

Schedule of Compensation of

**MANITOBA INSTITUTE OF
TRADES AND TECHNOLOGY**

Year ended December 31, 2025



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, 2025, and note to the schedule (hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended December 31, 2025 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 that serves as a flourish or underline.

Chartered Professional Accountants

Winnipeg, Canada

May 6, 2026

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

Year Ended December 31, 2025

Employee Name	Position Title	Compensation
Aab, C.	Dean, Health, Hospitality, Human Services and Post-Graduate Studies	\$ 137,365
Aghahoseini, P.	Instructor	96,459
Akinbuli, K.	Instructor	85,984
Almazan Monrroy, W.	Instructor	105,971
Anderson, M.	Teacher	108,740
Asuncion, R.	Instructor	100,166
Baladurage, K.	Instructor	85,475
Bayne, C.	Instructor	100,166
Bickerton, M.	Executive Director, Workforce and Learnings Pathways	150,982
Blackwell, D.	Program Manager, Skilled Trades & App Tech	121,835
Boyko, R.	Production Chef	92,633
Buffie, J.	Instructor	125,987
Busilla, M.	Coordinator, CLI Systems	87,115
Chabih, B.	Instructor	101,420
Chavez, V.	Instructor	93,958
Chestnut, T.	Associate Director, Government Relations and Policy	108,338
Cintrao, J.	Instructor	101,247
Collier, L.	Instructor	107,996
Cooke, N.	President & CEO	244,916
Crockett, M.	Director, Capital and Facilities Management	134,119
Debreuil, T.	Teacher	109,987
Desharnais, R.	Manager, Buildings & Maintenance	97,804
Donen, J.	Senior Manager, Finance Operations	110,523
Ducharme, J.	Instructor	95,434
Dudar, L.	Instructor	105,648
Favoni, P.	Instructor	87,736
Finlay, C.	Executive Director, Human Resources	139,941
Gallo, F.	Dean, ICT, Technology and Trades	148,298
Gladue, N.	Manager, Human Resources	94,315
Grant, S.	Teacher	107,113
Greening, C.	Senior Programmer	88,296
Grieve, L.	Instructor	86,957
Halowaty-Essar, M.	Director, Student Recruitment	111,847
Halpenny, S.	Academic Coordinator	91,898
Hasell, C.	Instructor	93,495
Hildebrand, K.	Director, IT Infrastructure Services	144,150
Hlady, K.	Instructor	102,696
Hoskins, K.	Senior Manger, Student Services, Financial Aid & Awards	93,401
Huber, L.	Instructor	89,427
Johnson, K.	Instructor	109,194
Jones, R.	Instructor	96,110
Joyal, L.	Budget and Strategic Planning Officer	96,965
Kelly, C.	VP, Academic	214,277
Klippenstein, R.	Manager, Indigenous Initiatives & Community Development	102,951
Klyne, K.	Teacher	115,706
Koltalo, R.	Teacher	109,463
Komonko, K.	Academic Coordinator	96,245
Kroeker, E.	Senior Manager, ELC	102,538
Krueger, J.	Instructor	129,107
Lambert, D.	Project Manager, Capital Strategy	110,778
Laverge, C.	VP, Finance and Campus Services	191,355
Leduc, G.	Senior Student Advisor & Learning Specialist, Student Services	86,239

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

Year Ended December 31, 2025

Employee Name	Position Title	Compensation
Lemire, R.	Manager, Safety & Security Operations	\$ 95,575
Li, L.	Associate Registrar, Student Info & Services	97,095
Liang, F.	Instructor	87,301
Little, C.	Academic Coordinator	95,899
Mahon, J.	Senior Manager, Facilities Management	112,594
Maitland-Moore, K.	Executive Director, Finance & Administration	146,541
Manson, J.	Manager, Projects and Events	91,201
McIntyre, R.	Teacher	115,182
Mehzenta, R.	Senior Manager, Marketing and Communications	103,917
Miskimmin, J.	Program Manager, Academic	110,412
Moran, T.	Teacher	120,564
Murray, T.	Director, Alumni and Donor Relations	149,356
Neumann, T.	Teacher	109,987
Noorden, D.	Program Manager, Academic	115,390
Penner, E.	Senior Manager, Industry Training & Continuing Education	101,338
Pile, A.	Executive Director, External Relations	123,397
Plante, Bobbi-L.	Academic Coordinator	95,883
Reimer, B.	Education Director	130,455
Reimer, K.	Teacher	123,030
Roca, Yvan-D.	Instructor	93,983
Russell, M.	Senior Manager, Centre of Learning and Innovation	113,919
Saurette, A.	Registrar	105,476
Schulz, L.	Instructor	86,013
Scott, P.	Senior IT Project Manager	113,266
Sehra, J.	Instructor	101,309
Senkowsky, J.	Enterprise Architect	100,006
Simard, C.	Academic Coordinator, High School and DSFM	125,780
Stuart, B.	VP, Business Development & Community Initiatives	188,153
Taylor, S.	Registrar	134,031
Thorsteinson, J.	VP, External and Corporate Affairs	123,089
Trueman, M.	Associate Registrar, Student Records & Systems	105,757
Tulloch, T.	Instructor	106,971
Vieweg, L.	Instructor	112,497
Villaver, Rogelio J.	Instructor	102,875
Wachs, P.	Instructor	99,092
Wallbridge, C.	Instructor	95,551
Wander, G.	Instructor	138,295
Watts, A.	Instructor	118,195
West, P.	Instructor	97,229
Williams, M.	Teacher	115,706
Zamrykut, J.	Instructor	112,570
Zarzuela, E.J.	Academic Coordinator	90,885
Zirdum, A.	Teacher	119,756
GOVERNING BOARD MEMBERS' REMUNERATION, COLLECTIVELY		15,736

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, 2025. 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, 2025. The amounts are calculated in accordance with *The Public Compensation Disclosure Act* of Manitoba.