

Manitoba Liquor and Lotteries Corporation

**Schedule of Compensation for
The Public Sector Compensation Disclosure Act
Year ended December 31, 2023**

Independent auditor's report

To the Board of Directors of
Manitoba Liquor and Lotteries Corporation

Opinion

We have audited the accompanying schedule of compensation for *The Public Sector Compensation Disclosure Act* of **Manitoba Liquor and Lotteries Corporation** [the "Corporation"] for the year ended December 31, 2023 and a summary of other explanatory information [together, the "schedule"].

In our opinion, the financial information in the schedule for the year ended December 31, 2023 is prepared, in all material respects, in accordance with 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 the Corporation in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our 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 notes 2 and 3 to the schedule, which describe the basis of accounting. The schedule is prepared to assist the Corporation to meet the requirements of section 2 of *The Public Sector Compensation Disclosure Act*. 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 of the Corporation is responsible for the preparation of this 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 the Corporation'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 general 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 general 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 Corporation'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 24, 2024

Ernst & Young LLP

Chartered Professional Accountants

Manitoba Liquor and Lotteries Corporation
Schedule of Compensation
The Public Sector Compensation Disclosure Act
Year Ended December 31, 2023

Name	Position	Compensation
Aasland, Heather	Manager, Gaming Centre	107,941.61
Abbott, David	Technical Lead Server	97,494.60
Anastasio, Danny	Manager, Casino Banking	113,059.24
Anastasio, Giacomo	Executive Vice President, Gaming and Entertainment	225,572.64
Anderson, Neil	Cyber Security Engineer	119,398.20
Atanacio, Ken	Lead Developer	96,312.40
Atwal, Manpreet	President and Chief Executive Officer	122,344.30
Audet, Martial	Integrated Systems Technician III	100,185.57
Ayele, Yosef	Senior Technical Specialist Network	93,081.95
Bacon, Robert	Senior Project Manager	103,976.10
Bale, Bruce	Electrical Construction Services Technician	87,270.09
Banera, Timothy	Supervisor, Application Services	96,739.26
Barry, Karen	Manager, First Nations Gaming	103,766.78
Batacan, Dennis	Director, Technology Planning and Architecture	147,492.04
Batista, Tony	Manager, Scheduling and HR Connect Centre	87,949.50
Beger, Melissa	Store Manager 3	85,507.35
Bell, Susan	Change Management Consultant	88,907.73
Berehulka, Kelvin	Program Manager, Entertainment and Events	108,257.24
Bergmann, Karl	Manager, Security Support Systems and Technical Security	133,314.74
Bergmann, Rhena	Director, Gaming Centre	151,900.80
Bevilacqua, Stefano	Business Planning and Store Development Coordinator	157,722.07
Bigwood, Robert	Assistant Controller	99,779.70
Boisjoli, Sheilagh	Manager, Employee and Labour Relations	107,091.21
Bonne, Cheryl	Human Resources Consultant, Total Rewards	89,913.76
Borlase, Barbara	Manager, Architecture, Analysis and Recovery	109,361.20
Boux, Mitch	Senior Coordinator, Security Programs	88,338.70
Boyda, Jason	Store Manager 4	98,796.19
Brandford, Paul	Manager, Policy and Regulatory Compliance	109,720.00
Braun, Maria	Manager, Initiatives Delivery	118,966.44
Bremner, Tracey	Vice President, Human Resources and Corporate Security	219,180.31
Bucci, Gino	Management Supervisor, Distribution Centre	93,983.61
Buchanan, John	Manager, Commercial Customer Sales	112,872.97
Buchannon, Terrance	Senior Technical Specialist Server	94,713.26
Bulka, Linda	Program Manager, Diversity, Equity and Inclusion	88,021.20
Burch, Stephen	Assistant Controller	100,860.76
Burdy, Jarett	Director, Casino Operations	135,266.51
Bzovey, Mark	Manager, Facilities Services	108,086.68
Cammaert, Ryan	Manager, Customer Intelligence and Analytics	119,759.25
Campbell, Rodney	Corporate Investigator	86,538.93
Carlson, Gavin	Manager, Technical Services	87,672.70
Chaput, Colette	Director, Internal Audit	130,070.62
Chartier, Jo-Lyne	ITS Procurement Specialist	85,428.09
Chichlowski, Lisa	Store Manager 4	100,091.10
Chua, Mark	Business Planning and Development Analyst	88,021.20
Cielen, Irene	Safety and Health Officer	104,671.57
Columbie Avin, Janet	Senior Organizational Development Consultant	90,013.43
Comte, Justin	Program Manager, Liquor Strategy	88,947.60
Crighton, Ciji	Store Manager 4	94,780.53
Cunha, Margaret	Category Manager	91,847.19

