

Klinik, Inc.
Schedule of Compensation of \$85,000 or More
March 31, 2024

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Independent Auditors' Report

To the Board of Directors of Klinik, Inc.

Opinion

We have audited the accompanying Schedule of Employee Compensation of Klinik, Inc. for the year ended March 31, 2024 ("the Schedule").

In our opinion, the financial information in the Schedule of Employee Compensation for the year ended March 31, 2024 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 Klinik, 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 Klinik, 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.

MNP LLP

True North Square

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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 29, 2024

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 \$85,000 individually \$ Nil
- c) Compensation to employees over \$85,000:

Name	Position	Earnings
Melnyk, S	Physician	212,441
Lodge, A	Medical Director/Physician	190,578
Bell-Minaker, C	Physician	169,588
Willems, D	Physician	159,154
Wilcox, A	Executive Director	143,835
Shanks, M	Physician	135,973
Guzman, C	Physician	133,275
Bashuk, L	Counsellor	116,886
Collin, S	Counsellor	116,230
Padilla, C	Counsellor	116,154
Campos-Santos, C	Research & Program Evaluation Analyst	115,389
Mossman Sims, R	Nurse Practitioner	112,379
Carlson, T	Counsellor	111,773
Surbey, K	Support Worker, MWMS	111,747
Klaric, L	Counsellor	111,555
Grant, L	Counsellor	111,517
Atallah, V	Trainer - MB Trauma & ED, CHE	111,398
Gledhill, D	Counsellor	111,217
Sparkes, C	Volunteer Coordinator	109,593
Dangwa, P	Nurse Practitioner	109,245
Armatas, J	Social Worker-Trans Health	108,675
Juarez-B	Counsellor	107,453
Burns, M	Counsellor	106,705
McLennan, L	Director of Human Resources and Organization Development	106,562

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Name	Position	Earnings
Pauls, C	Counsellor	104,392
Partyka, C	Nurse	103,849
Ewasiu, J	Primary Care Nurse	103,327
Klassen H	Manager, Clinical Health Services	102,235
Ferley, M	Nurse	101,349
Brett, M	Licensed Practical Nurse	100,921
Ringland, K	Community Health Nurse	100,797
Robertson, S	Director of Mental Health & Crisis Services	100,209
Neustaedter, K	Manager, Hummingbird Program	99,722
Begg, L	Dietitian	99,469
Funk-U	Community Outreach Worker	98,833
Chornoby, C	Coordinator-External Lines Crisis Room	97,453
Aubry, KL	Counsellor	97,289
Bloxom, C.	Nurse Practitioner	96,032
Freeman, T	Counsellor	95,807
Andrich, K.	Counsellor	95,573
Fukushima-Dyal, D	Counsellor	95,420
Sorro, J	Counsellor	95,301
Wiebe, T	Counsellor/Clinical Supervisor	94,958
Haji, I	Clinical Supervisor	94,517
Derbyshire, L	Counsellor	93,458
Gregory, K	Health and Social Service Worker	93,410
Leneveu, R	Social Worker-Trans Health	90,789
Campbell, S	Counsellor	90,515
Hale, S	Counsellor	90,415
Tkachuk, R	Director of Finance and Operations	89,699
Gosselin, O	Counsellor	89,347
Askin, C	Outreach Worker	89,337
Sparkes, M	Counsellor	87,892
La Rosa, N	Coordinator - MB. Trauma & Education	86,744
Nault, A	Counsellor	86,644
Marcial, J	Director of Fund Development	86,070