

Klinic Incorporated
Schedule of Compensation of \$75,000 and Over
Paid to Board Members, Officers and Employees
March 31, 2019

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Independent Auditors' Report

To the Directors of
Klinic Incorporated

Opinion

We have audited the accompanying schedule of compensation of \$75,000 and over paid to board members, officers and employees of Klinic Incorporated (the "Organization"), for the year ended March 31, 2019.

In our opinion, the financial information in the schedule of compensation of \$75,000 and over paid to board members, officers and employees of the Organization for the year ended March 31, 2019, is prepared, in all material respects, in accordance with Chapter P265 of the Public Sector Compensation Disclosure Act assented to November 19, 1996.

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 *Auditors' Responsibilities for the Audit of the Financial Information* section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial information 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.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to the fact that the schedule has been prepared based on Chapter P265 of the Public Sector Compensation Disclosure Act assented to November 19, 1996. This financial information has been prepared to assist the Organization to comply with the requirements of Chapter P265 of the Public Sector Compensation Disclosure Act. As a result, this financial information may not be suitable for another purpose. Our report is intended solely for the Organization and the Province of Manitoba and should not be distributed or used by parties other than the Organization and the Province of Manitoba.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation and fair presentation of the schedule in accordance with Chapter P265 of the Public Sector Compensation Disclosure Act, and for such internal control as management determines is necessary to enable the preparation of the schedule are free from material misstatement, whether due to fraud or error.

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

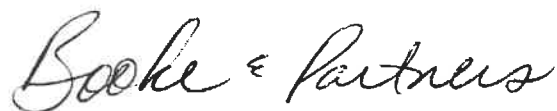
Independent Auditors' Report - continued

Auditors' 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 auditors' 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 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the financial information, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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



Winnipeg, Canada
May 29, 2019

Chartered Professional Accountants

Klinic Incorporated
Schedule of Compensation of \$75,000 and Over
Paid to Board Members, Officers and Employees
Year Ended March 31, 2019

<u>Name</u>	<u>Position</u>	<u>Earnings</u>
Armatas, J	Social Worker	\$ 79,212
Atallah, V	Educator	\$ 76,412
Banner, H	Director of Finance and Human Resources	\$ 96,486
Busby, D	Nurse Practitioner	\$ 97,254
Campos-Santos, C	Research and Program Evaluation Analyst	\$ 81,589
Carlson, T	Counsellor	\$ 79,737
Chammartin, N	Executive Director*	\$ 140,890
Cressman, T	Manager-Counselling Services	\$ 78,777
Ewasiuk, J	Nurse	\$ 90,593
Fotty, S	Manager, Crisis Services	\$ 77,203
Funk-Unrau, G	Community Outreach Worker	\$ 77,343
Gallagher, C	Nurse	\$ 90,209
Gjerek, R	Director of Counselling and Community Health	\$ 96,486
Grant, L	Counsellor	\$ 82,702
Greisman, J	Physician	\$ 193,024
Guzman, C	Physician	\$ 120,190
Hamel, K	Medical Assistant - TB Clinic	\$ 78,896
Holowick-Sparkes, C	Counsellor	\$ 78,700
Houtkooper, E	Nurse Practitioner	\$ 90,833
Klaric, L	Counsellor	\$ 76,282
Melnyk, S	Physician	\$ 161,901
Moffat, K	Counsellor	\$ 79,146
Mossman Sims, R	Nurse Practitioner	\$ 81,506
Neustaedter, K	Counsellor	\$ 79,174
Padilla, C	Counsellor	\$ 78,768
Plouffe, J	Director of Health Services	\$ 93,940
Shanks, M	Physician	\$ 111,570
Smith, J	Manager - MRFSS	\$ 77,365
Stach, A	Nurse	\$ 77,736
Timmermann, K	Director of Administration	\$ 96,486
Unruh, M	Counsellor	\$ 83,188
Von Aweyden, F	Nurse Practitioner	\$ 112,923
Wiebe, T	Counsellor	\$ 79,275
Willems, D	Physician	\$ 132,467

*See Note 1

Klinic Incorporated
Note to the Schedule of Compensation
March 31, 2019

1. Allocation of Salary

Sexuality Education Resource Centre Manitoba, Inc.'s Executive Director is compensated through Klinic Incorporated. Sexuality Education Resource Centre Manitoba, Inc. reimburses Klinic Incorporated for 46% of all salary and related costs for the position of the Executive Director.