

Schedule of Compensation of

**MANITOBA INSTITUTE OF TRADES AND
TECHNOLOGY**

Year ended December 31, 2024



KPMG LLP

1900 – 360 Main Street
Winnipeg, MB R3C 3Z3
Canada
Telephone (204) 957-1770
Fax (204) 957-0808

INDEPENDENT AUDITOR'S REPORT

To the Board of Governors of Manitoba Institute of Trades and Technology

Opinion

We have audited the schedule of compensation equal to or in excess of \$85,000 for individuals employed or affiliated with Manitoba Institute of Trades and Technology (the "Entity") for the calendar year ended December 31, 2024, and note to the schedule (hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended December 31, 2024 of the Entity is prepared, in all material respects, in accordance with the financial reporting framework described in the Note to the schedule.

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 auditor's report.

We are independent of the Entity 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 - Financial Reporting Framework

We draw attention to the Note in the schedule, which describes the applicable financial reporting framework. The schedule is prepared to assist the Entity to comply with the requirements of *The Public Sector Compensation Disclosure Act* described in the Note. 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 the financial reporting framework described in the Note to the schedule; this includes determining that the applicable financial reporting framework is an acceptable basis for the preparation of the schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a schedule that is free from material misstatement, whether due to fraud or error.



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

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

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font. Below the signature is a long, horizontal, slightly wavy line.

Chartered Professional Accountants

Winnipeg, Canada

June 13, 2025

Manitoba Institute of Trades and Technology
Schedule of Compensation of \$85,000 or More
Including Aggregate Compensation to Board Members
Year Ended December 31, 2024

<u>Employee Name</u>	<u>Position Title</u>	<u>Total Salary</u>
Aab, C.	Dean, Health, Hospitality, Human Services and Post-Graduate Studies	\$ 129,948
Aghahoseini, P.	Instructor	86,834
Almazan Monrroy, W.	Instructor	101,501
Amy-Penner, J.	Instructor	97,957
Anderson, M.	Teacher	110,479
Bakeman, K.	Instructor	92,558
Barley, J.	Director, Capital and Facilities Management	86,262
Bayne, C.	Instructor	91,296
Blackwell, D.	Program Manager, Skilled Trades & App Tech	101,864
Buffie, J.	Instructor	127,057
Campbell, E.	Teacher	104,830
Chabih, B.	Instructor	86,194
Chestnut, T.	Senior Analyst, Policy and Performance	103,361
Cintrao, J.	Instructor	98,177
Collier, L.	Instructor	103,900
Cooke, N.	President & CEO	237,284
Debreuil, T.	Teacher	111,606
Desharnais, R.	Manager, Buildings & Maintenance	93,661
Donen, J.	Senior Manager, Finance Operations	104,353
Ducharme, J.	Instructor	94,283
Elliott, M.	Teacher	111,189
Enns, J.	Senior Manager, ITCE	89,795
Esmael, M.	Instructor	123,742
Finlay, C.	Director, Human Resources & Organizational Development	109,564
Fraser, C.	Manager, English Language Institute	92,133
Gallo, F.	Dean, ICT, Technology and Trades	139,919
Gladue, N.	Manager, Human Resources	91,535
Grant, S.	Teacher	109,477
Hafezi, Z.	Teacher	85,859
Halowaty-Essar, M.	Director, Student Recruitment	88,914
Hildebrand, K.	Director, IT Infrastructure Services	140,041
Hirose, R.	Instructor	103,480
Howell, S.	Director, Business Development and Innovation	94,612
Johnson, K.	Instructor	96,455
Joyal, L.	Budget and Strategic Planning Officer	117,728
Kelly, C.	VP, Academic	200,670
Klippenstein, R.	Manager, Indigenous Initiatives & Community Development	97,538
Klyne, K.	Teacher	117,404
Koltalo, R.	Teacher	111,306
Komonko, K.	Academic Coordinator	90,016
Krueger, J.	Instructor	131,592
Kyle, H.	IT/LMS Technician, IT	93,126
Lambert, D.	Project Manager, Capital Strategy	110,574
Langemann, S.	Instructor	89,404
Lavallee, M.	Director, Career and Student Engagement	93,831
Laverge, C.	VP, Finance and Campus Services	141,143

Manitoba Institute of Trades and Technology
Schedule of Compensation of \$85,000 or More
Including Aggregate Compensation to Board Members
Year Ended December 31, 2024

<u>Employee Name</u>	<u>Position Title</u>	<u>Total Salary</u>
Leduc, G.	Senior Student Advisor & Learning Specialist, Student Services	\$ 94,124
Lemire, R.	Manager, Safety & Security Operations	89,791
Little, C.	Academic Coordinator	90,131
Mahon, J.	Senior Manager, Facilities Management	103,974
Maitland-Moore, K.	Director, Finance	140,865
Manson, J.	Project & Events Officer, External Relations	94,033
McIntyre, R.	Teacher	116,975
Mehzenta, R.	Manager, Marketing & Brand	97,993
Miskimmin, J.	Program Manager, Academic	105,020
Moran, T.	Teacher	115,274
Neumann, T.	Teacher	111,606
Noorden, D.	Program Manager, Academic	104,888
Norman, A.	Instructor	119,571
Paluck, D.	Teacher	95,895
Penner, E.	Academic Coordinator	100,343
Murray, T.	Director, Alumni and Donor Relations	100,820
Pile, A.	Director, Marketing & Communications	110,934
Plante, B.	Instructional Designer	86,612
Reimer, B.	Education Director	128,887
Reimer, K.	Teacher	118,775
Russell, M.	Senior Manager, Centre of Learning and Innovation	108,497
Saurette, A.	Associate Registrar, Admissions	118,703
Senkowsky, J.	Manager, IT, Infrastructure Services	93,344
Simard, C.	Director, Intercultural Student Pathways & Principal	132,229
Singh, J.	Instructor	97,608
Specht de Andrade, A.	Instructor	95,227
Stuart, B.	VP, Business Development & Community Initiatives	180,153
Taylor, S.	Registrar	110,754
Thorsteinson, J.	VP, External and Corporate Affairs	164,472
Trueman, M.	Associate Registrar, Student Records & Systems	99,414
Van Kats, N.	Teacher	110,541
Villaver, R.	Instructor	102,731
Wachs, P.	Instructor	90,181
Wander, G.	Instructor	123,742
Watts, A.	Instructor	104,654
Williams, M.	Teacher	117,404
Zamrykut, J.	Instructor	94,456
Zarzuela, E.	Academic Coordinator	85,274
Tulloch, T.	Instructor	104,839
GOVERNING BOARD MEMBERS' REMUNERATION, COLLECTIVELY		11,193

NOTE TO SCHEDULE

Basis of accounting:

The schedule lists employees or individuals affiliated with Manitoba Institute of Trades and Technology who received compensation and benefits equal to or in excess of \$85,000 for the year ended December 31, 2024. The amounts reported were calculated in accordance with the definition of compensation provided in Section 1 of *The Public Sector Compensation Disclosure Act*, which includes payment of wages and other exceptional benefits not provided to the majority of employees.

In addition, the attached schedule discloses the amount of compensation paid to Governing Board Members during the year ended December 31, 2024. The amounts are calculated in accordance with *The Public Compensation Disclosure Act* of Manitoba.