NORTHERN EMPLOYEE BENEFITS SERVICES | ᐅᑭᐅᖅᑕᖅᑐᒥᑯᓴᓇᔨᑦᑯᑯ ᐃᑲᔫᓯᐊᖅᑖᕈᑎᒋᕙᖅᑕᖕᒋᓐᓄᑦ ᐱᔨᑦᓯᕋᖅᑏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ)

ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᐊᕐᕌᒍᒧᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᖅ

ᐊᕐᕌᒍᖕᒐ ᐃᓱᓕᑎᑦᑐᒍ
ᑎᓯᐱᓇ 31, 2018
ᐊᒻᒪᓗ ᐃᓚᖃᖅᑐᖅ ᓄᑖᖑᓇᐊᖅᓯᒪᔪᓂᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ ᑎᑭᑦᑐᒍ ᔫᓂ 2019.

ᐃᓐᓇᖅᑐᕐᑲᐅᔾᔪᓯᐊᓄᑦ
ᑲᑎᒪᔨᕋᓛᓄᑦ ᑲᑎᒪᑎᑦᑎᔨ

ᔪᓚᐃ 10, 2019

ᑎᑎᕋᖅᓯᒪᔪᑦ ᐃᓗᓕᖕᒋᑦ

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ᑖᓐᓇ ᐅᓂᒃᑳᓕᐊᖑᔪᖅ ᐊᕐᕌᒍᒧᑦ ᑰᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖑᓪᓗᑎᒃ (“**ᐅᓂᒃᑳᓕᐊᖅ**”) ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎ (“**ᐸᕐᓇᐅᑎ**’) ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᔪᖅ ᐊᕐᕌᒍᒧᑦ 2018 ᐱᔭᕆᐊᖃᕐᓂᖓ ᒪᓕᒃᓗᒍ ᑎᑎᕋᖅᓯᒪᔪᒥ 27 *ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ ᐱᕐᑯᔭᕐᒥ,* ᑕᒪᕐᒥᒃ ᐅᕙᓃᑦᑐᑦ S.N.W.T. 2015, c. 6 ᐊᒻᒪᓗ S. N. 2015, c. 10 (“**ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᕐᑯᔭᖓ**”).

ᐱᔭᒃᓴᓕᒫᖏᑦ ᐱᕙᒋᔭᖅᑕᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ ᐋᖅᑭᒃᓱᖅᑕᐅᓪᓗᑎᒃ ᐅᓂᒃᑳᓕᐊᖑᔪᖅ ᑖᒃᑯᓄᖓ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ (“**ᐃᓐᓇᑐᖅᑲᐅᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᖏᑦ**”) ᐊᐅᓚᑦᑎᔨᐅᓪᓗᑎᒃ ᐸᕐᓇᐅᑎ ᒪᓕᒃᓗᒍ ᑎᑎᕋᖅᓯᒪᔪᖅ 13 ᑕᕝᕙᓂ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐱᕐᑯᔭᖓᓂ. ᑭᓯᐊᓂ, ᐃᓚᖓᓂ III ᐅᓂᒃᑳᓕᐊᒥ ᐱᑕᕐᑲᕐᒥᔪᖅ ᓈᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᑰᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖏᓐᓂᒃ ᐸᕐᓇᐅᑎᒧᑦ, ᐋᖅᑭᒃᑕᐅᓯᒪᔪᖅ ᐅᑯᓄᖓ Avery Cooper & Co., ᐃᓚᖓ IV ᐅᓂᒃᑳᓕᐊᖑᔪᓂ ᓇᓗᓇᐃᒃᑯᑕᖅ ᒪᓕᒃᓯᒪᓂᖏᓐᓄᑦ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᖅ ᐃᑲᔪᖅᑕᐅᓪᓗᑎᒃ ᐸᕐᓇᐅᑎᑦ ᑲᑎᒪᔨᖏᑕ ᒪᓕᒐᓕᕆᔨᖓᓐᓄᑦ. Lawson Lundall LLP, ᐊᒻᒪ ᐃᓚᖓ VI ᐅᓂᒃᑳᓕᐊᖑᔪᖅ ᐊᑯᓂᐅᔪᒧᑦ ᑐᕌᒐᐅᔪᑦ ᐱᓇᓱᒃᑕᐅᔪᓪᓗ ᐸᕐᓇᐅᑎᒧᑦ, ᐋᖅᑭᒃᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᓄᑦ.

ᐅᓂᒃᑳᓕᐊᖑᔪᖅ ᐃᒃᓯᕙᐅᑕᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ

ᐊᕐᕌᒍᑦ 2018-2019

ᐃᓗᓕᖏᓐᓄᑦ ᐅᓂᒃᑲᐅᓯᐅᓂᖏᑦ

ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᑲᑎᒪᔨᖏᑦ ᐊᐅᓚᑦᑎᖃᑦᑕᖅᐳᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑲᑎᒪᔨᐅᔪᑦ ᐱᓕᕆᐊᒃᓴᖃᕐᒪᑕ ᑮᓇᐅᔭᑎᒍᑦ ᑭᒡᒐᖅᑐᐃᓪᓗᑎᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ ᐱᑎᑕᐅᑦᑎᐊᖃᑦᑕᕐᑯᓪᓗᒋᑦ ᐃᓐᓇᐅᓗᐊᓕᕈᑎᒃ ᓄᖅᑲᕈᑎᒃ ᐃᑲᔫᓯᐊᖅᑖᕐᖃᑦᑕᕐᑯᓪᓗᒋᑦ ᐋᖅᑭᒃᑕᐅᓯᒪᓂᖓ ᒪᓕᒃᓗᒍ ᐸᕐᓇᐅᑎᓂ. ᑲᑎᒪᔨᐅᔪᑦ ᐸᐸᑦᑎᔨᐅᖓᒪᑕ ᐱᔭᒃᓴᖃᖅᑐᑎᒡᓗ ᐸᕐᓇᐅᑎᐅᑉ ᑮᓇᐅᔭᖏᓐᓂᒃ. ᐱᓕᕆᐊᒃᓴᒥᓂᒃ ᑲᔪᓯᑎᑦᑎᓪᓗᑎᒃ ᑲᑎᒪᔨᐅᔪᑦ ᑲᑎᒪᖃᑦᑕᕐᒪᑕ ᐱᖓᓱᐃᖅᓱᖅᑐᑎᒃ ᐊᕐᕌᒍ ᐃᓗᐊᓂ ᑕᑯᖃᑎᒌᒃᑐᑎᒃ ᐊᓯᖏᓪᓗ ᑲᑎᒪᔭᕆᐊᖃᕋᖓᒥᒃ ᐅᖃᓚᐅᑎᒃᑯᑦ.

ᑕᐃᒪᖓᓂᑦ ᒪᐃᒥᓂᑦ ᐅᓂᒃᑳᓕᐊᖅ ᓴᕿᓚᐅᖅᑎᓪᓗᒍ ᑲᑎᒪᔨᓄᑦ, ᑲᑎᒪᔨᕋᓚᑦ ᑲᑎᒪᓚᐅᖅᑐᑦ ᑲᖏᖅᓱᓂᕐᒥᑦ ᓯᑎᐱᕆᒥ, ᔭᓗᓇᐃᓚᐅᖅᑐᑦ ᑎᓯᐱᕆᒥᑦ ᐊᒻᒪ ᕗᐊᐃᑦ ᐻᐅᐊᔅᒥᑦ ᐱᐳᕈᑎᓪᓗᒍ. ᓱᓕᑦᑕᐅᖅ, ᐅᖃᓚᐅᑎᒃᑯᑦ ᑲᑎᒪᖃᑦᑕᓚᐅᕐᒥᔪᑦ ᐅᑭᐅᑉ ᐃᓗᐊᓂ.

ᐊᕐᕌᓂᐅᓵᖅᑐᖅ ᐱᕙᓪᓕᐊᓂᖃᑦᓚᕆᓚᐅᕐᒪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᓄᑦ ᐸᕐᓇᐅᑎ. ᐱᕈᖅᐸᓪᓕᐊᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐃᓚᔭᐅᓚᐅᖅᑐᑦ 24–ᒥᓕᐊᓐᑲᓐᓂᕐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐅᑎᕐᕕᐅᔪᑦ ᐊᒻᒪ ᐃᑲᔫᑎᓄᑦ ᐃᑲᔫᑏᑦ 239-ᒥᓕᐊᓐᖑᓕᖅᑐᑎᒃ ᐃᓱᓕᑎᓪᓗᒍ ᒫᑦᓯ 2019. ᓂᐊᕕᐊᒃᓴᑲᓲᓄᑦ ᐅᑎᖅᑐᒃᓴᑦ ᒥᑭᓐᓂᖅᓴᐅᒐᓗᐊᖅᑎᓪᓗᒋᑦ ᐊᕐᕌᒍᓂ ᐊᓂᒍᖅᑐᓂᑦ ᐱᔾᔪᑎᒋᓪᓗᒍ ᓄᓇᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᒃᑯᑦ ᑲᑎᑦᑎᕝᕕᐅᔪᑦ ᓱᒃᑲᐃᒡᓕᓚᐅᕐᒪᑕ ᐱᕈᖅᐸᓪᓕᐊᓂᖏᑦ, ᑕᑯᓕᒫᖅᑐᒍ ᐱᕈᖅᐸᓪᓕᐊᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᖃᑦᑎᐊᖅᑐᖅ ᑲᒪᒋᔭᐅᓪᓗᓂ ᐅᑯᓄᖓ ᑳᓄ, ᑲᓛᒃ ᐊᒻᒪ ᓇᓐ (Connor, Clark & Lunn), ᐅᑎᖅᑎᕝᕕᐅᔪᓐᓇᖅᓯᓚᐅᖅᑐᓂ ᐊᕐᕌᒍᓄᑦ ᑕᓪᓕᒪᓄᑦ ᐃᒪᓐᓇᑎᒋ 8.3->ᓴᓐ ᑭᒡᓕᒋᔭᖓ ᐋᖅᑭᒃᓯᒪᔪᖅ 0.6->ᓴᓐ ᐊᕐᕌᒍᓕᒫᒧᑦ.

ᐱᔾᔪᑕᐅᓗᐊᖅᓯᒪᔪᑦ ᖃᓄᐃᓕᐅᕐᓂᕐᓄᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᓄᑦ ᐱᕐᑯᔭᖅ ᐊᓯᔾᔨᕆᐊᖃᖅᑐᖅ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᓂᕐᒧᑦ ᑲᑎᒪᔨᕋᓛᑦ. ᐃᓕᖅᑯᓯᖃᓚᐅᕋᓗᐊᕐᒪᑕ ᓂᕈᐊᖅᑕᐅᓯᒪᔪᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᕐᓂᕐᒧᑦ ᑲᑎᒪᔨᖏᑦ ᑲᑎᒪᔨᐅᖃᑦᑕᖅᓱᑎᒃ ᑕᒪᕐᒥᒃ ᐃᑲᔫᓯᐊᓄᑦ ᑲᑎᒪᔨᓄᑦ ᐊᒻᒪᓗ ᐃᓐᓇᑐᖃᐅᔪᓯᐊᓄᑦ. ᑲᑎᒪᓂᖏᑦ ᐊᑐᓃᖓᖃᑦᑕᓚᐅᖅᑐᑦ ᐊᒻᒪᓗ ᐊᔾᔨᒌᓐᓇᑎᒃ ᐊᑐᓂ ᑭᓯᐊᓂ ᑲᑎᒪᔨᑦ ᐊᑐᓂᐊᔾᔨᒌᓚᐅᖅᑐᑦ ᐃᑲᔫᓯᐊᑐᓕᕆᓂᕐᒧᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐊᒻᒪᓗ ᑲᑎᒪᔨᑦ. ᑎᑎᕋᖅᓯᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑯᑦ ᐱᕐᑯᔭᖓ ᒪᓕᒐᖑᕆᐊᖃᕐᒪᑦ ᓴᖅᑭᑎᑕᐅᖃᑖᑦᑎᐊᖅᑐᑦ ᓇᓪᓕᐅᑯᒫᓕᕆᓂᕐᒧᑦ ᑲᑎᒪᔨᕋᓛᑦ ᓄᑖᓂᒃ ᓴᖅᑭᑦᑐᖃᕐᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᐅᓂᐊᖅᑐᓂᒃ ᐱᖓᓱᓗᑎᒃ ᑲᑎᒪᔨᐅᖏᓐᓇᖅᑐᑦ ᐊᒻᒪᓗ ᑎᓴᒪᑦ ᑎᒃᑯᐊᖅᑕᐅᓯᒪᔪᑦ ᑲᑎᒪᔨᓄᑦ ᐃᓄᖕᓄᑦ ᓴᖅᑭᔾᖅᑎᑦᑎᓚᐅᕐᓗᑎᒃ. ᓄᕕᐱᕆᒥ ᐊᒻᒪᓗ ᓴᖅᑭᔾᖅᑎᑕᐅᓪᓗᓂ ᓄᓇᑦᓯᐊᒥ ᐊᒻᒪ ᓄᓇᕗᒻᒥ ᑐᓴᒐᒃᓴᓕᕆᔪᓄᑦ ᐅᖃᓕᒫᒐᕐᓂᒃ. 3 ᑲᑎᒪᔨᖑᕈᒪᓚᐅᖅᑐᑦ ᑲᑎᒪᔨᓪᓗ ᓂᕈᐊᖅᓯᓚᐅᖅᑐᑦ ᑎᒃᑯᐊᖅᓯᓪᓗᑎᒡᓗ ᑎᓴᒪᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᐅᓂᐊᖅᑐᓂᒃ. ᑖᒃᑯᐊ ᐱᖓᓱᐃᑦ ᐅᑯᐊᖑᔪᑦ ᒪᐃᒃ ᐅᒫᓐᑦ, ᑭᐅᓇ ᒪᒃᐳᕋᐃᑦ ᐊᒻᒪ ᐱᐅᓪ ᐸᓇᑦ. ᑖᒃᑯᐊ ᑎᓴᒪᑦ ᑲᑎᒪᔨᐅᔪᑦ ᑖᒃᑯᐊᓗ ᐱᖓᓱᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᑲᑎᒪᔨᖏᑦ ᓴᖅᑭᑕᐅᔪᑦ ᑲᑎᒪᔨᐅᓂᐊᓕᖅᓱᑎᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ.

ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐃᓚᖃᖅᑐᑦ ᐅᑯᓂᖓ:

- ᐃᐅᑦ ᒪᒃᑖᓄᑦ, ᐃᒃᓯᕙᐅᑕᖅ

- ᐋᖅᑦ ᓯᑑᕙᑦ
- ᒪᐃᑯᓪ ᑰᐊᓐ
- ᐳᕋᐃᔭᓐ ᕝᓚᒥᖕ
- ᒋᐅᕆ ᒪᒃᐳᕋᐃᑦ
- ᐱᐅᓪ ᐸᓇᑦ
- ᒪᐃ ᐅᒫᓐᑦ

ᓇᓪᓕᐅᒃᑯᒫᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᑲᑎᒪᖃᑖᓚᐅᖅᑐᑦ ᕗᐊᐃᑦᕼᐅᐊᔾᔪᒥᑦ, ᐃᐸ> 3, 2019-ᒥᑦ.

ᓗᕆ ᓴᑐᕝ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐊᐅᓚᑦᑎᔨ ᐱᓕᕆᔨᖕᒋᓪᓗ Connor, Clark & Lunn ᑐᓂᓯᓚᐅᖅᑐᑦ ᐸᐸᑕᐅᔪᓂᒃ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᐊᑐᓂ ᑲᑎᒪᔪᓂ ᐊᒻᒪ ᑲᑎᒪᔨᐅᔪᓄᑦ ᐅᖃᐅᓯᖃᖃᑦᑕᖅᑐᑎᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐸᕐᓇᒍᑎᓂᒃ ᐊᒻᒪᓗ ᓂᐅᕕᖅᑕᐅᕙᒃᑐᑦ ᖃᓄᐃᓕᕙᓪᓕᐊᓂᖕᒋᓐᓂᒃ. ᑲᑎᒪᔨᑦ ᕿᒥᕐᕈᓚᐅᕐᒥᔪᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᓂᒃ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᔪᓂᒃ ᖃᐅᔨᓴᖅᑎᓂᑦ, AON Hewitt, ᖃᓄᐃᓕᕙᓪᓕᐊᖕᒪᖔᑕ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᑦ ᐊᐅᓚᑦᑎᔨᖕᒋᑦ ᑕᐅᑐᒃᓗᒋᑦ ᑐᕌᒐᐅᔪᓪᓗ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐊᑐᐊᒐᖕᒋᓐᓂᒃ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᑦ. ᑎᓯᐱᕆ 2015-ᒥ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᑦ ᐋᖅᑭᒃᓯᓚᐅᖅᑐᑦ ᐊᖏᒡᓕᒋᐊᕐᑯᓪᓗᒍ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᑦ ᑲᑎᙵᔪᑦ ᐱᖃᓯᐅᑎᓪᓗᒍ ᐃᒡᓗᓂᒃ ᓄᓇᓕᒡᓗ ᓂᐅᕕᐊᒃᓴᖃᖅᐸᒃᑐᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐸᕐᓇᒍᑎ. ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᑦ ᐊᑐᐊᒐᖕᒋᓐᓂ ᐊᓯᔾᔨᖅᑕᐅᓚᐅᕆᓪᓗᓂ ᐋᖅᑭᒋᐊᖅᑕᐅᔪᑦ ᒪᓕᒃᓗᒋᑦ. ᐱᐊᓐᑐᓪ ᑭᐊᓂᑎ ᓂᕈᐊᖅᑕᐅᓚᐅᖅᐳᖅ ᐊᐅᓚᑦᑎᔨᒃᓴᒧᑦ ᓵᓄᐊᕆᒥᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᑲᑎᒪᔨᑦ ᓂᐅᕕᓚᐅᖅᓗᑎᒃ 2016ᒥ 18–ᒥᓕᐊᓐᓂᑦ ᐊᕕᒃᓯᕝᕕᐅᓪᓗᑎᒃ ᐱᐊᓐᑐᓪ ᑭᐊᓂᑎ ᑲᓇᑕᒥ ᐃᒡᓗᓂᒃ ᓂᐅᕕᐊᒃᓴᖃᖅᐸᒃᑐᑦ ᑮᓇᐅᔭᖁᑎᖕᒋᓐᓂᒃ. ᑮᓇᐅᔭᖅᑑᑎᑦ ᐅᑎᖅᑎᕝᕕᐅᖃᑦᑕᓲᖑᔪᑦ 6% ᐅᖓᑖᓃᑦᑐᓂᒃ. ᐃᓚᒃᑲᓐᓂᖕᒋᑦ 2 ᒥᓕᐊᑦ ᐃᒡᓗᒧᑦ/ᓄᓇᒧᑦ ᐊᑭᓕᖅᓲᑎᑦ ᓂᐅᕕᐊᖑᓚᐅᖅᓯᒪᔪᑦ 2018–ᖑᑎᓪᓗᒍ.

ᓇᓪᓕᐅᒃᑯᒫᑦ ᐃᓐᓇᑐᖃᐅᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐊᖏᖅᑕᐅᓚᐅᖅᑐᑦ AON–ᑯᓐᓄᑦ ᐱᓕᕆᐊᖑᓂᐊᖅᑐᖅ ᐱᖁᑎᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ ᐊᔾᔨᒌᑦ ᓈᓴᐅᑏᑦ ᓴᖅᑭᕋᔪᕐᓂᖅᐸᑦ ᑲᐅᔨᓴᖅᑕᐅᑎᓪᓗᒋᑦ ᐱᔭᕇᖅᑕᐅᓚᐅᖅᑐᖅ ᑕᒫᓂ ᐊᕐᕋᒍᔪᒥᑦ ᐊᒻᒪᓗ ᑐᓂᔭᐅᓪᓗᓂ ᐃᐳᕈᑎᓪᓗᒍ. ᑖᑯᐊ ᖃᐅᔨᓴᖅᑕᐅᓂᑯᑦ ᐱᒻᒪᕆᐅᔪᑦ ᓇᓗᓇᐃᖅᑕᐅᓪᓗᑎᒃ ᐊᔾᔨᒌᑦᑎᐊᕋᓗᐊᕐᓗᐊᒪᖔᑕ ᑮᓇᐅᔭᕆᐅᔪᑦ ᐸᓯᔭᒃᓴᓐᖑᕈᑎᑐᐃᓐᓇᕆᐊᓖᓪᓗ ᑮᓇᐅᔭᓕᐅᕈᑕᒃᑲᓂᕋᓱᒃᑐᑦ ᖃᓄᐃᓕᐅᕈᑕᐅᔪᒪᔪᓄᑦ. ᓇᓪᓕᐅᒃᑯᒫᑦ ᐃᓐᓇᑐᖃᐅᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐃᓱᒪᖃᖅᑐᑦ ᐊᓯᔾᔨᔭᕆᐊᑦᓴᖅ ᐱᖁᑎᓅᖔᔪᓄᑦ ᑕᖅᑭᓄᑦ ᐊᒡᒋᖅᑐᓄᑦ.

