

**PEGUIS FIRST NATION  
Supplementary Financial  
Reporting**

**Schedule of Salaries, Honoraria,  
Travel Expenses, and Other  
Remuneration  
For the year ended March 31, 2012**

**PEGUIS FIRST NATION**  
**Supplementary Financial Reporting**  
For the year ended March 31, 2012

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## Review Engagement Report

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### To the Members of PEGUIS FIRST NATION

At the request of **PEGUIS FIRST NATION**, we have reviewed the Schedule of Salaries, Honoraria, Travel Expenses and Other Remuneration of **PEGUIS FIRST NATION** for the year ended March 31, 2012, calculated pursuant to the requirements of the Department of Aboriginal Affairs and Northern Development Canada 2011-12 Year-end Reporting Handbook.

Our review was made in accordance with Canadian generally accepted standards for review engagements, and accordingly, consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the Association.

A review does not constitute an audit and, consequently, we do not express an audit opinion on this Schedule of Salaries, Honoraria, Travel Expenses and Other Remuneration.

Based on our review, nothing has come to our attention that causes us to believe that this Schedule of Salary, Honoraria and Travel Expenses is not, in all material respects, in accordance with the requirements of the Department of Aboriginal Affairs and Northern Development Canada 2011-12 Year-end Reporting Handbook.

*BDO Canada LLP*

Chartered Accountants

Winnipeg, Manitoba  
October 16, 2012

**PEGUIS FIRST NATION**  
**Schedule of Salary, Honoraria, Travel Expenses and Other**  
**Remuneration**  
**(Unaudited)**

**For the year ended March 31, 2012**

<u>Individual</u>	<u>Position</u>	<u># of months</u>	<u>Salary</u>	<u>Honoraria</u>	<u>Other Remuneration</u>	<u>Total</u>	<u>Travel Expenses</u>
	<b><u>Elected Officials</u></b>						
Bear, Brian	School Board Member	12	46,997	-	6,454	53,451	5,004
Bear, Mary T.	Councillor	12	80,000	-	9,790	89,790	74,104
Bird, (Debra) Darlene	Councillor	12	80,000	-	14,490	94,490	64,964
Cochrane, Glen	Former Councillor	-	4,160	-	49,843	54,003	884
Hudson, Glenn	Chief	12	100,000	-	11,009	111,009	82,689
Sinclair, Tracy	School Board Member	12	42,246	-	6,215	48,461	6,216
Stevenson, Louis	Councillor	12	80,000	-	640	80,640	64,626
Sutherland, Carrie Y.	School Board Member and Director	12	99,570	-	8,892	108,462	10,496
Sutherland, Glennis	Former Councillor	-	2,038	-	36,865	38,903	13,611
Sutherland, Mike	Councillor	12	80,000	-	2,225	82,225	75,773
	<b><u>Appointed Officials</u></b>						
Ayerst, Bernice	Housing Board	12	-	5,200	-	5,200	1,431
Bear, Larry	Al-care Centre Board	12	9,009	12,360	9,147	30,516	4,565
Bear, Maurice	Health Centre Board	12	10,116	4,750	564	15,430	200
Bear, Josephine	Healing Centre Director and Housing Board	12	60,008	850	1,650	62,508	7,177
Bear, Maurice	Health Centre Board	12	-	1,500	-	1,500	-
Campbell, Pauline M.	Health Centre Board	12	-	1,500	-	1,500	-
Cochrane, Dean	Justice Committee	12	-	700	-	700	-
Daniels, Geraldine	Al-care Centre Board	12	-	12,360	-	12,360	3,325
Delorme, Robert	Senior Centre Board	12	-	1,150	-	1,150	-
Fiddler, Margaret A.	Senior Centre Board	12	-	1,450	-	1,450	-

