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Supplementary Financial Information

Manitoba Institute of Trades and Technology

December 31, 2019

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Independent Auditors' Report

To the Governing Board of
Manitoba Institute of Trades and Technology

Opinion

We have audited the Schedule of Compensation over \$75,000 of Manitoba Institute of Trades and Technology for the year ended December 31, 2019 and notes to the Schedule of Compensation over \$75,000 (together, "the schedule").

In our opinion, the accompanying schedule for the year ended December 31, 2019, is prepared, in all material respects, in accordance with the financial reporting provisions in Section 2 of The Public Sector Compensation Disclosure Act.

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 report. We are independent of Manitoba Institute of Trades and Technology 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 of Use

We draw attention to the Introduction to Supplementary Financial Information, which describes the basis of presentation. The Schedule is prepared to assist Manitoba Institute of Trades and Technology to meet the requirements of Section 2 of The Public Sector Compensation Disclosure Act of Manitoba. 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 Section 2 of The Public Sector Compensation Disclosure Act, and for such internal control 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 Manitoba Institute of Trades and Technology's financial reporting process.

Auditor's 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.
- 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 Manitoba Institute of Trades and Technology's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

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, Canada
June 30, 2020

Grant Thornton LLP
Chartered Professional Accountants

Manitoba Institute of Trades and Technology

Introduction to Supplementary Financial Information

Year Ended December 31, 2019

Basis of Presentation

a) Compensation of \$75,000 or More

The attached schedule lists employees who received compensation of \$75,000 or more during the calendar year ended December 31, 2019. The amounts are calculated in accordance with The Public Sector Compensation Disclosure Act of Manitoba.

b) Aggregate Compensation to Board of Governors

The attached schedule also discloses the amount of compensation paid to Governing Board Members during the year ended December 31, 2019. The amounts are calculated in accordance with The Public Compensation Disclosure Act of Manitoba.

Manitoba Institute of Trades and Technology

Schedule of Compensation of \$75,000 or More

Year Ended December 31, 2019

<u>Employee Name</u>	<u>Position Title</u>	<u>Salary</u>
Agnihotri, R.	Instructor	\$ 83,059
Amakom, C.	Manager, Enterprise & Student Information System	89,867
Babee, D.	Institutional & Labour Market Analyst	83,388
Bakana, B.	Instructor	97,464
Barley, J.	Director, Capital Planning	115,357
Brooks, R.	Dean/Principal, Academic Programs	115,115
Brooks, J.	Manager, Public Relations	84,512
Buffie, J.	Instructor	82,394
Campbell, R.	Adult Learning Centre Education Director	109,554
Campbell, E.	Instructor	88,820
Cintrao, J.	Instructor	81,149
Claydon, D.	Instructor	92,310
Debreuil, T.	Instructor	93,776
Derro, M.	Vice-President, Academic	158,640
Elliott, M.	Instructor	93,776
Esmael, M.	Instructor	123,560
Fergstad, B.	Instructor	93,062
Filteau, R.	Senior Manager, Student Success	93,631
Flood, D.	Instructor	81,107
Fraser, C.	Academic Coordinator	78,371
Gallo, F.	Senior Academic Coordinator	87,506
Gascoigne, T.	Instructor	85,373
Grant, S.	Instructor	88,340
Groeneveld, M.	Senior Career Services Advisor	91,265
Hamilton, J.	Instructor	93,776
Handziuk, D.	Registrar	126,681
Hildebrand, K.	Manager, IT	108,729
Hope, J.	Manager, Life Long Learning	82,675
Ives, G.	Instructor	92,310
Karasevich, R.	President & CEO	208,354
Klyne, K.	Instructor	98,652
Komonko, K.	Instructor	93,776
Kroeker, E.	Manager, ESL	78,128
Krywonizka, L.	Instructor	78,133
Kyle, H.	IT Technician	78,573
Latschislaw, J.	Senior Manager, Workforce Development	90,173
Leduc, G.	Senior Student Advisor & Learning Specialist	120,905
Little, C.	Academic Coordinator	77,971
Loewen, J.	Instructor	79,149
Mackinnon, K.	Instructor	88,281
Mahon, J.	Manager, Operations	88,408
Manson, J.	Protocols and Events Officer	83,399
Marcial, M.	REDI Program Coordinator	85,593
McBride, W.	Instructor	103,305
McIntyre, R.	Instructor	97,186
Moran, T.	Instructor	109,509
Murphy, W.	Instructor	89,489

Manitoba Institute of Trades and Technology Schedule of Compensation of \$75,000 or More

Year Ended December 31, 2019

<u>Employee Name</u>	<u>Position Title</u>	<u>Salary</u>
Nemez, K.	Instructor	90,892
Neumann, T.	Instructor	86,369
Niziol, J.	Instructor	90,798
Norman, A.	Adult Learning Centre Education Director	102,636
Penner, E.	Instructor	92,721
Reimer, B.	Adult Learning Centre Education Director	97,565
Rochat, B.	Instructor	87,102
Rodriguez, L.	Instructor	90,891
Romans, C.	Director, Marketing	97,478
Romuld, M.	Manager, English Language Institute	80,195
Rurak, D.	Instructor	82,961
Shonoski, P.	Vice President, Administration & Finance	155,910
Simard, M.	Director, French Initiative & Special Projects	114,079
Stuart, B.	Associate Vice President, Business Development	118,712
Taylor, S.	Assistant Director, Registrar	96,315
Thorsteinson, J.	Executive Director, External Relations	127,595
Trenaman, J.	Manager, Intercultural Learning	84,188
Van Kats, N.	Instructor	93,043
Vandenberg, M.	Instructor	92,310
Wachs, P.	Instructor	77,287
Wander, G.	Instructor	103,458
Watts, A.	Instructor	89,359
Williams, M.	Instructor	98,652
Board of Governors		14,400