



NORTHERN EMPLOYEE
BENEFITS SERVICES

ፎፕፕላይዎን ልብ ወለድ አገልግሎት
ፌዴራል ልብ ወለድ አገልግሎት

ፎፕፕላይዎን ልብ ወለድ አገልግሎት ፌዴራል ልብ ወለድ አገልግሎት

ልዩ ልዩ ልብ ወለድ አገልግሎት ለሰራተኛው ልብ ወለድ አገልግሎት

ፌዴራል ልብ ወለድ አገልግሎት

በጥቅምት 31, 2024

ፌዴራል ልብ ወለድ አገልግሎት ለሰራተኛው ልብ ወለድ አገልግሎት 2025-2026

ልዩ ልዩ ልብ ወለድ አገልግሎት

ልዩ ልዩ ልብ ወለድ አገልግሎት ለሰራተኛው ልብ ወለድ አገልግሎት

ጥቅምት 30, 2025

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	2024	2023
FUND BALANCE, BEGINNING OF YEAR	\$ 54,738,973	\$ 51,303,990
INCREASE IN PENSION OBLIGATIONS ልማት 19	(42,420,700)	(52,902,300)
INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS ልማት 18	105,388,702	56,337,283
Net change	62,968,002	3,434,983
FUND BALANCE, END OF YEAR ልማት 16	\$ 117,706,975	\$ 54,738,973

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ᐅᐅᐅᓃᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᓃᑦᑦᑦᑦᑦᑦ 31, 2024-ᑦᑦ

	<u>2024</u>	<u>2023</u>
INCREASE IN ASSETS		
Contributions (Note 8)	\$ 40,595,773	\$ 30,927,618
Investment Income (Loss) (Note 9)	83,956,745	42,093,242
Other Income	33,564	22,683
	<u>124,586,082</u>	<u>73,043,543</u>
DECREASE IN ASSETS		
Benefits		
Pension Payments	9,790,769	8,511,815
Termination Payments	6,516,810	5,684,196
	<u>16,307,579</u>	<u>14,196,011</u>
Administrative		
Administration	50,187	10,188
Amortization and losses (Note 4)	54,437	41,955
Building & Works	139,561	130,861
Committee	160,676	63,983
Communications	12,960	11,802
Computer Software Development	11,237	24,652
Consulting	289,536	284,865
Investment Counselling	1,201,086	973,663
Legal	245,253	240,203
Marketing	13,602	9,937
Professional Fees	22,659	18,608
Staff Travel & Staff Training	17,086	30,597
Supplies & Materials	4,988	3,494
Trustees & Custodial Fees	72,195	82,913
Wages & Benefits	594,338	582,528
	<u>2,889,801</u>	<u>2,510,249</u>
	<u>19,197,380</u>	<u>16,706,260</u>
INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	105,388,702	56,337,283
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	<u>415,620,773</u>	<u>359,283,490</u>
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR ᐱᓃᓃᓃᓃᓃᓃᓃᓃ 16	<u>\$ 521,009,475</u>	<u>\$ 415,620,773</u>

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ᐱᑦᑕᑦᑕᑦᑕᑦᑕ ᐅᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᓃᑦᑕᑦᑕᑦᑕ ᐅᑦᑕᑦᑕᑦᑕ

ᑕᑕᓃᓃᑦᑕᑦᑕᑦᑕ ᑕᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᐱᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᐅᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᐱᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ
ᐅᐅᐅᓃᑦᑕ ᐃᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᐃᓃᑦᑕᑦᑕᑦᑕ 31, 2024-ᑦᑕ

