this financial information.

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 financial information, 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 WCB'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 WCB'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 financial information 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 WCB 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.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

Winnipeg, Manitoba
May 21, 2024

Workers Compensation Board of Manitoba
Schedule of Compensation Over \$85,000
Year ended December 31, 2023

Introduction

Note 1 - Basis of presentation:

a) Compensation of \$85,000 or more

The following schedule lists employees of the Workers Compensation Board who received compensation of \$85,000 or more during the year ended December 31, 2023. The amounts are calculated in accordance with the *Public Sector Compensation Disclosure Act* of Manitoba.

b) Compensation to Board Members

The following schedule also discloses the amount of the payments to the Board of Directors during the year ended December 31, 2023. The amounts are calculated in accordance with the *Public Sector Compensation Disclosure Act* of Manitoba.

The amounts shown in this disclosure statement may not represent the individual's actual annual rate of salary. Compensation includes the value of cash and non-cash payments including allowances, payments under an employment contract, overtime payments, retirement or severance payments, lump sum payments, membership and professional dues, the value of certain benefits and vacation pay-outs.

COMPENSATION

Surname	Initial	Classification	Total
Adair	B	Director, Information Technology	171,791
Affia	I	Prevention Consultant	99,959
Agopsowicz	K	Case Manager	97,291
Aleksandrowicz	A	Senior Systems Analyst, Database Administration and Technical Support	134,167
Allain	R	Manager, Case Management	122,558
Allan	M	Director, Human Resources	141,637
Anderson	C	Compensation Training and Quality Specialist	99,729
Anderson	P	Manager, Network and Data Centre Services	144,444
Apalit	N	Case Manager	98,457
Archer-Heese	H	Prevention Consultant	99,318
Ashby	C	Vocational Rehabilitation Consultant	101,145
Bachman	E	Case Manager	88,560
Badger	D	Manager, Case Management	122,906
Baete	H	Manager, Corporate Services	121,995
Bahrychuk	J	Director, Compensation Performance, Training and Quality	148,439
Baker	B	Manager, Compliance Services	122,708
Ball	C	Rehabilitation Specialist	106,746
Banewski	A	Supervisor, Claims Service Centre	87,930
Baranowski	R	Manager, Compliance Services	108,175
Bashutski	K	Legal Counsel I	109,703
Baxted	L	Adjudicator	85,296
Beaudet	P	Maintenance Worker	89,501
Beaudin	J	Manager, Specialized Services	122,809
Beck	J	Communications Officer	85,534
Beeston	J	Human Resource Generalist	93,472
Bell	M	Human Resources Consultant, Wellness and Disability Management	107,987
Bellows	K	Return to Work Consultant	103,863
Benitez	J	Software Developer III	95,852
Bennett	C	Case Manager	100,161
Bennett	M	Senior Project Manager	138,619
Berenshteyn	A	Software Quality Assurance Specialist	85,863
Bernat	J	Compliance Team Leader	90,530

WCB Schedule of Compensation Over \$85,000
Year ended December 31, 2023

Besant	T	Review Officer	99,589
Bettencourt	A	Compensation Training and Quality Specialist	96,296
Bharote	P	Systems Analyst	94,184
Birch	C	Business Intelligence Analyst	97,040
Bird	C	Compensation Performance Consultant	100,622
Bird	J	Legal Counsel II	162,764
Birrell	K	Return to Work Consultant	98,122
Black	R	Compensation Performance Consultant	100,358
Boileau	M	Portfolio Leader	102,432
Borgesa	R	Vice President, Strategy, Innovation and Transformation	225,865
Botterill	C	Case Manager	97,737
Boxell	D	Adjudicator	90,962
Brakel	T	Case Manager	99,876
Branzuela	C	Case Manager	99,755
Breckman Yuen	Y	Supervisor, File Access and Administration	85,991
Bretecher	J	Human Resource Generalist	98,184
Briese	A	Program and Standards Specialist	100,316
Brunette	M	Supervisor, Adjudication Services	104,145
Buisson	R	Director, Legal, Policy and Corporate Records	189,321
Burt	M	Adjudicator	90,369
Buydens	B	Chief Investment Officer	172,158
Caguioa	L	Case Manager	86,144
Cantor	R	Supervisor, Payments	90,669
Carson	B	Review Officer	99,949
Casemore	A	Supervisor, Assessment Accounts	90,538
Castanaga	A	Case Manager	93,742
Castellano	D	Manager, Project Advisory Services and Business Process Renewal	148,711
Celebre	J	Assessment Business Analyst	91,810
Champagne	S	Supervisor, Adjudication Services	102,054
Chan	K	Case Manager	99,086
Chaytor	D	Review Officer	99,846
Cheekie	S	Manager, Compensation Performance	122,196
Christie	J	Case Manager	99,110
Chua	M	Prevention Consultant	99,173
Chyzy	S	Review Officer	100,112
Cintrao	D	Case Manager	99,591
Cochingyan	A	Director, Internal Audit	149,957
Combot	J	Adjudicator	86,948
Cooper	E	Case Manager	99,169
Cosman	M	Chief Medical Officer	480,666
Couture	M	Senior Case Manager	100,514
Cowan	S	Senior Case Manager	104,470
Crossland	C	Director and Chief of Staff	138,784
Cunningham	N	Director, Assessment Services	127,170
Czarnecki	S	Case Manager	93,711
Daly	G	Manager, Payments and Medical Aid	112,729
Dann	M	Vocational Rehabilitation Consultant	93,799
Das	P	Data Scientist	101,271
Daumler	R	Director, Administration	147,898
Deacon	R	President and Chief Executive Officer	359,101
Delichte	S	Adjudicator	85,449
Derkson	W	Senior Research and Policy Analyst	97,875
DeRose	R	Supervisor, Assessment Accounts	89,378
DeSouza-Huletey	S	Manager, Application Services	103,163
Di Ubaldo	U	Manager, Communications	95,026
Dobson	C	Review Officer	100,257
Doell	D	Director, Prevention and Return to Work Services	148,276
Doyle	C	Case Manager	86,637
Ducharme	L	Vocational Rehabilitation Consultant	94,416