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Name	Position	Compensation
Dacquay, Roger	Manager, Supply Chain and Commercial Partners	116,706.52
Dale, Christopher	Controller, Liquor Operations	116,592.90
Daley, Trevor	Store Manager 4	91,437.45
Daniels, Kellie	Store Manager 4	99,285.56
Dare, Glen	Manager, Gaming Centre	94,459.98
Davidson, Carin	Social Responsibility Consultant	88,421.20
De Melo, Cheryl	Senior Audit and Risk Management Professional	107,520.42
de Meyer, Amber	Director, Marketing	107,997.94
DeBeer Dagg, Donna	Program Manager, Sustainable Development	106,023.01
DeGroot, Kari	Manager, Community Support	91,073.78
Delaney, Michael	Communications Officer	88,757.95
Demkiw, Shannon	Supervisor, Systems and Client Support	99,531.87
Derby, Christopher	Manager, Retail Support	104,063.58
Desrosiers, Jayme	Developer 3	87,705.60
Dionne, Coreen	Director, HR Operations and Total Rewards	111,760.42
Dolyniuk, Jennifer	Manager, District Sales	120,425.29
Ducharme, Tanya	Manager, Safety and Health	88,584.98
Dueck, Thomas	IT Project Manager	98,163.60
Dumonceaux, Alain	Director, Food and Beverage and Events	149,951.64
Dungca, Janice Concepcion	Senior Audit and Risk Management Professional	107,230.40
Dzadzara, Kevin	Controller, Corporate	124,918.06
Ehr, Jennifer	Manager, Marketing Services	107,913.87
Einerson, Michael	Principal, Enterprise Architect	86,491.20
Eisler, Kevin	Project Manager, Gaming	98,421.04
Eliasson, Daniel	Director, Cannabis Operations	124,798.00
Erickson, Daniel	Senior Technical Specialist	86,866.34
Falkingham, Dale	Program Manager Strategic Planning and Development	92,926.96
Fedoruk, William	Senior Enterprise Architect	121,350.81
Figueiredo, Charlene	Project Manager, Strategic Initiatives	91,829.96
Firbank, Viviana	E Learning and Development Consultant	89,191.13
Franklin, Kimberly	Business Analyst, Human Resources	87,718.27
Friesen, Wayne	Manager, Financial Analysis	115,505.12
Frost, Wesley	Manager, District Sales	122,252.55
Gallano, Alvin	IT Technical Specialist	91,286.16
Ganotisi, Noel	Data Quality Analyst	88,678.88
Gareau, Brian	Manager, Technical Operations	123,504.40
Geirnaert, Nadine	Manager, Recruitment	107,917.69
Geron, Cesar	Senior Information Security Specialist	91,701.22
Geurts, Ryan	Senior Enterprise Architect, Cyber Security	125,017.59
Gibson, Stacey	Manager, Investigations and Loss Prevention	117,821.20
Gilbart, Jonathan	Store Manager 4	96,079.51
Gilbert, Marie	Manager, Table Games	105,436.85
Gilmour, Perry	Project Manager	107,419.23
Glenat, Jaime	Program Manager, Engagement	95,150.70
Glowatsky, Cary	Integrated Systems Technician III	98,682.08
Gosselin, Charmaine	Social Responsibility Consultant	88,269.93
Graham, Mathieu	Senior Technical Specialist Server	96,786.81
Gray, Jason	Manager, District Sales	125,751.02
Gray, Nicholas	Supervisor, Technology Services	100,175.20