	2024	2023
INCREASE IN PENSION OBLIGATIONS		
Service Buyback	\$ -	\$ -
Interest Accrued on Benefits	23,009,600	20,617,500
Changes in Actuarial Assumptions	-	13,171,100
Other Miscellaneous Losses	527,800	1,156,600
Indexing Experience	2,051,200	3,846,600
Benefits Accrued	29,347,000	27,734,400
COLA applied to pensioners and deferred vested members	3,546,800	3,056,600
New entrants	3,886,100	896,800
	<u>62,368,500</u>	<u>70,479,600</u>
DECREASE IN PENSION OBLIGATIONS		
Changes in Actuarial Assumptions	-	-
Other Miscellaneous Gains	-	-
Experience Gains	3,644,100	3,381,300
Indexing Experience	-	-
Benefits Paid	16,303,700	14,196,000
	<u>19,947,800</u>	<u>17,577,300</u>
INCREASE IN PENSION OBLIGATIONS ᐱᓃᐱᓃᑦᑕᑦᑕᑦᑕ 17	42,420,700	52,902,300
PENSION OBLIGATIONS, BEGINNING OF YEAR	<u>360,881,800</u>	<u>307,979,500</u>
PENSION OBLIGATIONS, END OF YEAR ᐱᓃᐱᓃᑦᑕᑦᑕᑦᑕ 16	<u>\$ 403,302,500</u>	<u>\$ 360,881,800</u>
AS REPRESENTED BY:		
Active/Disabled Members	\$ 232,504,000	\$ 213,766,500
Deferred Pensioners	65,385,200	56,488,800
Pensioners	105,413,300	90,626,500
	<u>\$ 403,302,500</u>	<u>\$ 360,881,800</u>

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ለጥራት ስራ ልማት ስራ ልማት ስራ ልማት

፲፱፻፷፱ ስራ ልማት ስራ ልማት ስራ ልማት
፲፱፻፷፱ ስራ ልማት ስራ ልማት ስራ ልማት

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash Receipts from Contributions	\$ 40,266,508	\$ 30,667,000
Cash Receipts from Other Income	33,564	22,683
Cash Receipts from Investment Income	49,738,749	15,015,197
Cash Paid for Pension & Termination Benefits	(16,307,579)	(14,196,012)
Cash Paid for Wages & Benefits	(582,893)	(556,365)
Cash Paid for Other Administrative Expenses	(2,295,463)	(1,865,003)
	<u>70,852,886</u>	<u>29,087,500</u>
CASH FLOWS USED FOR INVESTING ACTIVITIES		
Purchase of Capital & Intangible Assets	(175,957)	(258,482)
Increase in Investments	(71,426,909)	(26,375,683)
	<u>(71,602,866)</u>	<u>(26,634,165)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Penad Loan Advances	168,976	202,709
Change in Due to Health & Welfare Fund	90,732	30,348
Repayment of Capital Lease Obligation	(3,114)	9,485
	<u>256,594</u>	<u>242,542</u>
INCREASE IN CASH	(493,386)	2,695,877
CASH, BEGINNING OF YEAR	<u>6,759,086</u>	<u>4,063,209</u>
CASH, END OF YEAR ለ፳፻፲፱ ስራ ልማት	<u><u>\$ 6,265,700</u></u>	<u><u>\$ 6,759,086</u></u>

ርከፈ ስድስት ሚሊዮን ዶላር ለፍቅር ስራዎች ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎችን ለመስጠት ያስችላል።

(a) ጋራ ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች

ሰራተኛው ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች ለመስጠት ያስችላል።

ሰራተኛው ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች ለመስጠት ያስችላል።

ሰራተኛው ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች ለመስጠት ያስችላል።

ርዕሰ ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች ለመስጠት ያስችላል።

(b) ሰራተኛው ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች

ሰራተኛው ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች ለመስጠት ያስችላል።

2. ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች

(c) ስራዎችን ለመፈጸም የሚያስፈልጉትን ስፔሻል ስጦታዎች

ከሥራ ላይ የሚገኙት ሰራተኞች የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

	2024	2023
Interest rate:	6.25%	6.25%
Rate of salary increase:	2.50%	2.50%
Inflation:	2.00%	2.00%

