

Siksika Nation
Schedules of Salaries, Honoraria, Travel Expenses and
Other Remuneration for Unelected Senior Officials and Board Members
For the year ended March 31, 2016

Contents

Review Engagement Report	2
Schedules of Salaries, Honoraria, Travel Expenses and Other Remuneration	
Unelected Senior Officials	3
Board Members	4



Tel: 403 266 5608
Fax: 403 233 7833
Toll-Free: 888 444 4840
www.bdo.ca

BDO Canada LLP
903 - 8th Avenue SW, Suite 620
Calgary AB T2P 0P7 Canada

Review Engagement Report

To the Members of Siksika Nation

At the request of Siksika Nation (the "Nation"), we have reviewed the Schedules of Salaries, Honoraria, Travel Expenses and Other Remuneration for Unelected Senior Officials and Board Members of the Nation for the year ended March 31, 2016, calculated pursuant to the requirements of the Department of Indian Affairs Year-end Reporting Handbook dated March 31, 2016. 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 Nation.

A review does not constitute an audit and consequently we do not express an audit opinion on the Schedules of Salaries, Honoraria, Travel Expenses and Other Remuneration for Unelected Senior Officials and Board Members of the Nation.

Based on our review, nothing has come to our attention that causes us to believe that this Schedules of Salaries, Honoraria, Travel Expenses and Other Remuneration for Unelected Senior Officials and Board Members of the Nation is not, in all material respects, in accordance with the requirements of the Department of Indian Affairs Year-end Reporting Handbook dated March 31, 2016.

BDO Canada LLP

Chartered Professional Accountants

Calgary, Alberta
July 25, 2016

Siksika Nation
Schedule of Salaries, Honoraria, Travel Expenses and Other Remuneration Paid to
Unelected Senior Officials
For the year ended March 31, 2016

<i>Name</i>	<i>Department</i>	<i>Position (1)</i>	<i>Number of months (2)</i>	<i>Salary (\$)</i>	<i>Other remuneration (\$) (3)</i>	<i>Subtotal (\$)</i>	<i>Travel expenses (\$)</i>	<i>Total (\$)</i>
Romeo Crow Chief	Tribal Administration	Tribal Manager	12	\$ 150,000	\$ -	\$ 150,000	\$ 19,804	169,804
Vincent Andrew	Treasury	CFO	12	150,000	-	150,000	1,896	151,896
Ian Breaker	Administration & Operations	Senior Manager	12	75,168	-	75,168	873	76,041
Amelia Clark	Old Sun Community College	Dean	12	131,114	-	131,114	3,258	134,372
Dyan Breaker	Justice	Senior Manager	12	75,168	-	75,168	7,243	82,411
Eric Red Gun	Housing	Senior Manager	8	55,034	-	55,034	4,573	59,607
Merlin Breaker	Siksika Child and Family Services	CEO/Management	12	115,558	-	115,558	12,482	128,040
Floria Duck Chief	Community Support Services	Senior Manager	12	75,153	-	75,153	7,771	82,924
Keon Doore	Public Works	Senior Manager	12	75,168	-	75,168	7,428	82,596
Joe Weasel Child	Land Claims	Senior Manager	12	62,640	-	62,640	16,729	79,369
Tyler White	Siksika Health Services	CEO/Management	12	109,153	1,899	111,052	13,448	124,501
Jack Royal	BCHP	General Manager	12	110,000	-	110,000	18,390	128,390
Darren Many Heads	Natural Resources	Senior Manager	12	56,043	-	56,043	6,010	62,053
Ida Duck Chief	Membership	Senior Manager	12	76,672	-	76,672	12,997	89,669
Lenora Rabbit Carrier	Siksika Board of Education	Superintendent	4	48,650	-	48,650	5,559	54,209
Genevieve Fox	Siksika Board of Education	Superintendent	8	80,282	-	80,282	5,761	86,043
Lars Duck Chief	Land Management	Senior Manager	12	61,642	-	61,642	18,186	79,828
Reynold Medicine Traveller	Flood Rebuild Team	Program Coordinator	12	95,055	3,698	98,753	22,542	121,295
Senior Management	SRDL	CEO/Management	12	430,921	-	430,921	38,065	468,986
				\$ 2,033,421	\$ 5,597	\$ 2,039,018	\$ 223,015	\$ 2,262,033

- (1) For the purposes of this schedule, unelected senior officials are executive directors, band managers, senior program directors, and senior program managers.
- (2) The number of months during the fiscal year the individual was a senior official or was on staff.
- (3) Other remuneration represents any amount paid for remuneration that is a benefit but not part of a salary or honoraria.
- (4) Siksika Resource Development Ltd. amounts represent the remuneration paid to the CEO and other members of senior management.