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**(Unaudited)**

**For the year ended March 31, 2012**

<u>Individual</u>	<u>Position</u>	<u># of months</u>	<u>Salary</u>	<u>Honoraria</u>	<u>Other Remuneration</u>	<u>Total</u>	<u>Travel Expenses</u>
	<b>Appointed Officials</b> (continued)						
Flett, Margaret May	Justice Committee	12	-	550	-	550	-
Gleich, Bertha	Health Centre Board	12	-	1,500	-	1,500	-
Genaille, Ken	Health Centre Board	12	-	1,000	-	1,000	-
Manningway, Alex	Housing Board	12	-	4,350	-	4,350	750
Manningway, G. Wayne	Housing Board	12	300	5,151	-	5,451	805
Manningway, Irene	Justice Committee	12	-	4,699	-	4,699	-
Mason, Raymond	Governance Committee	12	-	2,000	-	2,000	-
McCorrister, Elva	Governance Committee	12	-	100	-	100	-
McCorrister, Lawrence	Governance Committee	12	-	450	-	450	-
Sanderson, Mary Margaret	Justice Committee	12	-	4649	-	4,649	-
Sinclair, Alfreida	Governance Committee	12	-	1,050	-	1,050	-
Sinclair, Henry James	Governance Committee	12	-	850	-	850	-
Sinclair, Lloyd	Dev Corp Board/ Governance Committee	12	-	2,000	-	2,000	1,329
Spence, Della	Al-care Centre Board	12	34,548	12,360	5,155	52,062	3,387
Spence, Walter	Governance Committee	12	-	900	-	900	-
Stevenson, Eugene	PFNTE Board	12	-	3,500	-	3,500	3,610
Stevenson, Kathy	Senior Centre Board	12	-	300	-	300	-
Stevenson, Shirley	Health Centre Board	12	-	1,500	-	1,500	-
Stranger, Chris	Senior Centre Board	12	-	800	-	800	-
Stranger, Dorothy	Justice Committee/Senior Centre board	12	-	6,049	-	6,049	-
Sutherland, Anita	Governance Committee	12	-	1,050	-	1,050	-
Sutherland, Maurice	Governance Committee	12	-	1,250	-	1,250	-

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**(Unaudited)**

**For the year ended March 31, 2012**

<u>Individual</u>	<u>Position</u>	<u># of months</u>	<u>Salary</u>	<u>Honoraria</u>	<u>Other Remuneration</u>	<u>Total</u>	<u>Travel Expenses</u>
	<b><u>Appointed Officials</u></b> (continued)						
Sutherland, Whelan	Dev Corp Board	12	-	4,126	-	4,126	-
Sutherland, William	Al-care Centre Board	12	-	12,360	-	12,360	4,346
Thomas, Larry	Al-care Centre Board	12	6,463	12,360	434	19,257	3,585
Thomas, Myrtle Lois	Justice Committee	12	-	3,599	-	3,599	-
Wastasecoot, Karen	Housing Board	12	-	5,500	-	5,500	751
	<b><u>Unelected Senior Officials</u></b>						
	Health Department Head	12	89,907	-	10,130	100,037	900
	Dev Corp General Manager	12	72,170	-	8,591	80,761	12,921
	Dev Corp Finance Department Head	12	63,542	-	8,215	71,757	6,973
	Traditional Healing Director	12	70,054	-	8,904	78,958	-
	Acting T&E Head	12	51,418	-	7,543	58,961	-
	Chief Operating Officer	12	79,997	-	9,855	89,852	11,791
	T&E Manager	12	62,130	-	8,376	70,506	5,742
	Al-care Centre Director	12	78,051	-	2,902	80,953	5,343
	Social Department Head	12	53,050	-	6,161	59,211	9,792
	Fisher Ambulance Manager	12	54,622	-	1,633	56,255	-
	Human Resources Director	12	78,572	-	8,403	86,975	5,412
	Home Hardware Manager	12	44,928	-	7,510	52,438	626
	PCH Department Head	12	64,690	-	8,239	72,929	1,417
	Treaty Committee Department Head	12	51,052	-	3,819	54,871	4,392
	Headstart/ Daycare Dept Head	12	57,741	-	8,239	65,980	-

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**(Unaudited)**

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	<b><u>Unelected Senior Officials</u></b> (continued)						
	Peguis Family Foods Manager	12	52,664	-	4,234	56,898	860
	Band Legal Department Head	12	65,000	-	7,704	72,704	200
	School Board Finance	12	100,008	-	17,131	117,139	7,100
	Band Finance Department Head	12	70,000	-	18,020	88,020	-
	Public Works & Housing Head	12	53,669	-	4,294	57,963	-
	Gaming Department Head	12	79,463	-	8,898	88,361	660

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**Remuneration**  
**Note to Schedule**  
**(Unaudited)**

For the year ended March 31, 2012

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**1. Definition of Salary, Honoraria, Travel Expenses and Other Remuneration**

Peguis First Nation follows the cash basis of accounting for this reporting. Travel expenses include payments to individuals for travel cost per diems at approved rates and costs paid to third parties. Travel costs related to medical travel are not included in travel expenses. Advances for travel claims are excluded from travel expenses. Unpaid accrued termination entitlements are not included in the reporting. Other remuneration includes all other payments made to individuals that are not the result of reimbursements and include employee benefits such as employer CPP, EI, group insurance and pension contributions. Other remuneration for chief and council includes payments made under the Council Transition Policy which provides Chief and Council members who have been elected for at least 24 months with a termination benefit based on the number of years of service.