WCB Schedule of Compensation Over \$85,000
Year ended December 31, 2023

Dunku Sukumar	S	Software Developer III	93,523
Dutka	B	Case Manager	99,304
Dyck	K	Chief Appeal Commissioner	183,839
Earle	S	Vice President, Human Resources and Communications	223,763
Edwards	L	Senior Project Manager	143,264
Eng	H	Software Developer III	99,776
Enns	D	Case Manager	106,153
Faucher	L	Compensation Training and Quality Specialist	86,807
Faustino	L	Supervisor, Application Services	104,752
Ferris	D	Senior Research and Policy Analyst	98,032
Finlayson	J	Senior Case Manager	86,782
Ford	N	Compliance Officer II	93,378
Forness	E	Network Analyst	90,617
Fortier	K	Compliance Investigator	106,278
Foster	D	Case Manager	99,997
Franklin	P	Healthcare Services Representative	86,181
Fuerst	M	Case Manager	88,047
Gagnon	K	Network Analyst	95,226
Gandza	D	Manager, Budget, Purchasing and Payables	121,965
Gardner	L	Supervisor, Adjudication Services	104,008
Gaskin-Budge	B	Case Manager	93,400
Gereb	V	Maintenance Worker	101,820
Giesbrecht	A	Assessment Performance Consultant	99,411
Gillson	L	Return to Work Consultant	98,555
Gonzales	C	Business Intelligence Analyst	92,914
Gordon	D	Compensation Training and Quality Specialist	96,344
Gordon	G	Case Manager	88,747
Gordon	J	Case Manager	91,121
Gotthilf	R	Compliance Officer II	92,316
Grant	B	Case Manager	100,285
Grey	G	Senior Systems Analyst, Database Administration and Technical Support	92,989
Gudmundson	S	Assessment Performance Consultant	89,490
Hall	J	Vice President, SAFE Work Manitoba	224,053
Harley	N	Director, Case Management	148,294
Harris	P	Senior Network Analyst	108,923
Harrison	M	Appeal Commissioner	148,772
Harrison	M	Case Manager	96,321
Hau	K	Compensation Performance Consultant	94,026
Henson	G	Supervisor, Collections	87,774
Hepner	W	Vocational Rehabilitation Consultant	95,020
Hiebert	M	Project Manager	116,432
Hilderman	R	Manager, Short Term Claims	122,578
Hill	K	Compliance Officer II	96,882
Holden	R	Manager, Corporate Records	122,785
Holland	D	Vice President, Compensation Services	223,678
Hummel	S	Supervisor, Assessment Program Services	99,828
Humphries	S	Senior Network Analyst	123,534
Hurley	L	Vice President and Chief Financial Officer	207,098
Hyytiainen	M	Manager, Short Term Claims	122,592
Irving	S	Compensation Performance Consultant	92,822
Isaac-Uyah	U	Business Analyst	94,503
Jackson	E	Manager, Compensation Performance	105,965
Jain	A	Case Manager	99,261
Janzen	B	Director, Compliance Services	157,774
Jarvis	C	Manager, Case Management	122,554
Jassal	M	Supervisor, Adjudication Services	104,414
Jones	G	Legal Counsel II	163,202
Jones	S	Compensation Training and Quality Specialist	86,766
Jordan	V	Vice President and Chief Technology Officer	217,893