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The Public Sector Compensation Disclosure Act
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Name	Position	Compensation
Gulbinski, Colleen	Shift Supervisor, Bank	91,464.99
Hagborg, Robert	Manager, Distribution Centre	118,030.30
Han, Qiang	Director, Supply Chain	131,236.09
Hanson, William	Manager, Application Services	106,233.20
Hapko, Glenda	Store Manager 3	102,973.50
Harrison, Susan	Program Manager, Communications	95,528.41
Hasse, Karl	Store Manager 4	140,766.43
Hempel, Michael	Senior Information Security Specialist	87,272.77
Hernando, Benjamin	Audit and Risk Management Professional	99,749.68
Hill, Heather	Manager, Strategic Program Implementation	124,438.52
Hlady, Courtney	Store Manager 3	88,850.80
Holmberg, Robert	Executive Vice President, Liquor and Cannabis	260,571.90
Horechny, Jason	Program Marketing Manager, Liquor	101,269.13
Hughes, Daniel	Senior Coordinator, Security Systems Programs	93,617.34
Hyland, William	Senior Technical Specialist Server	92,330.14
Ingram, Valerie	Manager, Contracts	104,447.37
Irvine, Katherine	Manager, Electronic Gaming	108,990.30
Jain, Richa	Liquor Operations Project Manager	94,852.85
James, Renee	Manager, HR Systems	109,541.92
Janik, Natalie	Manager, IT Business Operations	111,630.42
Janzen, Kurt	General Manager, Commercial Gaming	151,795.31
Johannesson, Christopher	Manager, Food and Beverage Operations	94,531.89
Johnson, Janet	Time Reporting Analyst	85,283.72
Johnson, Laureen	Senior Systems Analyst	87,021.09
Kaminsky, Robert	Senior Technical Specialist Network	87,370.80
Kaschl, Michelle	Senior Organizational Development Consultant	93,105.36
Kelbert, Scott	Electrical Services Specialist Supervisor	96,848.11
Kennedy, Grant	Manager, Commercial Customer Sales	110,578.39
Kennedy, Laurie	Director, Corporate Responsibility	103,776.41
Kernoski, Lillian	Business Analyst, Human Resources	87,806.05
Kidd, Shawn	Finance Systems Administrator	86,099.60
King, Darren	Integrated Systems Technician II	86,310.62
Kingsland, Karen	Business Transformation Advisor	94,880.05
Kletke, Lorne	Communications Officer	88,033.13
Kneller, Carol	Manager, District Sales	113,055.40
Korchynski, Yuri	Technical Lead Network	98,585.36
Kowal, Andrea	Director, Corporate and Public Affairs	118,474.28
Kowal, Stephen	Warehouse Dispatcher	96,525.28
Kozier, Daniel	Program Manager, Supply Chain Cannabis	97,874.09
Kraemer, Mark	Senior Risk Analyst	90,246.49
Kramarczuk, Mariola	Manager, Table Games	111,879.35
Krevesky, Warren	Supervisor, Technology Services	99,515.87
La, Alice Ai Hue	Senior Total Rewards Consultant	90,565.18
Labossiere, Marc	Manager, Risk Management	133,052.46
Lafond, Richard	Director, Gaming Technical Services	136,753.37
Lafreniere, Robert	Lead Developer	98,824.54
Lamoureux, Andrew	Manager, Supply Chain Systems and Processes	113,713.75
Lange, Andrew	Manager, Facilities Services	111,173.48
Lapkin, Meyer	Program Manager, Strategic Gaming Development	97,878.21