ᐊᑐᓂ ᑲᑎᒪᔨᑦ ᑲᑎᒪᑎᓪᓗᒋᑦ ᕿᒥᕐᕈᖃᑦᑕᓚᐅᕐᒥᔪᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᓂᒃ ᐸᕐᓇᐅᑎᐅᑉ ᐊᐅᓚᓂᖔᓂᒃ ᐊᒻᒪᓗ ᑕᑯᔭᐅᓪᓗᑎᒃ ᐃᓚᒋᔭᐅᔪᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᖕᒥ ᐊᒻᒪᓗ ᐃᓚᒋᔭᐅᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ.

ᐱᕙᒌᔭᕐᓗᒍ ᐃᓚᒋᔭᐅᕙᖕᓂᖅ

ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᑦ ᐃᓚᒋᔭᐅᔪᑦ ᐊᒻᒪᓗ ᐅᓄᕐᓂᖕᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐅᓄᖅᓯᒋᐊᓚᐅᖅᑐᑦ 2018 ᐊᕐᕌᒍᓂ 36 ᖃᓂᒋᔭᓂ ᐃᓚᒋᔭᐅᔪᑦ. ᐊᐅᓚᓂᖔᑕ ᐸᕐᓇᐅᑎᖕᒋᑦ ᑕᒪᑐᒪᓂ ᐊᕐᕌᒍᒥᑦ ᐱᖃᓯᐅᔾᔨᔪᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ ᓂᐅᕐᕈᑎᖃᕈᓐᓇᐃᓐᓇᕐᓗᑎᒃ ᓄᓇᕐᓯᐊᒥ ᓄᓇᕗᒻᒥᓗ ᐊᒻᒪᓗᑦᑕᐅᖅ ᐊᖏᒡᓕᒋᐊᖅᑕᐅᓗᓂ ᔫᑲᓐᒥ.

ᐸᕐᓇᐅᑎᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᖕᒋᑦ

ᖃᓄᖅ ᐱᓕᕆᑦᑎᐊᕐᒪᖔᑦ ᐱᓕᕆᑦᑎᐊᙱᒻᒪᖔᓪᓗ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᓄᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐱᕈᖅᐸᓪᓕᐊᓂᖓ ᒪᓕᒃᓯᒪᖕᒪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ.

ᑐᓂᔭᐅᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᑦ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᓂᑦ, ᐃᓚᓗᒍ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᑦ ᐅᑎᕐᕕᐅᓂᖓ ᐃᑲᔫᑕᐅᔪᓂᑦ, ᑮᓇᐅᔭᖅᑲᐅᑕᐅᔭᕆᐊᖅᑲᕐᒪᑦ ᐃᑲᔫᓯᐊᕋᓱᒃᑯᑎᒃ ᐃᓚᒋᔭᐅᔪᑦ.

ᑮᓇᐅᔭᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᖕᒋᒃᑲᓗᐊᕐᒪᖔᑦ ᕿᒥᕐᕈᔨᒻᒪᕆᑦ ᐋᖅᑭᒃᓯᔭᕆᐊᖅᑲᖅᐳᖅ ᐸᕐᓇᐅᑎᒦᑦᑐᑦ ᑮᓇᐅᔭᐃᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᕐᒪᖔᑕ ᐃᓚᒋᔭᐅᔪᓄᑦ. ᑮᓇᐅᔭᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᖕᒋᒃᑲᓗᐊᕐᒪᖔᑕ ᕿᒥᕐᕈᔨᒻᒪᕆᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐸᕐᓇᐅᑎᖓᓄᑦ AON Hewitt Associates–ᖑᕗᑦ.

AON Hewitt Associates-ᑯᑦ ᐱᔭᕇᖅᓯᓚᐅᖅᑐᑦ ᓇᓚᐅᑦᑖᕈᑎᒥᓂᒃ ᐸᕐᓇᐅᑎ ᒪᕐᕉᓕᓪᓗᒍ. ᓯᕗᓪᓕᖅ, ᐃᓱᒪᔫᑕᐊᖕᒋᓐᓇᖅᑐᖅ ᓇᓚᐅᑦᑖᕈᑕᐅᓯᒪᔪᖅ, ᓂᕆᐅᒋᔭᐅᔪᖅ ᓯᕗᓂᒃᓴᒧᑦ ᐱᔭᐅᔪᓐᓇᕋᔭᖅᑐᖅ ᐃᓚᒋᔭᐅᔪᓄᑦ ᐊᒻᒪᓗ ᓇᓚᐅᑦᑖᖅᓯᒪᓪᓗᓂ ᓯᕗᓂᒃᓴᒥ ᐱᕐᑯᑎᒋᔭᐅᓂᐊᖅᑐᓂᒃ ᐸᕐᓇᐅᑎᒥ. ᑖᒃᑯᐊ ᖃᔅᓯᙱᖅᐸᓪᓕᐊᓛᕋᓱᒋᔭᐅᔪᑦ ᐋᖅᑭᒃᓱᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᓈᓴᐅᑎᒃᑯᑦ ᐊᑐᕐᓂᐊᕋᓱᒋᔭᐅᔪᓂ ᓯᕗᓂᒃᓴᒥ ᐃᓚᒋᔭᐅᔪᑦ ᑕᑯᔭᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᕆᔭᖕᒋᑦ ᓲᕐᓗ ᓯᕗᓂᒃᓴᒥ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖕᒋᑦ ᓂᐅᕕᐊᒃᓴᐃᑦ ᐊᑭᖕᒋᑦ. ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᑭᒡᓕᓯᓂᐊᖅᑎᒻᒪᕆᑦ ᓇᓗᓇᐃᖅᓯᓪᓗᑎᒃ ᖃᔅᓯᓂᒃ ᐱᔭᕆᐊᖃᕐᓂᐊᕐᒪᖔᑕ ᒫᓐᓇ ᐃᑲᔫᑎᒋᔭᐅᔪᓂᒃ ᓯᕗᓂᒃᓴᒥ ᐃᑲᔫᓯᐊᖅᑖᖅᑎᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᓂᒃ.

ᑲᑎᒪᔨᑦ ᐱᑎᑕᐅᓯᒪᖔᒪᑕ ᓯᕗᓪᓕᖅᐹᒥ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᑦ ᑮᓇᐅᔭᑎᒍᑦ 2018–ᒧᑦ (ᔫᓐᓄᐊᕆ 1, 2019) ᑕᑯᒃᓴᐅᓪᓗᓂ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᖅᑲᖅᑎᑕᐅᑦᑎᐊᕐᓂᖔᓂᒃ. ᑕᒪᑐᒪᓂ ᐊᕐᕌᒍᒥ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᓇᓗᓇᐃᖅᓯᒪᕗᖅ ᓱᓕ ᐊᒥᐊᒃᑯᖅᑲᕐᓂᐊᕐᓂᖔᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᔪᑦ ᒪᓕᒃᑐᒋᑦ. ᑐᓂᔭᐅᔪᑦ ᐊᐅᓚᔾᔪᑕᐅᓪᓗᑎᒃ ᒫᓐᓇᒧᑦ ᓯᕗᓂᒃᓴᒧᓪᓗ ᐸᕐᓇᐅᑎᐅᑉ ᐊᑭᖕᒋᓐᓂᒃ ᑐᖔᓃᖕᒋᓐᓇᖅᑐᑦ ᒫᓐᓇᐅᔪᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᓪᓗ ᑐᓂᓯᒪᔭᖕᒋᓐᓂᒃ ᐊᑭᑦᑐᕆᐊᕆᐊᖃᔾᔭᖕᒋᑦᑐᑦ.

ᐱᕐᑲᑖ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᐸᕐᓇᐅᑎᓂ AON Hewitt Associates-ᑯᑦ ᐱᔭᕇᖅᓯᓂᐊᕐᓂᖏᓐᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᖏᑦ ᒪᓕᒃᑕᐅᓗᑎᒃ. ᑖᓐᓇ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᐱᔭᕇᖅᑕᐅᓚᐅᖅᑐᖅ ᐊᑐᕐᓂᐊᕋᓯᒋᔭᐅᔪᒥ ᐸᕐᓇᐅᑎᒥ ᓄᖅᑲᕐᓗᓂ ᓇᓚᐅᑦᑖᖅᑕᐅᓂᖓᑕ ᐅᓪᓗᖓᓂ ᑕᒪᕐᒥᒃᓗ ᐃᓚᒋᔭᐅᔪᑦ ᐊᑭᓕᖅᑕᐅᓗᑎᒃ ᓯᕗᓂᒃᓴᒥ ᐃᑲᔫᓯᐊᖅᑖᕆᓂᐊᖅᑕᖏᑦ ᒪᓕᒃᓗᒋᑦ ᑐᓂᓯᖃᑦᑕᕐᓂᖏᑦ ᒪᓕᒃᓗᒋᑦ. ᑖᓐᓇ ᐱᔭᕆᐊᖃᕐᓂᖓ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᐃᑦ ᐸᕐᓇᐅᑎᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᖏᑦ ᒪᓕᒃᓗᒍ ᐊᑐᖅᑕᐅᖃᑦᑕᖅᓯᒪᖕᒪᑦ ᓇᖕᒥᓂᕆᔭᐅᔪᓄᑦ ᐸᕐᓇᐅᑎᖃᖅᑐᓄᑦ, ᐃᓄᖕᓄᑦ ᐱᔨᑦᑎᕐᓂᐅᙱᑦᑐᓄᑦ ᓲᕐᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑎ, ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖓᓄᑦ ᐊᒃᑐᐊᒐᔭᙱᑦᑐᖅ. ᓄᑖᑦ ᒪᓕᒐᐅᔪᖅ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑕᐅᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᙱᑦᑐᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᕐᒧᑦ ᑭᓯᐊᓂ ᖃᐅᔨᓴᐃᓐᓇᕐᓂᐊᖅᑐᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᖓᓂᒃ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᒪᓕᒃᑑᒍ.

ᐱᐊᓂᒍᑎᒋᓗᒍ

2018 ᐊᕐᕌᒍᒥ ᑲᔪᓯᑦᑎᐊᓚᐅᖅᑐᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑕᐅᔪᑦ ᐸᕐᓇᐅᑎᖓ. ᐱᕈᖅᐸᓪᓕᐊᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᑦ 254-ᒥᓕᐊᓐᖓᓃᓕᖅᐳᑦ (ᔫᓂ 30, 2019ᖑᑎᓪᓗᒍᓂ), ᓄᑖᓂᒃ ᐃᓚᒋᔭᐅᓂᐊᖅᑐᓂᒃ ᐃᓚᕙᓪᓕᐊᑎᑦᑏᓐᓇᖅᐳᒍᑦ ᐸᕐᓇᐅᑎᒧᑦ ᐊᒻᒪ ᐅᒃᐱᕈᓯᑦᑎᐊᖅᑐᒍᑦ ᐸᕐᓇᐅᑎᑦ ᓯᕗᓂᒃᓴᖃᑦᑎᐊᕐᓂᖓᓂᒃ ᐊᒻᒪᓗ ᐅᐱᒋᓪᓗᑎᒍᑦ ᐱᔭᕇᖅᑕᐅᔪᑦ ᐊᕐᕌᒍᑦ ᖁᓕᑦ ᐃᓗᐊᓂ ᓯᕗᒻᒧᐊᒃᐸᓪᓕᐊᑦᑎᐊᖅᓱᑕᓗ.

ᖁᔭᒋᑦᑎᐊᖅᑕᕗᑦ ᑲᑐᔾᔨᖃᑎᒋᔭᕗᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᑦ ᐊᒻᒪ ᐱᓕᕆᖃᑕᐅᔪᒪᑦᑎᐊᕐᒪᑕ ᐃᑲᔪᖅᑐᐃᓪᓗᑎᒡᓗ.

ᒪᒃᐱᖅᑐᒐᖅ 8–64ᖑᓪᓗᑎᒃ

ᐊᐅᓚᑦᑎᔨᒻᒪᕆᐅᑉ ᐅᓂᒃᑳᖓ

2018–ᖑᑎᓪᓗᒍ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᒃᑲᓂᕋᓱᒃᑐᓄᑦ ᐅᑎᕐᕕᐅᓚᐅᖅᑐᑦ ᑐᕌᖓᔪᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᐃᓐᓇᑐᖃᐅᔪᓯᐊᓄᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᑦ ᓄᓇᕐᔪᐊᒥᑦ ᓂᐅᕕᖅᐸᑦᑐᓄᑦ ᑮᓇᐅᔭᐃᑦ ᑐᕌᖓᔪᑦ ᑲᑕᑦᓯᒪᓚᐅᖅᑎᓪᓗᒋᑦ 2018 ᓄᖑᓕᖅᑎᓪᓗᒍ ᑮᓇᐅᔭᓕᐅᕋᓱᐊᕐᓂᕐᒧᑦ ᑐᕌᖓᔪᑦ ᑲᑦᓲᓇᕈᖅᓯᒪᓚᐅᕐᒪᑕ ᐊᕐᕌᒍᒧᑦ ᐅᑎᕐᕕᐅᕙᑦᑐᓄᑦ ᖃᑦᓲᓇᐅᓚᖑᓯᒪᔪᑦ ᐊᕐᕌᒍᓂᑦ ᖃᖓᒋᖅᑐᓂᑦ. ᑭᓯᐊᓂ, ᐅᑎᖅᓯᒪᑦᑎᐊᓕᖅᑐᑦ ᑕᖅᑮᑦ 6 ᐊᓂᒍᖅᓯᒪᓕᖅᑎᓪᓗᒋᑦ 2019–ᒥᑦ ᓴᖏᓂᖃᕐᓂᖅᓴᐅᓕᖅᑐᖅ ᐊᒥᓱᕈᓇᐊᖅᑐᑦ 10>ᓴᓐᒥᑦ ᐅᑎᕐᕕᐅᕙᑦᑐᓄᑦ. ᐊᕐᕌᒍᓂ ᑎᓴᒪᓂᒃ ᐊᓂᒍᖅᑐᓂᑦ ᐸᕐᓇᐅᑎᑦ ᐅᑎᖅᑐᒃᓴᑦ ᐱᒋᐊᕈᑎᒋᓚᐅᖅᑕᖓᓂ ᖃᖏᐅᑎᓪᓗᓂ ᐊᒻᒪ ᒪᓕᒃᑯᑎᒃ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᑦ ᐊᑐᐊᒐᖓᓂ. ᔫᓂᐅᑉ ᓄᖑᐊᓂ 2019–ᖑᑎᓪᓗᒍ ᐱᒋᐊᖅᑯᓂ, ᐱᕈᖅᐸᓪᓕᐊᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ $254,000,000-ᒦᓕᖅᐳᑦ.

2016-ᒥ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᐱᔨᑦ ᑲᑎᒪᔨᖏᑦ ᐃᓱᒪᓕᐅᕆᓚᐅᖅᐳᑦ ᐊᑐᖅᑐᐊᖅᑕᒥᓂᒃ ᐊᑭᓕᖅᓱᐃᖏᓐᓇᙱᖕᒐᕐᓗᑎᒃ ᖃᐅᔨᓇᓱᖕᒐᓪᓗᐊᖅᑐᑦ ᓇᖏᓂᖅ ᑎᑎᕋᕐᕕᒃᓴᒥᓂᒃ ᓴᓇᕐᑯᓪᓗᒋᑦ. ᓄᓇᑖᓚᐅᖅᑐᑦ ᓄᓇᓖᑦ ᕿᑎᖅᐸᓯᐊᓂ ᐊᒻᒪᓗ ᓴᓇᓯᒪᓂᐊᕐᓂᖓᑕ ᑕᐅᑦᑐᖓᓂᒃ ᐊᖏᕈᑎᕐᑲᑎᕐᑲᖅᓯᒪᓕᖅᑐᑎᒃ ᐊᐅᑳᓐ ᐃᒡᓗᓕᐅᖅᑎᖏᓐᓂᒃ. ᐱᓕᕆᐊᖑᔪᖅ ᐱᔭᕇᖅᑕᐅᓯᒪᓕᖅᑐᖅ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐃᒡᓗᐊᓗᒻᒧᑦ ᓈᓚᐅᖅᑐᑦ ᔫᓂᐅᑎᓪᓗᒍ.

ᐊᖏᒡᓕᕝᓪᓕᖅᑎᑦᑎᔪᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᓕᕆᐊᖓᓂᑦ ᔫᑳᓐᒧᑦ ᓱᓕ ᓯᕗᓪᓕᐅᑎᑕᐅᔪᒪᔪᖅ ᐸᕐᓇᒍᑎ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᓄᑦ. 2018-ᒥ ᖃᔅᓲᖅᓱᑲᓪᓚᒃᓗᑎᒃ ᑲᑎᒪᑲᑕᓚᐅᖅᐳᑦ, ᐅᓂᒃᑳᕆᐊᖅᑐᖅᓗᑎᒃ ᐊᒻᒪ ᑐᓴᖅᑎᑦᑎᓪᓗᑎᒃ ᐱᔪᒪᔪᓄᑦ ᔫᑳᓐᒥ ᐊᒻᒪ ᔫᑳᓐ ᒐᕙᒪᖓᓂ. ᐃᐳᕈ 2019–ᖑᑎᓪᓗᒍ ᑲᑎᒪᔨᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᓕᕆᔨᑦ ᐃᓐᓇᑐᖃᐅᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᖏᑦ ᑲᑎᒪᓚᐅᖅᑐᖅ ᕗᐊᐃᑦᕼᐅᐊᓯᒥᑦ. ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᑲᔪᓯᓯᒪᔪᑦ ᓯᕗᓂᖓᒍᑦ ᑐᖓᐅᑦᑎᓯᒪᔪᒥᒃ ᐊᑭᓕᖅᑕᐅᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᕙᓪᓕᐊᔪᒪᔪᑦ ᐊᒻᒪ ᑭᐅᔭᐅᑦᑎᐊᖅᓯᒪᔪᑦ ᔫᑳᓐᒥᐅᑦ ᒐᕙᒪᒃᑯᖏᓐᓂᑦ ᐱᕙᓪᓕᐊᑎᑦᑎᓂᐊᕐᓗᑎᒃ ᒪᓕᒐᕐᒥᑦ ᑕᐃᑲᓂ ᐅᑭᐅᖅᑕᖅᑑᑉ ᐊᕕᑦᑐᖅᓯᒪᓂᖓᓂᑦ.

ᑕᐃᒪ ᐅᖃᐅᓯᐅᖅᑲᐅᕗᖅ ᐃᒃᓯᕙᐅᑕᖓᑕ ᐅᓂᒃᑳᖓᓂ, ᐃᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖏᑦ ᓴᓄᐊᕆ 1, 2019ᒥ ᕿᒥᕐᕈᔭᐅᓂᖓ ᓇᓗᐃᓇᐃᕆᔪᖅ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᖅᑲᖅᑎᑕᐅᑦᑎᐊᕐᓂᖓᓂᒃ ᐊᒥᐊᒃᑯᔪᐃᑦ ᕿᑐᖏᐅᖅᐸᒃᓗᑎᒃ ᒫᓐᓇᓗ 8% ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᒧᑦ ᐊᒻᒪ 8% ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᒧᑦ ᓱᓕ ᓈᒻᒪᖕᓂᖓᓂᒃ ᑲᔪᓯᑐᐃᓐᓇᕐᓗᒍ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᕐᑲᖅᑎᑕᐅᓗᓂ.

