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Independent Auditor's Report Schedule of Compensation

To the Members of TRAVEL MANITOBA

Opinion

We have audited the Schedule of Compensation (the "Schedule") of TRAVEL MANITOBA (the "Organization") for the year ended December 31, 2021 and a summary of significant accounting policies.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act (the "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 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

We draw attention to the Note to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Organization to meet the reporting requirements of the Act referred to above. 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 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 the Organization'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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, 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.

BDO Canada LLP

Chartered Professional Accountants

Winnipeg, Manitoba
June 22, 2022

TRAVEL MANITOBA Note to Schedule of Compensation

For the year ended December 31, 2021

Basis of Accounting

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the Organization shall disclose to the public in accordance with the Act the amount of compensation that it pays or provides in the year directly or indirectly. Compensation means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites. The amounts meeting the requirement for disclosure are listed below:

a) Chairperson of the Board of Directors (over \$75,000)	<u>\$ Nil</u>
b) Aggregate compensation of all Board Members	<u>\$ 16,495</u>
c) Compensation of Officers and Employees over \$75,000	

<u>Name</u>	<u>Title</u>	<u>Amount</u>
Evans, D.	Digital Experience Specialist	\$84,340
Ferguson, C.	President & Chief Executive Officer	\$217,897
Krosney, A.	Senior Digital Marketing Manager	\$91,639
Mallare, J.	Human Resource Business Partner	\$79,904
McKie, R.	Director, Finance & Operations	\$116,600
Sandron, B.	Executive Vice President & COO	\$178,419
Schultz, R.	Database & IS Specialist	\$77,501
Swenarchuk, M.	Senior Manager, Market Development	\$98,455
Tenuta, J.	VP, Destination Management	\$116,308
Tuli, N.	Senior Content Marketing Manager	\$89,784
Whitfield, L.	VP, Communications & Stakeholder Engagement	\$140,442
Wood, E.	Destination Management Initiatives Specialist	\$77,710