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Name	Position	Compensation
Larner, Melanie	Director, Recruitment, Development and Inclusion	118,777.92
Larson, Carol	Manager, Gaming Products and Programs	105,587.20
Laurin, Heidi	IT Project Manager	87,365.69
LeCunff, Arlys	Director, HR Operations and Total Rewards	86,987.00
Lennon, Richard	Manager, Social Responsibility	105,852.29
Letkeman, Bryan	Director, Liquor Commercial Sales	139,480.57
Line, Ryan	Electrical Construction Services Technician	86,857.90
Lunin, Oksana	Lead Developer	96,312.40
Lysak, Darren	Program Marketing Manager, Gaming	105,737.20
Macdonald, Andrew	Senior Audit and Risk Management Professional	97,431.51
Macdonald, Todd	Director, Corporate Property Services	109,616.25
MacKenzie, Robert	Corporate Investigator	95,208.86
Maitland, Craig	Manager, District Sales	105,044.49
Maleyev, Olga	ITS Architect	121,100.40
Mandelbaum, Marcelo	Program Manager, Facility Development	92,757.19
Marcynuk, Kristin	Category Manager	86,913.97
Marquardson, Christopher	Supervisor, Application Services	95,662.91
Marquez, Margaret	Change Management Consultant	88,302.85
McCarthy, Lee	Manager, Player Services	112,417.18
McCorriston, Colleen	Workplace Accommodation Consultant	90,905.65
McEvoy, Alanna	Manager, Records and Information Compliance	100,658.10
McGurk, Melanie	Senior Labour Relations Consultant	109,176.30
McGurk, Shawn	Director, Corporate Security	155,776.43
McKenzie, Megan	Management Supervisor, Distribution Centre, Home Delivery	92,182.77
Mehrabian, Tahmaseb	Senior Systems Analyst	85,886.88
Meier, Martina	Operations Analyst, Human Resources	87,288.97
Meyers, Todd	Manager, Casino Security	102,627.21
Miller, Kerri-Lynn	Project Manager	92,746.80
Miller, Raymond	Manager, Culinary Operations	111,626.19
Miller, Roberta	Operations Analyst, HR	85,722.00
Modha, Pratik	Stakeholder Relations Officer	88,021.20
Mogk, Myles	Management Supervisor, Distribution Centre	91,945.03
Mohammed, Siddhiqua	Liquor Operations Accountant	89,072.50
Mohr, Regan	General Manager, Casino Operations and Strategy	146,178.00
Mongula, Christopher	Director, Accounting	108,893.15
Montanino, Andrea	Category Manager	92,783.68
Moodie, Morten	Program Manager, Promotions and Events, Gaming Centre	98,350.56
Mowbray, Robert	Store Manager 3	86,964.05
Narayanasami, Vishnu	Senior Project Manager	105,852.27
Nevraumont, Wayne	Category Manager	98,074.09
Nichols, Cheryl	Manager, Total Rewards	108,443.92
Nietrzeba, Kevin	Senior Project Manager	108,943.27
Nitchie, Richard	HVAC and R Journeyperson Technician	87,761.03
Nordien, John	ITS Architect	106,546.51
Norris, Michelle	Manager, Lottery Strategy and Retail Operations	96,759.88
Ogg, Mark	Manager, Product Administration and Pricing Development	120,463.85
Olson, Elisabeth	Legal Counsel, Commercial	93,248.24
Olson, Erik	IT Technical Specialist	88,926.04
Onagi, Kenneth	Senior Policy Advisor	88,269.93

