

Klinic, Inc.
Schedule of Compensation of \$85,000 or More
March 31, 2025

Contents

	<u>Page</u>
Independent Auditors' Report	
Introduction to Supplementary Financial Information	1
Schedule of Compensation of \$85,000 or More	1-2

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, 2025 ("the Schedule").

In our opinion, the financial information in the Schedule of Employee Compensation for the year ended March 31, 2025 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

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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

June 4, 2025

MNP LLP
Chartered Professional Accountants

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For the year ended March 31, 2025

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
Bell-Minaker, C	Physician	254,639
Lodge, A	Director of Medical Services / Physician	225,498
Melnyk, S	Physician	205,443
Willems, D	Physician	191,475
Wilcox, A	Executive Director	169,075
Dangwa, P	Nurse Practitioner	167,446
Matyas, S	Physician	155,835
Atallah, Vycki	Public Educator	146,307
Mossman Sims, R	Nurse Practitioner	143,220
Campos-Santos, C	Research Program Evaluation Analyst	135,495
Haji, I	Clinical Supervisor	130,736
Bloxom, C	Nurse Practitioner	127,015
La Rosa, N	Public Educator	122,847
Ewasiuk, J	Nurse 3	122,168
Collin, S	Clinical Supervisor	122,154
Stewart, A	Nurse 4	121,777
Sparkes, C	Coordinator	120,720
Vijayanathan, K	Director of Community Health Wellness	118,660
Juarez-Barros, M	Counsellor	117,971
McLennan, L	Director of Human Resources Organization Dev	117,471
Bashuk, L	Counsellor	117,397
Robertson, S	Director of Mental Health Crisis Services	116,989
Padilla, C	Counsellor	115,832
Ringland, K	Nurse 3	115,320

Klinic, Inc.
Schedule of Compensation of \$85,000 or More
For the year ended March 31, 2025

Name	Position	Earnings
Aguilar, M	Manager, Counselling Services	113,070
Leneveu, R	Social Worker	112,260
Surbey, K	Health Social Services Worker	112,231
Carlson, T	Counsellor – Trauma / Evolve	112,022
Warren, J	Volunteer Trainer	111,973
Chornoby, C	Coordinator	111,666
Ferrer, M	Director of Finance Operations	111,450
Klaric, L	Counsellor	111,027
Klassen Huebner, R	Manager, Clinical Health Services	109,884
Shanks, M	Physician	109,651
Armatas, J	Social Worker	109,559
Pauls, C	Counsellor	109,556
Ready, R	Manager, Crisis Program	109,386
Partyka, C	Nurse 3	109,232
Sorro, J	Coordinator	106,519
Baker, R	Counsellor	103,696
Marcial, J	Director of Fund Development	103,275
Heron, N	Counsellor	101,097
Freeman, T	Counsellor	99,910
Askin, C	System Navigator	98,421
Gosselin, R	Counsellor	98,225
Aubry, K	Counsellor	98,164
Brett, M	License Practical Nurse	97,979
Neustaedter, K	Manager, Hummingbird Program	96,902
Lowe, H	Clinical Supervisor	96,314
Begg, L	Dietitian	96,126
Morran, T	Social Worker	95,735
Lobach, O	Counsellor – Trauma / Evolve	95,126
Janzen, K	Nurse Practitioner	94,905
Burrows, W	Project Manager	94,491
Fukushima-Dyal, D	Counsellor – Trauma / Evolve	92,881
Andrich, K	Counsellor	92,407
Gledhill, D	Counsellor	92,403

Klinic, Inc.
Schedule of Compensation of \$85,000 or More
For the year ended March 31, 2025

Wilson, J	Counsellor – Trauma / Evolve	91,491
Wiebe, T	Clinical Supervisor / Counsellor	91,036
Hale, S	Counsellor – Trauma / Evolve	90,342
Jasysyn, L	Counsellor	89,290
Sellwood, J	Counsellor	88,556
Martin-Heiken, D	Nurse 3	88,154
Nacci, K	Nurse 3	87,435
Sparkes, M	Counsellor – Trauma / Evolve	85,391