WCB Schedule of Compensation Over \$85,000
Year ended December 31, 2023

Jose	P	Application Architect	103,518
Jung	K	Case Manager	99,595
Kaminski	L	Case Manager	92,576
Kaur	A	Portfolio Leader	103,453
Kaur	R	Business Intelligence Database Analyst	95,580
Keating	K	Manager, Strategic Engagement and Certification	122,225
Kernaghan	M	Appeal Commissioner	126,432
Kernested	C	Manager, Compensation Training and Quality	122,291
Kharal	G	Software Developer III	104,024
Klein	K	Compensation Training and Quality Specialist	99,945
Klyne	L	Supervisor, Service Desk	88,721
Kolisnyk	H	Internal Audit Manager	121,637
Koncan	N	Case Manager	99,233
Kowalchuk	G	Adjudicator	85,262
Kramer	D	Vice President, SAFE Work Manitoba	176,403
Kurian	P	Supervisor, Application Services	103,403
Kurian	M	Software Quality Assurance Specialist	87,081
La Spina	S	Technical Architect	113,627
Ladobruk	C	Senior Case Manager	106,208
Lafond	C	Manager, Business Intelligence	144,562
Lafrance	R	Assistant Registrar, Appeal Commission	97,289
LaLonde	L	Case Manager	92,014
Lamirande	Y	Supervisor, Adjudication Services	104,103
Langton	M	Compliance Specialist	91,389
Lantz	M	Senior Systems Analyst, Database Administration and Technical Support	102,742
Lao	J	Return to Work Consultant	86,490
Lebrun	C	Case Manager	99,311
Leduchowski-Hazlitt	H	Supervisor, Special Services Unit	112,724
Lefort	D	Manager, Human Resources	122,850
Lemay	S	Senior Case Manager	110,593
Lewis	C	Business Analyst	99,805
Liebrecht	S	Adjudicator	85,091
Lloyd	R	Software Developer III	114,182
Lovell	A	Director, Compensation Professional Services	147,602
Lussier	E	Case Manager	97,291
Lymperopoulos	G	Program and Standards Specialist	100,900
Machado	J	Senior Research and Policy Analyst	92,604
Mahmood	S	Software Developer III	97,064
Mainella	T	Director, Short Term Claims	147,713
Marinelli	P	Manager, Personal Computing Services	169,494
Martin	E	Manager, Human Resources	113,192
Martin Barron	B	Case Manager	99,466
Martinez-Zogbi	Z	Return to Work Consultant	98,620
Maruca	K	Rehabilitation Specialist	134,160
Masters	S	Manager, Financial Reporting	118,550
Matthews	S	Case Manager	97,995
McCuaig	C	Director, Fair Practices Office	148,339
McDonald	D	Manager, Case Management	122,200
Medvedovsky	B	Systems Analyst	95,628
Memryk	C	Case Manager	97,906
Mendella	L	Manager, Claims Service Centre	122,813
Mialkowski	M	Prevention Consultant	87,407
Miller	B	Review Officer	99,283
Miller	S	Case Manager	99,278
Miller	T	Prevention Consultant	98,970
Morrison	L	Case Manager	93,943
Murphy	B	Case Manager	95,455
Murphy	J	Review Officer	100,099
Neill	A	Manager, Assessment Services	119,210