ᑲᔪᓯᔪᒍᑦ ᓱᓕ ᐊᒃᓱᕈᖅᓗᑕ ᐃᓚᒋᔭᐅᔪᕐᑯᑎᕗᑦ ᐱᔨᑦᑎᕋᕐᓱᒃᓗᑎᒍ ᓄᓇᕐᓯᐊᕐᒥ ᐊᒻᒪ ᓄᓇᕗᒻᒥᐅᑦ ᐱᔪᓐᓇᕐᓂᓕᒫᖏᓐᓂ.

ᓵᓐ ᒪᐃᓕ,
ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐊᐅᓚᑦᑎᔨᒻᒪᕆᖓ

ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐊᕐᕌᒍᒧᑦ 2018 ᐊᒻᒪ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑦ ᐃᓱᒪᒋᔭᖏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ
ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ

ᐊᐅᓚᑦᑎᔨᑦ ᑲᒪᒋᔭᒃᓴᖏᑦ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᐸᖕᓇᐅᑖᑕ ᐸᐸᑕᐅᔪᑦ
ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐅᑯᓂᖓ ᑲᒪᒋᔭᒃᓴᖅᑲᖅᐳᖅ,
ᐱᕙᒋᔭᕐᓂᕐᒧᑦ, ᐱᕆᐅᓂᖏᓐᓄᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᖏᓐᓄᑦᓗ ᑮᓇᐅᔭᓄᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ. ᑎᑎᕋᖅᓯᒪᔪᑦ
ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ
ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᕗᑦ ᒪᓕᒃᑐᖃᖅᐳᓂ ᑲᓇᑕᒥᐅᐋᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ
ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ ᐋᖅᑭᒃᓯᓂᐊᕐᓗᓂ ᑕᐃᒪᐃᑦᑐᓂᒃ
ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ ᐊᒻᒪᓗ ᐊᖏᖅᑕᐅᓯᒪᓗᑎᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ
ᐱᕙᓪᓕᖅᐸᖕᓂᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᕐᓂᕐᒧᑦ ᑲᑎᒪᔨᐅᓂᕐᒧᑦ
ᑲᑎᒪᔨᐅᖅᑲᑎᒋᑦ. ᓈᒻᒪᓈᕌᖓᑦ, ᐱᕙᒋᔭᖅᑕᐅᓂᖏᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑐᓴᖅᑕᐅᔪᒃᓴᐃᑦ ᐃᓗᐊᓃᑦᑐᑦ ᑖᔅᓯᒪ
ᐅᓂᒃᑲᐅᓯᐊᓂ ᐅᑯᓂᖓ ᐃᓚᖅᑲᖅᐳᑦ
ᖃᔅᓯᑐᕋᓱᒋᔭᐅᔪᓂᒃ ᖃᓄᓂᕋᖅᑕᐅᔪᓂᒡᓗ ᑐᙵᕕᖅᑲᖅᐳᑎᒃ ᐃᓱᒪᒃᓴᖅᓯᐅᑦᑎᐊᖅᓯᒪᓂᕐᒥ ᑐᓴᖅᑕᐅᔪᒃᓴᓄᑦ
ᒪᓂᒪᔪᓄᑦ ᐊᐅᓚᑦᑎᔨᓄᑦ. ᐊᑭᓪᓚᕆᖏᑦ
ᐱᔾᔪᑎᓪᓚᕆᖏᑦ ᐊᔾᔨᒋᖏᑐᐃᓐᓇᕆᐊᖃᕐᒪᒋᑦ ᓇᓚᐅᑦᑖᖅᓯᒪᔪᑦ.

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᐸᖕᓇᐅᑖᑕ ᐸᐸᑕᐅᔪᑦ
ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐋᖅᑭᒃᓯᐃᓯᒪᕗᑦ ᐊᒻᒪᓗ
ᑲᔪᓯᑎᑦᑎᓯᒪᕗᑦ ᒪᒃᐱᖅᑐᒐᕐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒥ, ᑎᑎᕋᖅᓯᒪᔪᓂ, ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᓪᓗ
ᑖᒃᑯᓇᓂᑦᑕᐃᓐᓇᖅ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑲᒪᒋᔭᖅᑲᓂᕐᒧᓪᓗ
ᐊᑐᖅᑕᐅᕙᒃᑐᓄᒃ. ᑖᒃᑯᐊ ᐋᖅᑭᒃᑕᐅᓯᒪᕗᑦ ᐱᑎᑦᑎᔾᔪᑕᐅᔪᒪᓪᓗᑎᒃ ᓈᒻᒪᒃᑐᒥᒃ ᑕᐃᒪᐃᓪᓚᕆᖕᕋᐃᓂᕐᒥᒃ
ᐊᑐᖅᑕᐅᑦᑎᐊᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᓕᕐᑭᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ
ᒪᓕᒃᑐᖃᖅᐳᓂ ᑲᓇᑕᒥ ᓇᖕᒥᓂᕆᔭᐅᔪᓄᒃ ᑯᐊᐳᕆᓴᐅᓂᕐᒧᑦ ᐱᕐᑯᔭᕐᒥᒃ. ᐅᑭᐅᖅᑕᖅᑐᒥ
ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐱᔨᑦᑎᕋᕐᓂᕐᒧᑦ ᑐᓐᓂᖅᑯᑕᐅᕙᒃᑐᑦ
ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑲᔪᓯᑎᑦᑎᕙᒃᐳᑦ ᑲᒪᒋᔭᒃᓴᕆᔭᒥᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ
ᐅᓂᒃᑳᕐᓂᕐᒥᒃ, ᑕᒃᑯᓇᓂᑦᑕᐃᓐᓇᖅ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᒻᒪᓗ
ᓴᐳᔾᔨᓯᒪᓂᕐᒧᑦ ᐱᕐᑯᑎᒋᔭᐅᔪᓂᒃ.

ᐊᐃᕗᕆ, ᑰᐸ ᑲᒻᐸᓂᓗ (Avery, Cooper & Co. Ltd.) ᓇᓗᓇᐃᔭᖅᓯᒪᓪᓗᑎᒃ ᐱᓕᕆᔨᓪᓚᕆᑦ
ᑮᓇᐅᔭᓕᕆᔩᑦ ᐊᕐᕌᒍᑕᒫᑦ ᐱᑎᑦᑎᕙᒃᐳᑦ ᐃᓛᒃᑰᖅᑐᒥᒃ, ᐊᔾᔨᒌᒃᑎᑦᑎᔪᒥᒃ
ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕐᒥᒃ ᑕᐃᒪᐃᔾᔪᑎᕐᑲᖅᐸᒃᓗᑎᒃ ᐅᕐᑲᐅᓯᖅᑲᕐᓂᐊᕐᓗᑎᒃ ᐃᓱᒪᒋᔭᒥᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ
ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᒪᓕᒃᑐᖃᖅᓗᓂ ᑲᓇᑕᒥᐅᓄᒃ
ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐊᖏᖅᑕᐅᓯᒪᔪᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᑕᐅᕙᒃᑐᓂᒃ.

Aon Hewitt Associates, ᐃᒻᒥᒃᑯᑦ ᐊᐅᓚᑦᑎᔪᑦ ᖃᐅᔨᒪᔨᑕᐅᓪᓗᑎᒃ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᑭᒡᓕᓯᓂᐊᖅᑎᐅᔪᑦ,
ᐱᓕᕆᖃᑕᐅᓚᐅᖅᐳᑦ ᐊᑭᖓᓂ ᓇᓚᐅᑦᑖᖅᓯᒪᔪᒥᑦ ᓴᖅᑭᑦᑎᕐᑯᓪᓗᒋᑦ ᑭᒡᓕᓯᓂᐊᖅᑕᐅᓯᒪᓪᓚᑦᑖᖅᑐᓂᑦ
ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐃᑲᔫᑎᖏᓐᓂᒃ ᐊᒻᒪ ᐊᑭᓕᕆᐊᓕᖕᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ

ᐱᔾᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᒻᒥᒃ. ᐊᑭᖓᓂ ᓇᓚᐅᑦᑖᕈᑎ ᐱᓕᕆᐊᖑᓚᐅᖅᐳᖅ ᑎᓯᐱᕆ 31, 2018-ᒥ ᐊᑐᐃᓐᓇᕈᖅᑎᑦᑎᓪᓗᑎᒃ ᓇᓚᐅᑦᑖᕈᑎᒥᓂᒃ ᑭᒡᓕᓯᓂᐊᖅᑕᐅᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐃᑲᔫᑎᖏᓐᓂᒃ ᐊᒻᒪ ᐊᑭᓕᕆᐊᓕᖏᓐᓂᒃ ᐸᕐᓇᐅᑎᐅᑉ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᔾᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᖕᓇᐅᑎ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ,

ᐃᐅᑦ ᒪᒃᑖᓄᑦ,
ᐃᓐᓇᖅᑐᖅᑲᐅᔾᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᑲᑎᒪᑎᑦᑎᔨ

ᓵᓐ ᒪᐃᓕ,
ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑦᑎᕋᖅᑎᑦ ᐊᐅᓚᑦᑎᔨᒻᒪᕆᖓ

ᐃᑉᐳᔅ 3, 2019

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ

ᐃᓱᒪᒋᔭᕗᑦ

ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᓯᒪᕙᕗᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᐅᓄᖓ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᐅᖅᓯᒪᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᓄᒃ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓄᑦ
(“ᑲᑐᔾᔨᕐᑲᑎᒌᖑᔪᖅ”), ᐃᓚᖃᖅᓱᓂ ᐅᖃᖅᓯᒪᔪᒥᒃ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᒥᒃ ᑎᓯᐱᕆ 31, 2018–ᒥ, ᐅᑯᐊᓗ
ᐅᖃᖅᓯᒪᔪᑦ ᐊᓯᔾᔨᕐᓂᕆᔭᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ, ᐆᔭᐃᕝᕕᐅᓯᒪᓪᓗᑎᒃ ᐱᒋᔭᐅᔪᑦ ᒪᓂᒪᔪᑦ ᐱᕚᓪᓕᕈᑕᐅᓂᐊᖅᓱᑎᒃ, ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᕆᐊᖃᖅᑐᑦ, ᑮᓇᐅᔭᐃᓪᓗ ᓇᒧᙵᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒧᑦ ᐃᓱᓕᑦᑐᒧᒃ, ᑎᑎᕋᖅᓯᒪᔪᓄᓪᓗ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓄᑦ, ᐃᓚᒋᔭᐅᓪᓗᓂ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐅᔾᔨᕐᓇᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᓂᒃ (ᐊᑕᐅᑦᑎᒃᑯᑦ "ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓲᑦ")

ᐃᓱᒪᒋᔭᑎᒍᑦ, ᑖᒃᑯᐊ ᑮᓇᐅᔭᓕᕐᑭᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᑭᒡᒐᖅᑐᐃᕗᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓪᓗᑎᒃ, ᑕᒪᐃᑦᒍᑦ ᐱᕐᑯᑎᑎᒍᑦ, ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᖓᓄᑦ ᑖᒃᑯᐊ ᑲᑐᔾᔨᕐᑲᑎᒌᖑᔪᖅ ᑎᓯᐱᕆ 31, 2018–ᒥ, ᖃᐅᔨᔭᐅᔪᓪᓗ ᐊᐅᓚᓂᕆᔭᒥᓄᑦ ᑮᓇᐅᔭᐃᓪᓗ ᓇᒧᙵᖅᐸᓪᓕᐊᓂᕆᔭᖏᓐᓄᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒧᑦ
ᐃᓱᓕᑦᑐᒧᑦ ᒪᓕᒃᑐᖃᖅᓱᓂ ᑲᓇᑕᒥᐅᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ ᐋᖅᑭᒃᓱᐃᓂᐊᕐᓗᓂ ᑕᐃᒪᐃᑦᑐᓂᒃ
ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᓕᐊᓂᒃ.

ᐃᓱᒪᒋᔭᑦᑕ ᑐᙵᕕᖕᒋᑦ

ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓚᐅᖅᑐᒍᑦ ᑲᓇᑕᒥ ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕐᒧᑦ ᒪᓕᒐᐃᑦ ᒪᓕᒃᓱᒋᑦ. ᑲᒪ ᒋᔭᒃᓴᕆᔭᕗᑦ ᑖᒃᑯᐊ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐊᑖᒍᑦ ᓱᓕ ᐅᓂᒃᑲᐅᓯᐅᒃᑲᓐᓂᖅᓯᒪᕗᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᐅᑉ ᑲᒪᒋᔭᒃᓴᕆᔭᖏᓐᓂ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕐᒧᑦ
ᑖᒃᑯᓇᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓂ ᑎᑎᕋᖅᓯᒪᓂᖏᓐᓂ ᐅᓂᒃᑲᐅᓯᕆᔭᕐᑎᓐᓂ. ᐃᓛᒃᑰᖅᐳᒍᑦ ᑲᑐᔾᔨᕐᑲᑎᒌᓂᑦ ᒪᓕᒃᑐᑕ
ᐃᓕᖅᑯᓯᑦᑎᐊᕙᖕᓂᒃ ᐊᑐᕆᐊᓕᖕᓂᒃ ᐊᒃᑐᐊᓂᓕᖕᓂᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕆᔭᕐᑎᓐᓄᑦ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ ᑲᓇᑕᒥ, ᐊᒻᒪᓗ
ᑲᓯᑎᑦᑎᖃᑦᑕᖅᓯᒪᕗᒍᑦ ᐊᓯᖏᓐᓂ ᐃᓕᖅᑯᓯᑦᑎᐊᕙᒃᑯᑦ ᑲᒪᒋᔭᒃᓴᕆᔭᑦᑎᓐᓂᒃ ᒪᓕᒃᑐᑕ ᑕᒪᒃᑯᓂᖓ ᒪᓕᒋᐊᓕᖕᓂᒃ. ᐅᒃᐱᕆᔭᖃᖅᐳᒍᑦ ᐃᒪᓐᓇ,
ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᓯᒪᔪᑦ ᖃᐅᔨᔭᔪᑕᐅᔪᑦ ᐱᓯᒪᔭᕗᑦ ᓈᒻᒪᒃᑐᑎᒃ ᐊᑐᕈᓐᓇᖅᑐᑎᒡᓗ ᐱᑎᑦᑎᓂᐊᕐᓗᓂ ᑐᙵᕕᒋᔭᐅᔪᒥᒃ ᐃᓱᒪᒋᔭᑦᑎᓐᓄᑦ.

ᐱᔾᔪᑎᒋᓪᓗᐊᑕᖅᑕᖕᒐ ᖃᓄᐃᓐᓂᐅᔪᑦ

ᓇᓗᓇᐃᔭᖅᓯᒪᑎᓪᓗᒍ ᑎᑎᕋᖅᓯᒪᔪᒥ 2–ᒥ (ᐃ), ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓂᕐᒧᑦ ᐱᕙᒋᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐱᔨᑦᑎᕋᕐᓂᕆᔭᐅᔪᓄᒃ ᐋᖅᑭᒃᓱᐃᓯᒪᕗᑦ ᐃᓛᒃᑰᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᕐᒧᑦ ᓂᕐᑲᐃᓱᖅᑐᓕᕆᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐊᕐᕌᒍᒧᑦ
ᐃᓱᓕᑦᑐᒧᑦ ᑎᓯᐱᕆ 31, 2018-ᒥ ᒪᓕᒃᑐᖃᖅᓱᓂ
ᑲᓇᑕᒥᐅᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ ᐋᖅᑭᒃᓱᐃᓂᐊᕐᓗᓂ ᑕᐃᒪᐃᑦᑐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ, ᑕᐃᒃᑯᑎᒍᓇᕐᓗ ᓴᖅᑭᑎᑦᑎᓚᐅᖅᐳᒍᑦ ᐃᓛᒃᑰᖅᑐᒥᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᐅᑉ ᐅᓂᒃᑲᐅᓯᖕᒐᓂᒃ ᐃᓚᒋᔭᐅᔪᓄᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᑎᑦ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐅᓪᓗᓕᖅᓯᒪᓪᓗᑎᒃ ᐊᐃᕐᓇᓕ

4, 2019–ᒥ. ᐊᓯᐊᒍᑦ ᑲᑎᓯᒪᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᐱᔨᖏᑦᓄᑦ ᐅᓪᓗᖅᑲᖅᑐᖅ
ᑎᓯᐱᕆ 31, 2018–ᒥ ᐊᖅᑦᒍᒋᔭᐅᔪᒧᓪᓗ ᐃᓱᓕᑦᑐᒧᑦ ᓱᓕ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᙱᓚᑦ.

ᐊᓯᖏᑦ ᑐᑭᓯᔾᔪᑏᑦ

ᐊᐅᓚᑦᑎᔨᑦ ᑲᒪᒋᔭᖅᑲᖅᓂᐊᖅᑐᖅ ᐊᓯᖏᓐᓂᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ. ᐊᓯᖏᑦ ᑐᓴᐅᒪᔾᔪᑏᑦ ᐱᑕᖅᑲᖅᑎᑕᐅᓲᑦ ᐊᐅᓚᑦᑎᔨᓄᑦ ᐅᖅᑲᐅᓯᐅᓚᐅᖅᑐᖅ ᖅᑲᐅᔨᔭᐅᒻᒪᕆᓐᓂᖏᑦᓗ.

ᐃᓱᒪᒋᔭᕗᓪᓕ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᓄᑦ ᐊᓯᖏᓐᓂᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ ᐱᖅᑲᓯᐅᔾᔨᖏᒻᒪᑦ ᐊᒻᒪᓗ ᐅᖅᑲᐅᓯᖅᑳᔾᔭᙱᓚᒍᑦ ᖅᑲᓄᑐᐃᓐᓇᖅ ᑕᐃᒪᐃᓪᓚᕆᖕᓂᕋᐃᓂᕐᒧᑦ ᐅᖅᑲᐅᓯᖅᑳᓂᕐᒥᒃ ᑭᖑᓂᖓᒍᑦ. ᐊᒃᑐᐊᓂᖅᑲᖅᑎᓪᓗᒋᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᓯᒪᔭᑦᑎᓐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᔪᓄᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓄᑦ, ᑲᒪᒋᔭᒃᓴᕆᔭᕗᑦ ᐅᖅᑲᓕᒫᕆᐊᖅᑲᖅᓂᐅᕗᖅ ᐊᓯᒃᑲᓐᓂᖏᓐᓂᒃ ᑐᓴᖅᑕᐅᔪᒃᓴᓂᒃ ᖁᓛᓂᓇᓗᓇᐃᔭᖅᓯᒪᔪᓂᒃ, ᑕᐃᒪᐃᓕᐅᓕᕈᑦᑕᓗ, ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᖅᑲᖅᓗᑕᑕᒃᑯᐊ ᑐᓴᖅᑕᐅᔪᒃᓴᒃᑲᓐᓃᑦ ᐱᖅᑯᑎᑎᒍᑦ ᐊᔾᔨᖅᑲᖕᒃᑲᓗᐊᖅᒪᖕᒑᑕ ᐊᓯᖏᓐᓄᑦ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓄᑦ, ᖅᑲᐅᔨᒪᓂᕆᔭᑦᑎᓐᓄᑦᓘᓐᓃᑦ ᐱᓚᐅᖅᑕᑦᑎᓐᓄᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᓂᕆᔭᐅᔪᒥ, ᐅᕝᕙᓘᓐᓃᑦ ᓴᖅᑭᔾᔭᖅᑰᔨᒃᐸᑦ ᐱᖅᑯᑎᑎᒍᑦ ᐅᖅᑲᐅᓯᐅᑦᑎᐊᖅᓯᒪᙱᑦᓗᓂ.