ከሥራ ላይ የሚገኙት ሰራተኞች የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

ለሥራ ላይ የሚገኙት ሰራተኞች የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

ለሥራ ላይ የሚገኙት ሰራተኞች የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

8. ለሥራ ላይ የሚገኙት ሰራተኞች የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

	2024	2023
Employee and employer current service cost	\$ 36,154,274	\$ 30,614,354
Employee past service cost	-	-
Voluntary additional contributions from employees	4,441,499	178,387
Terminating membership buyouts	-	129,800
Employer Unfunded Liability Contributions	-	5,077
	<u>\$ 40,595,773</u>	<u>\$ 30,927,618</u>

የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡

8. ለሥራ ላይ የሚገኙት ሰራተኞች የሥራ ሂሳብ ለማስፈን ለሚገባው ለገንዘብ ልዩ ስልጣን ሊሰጥ ይችላል፡፡



Long Term Sustainability

In accordance with section 27(2)(c) of the NEBS Act and in compliance with Appendix B of the NEBS Funding Policy, a statement of the long-term sustainability has been prepared for the NEBS Plan.

Based on a 15-year projection of the going concern position, using the assumptions and methods disclosed in the January 1, 2025 actuarial valuation as well as the guidelines recommended in Appendix B of the NEBS Funding Policy, current contribution rates of the NEBS Plan are adequate to sustain the NEBS Plan over the next 15 years.

In accordance with Appendix B of the NEBS Funding Policy, excess amounts existing in the Pension Fund over and above amounts required by the NEBS Acts to be held in the Pension Fund to secure the benefits payable from the Plan over a 15 year period may be used to as a contingency reserve (margin) against adverse deviation arising from negative plan experience, shifts in maturity of the NEBS Plan over time and higher than projected costs of future benefit accruals.

The accompanying presentation details the assumptions, methods, calculation and results of the 15-year projection (i.e. the Contribution Rate Adequacy Test) performed as at January 1, 2025 to assess the long term sustainability of the NEBS Plan.

ለደብዳቤ ምዕራፍ 27(2)(c) ስር በኔቢኤስ ህግና በኔቢኤስ የፋይናንስ ፖሊሲ አካል የረጅም ጊዜ ምርጫ ስኬት ሪፖርት ይዘቱን ያቀረብናል፡፡

117 ᐃᓕᐅᓕᐅᓃᑦ ᐱᓕᓕᓕᓕᓕᓕᓕᓕ ᐃᓕᓕᓕ 2,399 ᐱᓕᓕᓕᓕ, ᓕᓃᓃᓃᓃᓃᓃᓃ 1, 2025-ᓕᓕ ᓕᓃᓃᓃᓃᓃᓃᓃᓃ ᐃᓕᓕᓕ. ᐃᓕᓕᓕᓕᓕᓕᓕᓕᓕ ᓃᓕᓕ ᐱᓕᓕᓕᓕᓕᓕ ᐃᓕᓕᓕᓕᓕᓕᓕᓕᓕ NEBS-ᓕᓕ ᐱᓕᓕᓕᓕᓕᓕᓕ ᓃᓕᓕᓕᓕᓕᓕᓕᓕ ᓕᓕᓕᓕᓕᓕᓕᓕ.

