

**Chippewas of Rama First Nation  
Schedule of Remuneration and Expenses -  
Chief and Councillors  
For the year ended March 31, 2020  
(Unaudited)**

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## Independent Practitioner's Review Engagement Report

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### To the Members of Chippewas of Rama First Nation

We have reviewed the accompanying Schedule of Remuneration and Expenses - Chief and Councillors of Chippewas of Rama First Nation for the year ended March 31, 2020, and a summary of significant accounting policies and other explanatory information (together "the Schedule"). The Schedule has been prepared by management, pursuant to the requirements of the Department of Indigenous Services Canada and Health Canada 2019 - 2020 Year-end Reporting Handbook.

### Management's Responsibility for the Schedule

Management of Chippewas of Rama First Nation is responsible for the preparation of the Schedule in accordance with the financial reporting provisions in the Department of Indigenous Services Canada and Health Canada 2019 - 2020 Year-end Reporting Handbook, 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.

### Practitioner's Responsibility

Our responsibility is to express a conclusion on the Schedule based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which required us to comply with relevant ethical requirements.

A review of the Schedule in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on this Schedule.

### Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the Schedule is not prepared, in all material respects, in accordance with the financial reporting provisions in the Department of Indigenous Services Canada and Health Canada 2019 - 2020 Year-end Reporting Handbook.



**Basis of Accounting**

Without modifying our conclusion, we draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist Chippewas of Rama First Nation to meet the requirements of subsection 6(1) of the First Nations Financial Transparency Act. As a result, the Schedule may not be suitable for another purpose.

*BDO Canada LLP*

Chartered Professional Accountants, Licensed Public Accountants

Orillia, Ontario  
July 20, 2020

**Chippewas of Rama First Nation**  
**Schedule of Remuneration and Expenses - Chief and Councillors**  
(Unaudited)

**For the year ended March 31, 2020**

<b>Individual</b>	<b>Position</b>	<b># of Months</b>	<b>Remuneration (Schedule 1)</b>	<b>Expenses (Note 1)</b>
Rodney Noganosh	Chief	12	\$ 186,040	\$ 13,461
Ronald Douglas	Councillor	12	169,865	4,514
Nemke Quarrington	Councillor	12	169,891	6,240
Tracey Snache	Councillor	12	167,349	9,476
Edward Snache	Councillor	12	182,709	9,950
Jeremy St. Germain	Councillor	12	161,298	2,679
Edward Williams	Councillor	12	167,756	20,189
			<b>\$ 1,204,908</b>	<b>\$ 66,509</b>

The accompanying note is an integral part of this financial information.

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**Chippewas of Rama First Nation**  
**Note to Schedule**  
**(Unaudited)**

**For the year ended March 31, 2020**

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**1. Definition of Remuneration and Expenses**

Chippewas of Rama First Nation follows the accrual basis of accounting using the principles of Canadian Public Sector Accounting Standards for this reporting. Remuneration is defined in the First Nation Financial Transparency Act as any salaries, wages, commissions, bonuses, fees, honoraria, and dividends and other monetary benefits – other than the reimbursement of expense – and non-monetary benefits.

Expenses as defined in the First Nation Financial Transparency Act include the costs of transportation, accommodation, meals, hospitality and incidental expenses. The remuneration and expenses presented above include remuneration paid and expenses reimbursed to the First Nation's chief and each of its councillors, acting in their capacity as such and in any other capacity, including their personal capacity, by the First Nation and by any entity controlled by the First Nation.

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**Chippewas of Rama First Nation**  
**Schedule 1 - Chief and Councillors**  
**(Unaudited)**

**For the year ended March 31, 2020**

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<b>Name of Individual</b>	<b>Salary</b>	<b>Other Remuneration (Note 1)</b>	<b>Total</b>
Rodney Noganosh	\$ 132,308	\$ 53,732	\$ 186,040
Ronald Douglas	118,853	51,012	169,865
Nemke Quarrington	118,853	51,038	169,891
Tracey Snache	118,853	48,496	167,349
Edward Snache	125,581	57,148	182,709
Jeremy St. Germain	118,853	42,445	161,298
Edward Williams	118,853	48,903	167,756
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	\$ 852,134	\$ 352,774	\$ 1,204,908

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**Chief and Council**

**Detailed Schedule of Remuneration and Expenses**

(Unaudited)

For the year ended March 31, 2020

(see notes below)

Name of Individual	Position Title	Number of Months	(i) Base Salary	(ii) Benefits for all Staff	(iv) Severance Calculation Accruing	(iii) Seniority Award	(v) Total Remuneration	Travel Allowance	Subtotal Travel Meeting Expense	(iv) Monies Reimbursed for Travel	Total Travel Meeting Expense
Rodney Noganosh	Chief	12	\$ 132,308	\$ 28,784	\$ 24,948	\$ -	\$ 186,040	\$ 6,000	\$ 7,461	\$ 13,461	\$ 12,054
Edward (Ted) Snache	Council	12	125,561	34,429	22,719	-	182,709	6,000	3,950	9,950	9,950
Ronald Douglas	Council	12	118,853	27,045	23,967	-	169,865	-	4,514	4,514	4,514
Nemke Quarrington	Council	12	118,853	28,625	22,413	-	169,891	-	6,240	6,240	6,240
Jeremy St. Germain	Council	12	118,853	20,032	22,413	-	161,298	-	2,679	2,679	2,679
Edward Williams	Council	12	118,853	28,042	20,861	-	167,756	6,000	14,189	20,189	19,336
Tracey Snache	Council	12	118,853	26,858	21,638	-	167,349	-	9,476	9,476	9,476
			\$ 852,134				\$ 1,204,908		\$ 66,509		

**Notes**

- (i) Salaries are paid by Rama own source revenues - Not through Government funding of any kind  
Salary amounts are different depending on Number of Hours used for Sick and Vacation Days
- (ii) Statutory Benefits are Vacation Expense, Fringe Benefits (EI \*, CPP), \*\*EI not for Chief and Council  
Company Benefits are Sick Expense, Pension, Group Ins. and Short Term
- (iii) Awarded to all RFN Staff based on years of Service. Awards are given out after 10, 15, 20, 25, 30 etc years of service.
- (v) Effective April 1, 2019  
No Travel effective April 1, 2015 to March 31 2019
- (iv) Severance calculation is based on 2 months for every year to max of 12 years (24 months)  
Severance is paid out when they are no longer an elected official  
"Accruing" are amounts saved every year to be paid out at a later time
- (iii) Travel expenses not included in Total Remuneration  
Mileage, Meals, Accommodation and Parking
- (iv) Monies reimbursed back to the First Nation for travel expenses from Outside Organizations

\*\* There is no clothing allowance awarded