ᐱᓯᒪᔭᕗᑦ ᐊᐅᓚᑦᑎᔨᓄᑦ ᐅᖅᑲᐅᓯᕆᔭᐅᖅᑲᑦᑕᖅᓯᒪᔪᖅ ᐊᒻᒪᓗ ᖅᑲᐅᔨᔭᐅᓯᒪᑦᓗᓂ ᑮᓇᐅᔭᓕᕆᐊᖑᕙᒃᑐᓂᒃ ᖅᑲᐅᔨᖅᑎᒻᒪᕆᒻᒧᑦ ᐅᓂᒃᑳᖅ ᐅᖅᑲᐅᓯᐅᓂᐊᓕᖅᑎᑦᓗᒍ. ᑕᒪᓐᓇ ᑐᙵᕕᖅᑲᖅᑎᑕᐅᒃᐸᑦ ᐱᓕᕆᐊᕆᓯᒪᔭᑦᑎᓐᓄᑦ ᑕᒪᑐᒧᖓ ᐊᓯᐊᓄᑦ ᑐᓴᖅᑕᐅᔪᒃᓴᒧᑦ, ᐃᒪᐃᓕᖓᓕᖅᑎᑦᑎᕗᒍᑦ, ᐱᖅᑯᑎᑎᒍᒃ ᐅᖅᑲᐅᓯᐅᑦᑎᐊᖅᓯᒪᔪᖅᑲᖅᖏᓐᓂᖓᓂᒃ ᑕᒪᑐᒧᖓ ᐅᓯᐊᓄᑦ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᒧᑦ, ᑕᐃᒪᓕ ᑕᒪᓐᓇ ᐅᖅᑲᐅᓇᔭᓇᐊᖅᑲᖅᐸᕗᑦ ᑕᒪᓐᓇ ᓱᓕᔪᖅ ᑕᒪᑐᒪᓂ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᐅᑉ ᐅᓂᒃᑲᐅᓯᐅᓇᓯᒪᔭᖓᓂ. ᑕᐃᒪᓕ ᑭᓱᑐᐃᓐᓇᒥᒃ ᐅᓂᒃᑲᐅᓯᒃᓴᖅᑲᖅᖏᓚᒍᑦ ᑕᒪᑐᒧᖓ ᐱᔾᔪᑎᖅᑲᖅᓗᓂ.

ᑲᒪᒋᔭᒃᓴᕆᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᔨᒃᑯᓐᓄᑦ ᑕᐃᒃᑯᓄᖓᓗ ᑲᒪᒋᔭᒃᓴᖃᖅᑎᑕᐅᔪᓄᑦ ᐊᐅᓚᑦᑎᔨᐅᓂᕐᒧᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᐅᓚᑦᑎᔨᒃᑯᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᐱᕙᒌᔭᐃᓂᕐᒥᒃ ᐱᓗᐊᖅᑎᑦᑎᑐᙱᓪᓗᑎᒡᓗ ᑭᒡᒐᖅᑐᐃᕝᕕᖃᕐᓂᕐᒥᒃ ᑕᒪᒃᑯᓂᖓ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᖅᓯᒪᓂᒃ

ᒪᓕᒃᑐᖃᖅᓱᓂ ᑲᓇᑕᒥᐅᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ ᐋᖅᑭᒃᓱᐃᓂᐊᕐᓗᓂ ᑕᐃᒪᐃᑦᑐᓂᒃ

ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᔪᓂᒃ, ᑖᒃᑯᓇᓂᓗ ᐊᐅᓚᑦᑎᕝᕕᖃᕋᔭᕐᓂᕐᒥᒃ ᐊᐅᓚᑦᑎᓂᖅ ᑕᐃᒪᐃᑦᑕᕆᐊᖃᖅᑎᑦᑎᒃᐸᑦ ᐊᔪᖅᑎᑦᑎᔪᒪᙱᓪᓗᑎᒃ ᐱᕙᒌᖅᑕᐅᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᑦ ᐃᓚᓯᒪᙱᑦᑐᓂ ᐱᕐᑯᑎᒧᑦ ᐅᖃᐅᓯᐅᑦᑎᐊᖅᓯᒪᙱᓐᓂᕐᓂᒃ, ᑕᐃᒪᐃᒃᑯᑎᖃᕐᓗᓂ ᐱᕋᔭᒃᑐᖃᕐᓂᖓᓄᑦ ᑕᒻᒪᖅᑐᖃᕐᓂᖓᓄᓪᓘᓐᓃᑦ.

ᐋᖅᑭᒃᓱᐃᔪᖃᖅᑎᓪᓗᒍ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᓐᓂᒃ, ᐊᐅᓚᑦᑎᔩᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᖃᐅᔨᓴᖅᓯᓂᕐᒥᒃ ᑲᑐᔾᔨᖃᑎᒌᖓᔫᑉ ᐊᔪᙱᓐᓂᕆᔭᖓᓂᒃ ᑲᔪᓯᓐᓇᕐᓂᐊᕐᓗᑎᒃ ᐃᓱᒪᒋᔭᒃᓴᐅᙱᓐᓇᖅᐸᒃᓗᑎᒃ, ᓴᖅᑭᑎᑦᑎᕙᒃᓗᑎᒃ, ᑕᐃᒪᐃᑦᑕᕆᐊᖃᕋᖓᒥᒃ, ᐱᔾᔪᑕᐅᔪᓂᒃ ᐊᒃᑐᐊᓂᓕᖕᓂᒃ ᐃᓱᒫᓘᑕᐅᙱᓐᓇᖅᑐᒧᑦ, ᐊᑐᕐᓗᓂᓗ ᑲᔪᓯᓐᓇᖅᑐᒥᒃ ᐃᓱᒫᓘᑎᖃᕐᓂᕐᒧᑦ ᑐᙵᕕᒋᔭᐅᔪᒥᒃ ᑮᓇᐅᔭᓕᕆᕙᖕᓂᕐᒥᒃ, ᑭᓯᐊᓂ ᑖᒃᑯᐊ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒃ ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᔪᒪᓐᓂᖅᐸᑕᓘᓐᓃᑦ ᐅᕝᕙᓘᓐᓃᑦ ᐊᐅᓚᓂᕆᔭᒥᓂᒃ ᓄᖅᑲᖅᑎᑦᑎᔪᒪᓐᓂᖅᐸᑕ, ᐅᕝᕙᓘᓐᓃᑦ ᐊᓯᐊᒍᖕᒫᖅ ᐊᑐᖕᒫᖅᓯᖃᕈᓐᓇᙱᒃᑯᑎᒃ.

ᑕᐃᒃᑯᐊ ᐊᐅᓚᑦᑎᔨᐅᑎᑕᐅᔪᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᑲᑐᔾᔨᖃᑎᒋᑉ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐅᕐᓂᕐᒧᑦ ᑲᔪᓯᓂᕆᔭᐅᕙᒃᑐᒥᒃ.

ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕆᐊᖃᖅᓱᑎᒃ ᑮᓇᐅᔭᓂᒃ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ

ᑐᕋᕆᔭᕗᑦ ᐱᔪᒪᓂᐅᕗᖅ ᓇᓗᙱᑦᑎᐊᐸᓘᔭᕐᓂᕐᒥᒃ ᑕᒪᒃᑯᐊ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᑦ ᐊᑕᖏᕐᓗᑎᒃ ᐱᑕᖃᙱᒃᑲᓗᐊᕐᒪᖔᑕ ᐱᕐᑯᑎᓄᑦ ᐅᖃᑦᑎᐊᖅᓯᒪᙱᑦᑐᓂᒃ, ᑕᐃᒪᐃᔾᔪᑎᖃᕐᓗᑎᒃ ᐱᕋᔭᒃᑐᖃᕐᓂᖓᓄᑦ ᑕᒻᒪᖅᑐᖃᕐᓂᖓᓄᓪᓘᓐᓃᑦ, ᓴᖅᑭᑎᑦᑎᔪᒪᓂᕐᒧᓪᓗ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᐅᑉ ᐅᓂᒃᑲᐅᓯᖓᓂᒃ ᐃᓚᓯᒪᔪᒥᒃ ᐃᓱᒪᒋᓯᒪᔭᑦᑎᓐᓂᒃ ᓈᒻᒪᒃᑐᖅ ᑕᐃᒪᐃᓪᓚᕆᖕᓂᕋᐃᓕᖅ ᖁᑦᑎᒃᓗᓂ ᑕᐃᒪᐃᓪᓚᕆᖕᓂᕋᐃᓂᐅᕗᖅ, ᑭᓯᐊᓂᓗ ᓇᓗᓇᐃᖅᓯᓪᓚᕆᒍᑕᐅᔪᓐᓇᖕᒋᕐᓗᓂ ᑕᒪᓐᓇ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕆᔭᐅᔪᖅ ᒪᓕᒃᑐᖃᖅᓱᓂ ᑲᓇᑕᒥᐅᓂ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂ ᖃᐅᔨᔾᔪᑕᐅᖅᑭᓐᓇᐅᔭᕐᓂᐊᕐᓂᖓᓂᒃ ᐱᕐᑯᑎᓄᑦ ᐅᖃᑦᑎᐊᖅᓯᒪᖅᑭᓐᓂᕐᒥᒃ ᑕᒪᓐᓇ ᐱᑕᖃᕋᖓᑦ. ᐅᖃᑦᑎᐅᖅᓯᒪᖅᑭᓐᓂᕆᔭᐅᔪᑦ ᓴᖅᑭᓕᕈᓐᓇᖅᐳᑦ ᐱᕋᔭᕐᓂᕆᔭᐅᔪᒥᑦ ᑕᒻᒪᕐᓂᕆᔭᐅᔪᒥᓪᓘᓐᓃᑦ, ᐃᓱᒪᒋᔭᐅᓪᓗᑎᒡᓗ ᐱᕐᑯᑎᐅᓂᖏᓐᓂᒃ ᐃᒪᐃᑉᐸᑕ, ᐃᓛᒃᑰᕐᓗᑎᒃ ᑲᑎᓯᒪᓗᑎᒡᓘᓐᓃᑦ, ᓈᒻᒪᒃᑐᒃᑯᑦ ᓂᕆᐅᒋᔭᐅᕝᕕᐅᔪᓐᓇᖅᐳᑦ ᐊᒃᑐᖅᓯᓂᖃᕋᔭᕐᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐋᖅᑭᒃᓱᒪᓕᖅᑎᑕᐅᔪᓂᒃ ᐊᑐᖅᑎᐅᔪᓄᑦ ᑐᙵᕕᖃᖅᑎᑕᐅᓗᑎᒃ ᑕᒪᒃᑯᓂᖓ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᓐᓂᒃ

ᐃᓚᒋᔭᐅᓗᑎᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓂᒥ ᒪᓕᒃᑐᖃᕐᓗᓂ ᑲᓇᑕᒥᐅᓂ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ, ᐊᑐᖅᐳᒍᑦ ᐱᓕᕆᔨᓪᓚᕆᐅᓂᕐᒧ ᖃᓄᐃᓕᖓᓇᓱᒋᔭᑦᑎᓐᓂᒃ, ᑲᔪᓯᑎᑦᑎᓪᓗᑕᓗ ᐱᓕᕆᔨᓪᓚᕆᐅᓂᕐᒧᑦ ᐅᒃᐱᕆᔭᖃᑦᑎᐊᕈᓐᓇᖅᑭᓐᓂᕐᒥᒃ ᑕᒪᑐᒪᓂᓕᒫᖅ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓂᕆᔭᐅᔪᓕᒫᒥ. ᐃᒪᐃᓕᐅᓲᖕᒍᖕᒥᔪᒍᑦ:

- ᓇᓗᓇᐃᔭᐃᓲᖕᒍᕗᒍᑦ ᖃᐅᔨᓴᖅᓯᓪᓗᑕᓗ ᖁᐊᖅᓴᕐᓇᖅᑐᓂᒃ ᐱᕐᑯᑎᓄᑦ ᐅᖃᖅᑕᐅᑦᑎᐊᙱᑐᐃᓐᓇᕆᐊᓕᖕᓂᒃ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᓐᓂ, ᑕᐃᒪᐃᔾᔪᑎᖃᕐᓗᑎ

ᓴᒡᓗᔪᖃᕐᓂᖓᓂᒃ ᑕᒻᒪᖅᑐᖃᕐᓂᖓᓂᒡᔫᓐᓃᑦ, ᑕᐅᑦᑐᖏᓐᓄᑦ ᐱᓕᕆᓂᕐᒧᓪᓗ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓂᕐᒧᑦ ᑲᔪᓯᓂᕆᔭᐅᕙᒃᑐᓂ ᑭᐅᓯᔪᓂᒃ ᑕᒪᒃᑯᓄᖓ ᖁᐊᖅᓵᕐᓇᖅᑐᓄᑦ, ᐱᓗᑎᒡᓗ
ᐃᓱᒪᒋᔭᑦᑎᓐᓂ ᐅᒃᐱᕆᕙᕗᑦ ᓈᓴᐃᔨᒻᒪᕆᐅᑉ ᓇᓗᓇᐃᑦᑎᐊᖅᑕᖓᑦ ᐊᒻᒪᓗ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᔪᑦ ᐅᖃᐅᓯᒃᓴᖃᕈᑦᑕ. ᐅᓗᕆᐊᓇᕐᓂᖓ
ᖃᐅᔨᙱᓐᓂᖅ ᐱᖁᑎᓄᑦ ᐅᖃᑦᑎᐊᖅᓯᒪᙱᓐᓂᖓ ᓴᖅᑭᑦᑐᖅ ᓴᒡᓗᔪᖃᕐᓂᖓᓂᒃ ᖁᑦᑎᖕᓂᖅᓴᐅᕗᖅ ᓴᖅᑭᑦᑐᒥᑦ
ᑕᒻᒪᖅᑕᐅᔪᒥᑦ, ᑕᒪᓐᓇ ᓴᒡᓗᓂᕆᔭᐅᔪᖅ ᐃᓚᖃᑐᐃᓐᓇᕆᐊᖃᖅᐸᑦ ᓱᓕᙱᓐᓂᕐᒥᒃ, ᐃᔾᔪᐊᖅᓯᓂᕐᒥᒃ ᐱᕋᔭᒃᓱᓂ, ᐱᔫᕆᓪᓗᓂ ᑭᑭᑦᑎᓂᕐᒥᒃ, ᑭᒡᒐᖅᑐᐃᑦᑎᐊᙱᓐᓂᕐᓂᒃ, ᐅᕝᕙᓘᓐᓃᑦ
ᖃᓪᓕᖅᓯᓂᕐᒥᒃ ᑖᒃᑯᓇᓂᑦᑕᐃᓐᓇᖅ ᐊᐅᓚᓂᕆᔭᐅᔪᒥ.

- ᐱᓯᒪᓕᕐᓗᓂ ᑐᑭᓯᐅᒪᓂᕐᒥᒃ ᑖᒃᑯᓇᓂᑦᑕᐃᓐᓇᖅ ᐊᐅᓚᑦᑎᕝᕕᖃᕐᓂᕐᒥᒃ ᐊᒃᑐᐊᓂᓕᖕᒥᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓂᕐᒧᑦ ᑕᐃᒪᐃᓕᐅᕈᑎᒃ ᑕᐅᑦᑐᓕᐅᕈᒪᓂᕐᒧᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓂᕐᒧᑦ
ᑲᔪᓯᔾᔪᑕᐅᖃᑦᑕᕐᓂᐊᖅᑐᓂᒃ ᓈᒻᒪᒃᑐᓂᒃ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᓄᑦ, ᑭᓯᐊᓂᓗ ᐱᔾᔪᑕᐅᙱᓪᓗᑎᒃ ᐅᖃᐅᓯᖃᕈᑕᐅᓂᐊᕐᓗᑎᒃ
ᐃᓱᒪᒋᔭᐅᔪᒥᒃ ᑲᔪᓯᓂᖃᑦᑎᐊᕈᓐᓇᕐᓂᖓᓄᑦ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᑖᒃᑯᓇᓂᑦᑕᐃᓐᓇᖅ ᐊᐅᓚᓂᕆᔭᖓᓄᑦ.

- ᖃᐅᔨᓴᕐᓗᒋᑦ ᓈᒻᒪᖕᓂᖕᒋᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓄᑦ ᐊᑐᐊᒐᑦ ᐊᑐᖅᑕᐅᓲᑦ ᓈᒻᒪᖕᓂᕆᔭᖕᒋᓪᓗ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓄᑦ
ᒥᒃᓴᐅᑦᑎᓯᒪᔪᑦ ᐊᒃᑐᐊᓂᓖᓪᓗ ᓴᖅᑭᑕᐅᔪᑦ ᐊᐅᓚᑦᑎᔨᓄᑦ.

- ᖃᐅᔨᓴᓚᐅᖅᑕᕗᑦ ᑕᐃᒪᐃᑦᑎᐊᕋᓗᐊᕐᒪᖔᑕ ᐊᐅᓚᑦᑎᔨᓄᑦ ᐊᑐᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᓱᓕ ᒫᓐᓇᒧᑦ ᐃᓱᒪᓘᑎᒋᔭᐅᔪᖅ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᖏᓐᓂᒃ ᓇᐅᑦᑎᖅᓱᕐᓂᖅ
ᐋᖅᑭᒃᓗᒋᑦ ᐊᐅᓚᑦᑎᔨᒧᑦ ᐊᑐᖅᑕᐅᓲᑦ ᓈᒻᒪᖕᓂᖕᒋᑦ ᒪᓕᒃᓗᒋᑦ ᐃᓱᒫᓘᑕᐅᔪᑦ ᑐᙵᕕᖕᒋᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᐊᒻᒪ, ᑐᙵᕕᒋᓗᒋᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᔪᑦ ᐱᔭᐅᓯᒪᔪᑦ, ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᓯᒪᔪᑦ
ᓇᓗᓇᖅᐸᑕ ᐱᑕᖃᖅᐸᕈᖅᑐᓄᑦ ᖃᓄᐃᑦᑑᓂᖏᓐᓄᓪᓘᓐᓃᑦ ᐅᔾᔨᕐᓇᖅᑐᒥᒃ ᓇᓗᓕᖅᑕᐅᔪᑦ ᑲᑎᒪᔨᓄᑦ ᐱᔪᓐᓇᕐᓂᕆᔭᐅᔪᑦ ᐃᓱᒫᓘᑕᐅᔪᓄᑦ ᐱᓕᕆᐊᖑᐃᓐᓇᕈᓐᓇᕐᑯᓪᓗᒍ. ᐋᖅᑭᒃᓯᒍᑦᑕ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᔪᑦ
ᓇᓗᓇᐃᓐᓇᕐᓗᑎᒃ, ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ ᐅᓂᒃᑳᖏᑦ ᐱᓕᕆᖃᑦᑕᕐᑯᔭᐅᕗᑦ ᐊᒃᑐᐊᓂᓖᑦ ᓴᖅᑭᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᓂᒃ ᐅᕝᕙᓘᓐᓃᑦ ᓴᖅᑭᑕᐅᔪᑦ ᓈᒻᒪᙱᑉᐸᑕ, ᐋᖅᑭᒋᐊᕈᑕᐅᓗᑎᒃ ᐃᓱᒪᒋᔭᑦᑎᓐᓄᑦ.
ᐋᖅᑭᒃᑕᕗᑦ ᑐᙵᕕᖃᓱᖑᕗᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ ᖃᐅᔨᔭᖏᓐᓂᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ ᐅᓂᒃᑳᓕᐊᕆᓚᐅᖅᑕᖏᑦ ᐅᑎᕝᕕᒋᓗᒋᑦ. ᑭᓯᐊᓂ, ᓯᕗᓂᒃᓴᑦᑎᓐᓂ ᐱᓕᕆᐊᑦ ᐅᕝᕙᓘᓐᓃᑦ ᖃᓄᐃᑦᑑᓂᖏᑦ ᐱᔾᔪᑕᐅᑐᐃᓐᓇᕆᐊᖃᖅᐳᑦ ᑲᑎᒪᔨᓄᑦ ᐱᓕᓈᓐᓇᕋᓱᒃᑲᓗᐊᖅᐸᒍ ᐃᓱᒫᓘᑕᐅᓂᖓᓄᑦ.

- ᖃᐅᔨᓴᕐᓗᒍ ᐊᑕᖏᔪᖅ ᐅᓂᒃᑲᐅᓯᐅᔪᖅ, ᖃᓄᖅ ᓴᓇᓯᒪᓂᖓ ᐃᓗᓕᖏᓪᓗ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᑦ, ᐃᓚᒋᔭᐅᓗᑎᒃ
ᐅᖃᐅᓯᐅᓯᒪᔪᑦ, ᐊᒻᒪᓗ ᑖᒃᑯᐊ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᑦ ᑭᒡᒐᖅᑐᐃᒐᓗᐊᕐᒪᖔᑕ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙵᖅᑕᐅᕙᓪᓕᐊᓂᕆᔭᖏᓐᓂᒃᐊᒻᒪᓗ
ᖃᓄᐃᓕᐅᕐᓂᕆᔭᐅᔪᑦ ᖃᓄᐃᓕᐅᕐᓂᐅᓗᑎᒃ ᐊᓂᒍᐃᑎᑦᑎᔪᒥᒃ ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᑭᒡᒐᖅᑐᐃᓂᕐᒥᒃ.