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Name	Position	Compensation
Ong, Frank	IT Technical Specialist	90,228.88
Opina, Ronaldo	IT Project Manager	96,536.53
Pandey, Indresh	Senior Technical Specialist Network	94,174.97
Parisien, Christopher	HVAC and R Journeyperson Technician	85,838.05
Park, Linda	Corporate Investigator	91,430.86
Parreno, Victorio	Systems Analyst	93,163.49
Paseshnik, Gregory	Director, Programming and Partnerships	134,842.80
Patel, Binal	Lead Quality Assurance Analyst	88,302.81
Patel, Diptin	Senior Technical Specialist ERP	91,764.19
Peacock, Kyle	Store Manager 4	92,571.39
Peebles, Shelley	Manager, Gaming Centre	101,554.07
Perras, Rachelle	Management Supervisor, Visual Merchandising	89,619.55
Pescitelli, Matthew	Store Manager 4	93,437.45
Phillips, Daniel	Manager, Security and Surveillance Systems	107,498.23
Picklyk, Joseph	Program Manager, Operations Excellence	118,704.08
Porter, Ryan	Manager, Partnerships	117,771.20
Prak, Bunthan	Audit and Risk Management Professional	99,467.26
Puro, Raymond	Program Marketing Manager, Corporate	106,307.53
Raeburn, Drew	Director, Casino Operations	134,742.00
Rattan, Kevin	Manager, Support Services	106,509.16
Read, Michael	Manager, Food and Beverage Operations	98,624.74
Reid, Jeff	Director, Retail Stores	172,221.18
Reimer, Troy	IT Project Manager	94,984.10
Reina, O. Ricardo	Senior Systems Analyst	87,451.21
Rempel, Craig	Management Supervisor, Distribution Centre	90,043.10
Rice, Danielle	Vice President, Marketing and Communications	220,848.39
Rogers, Paul	Manager, Liquor Programming and Experience	124,515.32
Rosati, Odessa	Program Manager, Change Management	97,571.81
Rossier, Tracy	Store Manager 4	98,283.66
Rupps, Rodney	Senior Technical Specialist ERP	88,691.46
Rurak, Todd	HVAC and R Journeyperson Technician	92,377.48
Ryall, Dan	Vice President, General Counsel and Corporate Secretary	240,373.38
Sacco, Carly	Social Responsibility Consultant	88,431.21
Sachs, Harald	Senior ESM Administrator	97,211.60
Sagar, Amandeep	Business Analyst, Human Resources	87,685.89
Salamacha, Laura	Program Manager, Property and Leasing	108,020.40
Salazar, Francis	Gaming Compliance Officer	88,001.94
Salon, Fernando	Marketing, Community Relations and HR Accountant	90,013.93
San Miguel, Redentor	Manager, Gaming Development	121,166.40
Santos, Sandra	Shift Supervisor, Electronic Gaming	90,035.14
Scheepers, Eric	Manager, Commercial Customer Sales	108,093.32
Schneider, Craig	Manager, Event Centre Operations	91,623.66
Scott, Karen	Director, Casino Operations	107,741.40
Sharp, Michelle	Store Manager 4	88,084.45
Shaver, Paula	Program Manager, Business Process	99,367.11
Shaw, Cory	Store Manager 3	89,891.07
Shewchuk, Todd	Senior Gaming Compliance Officer	99,055.34
Shirtliff, David	Technical Lead ERP	85,656.35
Shorting, Darryl	Senior Technical Specialist Gaming	90,837.97

