

Klinic, Inc.
Schedule of Compensation of \$75,000 or More
March 31, 2021

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Independent Auditors' Report

To the Board of Directors of Klinic, Inc.

Opinion

We have audited the accompanying Schedule of Employee Compensation of Klinic, Inc. for the year ended March 31, 2021 ("the Schedule").

In our opinion, the financial information in the Schedule of Employee Compensation for the year ended March 31, 2021 is prepared, in all material respects, in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba.

Basis for Opinion

We conducted our audit in accordance with The Public Sector Compensation Disclosure Act of the Province of Manitoba. 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 Organization 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 and Restriction on Distribution

This schedule is prepared to assist Klinic, Inc. to meet the requirements of The Public Sector Compensation Disclosure Act of the Province of Manitoba. As a result, the schedule may not be suitable for another purpose. Our report is intended solely for the Board of Directors of Klinic, Inc. relative to The Public Sector Compensation Disclosure Act of the Province of Manitoba and should not be distributed to other parties.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this schedule in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba, and for such internal controls 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 Company's financial reporting process.

Auditors' Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule 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 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation and content of the schedule, including the disclosures, and whether the schedule represents the underlying transactions and events in a manner that achieves fair presentation.

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.

Winnipeg, Manitoba

May 26, 2021

MNP LLP
Chartered Professional Accountants

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Pursuant to the disclosure required by The Public Sector Compensation Disclosure Act, the following information is reported:

- a) Aggregate compensation paid to all Members of the Board of Directors \$ Nil
- b) Board of Directors receiving compensation in excess of \$75,000 individually \$ Nil
- c) Compensation to employees over \$75,000:

Name	Position	Earnings
Lodge, A	Medical Director	218,420.06
Greisman, J	Physician	181,933.18
Melnyk, S	Physician	180,989.79
Chammartin, N	Executive Director	132,205.12
Willems, D	Physician	131,438.33
Cressman, T	Manager, Counselling Services	108,282.42
Smith, J	Manager, Counselling Services Farm Rural Northern Support	106,197.40
Marshall, V	Clinical Director	103,569.74
Fotty, S	Manager, Crisis Room	100,678.44
Banner, H	Director of Finance	96,856.65
Timmermann, K	Director of Operations	96,856.65
Mossman Sims, R	Nurse Practitioner	95,826.88
McLennan, L	Director of Human Resources and Organizational Development	95,617.40
Ewasiuk, J	Nurse	90,953.34
Houtkooper, E	Nurse Practitioner	90,731.97
Gallagher, C	Nurse	90,579.73
Campos-Santos, C	Research and Program Evaluation Analyst	86,884.02
Harris, A	Manager Health Services Systems and Support	86,669.69
Funk-Unrau, G	Community Outreach Worker	85,904.46
Graydon, K	Nurse	85,492.35
Bashuk, L	Counsellor	83,784.75
Carlson, T	Counsellor	83,263.57
Klaric, L	Counsellor	83,261.04
Smith Geiger, D	Counsellor	83,239.99

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Name	Position	Earnings
Grant, L	Counsellor	83,109.25
Surbey, K	Support Worker	82,684.39
Padilla, C	Counsellor	82,502.58
Wiebe, T	Counsellor	81,923.95
Armatas, J	Social Worker	81,876.02
Holowick -Sparkes, C	Coordinator Volunteer Recruitment and Training	81,865.39
Neustaedter, K	Coordinator, Sexual Assault Program	81,778.98
Atallah, V	Public Educator & Trainer	81,709.83
Begg, L	Dietician	79,927.87
Moffat, K	Counsellor	79,771.18
Brett, M	Nurse	79,370.58
Pauls, C	Counsellor	79,231.14
Campbell, S	Counsellor	77,907.55
Leneveu, R	Social Worker	77,061.52
Froese, K	Nurse	76,901.90
Shanks, M	Physician	75,870.41
Jansson, E	Technology Services Manager	75,513.71