Employer Name	Active Members
ARCTIC BAY HOUSING ASSOCIATION	6
ARCTIC BAY, HAMLET OF	15
ARVIAT HOUSING ASSOCIATION	17
ARVIAT, HAMLET OF	43
BAKER LAKE HOUSING ASSOCIATION	18
BAKER LAKE, HAMLET OF	39
BEHCHO KO, TLICHO COMMUNITY GOVERNMENT OF	25
BEHCHOKO KO GHA K'AODEE	5
CAMBRIDGE BAY HOUSING ASSOCIATION	10
CAMBRIDGE BAY, HAMLET OF	43
CAPE DORSET HOUSING AUTHORITY	10
CHESTERFIELD INLET HOUSING ASSOCIATION	3
CHESTERFIELD INLET, HAMLET OF	14
CLYDE RIVER HOUSING ASSOCIATION	2
CLYDE RIVER, MUNICIPALITY OF	21
COALITION OF NUNAVUT DEAS	5
CORAL HARBOUR HOUSING AUTHORITY	8
CORAL HARBOUR, HAMLET OF	18
DELINE GOTINE GOVERNMENT	52
DELINE HOUSING ASSOCIATION	4
FORT LIARD, HAMLET OF	10
FORT MCPHERSON HOUSING ASSOCIATION	3
FORT MCPHERSON, HAMLET OF	9
FORT RESOLUTION HOUSING ASSOCIATION	3
FORT RESOLUTION, HAMLET OF	5
FORT SIMPSON HOUSING AUTHORITY	5
FORT SMITH HOUSING AUTHORITY	5
FORT SMITH, TOWN OF	42
GAMETI HOUSING AUTHORITY	2
GAMETI, COMMUNITY GOVERNMENT OF	9
GJOA HAVEN, HAMLET OF	12
GRISE FIORD HOUSING ASSOCIATION	1
GRISE FIORD, HAMLET OF	3
GWICH IN LAND AND WATER BOARD	5
IGLOOLIK HOUSING ASSOCIATION	2
IGLOOLIK, MUNICIPALITY OF	17
ILITAQSINIQ	20
INUIT HERITAGE TRUST INCORPORATED	6
INUVIK HOUSING AUTHORITY	8
INUVIK, TOWN OF	37
IQALUIT HOUSING AUTHORITY	12
JEAN MARIE RIVER DENE BAND	5
KAKIVAK ASSOCIATION	23
KATLODEECHE FIRST NATIONS	5
KIKITAK HOUSING ASSOCIATION	7

Employer Name	Active Members
KIMMIRUT HOUSING ASSOCIATION	1
KIMMIRUT, HAMLET OF	11
KINNGAIT, HAMLET OF	25
KITIKMEOT HERITAGE SOCIETY	6
KITIKMEOT INUIT ASSOCIATION	32
KIVALLIQ INUIT ASSOCIATION	59
KUGAARUK HOUSING AUTHORITY	6
KUGAARUK, HAMLET OF	19
KUGLUKTUK HOUSING ASSOCIATION	13
KUGLUKTUK, HAMLET OF	28
LOCAL GOVERNMENT ADMINISTRATORS OF THE NWT	2
LUTSELKE HOUSING ASSOCIATION	1
MACKENZIE VALLEY EIRB	13
MACKENZIE VALLEY LAND AND WATER BOARD	20
NAHANNI BUTTE DENE BAND	2
NAUJAAT, HAMLET OF	18
NORMAN WELLS, TOWN OF	20
NORTH SLAVE METIS ALLIANCE	5
NORTHERN EMPLOYEE BENEFITS SERVICES	6
NORTHWEST TERRITORIES / NUNAVUT COUNCIL OF FRIENDSHIP CENTRE	7
NORTHWEST TERRITORIES TEACHERS' ASSOCIATION	5
NUNAVUT ASSOCIATION OF MUNICIPALITIES	2
NUNAVUT IMPACT REVIEW BOARD	21
NUNAVUT MUNICIPAL TRAINING ORGANIZATION	4
NUNAVUT PLANNING COMMISSION	12
NUNAVUT TEACHERS' ASSOCIATION	4
NUNAVUT TUNNGAVIK INC.	120
NUNAVUT WATER BOARD	12
NWT ASSOCIATION OF COMMUNITIES	8
NWT LITERACY COUNCIL	10
PANGNIRTUNG HOUSING ASSOCIATION	10
PANGNIRTUNG, HAMLET OF	23
PANGNIRTUNG, HAMLET OF - MANAGEMENT GROUP	2
POND INLET HOUSING ASSOCIATION	8
POND INLET, HAMLET OF	17
QAMMAQ HOUSING ASSOCIATION	11
QIKIQTANI INUIT ASSOCIATION	73
QIKIQTARJUAQ HOUSING ASSOCIATION	6
QIKIQTARJUAQ, MUNICIPALITY OF	2
RADILIH KOE HOUSING ASSOCIATION	3
RANKIN INLET HOUSING ASSOCIATION	6
RANKIN INLET, HAMLET OF	32
REPULSE BAY HOUSING ASSOCIATION	4
RESOLUTE BAY HOUSING ASSOCIATION	3
RESOLUTE BAY, HAMLET OF	14