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Name	Position	Compensation
Sichewski, Spencer	IT Technical Specialist	88,077.54
Smythe, Sean	Manager, Technology Services	106,414.20
Solberg, Caroline	Manager, Warehouse and Uniforms	105,243.87
Sousa Machado, Catarina	Senior Audit and Risk Management Professional	107,659.70
Speliers, Jacques	Cyber Security Engineer	122,423.19
Steffensen, David	Enterprise Architect	113,561.20
Stelter, Mike	Manager, Casino Security	107,191.12
Stetch, Michael	Financial Reporting Accountant	106,755.45
Storey, Dawn	Management Supervisor, Distribution Centre	89,155.37
Strick, Michael	HRMS Report Analyst	93,309.29
Sul, Gerry	President and Chief Executive Officer	366,776.17
Sweeney, Celeste	Project Manager	99,324.93
Szostak, Keith	Manager, Facilities Operations Retail	104,753.44
Szuminsky, Andrew	Integrated Systems Technician III	91,373.49
Taft, Donald	Integrated Systems Technician II	85,645.64
Tarr, Micheal	Program Manager, Micro Craft Manufacturers	100,683.20
Taylor, Mallory	Director, Client Services	126,969.78
Taylor, Susan	Manager, Specialty Wine Stores	105,637.27
Thordarson, Stefan	Manager, House and Grounds	100,157.45
Tibold, Matthew	IT Technical Specialist	90,564.82
Tinck, Shelley	Director, Casino Operations	135,314.83
Tran, Tin	Controller, Gaming and Entertainment	119,975.77
Trombo, Kevin	Director, Information Technology	153,031.10
Trotter, Laurel	Program Manager, Communications	96,919.67
Trudel, Martin	Director, Employee Relations, Safety and Wellness	136,104.32
Tse, Norma	Capital Management Accountant	89,904.07
Tulner, Pieter	Integrated Systems Technician II	86,557.66
Ul Haque, Ahmed	Database Administrator	88,239.17
Urquhart, Ian	Chief Financial Officer	223,616.67
Van Den Bosch, Casey	Manager, iGaming	105,587.20
Van Dinther, Johannes	Electrical Construction Services Technician	88,065.77
VandenBerg, Jayme	Manager, Digital Media	85,756.40
Vanstone, Michael	IT Technical Specialist	88,550.09
Walker, Michelle	Manager, Employee Wellness and Workplace Accommodation	111,284.40
Walld, James	HVAC Systems Specialist Supervisor	99,845.47
Wasnick, James	Manager AML Compliance	105,036.48
Waytt, James	Developer 3	91,203.63
Waywood-Joyce, Travis	Director, Architecture and Cyber Security	148,663.53
Weber, Cheryl	Audit and Risk Management Professional	89,549.72
Weligamage, Rajika	Commercial Gaming Accountant	90,633.51
Whalley, Lesley	Liquor Operations Project Manager	94,261.20
Wiebe, Jeff	Director, Central Services	134,142.73
Wilkinson, Matthew	Director, Corporate Procurement	126,632.90
Wilson, Shannon	Manager, Initiatives Operations	123,457.20
Yaren, Kara-Anne	Legal Counsel Labour and Employment	105,800.99
Young, Brian	Asset Fraud Protection Analyst	89,955.60
Yusuf, Abiodun	Technical Lead Database	86,360.64
Zalizniak, Lindsay	Communications Officer	87,257.40
Zaman, Munna	Chief Information Officer and Vice President, Information Technology	249,046.89

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Name	Position	Compensation
Zaric, Richard	Program Manager, Customer Intelligence and Analysis	107,180.66
Zazula, Darryl	Director, Casino Operations	116,968.80
Zebrowski, Deirdre	Program Manager, Government and Stakeholders Relations	99,826.08
Zitaruk, Russ	Integrated Systems Technician II	86,193.38

Notes:

1) In addition, compensation in the aggregate to members of the Board of Directors totaled \$115,166.69 for the year ended December 31, 2023.

2) The compensation amount is calculated in accordance with the requirements of *The Public Sector Compensation Disclosure Act* and includes all payments for regular salary, overtime, acting pay, statutory holiday pay, retirement/severance payments, lump-sum payments, vacation pay-outs, professional dues, allowances with respect to vehicles, any subsidy with respect to living accommodations, and the value of the taxable benefit derived from vehicles, loans and group insurance.

3) *The Public Sector Compensation Disclosure Act* requires public sector bodies to disclose:

* Compensation paid to the chairperson of the Board of Directors if the chairperson's compensation totals \$85,000 (indexed) or more;

* The aggregate of compensation paid to the members of the Board of Directors; and

* Compensation paid to each of the officers and employees whose compensation is \$85,000 (indexed) or more.