

Upper Nicola Band
Schedule of Remuneration and Expenses
Chief and Council
March 31, 2025



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Independent Practitioners' Review Engagement Report Schedule of Remuneration and Expenses

**To the Members of
Upper Nicola Band**

We have reviewed the accompanying schedule of remuneration and expenses for Chief and Council of Upper Nicola Band for the year ended March 31, 2025. The schedule has been prepared by management based on the financial reporting provisions in the First Nations Financial Transparency Act.

Management's Responsibility for the schedule

Management of Upper Nicola Band is responsible for the preparation of the schedule in accordance with the First Nations Financial Transparency 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.

Practitioners' Responsibility

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

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioners perform procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluate 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 of remuneration and expenses for Chief and Council is not prepared in all material respects, in accordance with the First Nations Financial Transparency Act.

**Vancouver, Canada
July 29, 2025**

Crowe MacKay LLP

Chartered Professional Accountants

Upper Nicola Band
Schedule of Remuneration and Expenses - Chief and Council
For the year ended March 31, 2025

<u>Chief & Council</u>	<u>Position</u>	<u>Months</u>	<u>Remuneration</u>	<u>Expenses</u>	<u>Total</u>
MANUEL, DANIEL	CHIEF	12	\$ 71,397	\$ 6,270	\$ 77,667
HOLMES, FREDERICK	COUNCILLOR	12	55,400	4,985	\$ 60,385
HOLMES, BRIAN	COUNCILLOR	12	124,190	3,884	\$ 128,074
MACDONALD, DENNIS	COUNCILLOR	12	19,746	5,327	\$ 25,073
NED, KEVIN	COUNCILLOR	12	28,400	12,346	\$ 40,746
SHINTAH, CRAIG	COUNCILLOR	12	19,346	3,525	\$ 22,871
TOM, IRA	COUNCILLOR	12	19,346	3,525	\$ 22,871
MCCAULEY, JEANNETTE	COUNCILLOR	11.5	19,030	720	\$ 19,750
MANUEL, MATTHEW	COUNCILLOR	11.5	19,430	5,451	\$ 24,881
MICHEL, STUART	COUNCILLOR	11.5	18,630	720	\$ 19,350
			\$ 394,915	\$ 46,753	\$ 441,668