Siksika Nation
Schedule of Salaries, Honoraria, Travel Expenses and Other Remuneration Paid to
Board Members
For the year ended March 31, 2016

Name	Department	Position	Number of months (1)	Salary and honoraria (\$)	Other remuneration (\$) (2)	Subtotal (\$)	Travel expenses (\$)	Total (\$)
Mario Water Chief	Siksika Treasury	Director	12	\$ 6,730	\$ -	\$ 6,730	\$ 1,550	\$ 8,280
Everett Jerry	Siksika Treasury	Director	5	2,230	-	2,230	735	2,965
Clement Doore	Siksika Treasury	Director	10	6,280	-	6,280	1,663	7,943
Lloyd Good Eagle	Siksika Treasury	Director	9	4,030	-	4,030	905	4,935
Lena Running Rabbit	Siksika Treasury	Director	1	450	-	450	-	450
Alayna Many Guns	Siksika Treasury	Director	1	600	-	600	-	600
Matthew Many Heads	Siksika Treasury	Director	1	600	-	600	-	600
Roy Bear Chief	Siksika Family Services	Director	2	1,000	-	1,000	370	1,370
Derrick Brass	Siksika Family Services	Director	12	14,311	6,814	21,125	13,377	34,502
Eldon Weasel Child	Siksika Family Services	Director	12	55,000	-	55,000	60,149	115,149
Roger Leather	Siksika Land Claims	Director	12	9,501	-	9,501	3,161	12,662
Adrian Soloway	Siksika Land Claims	Director	12	10,301	-	10,301	3,905	14,206
Maureena Pretty Youngman	Siksika Land Claims	Director	12	9,001	-	9,001	911	9,912
Leo Pretty Youngman Jr.	Siksika Land Claims	Director	12	6,400	-	6,400	1,776	8,176
Darrell Breaker	Siksika Land Claims	Director	12	2,301	-	2,301	1,047	3,348
John Patrick	Siksika Land Claims	Director	12	1,600	-	1,600	569	2,169
Teresa Bear Chief	Siksika Health Services	Director	12	-	9,158	9,158	13,448	22,606
Debbie Smith	Siksika Health Services	Director	12	-	5,850	5,850	11,028	16,878
Clement Doore	BCHP	Director	12	6,750	-	6,750	2,187	8,937
Geraldine Red Gun	BCHP	Director	12	450	-	450	180	630
Doreen Wright-Chairman	Siksika Membership Tribunal	Director	12	900	-	900	-	900
Ruth Scalplock	Siksika Membership Tribunal	Director	12	150	-	150	-	150
Crystal McMaster	Siksika Membership Tribunal	Director	12	775	-	775	-	775
Linda Three Suns	Siksika Membership Tribunal	Director	12	1,050	-	1,050	474	1,524
Janelle Martha Black Rabbit	Siksika Membership Tribunal	Director	12	1,200	-	1,200	-	1,200
Dora Lynn McMaster	Siksika Board of Education	Director	6	1,925	-	1,925	1,010	2,935
Lana Marie Water Chief	Siksika Board of Education	Director	6	2,331	-	2,331	1,010	3,341
Laura Lee Asham	Siksika Board of Education	Director	12	3,570	-	3,570	2,110	5,680
Rena Gail Sinclair	Siksika Board of Education	Director	12	3,275	-	3,275	2,110	5,385
Sonia Duck Chief	Siksika Board of Education	Director	12	3,775	-	3,775	2,552	6,327
Lillian Crow Chief	Siksika Board of Education	Director	4	1,325	-	1,325	1,100	2,425
Jayene Maguire	Siksika Board of Education	Director	4	1,775	-	1,775	1,181	2,956
Ivan McMaster	Siksika Land Management	Director	12	-	-	-	5,736	5,736
Allison Red Crow	Siksika Land Management	Director	12	-	-	-	4,046	4,046
Directors	Siksika Resource Dev. Ltd.	Director	12	-	-	-	106,190	106,190
				\$ 159,586	\$ 21,822	\$ 181,408	\$ 244,480	\$ 425,888

- (1) The number of months during the fiscal year the individual was on staff.
(2) Other remuneration represents any amount paid for remuneration that is a benefit but not part of a salary or honoraria.
(3) Siksika Resource Development Ltd. amounts represent the remuneration paid to Directors as a whole.