Employer Name	Active Members
SAHTU LAND AND WATER BOARD	7
SAHTU LAND USE PLANNING BOARD	2
SANIKILUAQ, MUNICIPALITY OF	13
SANIRAJAK HOUSING ASSOCIATION	4
SANIRAJAK, HAMLET OF	16
TALOYOAK HOUSING AUTHORITY	14
TALOYOAK, HAMLET OF	33
TASIURQTIT HOUSING ASSOCIATION	4
TLICHO GOVERNMENT	143
TLICHO MANAGEMENT SERVICES LTD - MANAGEMENT GROUP	8
TLICHO MANAGEMENT SERVICES LTD.	10
TUKTOYAKTUK, HAMLET OF	8
TULITA HOUSING ASSOCIATION	3
UQUUTAQ SOCIETY	22
WEK EEZHII LAND AND WATER BOARD	12
WEKEEZHII RENEWABLE RESOURCES BOARD	3
WEKWEETI, TLICHO COMMUNITY GOVERNMENT OF	7
WHALE COVE, HAMLET OF	7
WHATI HOUSING AUTHORITY	3
WHATI, THE COMMUNITY GOVERNMENT OF	8
YELLOWKNIFE CATHOLIC SCHOOLS	182
YELLOWKNIFE HOUSING AUTHORITY	10
YELLOWKNIFE, FIRE FIGHTING	27
YELLOWKNIFE, MANAGEMENT	49
YELLOWKNIFE, MUNICIPAL ENFORCEMENT	5
YELLOWKNIFE, UNION	122
YK EDUCATION DISTRICT #1	357
Grand Total	2399

Δελφινότοπος Διεύθυνση Πρωτοβάθμιας

	ለሰራተኛው	አዲስ	ወጪ	የህዝብ	አዲስ	ጠቅላላ
ጥቅምት 1, 2024- ገንዘብ	2,211	9	45	1,248	692	4,205
ወጪ ለሰራተኛው	597	-	-	-	-	597
በሰራተኛው ለሰራተኛው	43	(2)	(32)	(9)	-	-
ወጪ						
• ለሰራተኛው ለሰራተኛው ገንዘብ	(136)	-	-	(53)	-	(189)
• ለሰራተኛው ለሰራተኛው ገንዘብ	(186)	(2)	(1)	189	-	-
• ለሰራተኛው ለሰራተኛው ገንዘብ	(36)	(1)	(2)	(32)	-	(71)
አዲስ ወጪ አዲስ	(33)	(1)	-	(44)	78	-
ገንዘብ						
• ለሰራተኛው	-	-	-	(2)	(29)	(31)
• ለሰራተኛው	-	-	-	1	(1)	-
• ወጪ ለሰራተኛው	(1)	(2)	-	(2)	17	12
አዲስ ለሰራተኛው	(49)	-	49	-	-	-
አዲስ	(10)	11	(1)	-	-	-
አዲስ/ በሰራተኛው አዲስ	(1)	-	-	(6)	(1)	(8)
አዲስ ለሰራተኛው አዲስ	188	3	13	42	64	310
ጥቅምት 1, 2025-ገንዘብ	2,399	12	58	1,290	756	4,515