WCB Schedule of Compensation Over \$85,000
Year ended December 31, 2023

Neilson	M	Manager, Vocational Rehabilitation Services	121,589
Neiser	S	Senior Case Manager	102,308
Nguyen	D	Software Developer III	96,013
Nguyen	T	Vocational Rehabilitation Consultant	90,335
Noga	T	Software Developer III	85,237
O'Connor	C	Application Architect	112,646
O'Keeffe	K	Investment Analyst	87,068
Ojo	W	Supervisor, Application Services	109,156
Okano	A	Chief Innovation Officer	173,026
Olson	J	Case Manager	99,559
Oree	N	Program and Standards Specialist	99,552
Oye	A	Associate Actuary	120,478
Padilla	N	Network Analyst	87,812
Patel	R	Software Quality Assurance Specialist	87,574
Paterson	K	Supervisor, Adjudication Services	102,261
Pereira	C	Portfolio Leader	106,224
Perrault	G	Payment Assessor	86,422
Peters	H	Case Manager	101,086
Peters	J	Systems Analyst	97,760
Peters	P	Case Manager	103,700
Peterson	J	Appeal Commissioner	117,925
Pogorzelec	M	Prevention Consultant	99,358
Poniatowska	J	Compensation Training and Quality Specialist	99,451
Popiel	S	Human Resources Consultant, Learning Initiatives	97,741
Porpiglia	C	Prevention Consultant	99,134
Posavec	P	Network Analyst	95,416
Posner	A	Software Developer III	96,167
Pringle Goertzen	G	Case Manager	99,312
Proulx	A	Assessment Performance Consultant	100,469
Prytsyuk	M	Case Manager	97,762
Rae	P	Case Manager	98,485
Rahim	A	Case Manager	98,931
Rajendran	R	Software Quality Assurance Specialist	85,680
Rak-Banville	B	Program and Standards Specialist	90,746
Rebiffe	D	Compensation Training and Quality Specialist	98,714
Reid	S	Senior Case Manager	101,626
Reimer	C	Prevention Consultant	101,101
Rempel	K	Compensation Training and Quality Specialist	98,456
Rempel-Tucker	T	Manager, Compensation and Benefits	121,908
Rerick	C	Supervisor, Assessment Program Services	109,997
Robert	R	Compensation Training and Quality Specialist	91,122
Robertson	D	Director, Regional Offices	150,488
Robertson	L	Payroll Administrator	86,585
Rocan	K	Project Manager	103,324
Roy	K	Supervisor, Medical Aid	90,264
Russell	E	Case Manager	98,768
Sanness	L	Case Manager	98,508
Santander	T	Business Intelligence Analyst	94,553
Sawchyn	R	CUPE President	99,001
Scott	J	Human Resources Consultant, Compensation and Benefits	93,293
Scurtu	V	Application Architect	129,779
Senkow	K	Senior Case Manager	107,452
Sharma	N	Supervisor, Information Technology Infrastructure	118,894
Shaw	J	Prevention Consultant	99,037
Singbeil	P	Compliance Team Leader	103,768
Singbeil	S	Vocational Rehabilitation Consultant	87,862
Sitka	S	Review Officer	92,392
Skinner	C	Vice President, Legal, Compliance and Corporate Services	226,940
Skrypyk	C	Systems Analyst	96,563

WCB Schedule of Compensation Over \$85,000
Year ended December 31, 2023

Slawinski	E	Human Resources Consultant, Compensation and Benefits	99,753
Smith	S	Compensation Performance Consultant	100,768
Sorenson	T	Review Officer	99,867
Steinke	M	Case Manager	98,459
Sutherland-Heese	H	Compensation Training and Quality Specialist	98,952
Swedlo	J	Case Manager	94,776
Tetrault	D	Compliance Officer II	96,945
Thomson	T	Case Manager	99,711
Tober	C	Case Manager	99,139
Tomy	N	Manager, Case Management	122,461
Torres	C	Adjudicator	85,198
Townsend	C	Director, Finance	136,685
Tranquada	R	Rehabilitation Specialist	107,686
Trudell	S	Prevention Consultant	99,598
Turner	P	Compliance Specialist	92,685
Vandal	M	Senior Case Manager	107,836
VandenBerg	B	Supervisor, Adjudication Services	100,637
Velasco	A	Supervisor, Claims Service Centre	86,220
Versace Oliveira	O	Communications Officer	86,217
Vicovac	Z	Case Manager	99,327
Vincent	K	Director, Claims Service Centre, Payments and Medical Aid	149,345
Vo	D	Manager, Case Management	108,802
Waddell	H	Compensation Training and Quality Specialist	100,289
Waddell	T	Compensation Performance Consultant	100,838
Wallace	S	Director, Communications and Public Relations	97,526
Watt	M	Supervisor, Payments	93,985
Weiss	S	Case Manager	99,076
Wens	R	Senior Network Analyst	103,369
Werier	M	Chairperson, Board of Directors	85,000
West	B	Compensation Performance Consultant	99,536
West	E	Manager, Case Management	107,677
Wheeler	E	Case Manager	86,114
Whitney	A	Return to Work Consultant	98,731
Wiebe	D	Assessment Performance Consultant	100,468
Wiebe	P	Registrar, Appeal Commission	147,765
Wiebe	P	Manager, Assessment Services	106,177
Wightman	K	Case Manager	98,728
Willems	J	Return to Work Program Specialist	100,547
Williams	M	Chief Actuary	190,837
Willson	M	Compensation Performance Consultant	99,777
Wilson	L	Legal Counsel II	140,544
Wozniak	K	Case Manager	98,859
Young	R	Human Resource Generalist	94,723
Zaldivar Larranaga	L	Supervisor, Application Services	108,694
Zapp	D	Manager, Application Services	149,932
Zdrill	M	Case Manager	99,796
Zornik	L	Case Manager	109,741
Zukewich	T	Portfolio Leader	106,119
Board of Directors			75,742