ᐅᖃᕐᖃᑎᒋᕙᒃᐸᕗᑦ ᑕᐃᑯᐊ ᑲᒪᒋᔭᒃᓴᖃᖅᑎᑕᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ ᐱᔾᔪᑎᖃᖅᓱᑎᒃ, ᐊᓯᓐᓄᓪᓗᑦᑕᐅᖅ, ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᒥᒃ ᖃᓄᖅ ᐊᖏᑎᒋᓂᐊᕐᓂᖓᓂᒃ
ᖃᖓᒃᑰᕐᓂᐊᕐᓂᖓᓂᒡᓗ ᑕᒪᑐᒪ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᐅᑉ ᐊᒻᒪᓗ ᐅᔾᔨᕐᓇᖅᑐᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕐᒧᑦ ᖃᐅᔨᔭᐅᔪᑦ, ᐃᓚᒋᔭᐅᓪᓗᑎᒃ ᓇᓕᐊᑐᐃᓐᓇᖅ ᐅᔾᔨᕐᓇᖅᑐᑦ ᐊᔾᔨᒋᙱᓐᓂᕆᔭᖏᑦ ᑖᒃᑯᓇᓂᑦᑕᐃᓐᓇᖅ
ᐊᐅᓚᑦᑎᓂᕆᔭᐅᔪᓂ ᓇᓗᓇᐃᖅᑕᑦᑎᓐᓂᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᑦᑎᓐᓂ.

Avery Cooper & Co. Ltd.

ᐊᐃᕗᓇ, ᑰᐸ ᑲᒻᐸᓂᓗ (Avery, Cooper & Co. Ltd.)
ᐸᐃᑉᐹᖅᑖᖅᓯᒪᔪᑦ ᓈᓴᐃᔨᒻᒪᓈᑦ
ᔭᓗᓇᐃ, ᓄᓇᑦᓯᐊᖅ

ᐃᑉᐳᓗ 3, 2019

ᓇᓗᓇᐃᖅᓯᔾᔪᑎ ᑮᓇᐅᔭᓕᕆᓂᒃᑯᑦ ᓇᒦᒻᒪᖔᑦ
ᐊᕐᕌᒍᑉ ᓄᙵᐊᓂ ᑎᓯᐱᕆ, 31 2018

	2018	2017
ASSETS		
CURRENT		
Cash	$ 615,074	$ 352,907
Contributions Receivable (Note 7)	1,475,198	1,205,295
GST Receivable	20,511	17,826
	2,110,783	1,576,028
INVESTMENTS (Note 3)	222,599,288	215,480,706
CAPITAL ASSETS (Notes 2(e) and 4)	11,171	14,420
INTANGIBLE ASSETS (Notes 2(e) and 4)	310,042	242,418
	$ 225,031,284	$ 217,313,572
LIABILITIES		
CURRENT		
Wages & Benefits Payable	$ 98,613	$ 83,211
Accounts Payable & Accrued Liabilities	230,008	269,682
Current Portion of Capital Lease Obligation (Note 5)	2,874	2,607
Due to Health & Welfare Fund (Note 12)	95,905	91,054
	427,400	446,554
CAPITAL LEASE OBLIGATION (Note 5)	8,671	11,890
	436,071	458,444
NET ASSETS AVAILABLE FOR BENEFITS per page 3	224,595,213	216,855,128
PENSION OBLIGATIONS per page 4 (Note 6)	209,471,600	184,928,200
NET ASSETS		
PENSION PLAN TRUST FUND per page 2 (Note 9)	$ 15,123,613	$ 31,926,928

Approved and authorized for issue on behalf of the Pension Committee on April 4, 2019:

_____ **Member** _____ **Member**

ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐊᓯᔾᔨᕐᓂᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐊᒥᐊᒃᑯᔪᑦ
ᐊᕐᕌᒍᑉ ᓄᙵᐊᓂ ᑎᓯᐱᕆ, 31 2018

	2018	2017
FUND BALANCE, BEGINNING OF YEAR	$ 31,926,928	$ 25,121,532
INCREASE IN PENSION OBLIGATIONS per page 4	(24,543,400)	(23,964,400)
INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS per page 3	7,740,085	30,769,796
Net change	(16,803,315)	6,805,396
FUND BALANCE, END OF YEAR	$ 15,123,613	$ 31,926,928

ᐅᖃᐅᓯᐅᓯᒪᔪᓄᑦ ᐊᓯᔾᔨᕐᓂᐅᔪᑦ ᐊᒥᐊᒃᑯᔪᑦ ᐱᕐᑯᑎᑦ ᐊᑐᐃᓐᓇᐅᔪᑦ ᐃᑲᔫᑎᓄᑦ
ᐊᕐᕌᒍᑉ ᓄᙵᐊᓂ ᑎᓯᐱᕆ, 31 2018

	2018	2017
INCREASE IN ASSETS		
Contributions (Note 7)	$ 24,317,854	$ 22,635,100
Investment Income (Loss) (Note 8)	(3,975,609)	19,133,169
Other Income	29,554	18,771
	20,371,799	41,787,040
DECREASE IN ASSETS		
Benefits		
Pension Payments	4,531,279	3,981,121
Termination Payments	6,337,729	5,340,647
	10,869,008	9,321,768
Administrative		
Administration	8,040	5,119
Amortization	44,184	37,630
Building & Works	78,610	78,538
Committee	84,769	101,045
Communications	12,753	10,721
Computer Software Development	6,095	22,679
Consulting	183,868	178,219
Investment Counselling	594,015	547,618
Legal	192,756	181,655
Marketing	7,212	5,703
Professional Fees	9,498	9,498
Staff Travel & Staff Training	36,067	26,048
Supplies & Materials	1,694	1,490
Translation Services	-	-
Trustees & Custodial Fees	39,578	36,442
Wages & Benefits	463,567	453,071
	1,762,706	1,695,476
	12,631,714	11,017,244
INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	7,740,085	30,769,796
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	216,855,128	186,085,332
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR per page 1	$ 224,595,213	$ 216,855,128

ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐊᓯᔾᔨᕐᓂᐅᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᐃᑦ ᐱᔭᕆᐊᖃᕐᓂᖏᓐᓂᒃ

ᐊᕐᕌᒍᑉ ᓄᙵᐊᓂ ᑎᓯᐱᕆ, 31 2018

	2018	2017
INCREASE IN PENSION OBLIGATIONS		
Interest Accrued on Benefits	$ 11,362,600	$ 10,187,300
Changes in Actuarial Assumptions	2,210,300	1,839,400
Other Miscellaneous Gains	-	384,500
Experience Gains	649,100	934,600
Benefits Accrued	21,599,400	19,805,600
Service Buyback	180,100	134,800
	36,001,500	33,286,200
DECREASE IN PENSION OBLIGATIONS		
Other Miscellaneous Losses	434,500	-
Experience due to Expenses	154,600	-
Benefits Paid	10,869,000	9,321,800
	11,458,100	9,321,800
INCREASE IN PENSION OBLIGATIONS	24,543,400	23,964,400
PENSION OBLIGATIONS, BEGINNING OF YEAR	184,928,200	160,963,800
PENSION OBLIGATIONS, END OF YEAR per page 1	$ 209,471,600	$ 184,928,200
AS REPRESENTED BY:		
Active/Disabled Members	$ 138,000,500	$ 124,757,500
Deferred Pensioners	29,563,000	23,903,600
Pensioners	41,908,100	36,267,100
	$ 209,471,600	$ 184,928,200

ᐅᓂᒃᑳᓕᐊᑦ ᑮᓇᐅᔭᑦ ᐃᖏᕋᓂᖓ

ᐊᕐᕌᒍᑉ ᓄᖑᐊᓂ ᑎᓯᐱᕆ, 31 2018

	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash Receipts from Contributions	$ 24,047,951	$ 23,288,088
Cash Receipts from Other Income	29,554	18,771
Cash Receipts from Investment Income	16,550,531	10,974,827
Cash Paid for Pension & Termination Benefits	(10,869,008)	(9,321,768)
Cash Paid for Wages & Benefits	(448,165)	(431,313)
Cash Paid for Other Administrative Expenses	(1,301,891)	(1,241,710)
	28,008,972	23,286,895
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Intangible Asset	(103,983)	-
Increase in Investments	(27,644,722)	(23,274,827)
	(27,748,705)	(23,274,827)
CASH FLOWS FROM FINANCING ACTIVITIES		
Change in Due to Health & Welfare Fund	4,852	41,694
Repayment of Capital Lease Obligation	(2,952)	(2,529)
	1,900	39,165
INCREASE IN CASH	262,167	51,233
CASH, BEGINNING OF YEAR	352,907	301,674
CASH, END OF YEAR	$ 615,074	$ 352,907

See the accompanying notes.

ᑎᑎᕋᖅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᓕᐊᑦ

ᐊᕐᕌᒍᑉ ᓄᙳᐊᓂ ᑎᓯᐱᕆ, 31 2018

1. **ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐸᕐᓇᐅᑎᑦ**

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᕚᓪᓕᕈᑎᒋᕙᒃᑕᖏᓐᓄᑦ ᐱᑦᑎᕋᕐᓃᑦ ("ᑲᑐᔾᔨᖃᑎᒌᖑᔪᖅ" ᐅᕝᕙᓘᓐᓃᑦ NEBS") ᓇᓗᓇᔭᖅᓯᒪᕗᖅ ᒐᕙᒪᑐᖃᒃᑯᑦ
ᐱᖁᔭᖏᑎᒍᑦ ᑎᒥᖑᖅᑎᑕᐅᓚᐅᖅᓯᒪᓪᓗᓂᓗ ᑮᓇᐅᔭᒃᓴᕋᓱᒃᑎᐅᓇᓂ ᑲᑐᔾᔨᖃᑎᒌᖑᓪᓗᓂ ᐅᑯᑎᒎᓇᖅ, ᑎᑎᕋᖅᓯᒪᓂᖓᑎᒍᑦ ᐊᐊᑦ ᐅᑯᓇᓂ, ᑲᓇᑕᒥ
ᓇᖏᓂᖃᖅᑎᐅᓂᕐᒧᑦ ᑯᐊᐳᕇᓴᓇᔭᐅᔪᓄᑦ ᐱᖁᔭᖅᑎᒍᑦ ᒫᑦᓯ 16, 1999-ᒥ, ᑲᔪᓯᑎᑕᐅᓪᓗᓂᓗ ᐅᑯᑎᒎᓇᖅ, ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᐅᖃᓱᒃᑎᐅᙱᑦᑐᓄᑦ
ᓇᖏᓂᓇᔭᐅᔪᓄᑦ ᑯᐊᐳᓇᓴᒋᔭᐅᔪᓄᑦ ᐱᖁᔭᒃᑯᒃ ᒫᑦᓯ 26, 2013-ᒥ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᓇᔩᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᖏᔪᑦ ᓯᓚᑖᒍᑦ ᑎᒥᖁᑎᒋᔭᐅᔪᑦ ᓄᓇᕐᓯᐊᒥ. ᐅᓇ
ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᑐᕌᕈᑎᖓ ᐅᕙᓂ 5201 50th Avenue, Suite 700, Yellowknife, Northwest Territories, Canada X1A 3S9.

a) ᑭᓯᑐᐃᓐᓇᓄᑦ

ᑲᑎᒪᔩᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ ᐃᓅᖃᑎᒋᓄᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᒧᑦ ᐱᕙᒋᔭᐅᒻᒥᒃ ᐊᒻᒪᓗ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᑲᑎᒪᔩᑦ ᐊᐅᓚᑦᑎᓂᐊᕐᓗᑎᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᕙᒃᑐᒥᒃ ᑭᒡᒐᖅᑐᐃᓪᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᖃᑎᒋᓂᒃ
ᐃᓚᐅᔪᓂᒃ ᑕᒪᒃᑯᓇᓂ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓂ ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᖏᓐᓄᓪᓗ.

ᑕᒪᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᑐᓂᓯᕙᒃᓗᓂᐅᕗᖅ ᖃᔅᓯᑲᓪᓚᖕᓂ-ᐃᖅᑲᓇᐃᔭᖅᑎᓂ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᓪᓗᓂ ᐱᕚᓪᓕᕐᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᕙᒃᓗᓂ ᐃᖅᑲᓇᔭᖅᑎᓂᒃ ᐱᔾᔪᑎᖃᖅᓗᓂ.
ᐃᓚᐅᖃᑕᐅᑎᑕᐅᔪᓐᓇᖅᑐᓂᒃ. ᐊᔪᖅᑎᑕᐅᙱᑦᑐᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᖃᑎᒋᑦ ᒪᑯᐊᖑᕗᑦ, ᑭᒃᑯᑐᐃᓐᓇᓂᒃ ᐱᔨᑦᑎᕋᕐᕕᖃᖅᐸᖕᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ, ᓄᓇᖃᖅᑳᖅᑐᑦ
ᓄᓇᓕᖕᓂ ᒐᕙᒪᒋᔭᐅᔪᖅ ᑐᑦᑕᕐᕕᒋᔭᖏᓪᓗ, ᑭᒃᑯᑐᐃᓐᓇᓂᒃ ᐃᒡᓗᖃᖅᑎᑎᕙᖕᓂᕐᒧᑦ ᑲᑐᔾᔨᖃᑎᒌᑦ, ᑯᐊᐸᒋᔭᐅᔪᑦ ᐊᒻᒪᓗ
ᐊᓯᖏᑦ ᑮᓇᐅᔭᒃᓴᕋᓱᒃᑎᐅᙱᑦᑐᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᐅᓚᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᓂ ᐃᓂᓂ (ᐃᓚᒋᔭᐅᓪᓗᑎᒃ
ᓄᓇᕐᑎᐊᖅ, ᓄᓇᕗᑦ, ᔪᒥᑲᓐ ᐊᒻᒪᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᓃᑦ ᐊᓯᖏᓐᓂ ᑲᓇᑕᒥᐅᓂ ᐊᕕᒃᓯᒪᓂᓇᔭᐅᔪᓂ)
ᑕᒪᒃᑯᐊᓗ ᐃᓚᒋᔭᐅᓪᓗᑎᒃ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᒥ.

ᑕᒪᐃᑎᒍᑦ ᑲᔅᓯᑲᓪᓚᖕᓄᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᕐᓂᕐᒧᓪᓗ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ, ᑐᓐᓂᖅᑯᑕᐅᕙᒃᑐᑦ ᑐᓂᔭᐅᕙᒃᐳᑦ ᐃᓚᐅᔪᓂᑦ
ᐃᖅᑲᓇᐃᔭᖅᑎᓂᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᖏᓐᓂᓗ.

NEBS-ᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᓇᓗᓇᐃᔭᖅᑕᐅᓯᒪᓚᐅᖅᐳᖅ ᐅᑯᑎᒎᓇᖅ, ᑲᓇᑕᒥ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐱᖁᔭᖅᑎᒍᑦ

(1985) (PBSA) 2004–ᖑᕋᓱᖕᓂᖕᒐᓂ ᑎᑎᕋᕐᕕᒋᔭᐅᔪᖅ ᐊᖕᒐᔪᖅᑳᕆᔭᐅᔪᒧᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐃᓂᒋᔭᐅᔪᓄᑦ
(OSFI), ᑖᓐᓇ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᓪᓗᓂ ᑖᒃᓱᒧᖕᒐ ᐱᕐᑯᔭᕐᒧᑦ, ᐅᖃᐅᓯᖃᖅᓗᓂ ᐃᒪᐃᕐᑯᔨᓚᐅᖅᐳᖅ, ᑖᓐᓇ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᑭᑭᑕᐅᕐᑯᓪᓗᒍ ᓇᓗᓇᐃᔭᕆᐊᖃᖅᐸᖕᓂᕐᒧᑦ. ᑲᑎᒪᔨᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᓪᓗ ᑲᑎᒪᔨᕋᓛᑦ ᑲᑐᔾᔨᓪᓗᑎᒃ ᐊᑭᖕᒐᑎᒋᓚᐅᖅᐳᒃ ᐃᓱᒪᖅᓱᕐᓗᑎᒃ ᒪᓕᓕᕈᒪᓪᓗᑎᒃ PBSA–ᒋᔭᐅᔪᒧᑦ, ᑭᓯᐊᓂ ᑖᓐᓇ ᐱᕙᒋᔭᖅᑕᖑᓯᒪᔪᖅ ᓇᓗᓇᐃᔭᖅᑕᐅᓯᒪᓕᕐᓂᖅᐸᑦ ᐊᕕᒃᓯᒪᓂᕆᔭᐅᔪᓂ ᐱᕐᑯᔭᕆᔭᐅᔪᓂ.

ᑕᒪᕐᒥᒃ ᐊᑐᓂᑦ ᓄᓇᑦᑎᐊᑉ ᒐᕙᒪᖕᒐ ᓄᓇᕗᓪᓗ ᒐᕙᒪᖕᒐ ᐊᓂᒍᖅᑎᑦᑎᓚᐅᖅᐳᑦ ᐊᑕᐅᓲᓐᓇᒃᑰᖕᒐᔪᒥᒃ ᐱᕐᑯᔭᕐᒥᒃ, ᐆᒥᖕᒐ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᑎᑦ ᐱᔨᑦᑎᕋᕈᑕᐅᓂᖕᒋᓐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᒧᑦ ᓴᐳᔾᔨᓯᒪᓂᕐᒧᑦ ᐱᕐᑯᔭᕐᒥᒃ ᐊᑐᓕᓇᐅᖅᑐᒥᒃ ᒫᑦᓯ 12, 2009–ᒥ ᑖᓐᓇ ᒪᓕᒐᐅᔪᖅ ᓴᖅᑭᑦᑎᔾᔪᑕᐅᓪᓗᓂ ᐊᑐᐊᒐᐅᔪᓂᒃ ᓴᐳᔾᔭᐅᓯᒪᓂᖕᒋᓐᓄᑦ ᐸᕐᓇᐅᑎᒧᑦ ᐃᓚᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᖕᒋᑦ.

2015 ᐊᑐᖅᑎᓪᓗᒍ, ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᐸᖕᓇᐅᑖᓂ ᐸᐸᑦᑎᓂᕐᒧᑦ ᐱᕐᑯᔫᔭ (ᓄᓇᑦᑎᐊᖅ) ᐊᓯᔾᔨᕆᐊᖅᑕᐅᓚᐅᖅᐳᖅ ᓄᓇᑦᑎᐊᒥᐅᓄᑦ ᒪᓕᒐᓕᐅᕐᕕᖕᒥ. ᐊᑦᑑᕝᕙ 2015–ᖑᑎᓪᓗᒍ,

b) ᐅᑯᐊ ᐊᑖᓃᑦᑐᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ (“ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ”) ᓈᐃᓈᖅᓯᒪᔪᑦ. ᐃᓗᐃᑦᑑᓗᒍ ᐅᖃᓕᒫᖅᑕᐅᔪᒪᒃᐸᑕ ᑕᑯᒋᐊᖅᑕᐅᔪᓐᓇᖅᑐᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᐸᕐᓇᐅᑎᑦ ᑲᓇᑕᒥ ᐃᓐᑲᒻᑖᒃᓯᓕᕆᔨᒃᑯᓐᓂ.

1) ᑮᓇᐅᔭᖃᖅᑎᑦᑎᓂᕐᒧᑦ ᐊᑐᐊᒐᖅ

ᐸᕐᓇᐅᑎᓄᑦ ᐊᐅᓚᑦᑎᔨ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᑦ, ᑮᓇᐅᔭᖃᖅᑎᑦᑎᔭᕆᐊᖃᖅᑐᑦ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᒪᓕᒃᓗᑎᒃ ᐸᕐᓇᐅᑎᑦ.

ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᑕᐃᒪᐃᓕᖓᓕᖅᑎᑕᐅᓯᒪᔪᓂᒃ ᐱᕐᑯᔭᐅᑉ ᐊᑖᒍᑦ. ᐋᖅᑭᒃᒪᓯᓕᖅᑎᑦᑎᓂᖅ ᖃᔅᓯᑐᕐᓂᐊᕐᓂᖏᓐᓂᒃ ᑕᒪᒃᑯᐊ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑕᐅᕙᒃᐳᖅ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᖃᔅᓯᑐᓪᓚᕆᖕᓂᖓᓄᑦ ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᖅ.

ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᒪᓕᒃᓗᒍ, ᐊᑐᓂ ᐸᕐᓇᐅᑎᓄᑦ ᐃᓚᒋᔭᐅᔪᑦ ᑐᓂᓯᖃᑦᑕᕆᐊᖃᖅᐳᑦ

8->ᓴᖓᓂᒃ ᐊᓕᖅᑕᐅᓂᕆᕙᒃᑕᖓᑕ ᐃᓕᓗᒍ ᐸᕐᓇᐅᑎᒧᑦ. ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᐅᔫᑉ ᑐᓐᓂᖅᑯᑎᒋᔭᕆᐊᖃᕐᒥᔭᖏᑦ ᓇᓕᒧᒃᓯᖅᐳᑦ ᖃᔅᓯᐅᓂᖓᓄᑦ

ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᒧᑦ ᑕᐃᒪᐃᑦᑐᓕᕆᔨᓚᕆᖕᒧᑦ, ᑕᐃᒪᐃᑦᑕᕆᐊᖃᖅᓱᓂᓗ ᐊᑕᖏᕐᓗᒍ ᑮᓇᐅᔭᖃᖅᑎᑦᑎᓂᐊᕐᓗᓂ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ ᑲᑎᑉᐸᓪᓕᐊᔪᓂᒃ ᐸᕐᓇᐅᑎᐅᑉ ᐊᑖᒍᑦ,

ᐲᖅᕕᒋᓗᒍ ᖃᔅᓯᐅᓂᖏᓐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᑐᓐᓂᖅᑯᑎᒋᔭᕆᐊᖃᖅᑕᖏᓐᓂᒃ. ᐱᑕᖃᖅᐸᒌᖅᑐᑦ ᐊᑭᓕᕋᕆᔭᐅᔪᑦ/ᐊᑮᑦᑐᕆᔭᐅᔪᑦ ᑕᕝᕙᓂ ᐸᕐᓇᐅᑎᒥᑦ ᐃᒪᐃᓕᖓᔭᕆᐊᓖᑦ ᓇᓕᐊᑐᐃᓐᓇᖅ ᐊᑮᑦᑐᕆᔭᐅᔪᒥᑦ ᐱᑕᖃᖅᐸᒌᖅᑐᖅ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓂ ᐱᑐᐃᓐᓇᐅᙱᑦᑐᒃᑯᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔭᕆᐊᖃᖅᐳᖅ ᒪᓕᒃᑐᖃᕐᓗᓂ ᒪᓕᒋᐊᓕᖕᓂᒃ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᓂᒃ ᓇᓗᓇᐃᔭᖅᓯᒪᔪᓂ ᐸᕐᓇᐃᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᓂ.

2) ᐱᔨᑦᑎᕋᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᖅᐸᒃᑐᑦ ᑭᖑᓂᖓᓂ

ᐱᔨᑦᑎᕋᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᖅᐸᒃᑐᑦ ᑭᖑᓂᖓᓂ ᐊᑭᓕᖅᑕᐅᔪᒃᓴᐅᑕᐅᕗᑦ ᐃᓚᒋᔭᐅᔪᒧᑦ ᑕᒪᐃᓐᓄᑦ ᐊᑐᓂᑦ ᐊᕐᕌᒍᓄᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᕈᓐᓇᕐᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᕐᓂᓇᔭᐅᔪᒧᑦ ᒪᓕᑦᓗᒍ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒧᑦ ᐸᕐᓇᐅᑎ ᑎᑎᕋᖅᓯᒪᔪᖅ.

3) ᕿᒪᒃᑕᐅᔪᓄᑦ ᓇᑦᓕᐅᑯᒫᖅ

ᕿᒪᒃᑕᐅᔪᒧᑦ ᐊᑭᓕᓲᑕᐅᓲᑦ ᐊᑭᓕᕈᑕᐅᓲᑦ ᓇᓗᓇᐃᔭᖅᑕᐅᓯᒪᔪᑦ ᐃᓚᒋᔭᐅᔫᑉ ᐊᐃᑉᐸᖓᓄᑦ ᕿᑐᙵᖏᓐᓄᑦᓗ.

4) ᐃᓅᔪᓐᓃᖅᑐᖃᕐᓂᖓᓄᑦ ᐊᑭᓕᖅᓲᑕᐅᓕᖅᐸᒃᑐᑦ

ᑖᓐᓇ ᐸᕐᓇᐅᑎ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᓲᖅ ᐃᑲᔪᖅᑕᐅᔾᔪᑎᓂᑦ, ᒪᓕᒃᓗᒍ ᐃᓅᔪᓐᓃᖅᑑᑉ ᐊᕐᕌᒍᖓ, ᐊᐃᑉᐸᕐᒥᓄᑦᐸᖅᑭᔭᖏᓐᓄᑦ ᐅᕙᓗᓐᓂᑦ ᐱᖃᖃᑕᐅᔪᒧᑦ.

5) ᐲᖅᓯᓂᕐᒧᑦ ᐅᑎᖅᑎᑕᐅᕙᒃᑐᑦ

ᐅᑎᖅᑎᑕᐅᔪᑦ ᐃᓚᖃᖅᐳᑦ ᐊᒥᓲᓂᖏᑕ ᓴᓕᖃᓪᓗᐊᖓᓂᑦ ᓅᑎᑕᐅᔪᒧᑦ ᖃᔅᓯᐅᓂᖓᓄᑦ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᔫᑉ ᐃᓚᒋᔭᐅᔫᑉ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᖃᑦᑕᖅᑐᑦ ᓇᓕᐅᑯᒫᓂᑦ.

ᐃᖅᑲᓇᐃᔭᖅᑎ ᐅᖓᑕᐅᔾᔨᐸᑦ ᐱᔨᑦᑎᕋᖃᑦᑕᖅᓯᒪᓂᖓᓄᑦ ᐊᕐᕌᒍᒃ ᒪᕐᕉᒃᓄᑦ. ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᐱᔨᑦᑎᕋᖅᓯᒪᐸᑦ ᐊᕐᕌᒍᓐᓄᑦ ᒪᕐᕉᓐᓄᑦ ᑐᖓᓂᓪᓗᓃᑦ, ᑖᓐᓇ ᐅᑎᖅᑎᑕᐅᔪᖅ ᓇᓕᒧᓪᓗᐊᖃᑦᑕᖅᑐᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᑐᓂᓯᒪᔭᖏᓐᓄᑦ ᐃᓚᓯᒪᓪᓗᓂ ᐃᕐᓂᐅᕈᑎᖓᓂᒃ.

6) ᐃᓐᑲᒻᑖᒃᓯᓄᑦ

ᑖᓐᓇ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᖅ ᓇᓗᓇᐃᔭᖅᓯᒪᓪᓗᓂ ᐃᓐᓇᖅᑐᖅᑲᐅᔾᔪᓯᐊᕐᓂᕐᒧᑦ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᖅ ᓇᓗᓇᐃᔭᖅᓯᒪᔪᖅ ᐃᓐᑲᒻᑖᒃᓯᓕᕆᓂᕐᒧᑦ ᐱᕐᑯᔭᕐᒥ ᐃᓐᑲᒻᑖᒃᓯᓄᓪᓗ ᐊᑐᕆᐊᖃᖅᑎᑕᐅᙱᕐᔪᓂ.

c) ᓄᑖᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᓴᖅᑭᑎᑦᑎᔪᖃᖅᐳᖅ ᑭᓯᐊᓂ ᓱᓕᓗ ᑖᒃᑯᐊ ᐊᑐᕈᓐᓇᖅᑎᑕᐅᙱᕐᔪᑎᒃ

IFRS 16-ᒧᑦ “ᐊᑐᖅᑐᐊᕐᓃᑦ” ᐊᑐᕈᓐᓇᖅᐳᑦ ᐊᕐᕋᒍᑕᒫᓄ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦᐱᒋᐊᕐᕕᖃᖅᐸᒃᓱᓂ ᓴᓄᐊᕆ 1, 2019 ᑭᖑᓂᖓᒍᓪᓘᓐᓃᑦ, ᐱᕕᒃᓴᖃᖅᑎᑦᑎᓪᓗᓂᓗ ᓯᕗᓂᑲᓪᓚᖓᒍᑦ ᑕᒪᑐᒥᖓ ᐊᑐᓕᕐᓂᕐᒥᒃ. ᑕᒪᒃᑯᐊ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐊᑐᖅᑐᐊᖅᑎᓂᒃ ᐃᒪᓐᓇᐅᑎᑦᑎᔭᕆᐊᖃᕋᔭᖅᐳᑦ, ᐃᓕᓴᖅᓯᓗᑎᒃ ᐱᕐᑯᑎᓂᒃ ᐊᑭᓕᒐᒃᓴᓂᒃᓗ ᑕᒪᐃᓐᓄᑲᓴᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓄᑦ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑦᑎᕋᖅᑏᑦ ᐱᓕᕆᐊᖃᖅᐸᓪᓕᐊᕗᑦ ᖃᐅᔨᒪᓕᕈᒪᓂᕐᒧᑦ IFRS-ᒋᔭᐅᔪᒥᒃ 16-ᒥᒃ ᑕᒪᒃᑯᓇᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᕐᑯᑎᒋᔭᒥᓂ.

ᐊᓯᖏᓐᓂᒃ IFRS-ᑕᖃᒃᑲᓐᓂᙱᓚᖅ ᓱᓕ ᒫᓐᓇᒧᑦ ᐊᑐᕈᓐᓇᖅᑐᓂᒃ ᓂᕆᐅᒋᔭᐅᓇᔭᖅᑐᓂᒃ ᐱᕐᑯᑎᑎᒍᑦ ᐊᒃᑐᖅᓯᓇᔭᕐᓂᖏᓐᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑦᑎᕋᖅᑎᓄᑦ.

2. ᐅᔾᔨᕐᓇᖅᑐᒻᒪᓈᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᕆᔭᐅᔪᑦ

ᑖᒃᑯᐊ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᖃᖅᓯᒪᔪᑦ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᕗᑦ ᒪᓕᒃᑐᖃᖅᑐᓂ ᑲᓇᑕᒥᐅᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ ᐋᖅᑭᒃᓱᐃᓂᐊᕐᓗᓂ ᑕᐃᒪᐃᑦᑐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᖃᖅᓯᒪᔪᓂᒃ. ᐅᔾᔨᕐᓇᕐᓂᖏᑦ ᐊᑐᐊᒐᐃᑦ ᓇᓗᓇᐃᔭᖅᓯᒪᕗᑦ ᐃᒪᓐᓇ:

a) ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᑎᒃ ᐅᓂᒃᑲᐅᓯᐅᓂᖏᓐᓄᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖃᑦᑕᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᐅᓂᒃᑳᕐᕕᐅᕙᒃᐳᖅ ᐃᓛᒃᑰᖅᓗᑎᒃ ᐱᖃᖅᑎᑦᑎᔪᒥᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᒥᓪᓗ ᐃᓚᐅᔪᓂᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᑲᔪᓰᓐᓇᖅᑐᒥᒃ ᐃᓱᒪᒍᑕᐅᓯᒪᔪᒥᒃ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐅᓂᒃᑲᐅᓯᕆᔪᒪᓪᓗᒍ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᖅ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓂ ᐃᓛᒃᑰᖅᑐᓂ ᑮᓇᐅᔭᖃᖅᑎᑦᑎᔪᒥᑦ ᐱᕙᒋᔭᖅᓯᒪᔪᒧᓪᓗ ᐃᓚᒋᔭᐅᔪᓄᑦ.

ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᑦ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᕗᑦ ᐃᑲᔪᕈᑕᐅᔪᒪᓪᓗᑎᒃ ᐃᓚᐅᔪᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᐊᓯᖏᓐᓂᒃᓗ ᐃᒪᓐᓇ,
ᕿᒥᕐᕈᐊᒃᑲᓐᓂᕐᓗᒋᑦ ᐱᓕᕆᐊᒃᓴᐃᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᒥ ᑮᓇᐅᔭᓄᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒧᑦ, ᑭᓯᐊᓂᓗᑦᑕᐅᖅ ᑕᒪᒃᑯᐊ ᑕᑯᒃᓴᐅᑎᑦᑎᙱᓚᑦ ᑮᓇᐅᔭᓄᑦ ᐱᔭᐅᔭᕆᐊᓕᖕᓂᒃ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᒥ ᐱᕙᓖᓕᖅᑎᑕᐅᓂᕐᒧᓪᓘᓐᓃᑦ ᖁᐊᖅᓵᕐᓇᖅᑐᒦᑎᑕᐅᙱᓐᓂᖏᓐᓄᑦ ᐃᓛᒃᑰᖅᑐᑦ ᐱᕙᒋᔭᕐᓂᕐᒧᑦ ᐃᓚᒋᔭᐅᔪᑦ. ᑕᐃᒪᐃᓐᓂᖓᓄᑦ, ᐃᓚᐅᔪᑦ ᕿᒥᕐᕈᐊᒃᑲᓐᓂᓇᐊᖃᑐᐃᓐᓇᓇᐊᓖᑦ ᐊᓯᖏᓐᓂᒡᓗ ᐱᔭᒃᓴᓂᒃ, ᐅᓂᒃᑳᓕᐊᖑᓯᒪᓪᓚᓇᒃᑐᓂᒃ ᐃᓱᒪᒋᖃᓯᐅᑎᓗᒍᓗ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᖓ ᑕᐃᔅᓱᒪ ᑮᓇᐅᔭᖃᖅᑎᑦᑎᔫᑉ

ᓂᕈᐊᓇᔭᖃᕐᓂᕐᒧᑦ ᐊᓯᔾᔨᖅᓯᓂᕐᒧᓪᓘᓐᓃᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᒃ ᐊᑐᐊᒐᕆᔭᐅᔪᓂᒃ ᐊᒃᑐᐊᓂᖃᙱᑦᑐᓂᒃ ᑭᓴᐅᔭᓂᒃ ᐱᕈᖅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒧᑦ ᐱᓕᕆᓂᕆᔭᒥᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᑦᑕᕐᓂᕐᒧᓪᓘᓐᓃᑦ ᐊᑐᕆᐊᖃᓪᓚᕆᒃᐸᒃᑐᓄᑦ, ᑲᓇᑕᒥᐅᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᑦᑕᓛᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ (ASPP–ᓄᑦ) ᐃᒪᐃᑎᑦᑎᔭᕆᐊᖃᖅᐳᑦ, ᑲᑐᔾᔨᖃᑎᒌᒥᒃ, ᒪᓕᒋᐊᖃᖅᑎᑦᑎᕙᒃᓗᑎᒃ ᑲᔪᓰᐊᖏᓐᓇᖅᑐᒃᑯᑦ ᓄᓇᕐᔪᐊᓕᒫᒥᓗᓐᓃᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᖃᕐᓂᕐᒧᑦ ᒪᓕᒃᑕᐅᕙᒃᑐᓂᒃ (IFRS–ᓂᒃ) ᑲᓇᑕᒥᐅᓂᓗᓐᓃᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᐃᓛᒃᑰᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐅᕐᕕᐅᓇᓱᒃᑐᓄᑦ (ASPE–ᑯᓐᓄᑦ) ᐃᒪᐃᓕᖓᓗᓂ, ᑕᒪᒃᑯᐊ ᒪᓕᒃᑕᐅᕙᒃᑐᑦ ᐊᑭᕋᖅᑐᙱᒃᑲᓗᐊᕐᒪᖔᑕ ᒪᓕᒃᑕᐅᔭᕆᐊᓕᖕᓄᑦ ASPP–ᒥᑦ. ᑖᓐᓇ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᖅ ᓂᕈᐊᓇᔭᖃᖅᓯᒪᕗᖅ ᒪᓕᕈᒪᓂᕋᖅᓗᓂ ᑲᔪᓯᐊᖏᓐᓇᖅᑐᑎᒍᑦ IFRSᕝ–ᒧᑦ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ ᐋᖅᑭᒃᓱᐃᓂᐊᕐᓗᑎᒃ ᑖᒃᑯᓂᖓ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓂᒃ.

ᑕᐃᒪᐃᑦᑕᕆᐊᖃᖅᑎᑕᐅᑎᓪᓗᒍ ᓄᑖᓄᑦ ᐱᕐᑯᔭᕆᔭᐅᓂᐊᓕᖅᑐᓄᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᓄᑦ ᑎᑎᕋᖅᓯᒪᓂᖓᓂ 1(a–ᒥ), ᑖᒃᑯᐊ ᐃᓛᒃᑰᖅᑐᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐅᓂᒃᑲᐅᓯᖃᖅᐳᑦ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᖃᕐᒪᖔᑕ ᖃᓄᐃᓕᓯᒪᓕᖅᑎᑕᐅᔪᓄᑦ ᐊᐅᓚᓂᕆᔭᐅᔪᓂᑦ ᑮᓇᐅᔭᐃᓪᓗ ᓇᒧᖕᒐᖅᐸᓪᓕᐊᕙᓂᖏᓐᓄᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑎᕋᖅᑎᒃᑯᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᖅᑕᕐᓂᐊᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐃᓚᓕᐅᔾᔨᓯᒪᙱᕐᓗᑎᒡᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑎᕋᖅᑎᑦ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᙱᑦᑎᐊᕈᓐᓇᕐᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂᒃ.

ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᖓᑦ, ᖃᓄᐃᓕᖓᓕᖅᑐᑦ ᐊᐅᓚᓂᕆᔭᐅᔪᓂ ᑮᓇᐅᔭᐃᓪᓗ ᓇᒧᙵᖅᐸᓪᓕᐊᕙᖕᓂᖕᒋᓐᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᙱᑦᑎᐊᕈᓐᓇᕐᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᖕᒋᑦ ᐅᓂᒃᑲᐅᓯᐅᕗᑦ ᐃᓛᒃᑰᖅᑐᓂ ᑮᓇᐅᔭᓄᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᕐᑯᑎᒋᔭᐅᔪᓂ ᑖᒃᑯᐊᓗ ᐃᓚᖃᙱᕐᓗᑎᒃ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᒥᒃ, ᖃᓄᐃᓕᖓᓕᖅᑎᑕᐅᔪᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᐃᓪᓗ ᓇᒧᙵᖅᐸᓪᓕᐊᕙᖕᓂᖕᒋᓐᓄᑦ ᑖᒃᑯᓇᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᕐᑲᑦᑕᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᓯᒪᔭᖕᒋᓐᓄᑦ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ. ᐊᓯᐊᒍᖕᒑᖅ ᑲᑎᓯᒪᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᓕᐊᖑᓯᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᕐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖕᒋᓐᓄᑦ ᐱᒋᐊᖅᓯᒪᔫᓂ ᑎᓯᐱᕆ 31, 2018 ᐊᒻᒪᓗ ᐊᕐᕌᒍ ᐃᓱᓕᑎᓪᓗᒍ ᐱᓕᕆᐊᖑᓯᒪᙱᑦᑐᖅ.

ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖕᒋᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔩᑦ ᐃᓐᓇᖅᑐᖅᑲᓯᐅᑎᑖᕐᓂᕐᒧᑦ ᐸᖅᓇᑦᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᑎᓯᐱᕆ 31, 2018–ᒥᑦ ᐊᕐᕌᒍᒧᓪᓗ ᐃᓱᓕᓚᐅᖅᑐᒧᑦ ᐊᖏᖅᑕᐅᓚᐅᖅᐳᑦ ᐊᔪᕈᓐᓃᖅᑎᑕᐅᓪᓗᑎᒡᓗ ᐃᓐᓇᖅᑐᖅᑲᓯᐅᑎᑖᕐᓂᕐᒧᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐃᐳᕈ 3, 2019-ᒥ.

b) ᑮᓇᐅᔭᓪᓚᑦᑖᑦ ᓇᓕᒧᑲᓴᑦᑕᖏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖏᓐᓄᑦ ᐃᓱᒪᒋᔭᐅᓯᒪᔪᖅ ᑮᓇᐅᔭᓪᓚᑦᑖᑦ ᑭᑭᑕᐅᓪᓗᑎᒃ ᑮᓇᐅᔭᓪᓚᑦᑖᓪᓗ ᐊᔾᔨᖏᑦ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᓪᓚᕆᓐᓄᑦ, ᑕᒪᒃᑯᐊᓗ ᐅᔾᔨᕐᓇᓗᐊᙱᑦᑐᑎᒍᑦ ᖁᐊᖅᓵᖅᓴᑐᐃᓐᓇᕆᐊᖃᖅᓗᑎᒃ ᐊᓯᔾᔨᕐᓂᖏᓐᓄᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᑦ ᓇᓕᒧᒃᓱᖁᔭᐅᓪᓗᑎᒃ ᑮᓇᐅᔭᓄᑦ.

c) ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᖁᑦᑎᒃᓯᕙᓪᓕᐊᓂᖅ

NEBS-ᑯᑦ ᓇᓃᑎᑦᑎᓂᕋᐃᕙᒃᐳᑦ ᑮᓇᐅᔭᑎᒍᑦ ᐱᖁᑎᒋᔭᒥᓂᒃ ᐊᑭᓕᕆᐊᖃᖅᑐᖁᑎᒥᓂᒡᓗ ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᐊᑭᖃᖅᑎᑦᑎᓂᒃᑯᑦ, ᐊᑐᖅᓗᑎᒃ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᒃᑯᑦ ᐊᑭᖃᖅᑎᑦᑎᓂᒃᑯᑦ ᖁᑦᑎᒃᓯᕙᓪᓕᐊᓂᕐᒥᒃ
ᐋᖅᑭᒃᓱᖅᓯᒪᔪᒥᒃ ᐱᖓᓱᐃᓕᖅᑲᖓᓪᓗᓂ, ᒪᓕᒃᑐᖃᖅᓗᓂ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᐆᒃᑐᕋᖅᑐᖃᖅᐸᓪᓕᐊᓕᖅᑎᓪᓗᒍ.

ᖁᑦᑎᓂᖓ 1: ᑕᒪᓐᓇ ᖁᑦᑎᖕᓂᖓ ᐃᓚᖃᖅᐳᖅ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓕᖕᓂᒡᓗ ᐆᒃᑐᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᐊᑭᒋᔭᐅᔪᒥᒃ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᙱᑦᑐᓂᑦ
ᐅᖃᐅᖃᐅᓯᒪᔪᓂᒃ ᐊᑭᖏᓐᓂᑦ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᖁᑎᓄᑦ ᐊᑭᓕᖅᓱᕆᐊᓕᖕᓄᓪᓗ ᓂᐅᕐᕈᑎᖃᕕᐅᕙᒃᑐᒥ ᑖᒃᑯᐊ NEBS-ᑯᑦ ᐊᑐᕈᓐᓇᕋᔭᖅᑕᖓᓂᒃ
ᐆᒃᑐᕋᕐᓇᖅᓯᒃᐸᑦ ᐅᓪᓗᐊᓂ.

ᖁᑦᑎᖕᓂᖓ 2: ᑖᓐᓇ ᐃᓚᖃᖅᐸᒃᐳᖅ ᐆᒃᑐᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑐᖅᐸᒃᑐᓂᒃ, ᐊᑐᓯᒃᑲᐅᑎᒋᓪᓗᒋ ᐊᑐᓯᒃᑲᐅᑎᒋᙱᕐᓗᒋᓪᓘᓐᓃᑦ,
ᓇᑦᑎᖅᓱᒐᒃᓴᐅᔪᓂᒃ ᐅᖃᐅᓯᐅᔪᓂ ᐊᓯᖏᓐᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᑦ ᐊᑮᑦ ᐃᓚᓕᐅᔭᐅᓯᒪᔪᑦ ᖁᑦᑎᖕᓂᖓᓂ 1-ᒥ. ᐊᓯᖏᓐᓂᑦ ᐱᔭᐅᔪᑦ ᐱᓕᕆᔾᔪᑏᑦ ᑕᐃᒪᐃᑦᑑᒃᑰᖅᑐᑦ ᐆᒃᑐᕋᖅᑕᐅᙱᒃᐳᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᓯᖏᓐᓂᒡᓘᓐᓃᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᖃᔅᓯᑐᕐᓂᖏᓐᓄᑦ ᐱᓕᕆᔾᔪᑕᐅᙱᒃᑐᓂᒃ ᐊᑐᖅᑐᖃᖅᓗᓂ ᑕᐅᑐᒃᑕᐅᔪᓐᓇᖅᑐᓂᒃᓂᐅᕐᕈᑎᖃᕐᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ.

ᖁᑦᑎᖕᓂᖓ 3: ᐆᒃᑐᖅᑕᐅᔪᑦ ᑕᕝᕙᓂ ᐱᔾᔪᑎᖃᖅᐳᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᑕᒪᒃᑯᐊᓗ ᑕᑯᔭᕐᓂᙱᓐᓂᖅᓴᐅᓪᓗᑎᒃ, ᒪᓂᒪᙱᕐᓗᑎᒃ ᐅᕝᕙᓘᓐᓃᑦ ᑕᒪᒃᑯᐊ ᑕᐅᑐᒃᑕᐅᔪᓐᓇᖅᑐᑦ ᐃᓕᐊᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐊᔾᔨᖃᖅᑎᑦᑎᙱᒻᒪᑕ ᑕᒪᐃᓐᓂᑲᓴᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖏᓐᓂᒃ.

d) ᑮᓇᐅᔭᓕᐅᕋᓱᐊᕐᓂᖅ

ᑮᓇᐅᔭᓕᐅᕋᓱᐊᕐᓃᑦ ᑕᒪᑐᒧᖓ ᐃᓐᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᓄᑦ ᐆᒃᑐᕋᖅᑕᐅᕙᒃᐳᑦ ᐊᔾᔨᒌᒃᑎᑕᐅᓪᓗᑎᒃ ᐊᑭᖃᖅᑎᑕᐅᓪᓗᑎᒃ ᓇᓃᓕᖅᑎᑕᐅᓂᕐᒧᓪᓗ ᐃᓂᑖᖅᑎᑕᐅᕙᒃᑐᑎᒃ
ᒪᓕᒃᑐᖃᖅᓗᓂ ᐊᔾᔨᒌᒃᑎᑦᑎᑐᓂᕐᒧᑦ ᐊᑭᖏᓐᓄᑦ ᖁᕝᕙᓯᒃᑐᒧᐊᖅᐸᓪᓕᐊᓂᕐᒧᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᓂᐅᕐᕈᑎᖃᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ ᐊᑭᓕᖅᑐᐃᕙᖕᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ. NEBS-ᑯᑦ
ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑦᑎᕙᒃᑐᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖏᓐᓂᒃ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᑎᒃ ᑐᓴᖅᑕᐅᔪᒃᓴᓂᒃ ᑐᓂᔭᐅᓯᒪᔪᓂᒃ ᐃᓕᐅᖅᑲᐃᓂᕐᒧᑦ

ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒥᑦ. ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᐊᑭᒋᔭᐅᔪᖅ ᐊᑭᒋᕙᐃᑦ ᐱᔭᐅᓇᔭᖅᑐᑦ ᓂᐅᕿᑎᖃᕐᓂᐊᕐᓗᓂ ᐱᕐᑯᑎᒋᔭᐅᔪᒥᒃ ᐊᑭᓕᐅᑕᐅᓗᓂᓘᓐᓃᑦ ᓈᑎᑦᑎᓂᐊᕐᓗᓂ ᐊᑭᓕᕆᐊᓕᖕᒥᒃ ᑲᔪᓯᓂᖃᑦᑎᐊᖅᑐᒃᑯᑦ ᓈᑎᑦᑎᓂᒃᑯᑦ ᑕᒪᒃᑯᓄᖓ ᓂᐅᕿᑎᖃᕐᓂᕐᒧᑦ ᐃᓚᐅᔪᓄᑦ ᐆᒃᑐᕋᖅᑕᐅᕝᕕᖓᑕ ᐅᓪᓗᐊᓂ ᐊᑐᖅᑕᐅᔪᓄᑦ ᓂᐅᕿᑎᖃᕐᓂᕐᒧᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᓄᑦ. ᓂᐅᕕᕐᓂᕆᔭᐅᔪᑦ ᓂᐅᕿᑕᐅᔪᓪᓗ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᓈᓴᑦᑕᐅᖃᓯᐅᔾᔭᐅᕙᒃᐳᑦ ᓂᐅᕿᑕᐅᓂᐊᕐᓂᖕᒋᓐᓄᑦ ᐅᓪᓗᐊᓂ. ᓈᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖕᒋᑦ ᐊᑭᓕᒐᒃᓴᙱᖅᑎᑕᐅᕙᒃᐳᑦ ᐱᑕᖃᓕᖅᑎᑕᐅᔭᕋᖕᒐᑕ. ᐃᓕᐅᖅᑲᐃᓂᕐᒧᑦ ᐱᕈᖅᑎᑦᑎᓇᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᔪᑦ ᐃᓕᓴᕆᔭᐅᓲᖑᕗᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᓂᖕᒋᓐᓄᑦ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᑎᒃ. ᒫᓐᓇ ᐊᕐᕌᒍᒋᔭᐅᔪᒧᑦ ᐊᓯᔾᔨᕐᓂᕆᔭᖓ ᓇᓕᒧᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᒋᔭᖕᒋᓐᓂ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐊᔾᔨᒋᙱᓐᓂᕆᕙᐅᒃ ᐅᑯᓇᓂ, ᓇᓕᒧᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᐊᑭᖕᒋᓐᓄᓪᓗ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐱᒋᐊᕐᓂᖓᓂ ᐃᓱᓕᓐᓂᖓᓂᓗ ᑕᒪᐃᑕ ᐊᕐᕌᒍᒋᔭᐅᔪᑦ, ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᓪᓗᓂ ᐱᑕᖃᓕᖅᑎᑕᐅᔪᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᔪᓄᑦ ᐊᓯᐅᔾᔭᐅᔪᓄᓪᓗ ᐊᕐᕌᒍᑉ ᐃᓗᐊᓂ.

e) ᐊᑭᑐᔪᓄᑦ ᑕᖕᒋᖃᙱᑦᑐᓄᓪᓗ ᐱᕐᑯᑎᒋᔭᐅᔪᓄᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐱᔨᑦᑎᕋᕐᓃᑦ ᑎᑎᕋᖅᓯᕙᒃᐳᑦ ᐊᑭᑐᔪᓂᒃ ᐱᕐᑯᑎᒋᔭᐅᔪᓂᒃ ᐊᑭᓪᓚᑦᑖᖕᒋᑦᑎᒍᑦ ᑕᒪᓐᓇ ᓴᓂᕐᕙᒃᑕᐅᕙᓪᓕᐊᕙᒃᓗᓂ ᓇᓕᒧᒌᒃᑎᑕᐅᓪᓗᓂ ᐱᓕᕆᖅᑎᒌᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑐᓄᓪᓗ ᒫᓇᔭᖅᑐᒃᑎᑦᑎᓂᕐᒧᑦ. ᑖᓐᓇ ᑲᑐᔾᔨᖅᑎᒌᒃ ᐱᑎᑦᑎᕙᒃᐳᖅ ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒥᒃ ᑕᒪᓐᓇ ᓴᓂᕐᕙᒃᑕᐅᕙᓪᓕᐊᕙᒃᓗᓂ ᓇᓕᒧᒌᒃᑎᑕᐅᓗᓂ ᑖᒃᑯᓄᖓ ᐱᓕᕆᖅᑎᒌᒃᑐᓄᑦ ᐃᒻᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑐᓄᓪᓗ ᒫᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᑐᑭᓕᐊᖅᑐᒥᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ ᐅᑯᑎᒍᓇ ᐊᑯᓂᐅᑎᒋᑎᑕᐅᕙᒃᓗᑎᒃ:

ᖃᕆᑕᐅᔭᓄᑦ ᐱᕐᑯᑎᓄᑦ	3 - 6-ᓄᑦ ᐊᕐᕋᒍᓄᑦ
ᑕᖕᒋᖃᙱᑦᑐᑦ ᐱᕐᑯᑎᑦ	10–ᓄᑦ ᐊᕐᕌᒍᓄᑦ
ᑎᑎᕋᕐᕕᖕᒥ ᐱᕐᑯᑎᒋᔭᐅᔪᓄᑦ	5–ᓄᑦ ᐊᕐᕌᒍᓄᑦ

ᑕᖕᒋᖅᖓᒋᑦᑐᑦ ᐱᖁᑎᑦ, ᐅᑯᐊᖑᓪᓗᑎᒃ, ᖃᕆᑕᐅᔭᒃᑯᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᓚᐅᓴᖃᖅᓂᖅᒧᑦ ᐊᑐᖅᓂᐊᖅᓗᓂ C-DAT-ᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐋᓐᓂᐊᖃᖅᓇᖓᒋᑐᓕᕆᓂᖅᒧᓪᓗ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᑲᑎᖅᓱᖅᓯᒪᓪᓗᓂ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ (PHBIS–ᒥᒃ) ᐱᑕᖃᕈᓐᓃᖅᑎᑕᐅᕙᓪᓕᐊᓪᓗᓂ ᓴᓂᖅᕙᒃᑕᐅᓯᒪᓪᓗᓂᓗ ᐱᓕᕆᖃᑎᒌᒃᑐᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑐᓄᓪᓗ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓄᑦ ᑐᑭᓕᐊᖅᑐᓄᑦ ᐊᑐᖅᓂᖕᒐᓂ ᖃᓄᖅ ᐊᑯᓂᐅᑎᒋᔪᖅ ᐊᑐᖅᑕᐅᓂᐊᕋᓱᒋᔭᐅᓂᖕᒐᓂ 10–ᓄᑦ ᐊᕋᒍᓄᑦ. 2018–ᒥ ᖃᕆᓴᐅᔭᓕᕆᔾᔪᑎᓄᑦ ᐱᔪᓐᓇᐅᑎᑖᖅᓂᖅ ᓂᐅᕕᖅᑕᐅᓚᐅᖅᑐᑦ ᐊᑕᖕᒋᖅᑕᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ ᐱᖁᑎᒋᔭᐅᓕᖅᑐᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᓄᑦ ᐊᑐᖅᑕᐅᖃᑦᑕᖅᓂᐊᖅᓗᓂ ᐊᑐᖅᑕᐅᔭᕆᐊᖃᓕᖕᒐᑦ. ᑎᑎᕋᖅᑕᐅᕙᓪᓕᐊᕙᖕᓂᖕᒐ ᐊᖅᕋᒍᑕᒫᑦ ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᕙᓪᓕᐊᓂᖅᒧᑦ ᐊᑭᖕᒐ ᐱᒋᐊᓚᐅᖅᓯᒪᕗᖅ 2015 ᐊᖅᕋᒍ ᐊᑐᖅᑎᓪᓗᒍ ᑖᓐᓇ ᐱᖁᑎ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᖅ ᒪᓂᒪᓕᖅᑎᓪᓗᒍ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᓗᓂ.

f) ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐊᑐᕆᐊᖃᓪᓚᕆᒃᐸᒃᑐᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐊᑐᖅᑕᐅᔭᕆᐊᖃᖅᐸᒃᑐᑦ ᖃᔅᓯᒃᓚᖕᓂᒃ–ᐃᖅᑲᓇᐃᔭᖅᑎᖃᖅᓗᓂ ᓇᓗᓇᔭᖅᓯᒪᔪᓄᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐆᒃᑐᕋᖅᑕᐅᕙᒃᐳᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᒫᓐᓇ ᐊᑭᓪᓚᑖᕆᔭᖕᒋᓐᓂᒃ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᖃᐅᔨᒪᔭᐅᓕᕈᑕᐅᓚᐅᖅᐳᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᐱᐅᓛᓂᒃ ᖃᔅᓯᐅᓂᐊᕋᓱᒋᔭᐅᔪᓂᒃ ᖃᓅᓂᐊᕋᓱᒋᔭᐅᔪᓄᓪᓗ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒧᑦ ᓴᓂᖅᕙᒃᑕᐅᕙᓪᓕᐊᕙᒃᐳᑦ ᐱᔨᑦᑎᕋᖅᓂᕆᔭᐅᔪᓄᑦ. ᐄᔭᐃᕝᕕᐅᓯᒪᓪᓗᑎᒃ ᐱᖁᑎᒋᔭᐅᔪᑦ ᒪᓂᒪᑎᑕᐅᔪᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᔾᔨᒌᙱᓐᓂᕆᕙᐃᑦ ᐅᑯᓇᓂ, ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔫᑉ ᐱᖁᑎᖕᒋᓐᓂ ᐊᒻᒪᓗ ᐊᑭᓕᖅᓱᕆᐊᖃᖅᐸᒃᑕᖕᒋᓐᓂ ᑭᑭᑕᐅᓪᓗᑎᒃ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᑦ.

g) ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓂᒃ ᐃᓕᓴᖅᓯᓂᖅᒧᑦ

ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᑐᓂᐅᖅᑲᐅᑕᐅᓯᒪᔪᓂ, ᐃᓕᐅᖅᑲᖅᓂᖅᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᕿᑐᙱᐅᖅᓂᕆᔭᖕᒋᓪᓗ ᐊᑭᓕᒐᒃᓴᙱᖅᑎᑕᐅᕙᒃᑐᑦ ᐃᓚᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᖅᑲᕕᒋᔭᖕᒋᓐᓄᑦ ᐃᓕᓴᕆᔭᐅᕙᒃᐳᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᓂᖅᒥᓄᑦ. ᑲᑎᖅᑎᕙᓪᓕᐊᓂᖅᒧᑦ ᑐᙵᕕᓕᒃ ᑮᓇᐅᔭᓕᕆᓂᖅᒧᑦ ᐃᓕᓴᖅᓯᕗᖅ ᐊᒃᑐᖅᓯᓂᕆᕙᒃᑕᖕᒋᓐᓂ ᓈᑎᑕᐅᔪᑦ ᐱᓕᕆᓂᕆᔭᐅᔪᓪᓗ ᑕᒪᒃᑯᐊ ᓈᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐱᓕᕆᓂᕆᔭᐅᔪᓪᓗ ᐱᓕᕆᐊᖑᓕᕐᖓᑕ ᐱᓕᕆᔪᖃᕋᓗᐊᖅᓂᖅᐸᑦ ᐱᔪᖃᖅᓗᓂ ᐊᑭᓕᖅᓴᒥᒃ ᐊᑭᓕᐅᑕᐅᔪᒥᒃᓘᓐᓃᑦ ᑮᓇᐅᔭᓂᒃ ᓇᓕᒧᑎᔭᖕᒋᓐᓂᒃᓘᓐᓃᑦ. ᓈᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᑐᓂᔭᐅᓯᒪᔪᓂᑦ ᓯᕗᓂᒃᓴᒥ ᐊᑐᖅᑕᐅᓛᖅᑐᓄᑦ ᐊᑭᓕᐅᑕᐅᓪᓗᑎᒃ ᓯᕗᓂᑲᓪᓚᖕᓴᒍᑦ. ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᑐᓂᔭᖕᒋᑦ ᒫᓐᓇ ᐱᔨᑦᑎᕋᖅᓂᕆᔭᐅᔪᓄᑦ ᐱᑐᐃᓐᓇᐅᙱᑦᑐᓄᓪᓗ ᐊᑭᓕᐅᑕᐅᔪᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᓂᐊᖅᑐᓄᑦ ᓈᒻᒪᙱᑦᑐᓄᑦ ᐊᖑᒻᒪᑎᔭᕆᐊᖃᖅᐳᑦ ᖃᖕᒋᐅᑎᓗᑎᒡᔫᓐᓃᑦ ᐅᓄᙱᑖᕆᔪᓐᓇᖅᑕᖕᒋᓐᓄᑦ ᑐᓐᓂᖅᑯᑕᐅᔪᓄᑦ ᐱᔭᐅᔭᕆᐊᓕᖕᓄᑦ ᑕᒪᓐᓇ ᑐᙵᕕᖃᖅᑎᑕᐅᓗᓂ ᒫᓐᓇᓯᐅᑎᑖᕐᒧᑦ ᑕᕝᕙᒻᒪᕆᐅᓂᖕᒋᓐᓄᑦ ᐊᑭᖕᒋᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᒥ. ᐃᖅᑲᓇᐃᔭᖅᕕᒋᔭᐅᔪᑉ ᑐᓂᔭᖕᒋᑦ ᑭᖑᓂᑦᑎᓐᓂ ᐱᔨᑦᑎᕋᖅᓂᕆᔭᐅᔪᒧᑦ ᑎᑎᕋᖅᑕᐅᕙᒃᐳᑦ ᐊᕐᕋᒍᒥ ᐱᔭᐅᓂᕆᔭᒥᓂ.

h) ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓃᕐᓂᖅᒧᓪᓗ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᒧᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓃᖅᑎᑕᐅᓂᖅᒧᓪᓗ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᑕᑯᒃᓴᐅᑎᑕᐅᕗᑦ ᐊᑭᓕᒐᒃᓴᐅᑎᑕᐅᓪᓗᑎᒃ ᐊᕐᕋᒍᖕᒐᓂ ᐊᑭᓕᖅᑕᐅᓂᕆᔭᖕᒐᑕ.

i) ᓴᓂᕐᕙᒃᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᖅᓱᕆᐊᓖᑦ

ᐊᑭᓕᖅᓱᒐᒃᓴᐃᑦ ᓴᖅᑭᑎᑕᐅᔪᑦ ᓴᖅᑭᒐᔪᒃᑐᑦ ᐊᐅᓚᑦᑎᓂᕆᔭᐅᔪᒧᑦ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᒪᕐᕉᒃ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᖏᓐᓄᑦ ᑕᐃᒪᙱᑦᑕᐃᓐᓇᖅ ᓴᓂᕐᕙᒃᑕᐅᕙᒃᐳᑦ ᓇᓕᒧᑏᒃᑎᑕᐅᓪᓗᑎᒃ ᐊᕐᕌᒍᑕᒫᑦ.

j) ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᐸᓪᓕᐊᕙᖕᓂᕆᔭᖏᑦ

ᐱᑎᑦᑎᔪᒪᓂᕐᒧᑦ ᐊᒃᑐᐊᓂᖃᕐᓂᖅᓴᐅᔪᓂᒃ ᑐᓴᖅᑕᐅᔪᒃᓴᓂᒃ ᓇᒧᙱᖅᐸᓪᓕᐊᕙᖕᓂᖏᓐᓄᑦ ᐱᔭᐅᕙᒃᓗᑎᒃ ᐊᓂᑎᑕᐅᕙᒃᓗᑎᒡᓗ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᖏᓐᓂ ᐅᑯᑎᒎᓇᖅ, ᑲᓇᑕᒥᐅᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ, ᑖᓐᓇ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᖅ ᓂᕈᐊᕆᔭᖃᖅᓯᒪᕗᖅ ᐃᓚᓕᐅᔾᔨᔪᒪᓂᕐᒥᒃ ᐃᓚᒋᔭᐅᓪᓚᕆᒃᑎᓪᓗᒍᓗ ᑕᒪᓐᓇ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓂ, ᐅᓂᒃᑳᖅᓯᒪᔪᓂ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᐸᓪᓕᐊᕙᖕᒪᖔᑕ ᑕᒪᐃᓐᓄᑦ ᐊᑐᓂᑦ ᐱᓕᕆᕝᕕᒋᔭᐅᔪᒧᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᒧᑦ.

ᑐᓴᖅᑕᐅᔪᒃᓴᐃᑦ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᖃᖕᒐᒃᑰᖅᑎᑕᖕᒐᓄᑦ ᑮᓇᐅᔭᐃᑦ ᐱᔭᐅᕙᖕᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᐃᓪᓗ ᐊᑭᓕᐅᑕᐅᕙᖕᓂᖏᓐᓄᑦ ᑕᒪᐃᓐᓂ ᐊᑐᓂᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ ᐊᔪᕈᓐᓃᖅᑎᑦᑎᕙᒃᐳᑦ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᐊᐅᓚᑦᑎᕙᖕᓂᖕᒐᓂᒃ ᐊᑐᕈᒪᓪᓗᑎᒃ ᐊᔪᙱᓐᓂᕆᔭᐅᔪᒥᒃ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᒧᑦ ᓴᖅᑭᑎᑦᑎᕙᓪᓕᐊᔪᓐᓴᕐᓗᑎᒃ ᑮᓇᐅᔭᓂᒃ ᑮᓇᐅᔭᐃᓪᓗ ᓇᓕᒧᒃᓱᖅᑕᖕᒋᓐᓂᒃ ᐱᔭᕆᐊᖃᖅᑕᖕᒋᓐᓄᓪᓗ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᑮᓇᐅᔭᓂᒃ ᐊᑐᖅᑕᐅᔭᕆᐊᓕᖕᓂᒃ. ᓈᒻᒪᖕᓂᕆᔭᖏᑦ ᓂᕆᐅᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᐸᓪᓕᐊᕙᖕᓂᕆᔭᖏᑦ , ᐃᓱᒪᒥᐅᑕᕆᓗᒍ ᖃᖕᒐᒃᑰᖅᓂᕆᔭᖏᑦ ᑕᐃᒪᐃᓪᓚᑦᑖᖅᓂᐊᖅᓂᕆᔭᖏᓐᓄᓪᓗ ᓴᖅᑭᑎᑕᐅᕙᓪᓕᐊᓂᖏᑕ, ᖃᐅᔨᓴᖅᑕᐅᕙᒃᐳᑦ ᑕᐅᑐᒃᑐᖅᑲᖅᓗᓂ ᑮᓇᐅᔭᓂᒃ ᐱᔭᐅᓯᒪᔪᓂᒃ ᐱᔭᐅᓯᒪᔭᕆᐊᓕᖕᓂᒃ ᐊᑭᓖᒃᑲᓐᓂᕐᓂᐊᕐᓗᓂ ᑮᓇᐅᔭᑎᒍᑦ ᐊᑐᕆᐊᖃᓪᓚᕆᒃᐸᒃᑐᓂ, ᑲᔪᓯᑎᑦᑎᔪᒪᓂᕐᒧᓪᓗ ᐱᓕᕆᐊᖑᔭᕆᐊᓕᖕᓂᒃ ᐱᓕᕆᐊᒃᓴᓂᒃ ᑖᒃᑯᓇᓂ ᑮᓇᐅᔭᓂ ᓇᓗᓇᐃᖅᓯᒪᔪᑎᑐᑦ ᑎᑎᕋᖅᓯᒪᓂᖕᒐᓂ 1(ᐱ–ᒥᒃ).

k) ᐆᒃᑐᕋᖅᓯᓂᖅ ᓇᓗᓇᕈᔪᒃᐸᒃᑐᓂᒃ

ᐋᖅᑭᒃᓱᖅᑕᐅᕙᓪᓕᐊᓂᖏᑦ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᒪᓕᒃᓗᑎᒃ ᑲᓇᑕᒥᐅᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᔭᕆᐊᖃᖅᐳᑦ ᐊᐅᓚᑦᑎᕝᕕᖃᕐᓂᕐᒥᒃ ᖃᔅᓯᑐᕐᓂᐊᕋᓱᒋᔭᐅᓂᕐᓂᒃ ᖃᓅᓂᐊᕋᓱᒋᔭᐅᔪᓂᒡᓗ ᐊᒃᑐᖅᓯᔪᓂᒃ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓂᒃ ᖃᔅᓯᐅᓂᕆᔭᖏᓐᓂᒃ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᐊᑭᓕᖅᓱᕆᐊᓖᓪᓗ ᐅᖃᐅᓯᐅᔪᓪᓗ ᐊᑭᓕᖅᓱᕆᐊᖃᖃᑦᑕᕐᓂᐊᖅᑐᓂᒃ ᐅᓪᓗᐊᓂ ᑮᔅᐅᔭᐃᑦ ᐅᓂᒃᑲᐅᓯᐅᓂᖏᑕ ᖃᔅᓯᐅᓂᖏᓐᓄᓪᓗ ᐃᓱᖅᐸᓪᓕᐊᔪᑦ ᐊᑭᓕᖅᓱᕆᐊᓖᓪᓗ ᐅᓂᒃᑳᓕᐅᕐᓂᖅ ᐊᑐᕐᓂᖃᕐᓂᖓᓂ. ᑕᐃᒃᑯᐊᓪᓚᑦᑖᖑᓂᖏᑦ ᓴᖅᑭᑦᑐᑦ ᐊᔾᔨᒌᙱᑐᐃᓐᓇᕆᐊᖃᐸᖏᑦ ᑖᒃᑯᓇᙱᑦ ᖃᔅᓯᑐᕋᓱᒋᔭᐅᓂᖏᓐᓂᑦ.

ᐅᔾᔨᕐᓇᕐᓂᖏᑦ ᖃᔅᓯᐅᓇᓱᒋᔭᐅᔪᑦ ᐊᑐᖅᑕᐅᕙᒃᐳᑦ ᖃᐅᔨᒪᓕᕈᒪᓂᕐᒧᑦ ᐊᑐᓂᖃᖅᐸᖕᓂᖏᓐᓂ ᐊᑐᖅᑕᐅᓪᓗᑎᑦ ᐊᑭᑭᒡᓕᕙᓪᓕᐊᔪᑦ ᐊᑭᑐᔪᑦ ᑕᖏᕐᑲᙱᑦᑐᓪᓗ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᐱᕕᕐᑲᖅᑎᑦᑎᓂᖅ ᓱᕐᑯᑎᒋᔭᐅᔪᓐᓃᖅᓯᒪᔪᓄᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᓄᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓃᖅᑎᑕᐅᓂᕐᒧᓪᓗ ᐊᑭᓕᖅᑕᐅᓂᕐᒧᑦ, ᓴᓂᕐᕙᒃᓯᕙᓐᓂᕐᒥᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᐅᓕᖅᐸᒃᑐᓂᒃ ᑖᒃᑯᐊ ᑲᑐᔾᔨᖃᑎᒌᑦ ᒪᕐᕉᖕᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᖏᓐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᓪᓗ ᐊᑐᖅᑕᐅᔭᕆᐊᖃᖅᐸᒃᑐᓄᑦ. ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔫᑉ ᐊᑐᓪᓚᕆᒃᑕᕕᓂᖓ ᐊᖏᔪᒻᒪᕆᖕᒥᒃ ᐊᔾᔨᒌᙱᑐᐃᓐᓇᕆᐊᖃᖅᐸᐅᒃ ᖃᓅᓂᐊᕋᓱᒋᔭᐅᔪᓂᑦ ᐊᑐᖅᑕᐅᔪᓂᑦ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ ᖃᐅᔨᔾᔪᑕᐅᓪᓗᑎᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔫᑉ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᒪᓕᓪᓚᕆᒋᐊᖃᖅᐸᒃᑕᖏᓐᓂᒃ. ᐱᐅᓛᑦ ᖃᔅᓯᐅᓇᓱᒋᓐᓈᓃᑦ ᐊᑐᖅᑕᐅᓯᒪᑎᓪᓗᒋᑦ ᖃᔅᓯᑐᕐᓂᐊᕐᓂᕋᐃᓂᕐᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔫᑉ ᖃᔅᓯᑐᓪᓚᑦᑖᕐᓂᕆᔭᖓᓄᑦ ᑲᑎᑕᐅᓯᒪᔪᓄ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ, ᐊᐅᓚᑦᑎᔾᔨᒋᔭᐅᔪᑦ ᐃᓱᒪᒋᔭᖃᖅᐳᑦ ᐊᔪᕐᓇᕋᓱᒋᙱᕐᓗᒍ ᑕᒪᓐᓇ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐱᑕᖃᖅᐸᒋᖅᑐᓂᒃ ᖃᐅᔨᒪᓂᕆᔭᐅᔪᓂᒃ, ᐊᓯᔾᔨᖅᐸᒃᑐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᓂᒃ ᒪᐅᖓᑦᑎᐊᖅ, ᑕᒪᓐᓇᓗ ᐱᔭᕆᐊᖃᕋᔭᖅᓗᓂ ᐱᕐᑯᑎᓂᒃ ᐊᓯᔾᔨᖅᑎᕆᓂᕐᒥᒃ ᐃᓕᓴᕆᔭᐅᓯᒪᔪᓄᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᓐᓄᑦ. ᐊᔾᔨᒌᙱᓐᓂᕆᔭᖏᑦ ᑕᐃᒪᐃᓪᓚᑦᑖᑦᑐᑦ ᓂᕆᐅᒋᔭᐅᔪᓪᓗ ᐅᖃᐅᓯᐅᓯᒪᕗᑦ ᑖᒃᑯᓇᓂ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓄᑦ ᐱᓕᕆᐊᖃᕐᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᓪᓗᑎᒃ ᐊᓯᐅᔨᔭᐅᓪᓗᑎᒡᓘᓐᓃᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᓂ ᐊᓯᔾᔨᕐᓂᕆᔭᐅᔪᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐊᑐᖅᑕᐅᓪᓚᕆᐊᖃᖅᐸᒃᑐᓂ ᐊᕐᕌᒍᒋᔭᖓᓂ ᑕᒪᒃᑯᐊᓪᓚᕇᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᑦ ᖃᐅᔨᒪᔭᐅᓕᖅᑎᓪᓗᒋᑦ.

3. ᐃᓕᐅᖅᑲᖅᑕᐅᔪᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔫᑉ ᐃᓕᐅᖅᑲᖅᓯᒪᔭᖏᑦ ᖃᓄᐃᑦᑑᓂᖏᑦ ᐋᖅᑭᓱᖅᑕᐅᓕᖅᐸᒃᐳᑦ ᒪᓕᒃᑐᖃᖅᓗᓂ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓄᑦ ᖁᕝᕙᖅᐸᓪᓕᐊᕙᒃᐳᑦ ᐃᒪᓐᓇ:

	2018		2017	
	Cost	Market	Cost	Market
Level 1:				
Short term investments	$ -	$ -	$ 299	$ 299
Canadian equities	82,005,946	76,783,262	77,664,863	80,241,100
Foreign equities	72,605,143	77,842,649	63,424,873	80,563,933
	154,611,089	154,625,911	141,090,035	160,805,332
Level 2:				
Fixed income securities	71,265,191	67,973,377	57,137,539	54,675,374
	$225,876,280	$222,599,288	$198,227,574	$215,480,706

ᑕᐸᐱᒃᑯᐊ ᑎᑎᕋᖅᓯᒪᔪᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐱᔭᐅᓯᒪᕙᒃᐳᑦ ᐅᑯᓇᙵᒐᑦ, RBC Investor Services Trust, ᑐᓐᓂᖅᑯᑕᐅᔾᔨᓇᑎᒡᓗ ᐊᑐᖅᑕᐅᔪᒥ ᐱᕕᒃᓴᐅᔪᒥ.

ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᐊᑭᖕᒐᓄᑦ ᖁᕝᕙᖅᐸᓪᓕᐊᓂᕆᔭᖕᒐ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᑎᓪᓗᒍ ᑎᑎᕋᖅᓯᒪᓂᖕᒐᓂ 2(ᑎ–ᒥ) ᐊᑐᕆᐊᖃᖅᐳᖅ ᑕᐅᑐᒐᒃᓴᐅᓗᑎᒃ ᓂᐅᕿᑎᖃᖁᓂᕐᒧᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᑕᐃᒪᐃᑦᑐᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐱᑕᖃᕋᖕᒐᑕ. ᑮᓇᐅᔭᓕᕆᔾᔪᑎ ᓇᓃᓐᓂᕆᔭᖕᒐ ᐊᑦᑎᒃᑐᒦᓛᖑᑎᑕᐅᕙᒃᐳᖅ ᖁᒻᒧᒃᐸᓪᓕᐊᓯᒪᔪᓂ ᑕᕝᕙᓂ ᐅᔾᔨᕐᓇᒻᒪᕆᒃᑐᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ ᐃᓱᒪᒋᔭᐅᓯᒪᓪᓗᑎᒃ ᐆᒃᑐᕋᖅᑐᖃᕐᓂᐊᖅᑎᓪᓗᒍ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᒋᔭᖕᒐᓂᒃ.

ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐊᑭᖅᑲᖅᑎᑕᐅᕙᒃᐳᑦ ᑐᙵᕕᖅᑲᖅᑎᑕᐅᓪᓗᑎᒃ ᑐᓴᖅᑕᐅᔪᒃᓴᓂᑦ ᑐᓐᓂᖅᑯᑕᐅᔪᓂᑦ ᐃᓕᐅᖅᑲᐃᕙᖕᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒥᑦ. ᐱᓗᐊᙳᐊᖅᑐᓂ:

- ᑮᓇᐅᔭᓄᑦ ᓂᐅᕐᕈᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐅᑯᐊᖑᕗᑦ, ᑮᓇᐅᔭᐃᑦ ᑮᓇᐅᔭᒃᑯᕕᖕᓂᓗ ᐱᔭᐅᕙᒃᑐᑦ ᐊᑭᖅᑲᖅᑎᑕᐅᕙᒃᑐᑎᒃ ᐊᑐᖅᑐᖅᑲᖅᑐᓂ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕐᕈᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᓂᒃ;

- ᐋᖅᑭᒃᑕᐅᓯᒪᕙᒋᖅᑐᑦ ᑮᓇᐅᔭᓕᐅᕐᓂᕐᒧᑦ ᐃᓕᔭᐅᓯᒪᔪᑦ ᐅᑯᓂᖓ ᐃᓚᖅᑲᖅᐳᑦ, ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᐱᔭᐅᓯᒪᔪᓂ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ. ᓇᖕᒥᓂᓇᔭᐅᓯᑲᐅᑎᒋᔪᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᖃᔅᓯᐅᓂᕋᖅᑕᐅᕙᒃᐳᑦ ᐊᑐᖅᑐᖅᑲᖅᑐᓂ ᑎᑎᕋᖅᓯᒪᓕᖅᑎᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕐᕈᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᓂᒃ. ᖃᔅᓯᐅᓂᓇᔭᖕᒋᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ ᐱᔭᐅᕙᒃᐳᑦ ᐊᑕᐅᓯᕐᒥᒃ ᑐᙵᕕᖅᑲᖅᑎᑕᐅᓪᓗᑎᒃ ᐃᓕᐅᖅᑲᐃᕙᖕᓂᕐᒧᑦ ᐱᕈᖅᑎᓐᓇᓱᒃᑯᒋᒃ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒥᑦ. ᖃᔅᓯᑐᕐᓂᓇᔭᖕᒋᑦ ᐱᔭᐅᕙᒃᐳᑦ ᑲᑎᑕᐅᓪᓗᑎᒃ ᖃᔅᓯᐅᓂᓇᔭᖕᒐᓂᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᐊᑭᖕᒐᓄᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐱᓯᒪᔭᐅᔪᑦ, ᖃᔅᓯᐅᓂᖓ ᖃᐅᔨᔭᐅᓪᓗᓂ ᐊᑐᖅᑐᖅᑲᖅᑐᓂ ᑎᑎᕋᖅᓯᒪᓕᖅᑎᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕐᕈᑎᖅᑲᖅᐸᖕᓂᕐᒧᒃ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᑦ ᐄᖅᓯᕕᐅᓯᒪᓪᓗᑎᒃ ᐸᐸᑕᐅᔪᓂᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂᑦ ᐊᑭᓕᓇᐊᓖᑦ ᐊᒡᒍᖅᑕᐅᓪᓗᑎᒃ ᑲᑎᕝᕙᒋᑦ ᖃᔅᓯᐅᓂᓇᔭᖕᒋᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᓯᒪᙱᑦᑐᑦ;

- ᐱᖃᖅᑲᑕᐅᔾᔪᑏᑦ ᐃᓚᖅᑲᖅᐳᑦ ᑲᓇᑕᒥᐅᓂ ᑲᓇᑕᒥᐅᑲᑕᐅᙱᑦᑐᓂᒡᓗ ᐱᖃᖅᑲᑕᐅᔾᔪᑎᓂᒃ ᑮᓇᐅᔭᓂᒃ. ᑲᓇᑕᒥᐅᙱᑦᑐᖅ ᐱᖃᖅᑲᑕᐅᓂᕐᒧᑦ ᑮᓇᐅᔭᐃᑦ ᐃᓚᖅᑲᓇᕗᑦᑕᐅᖅ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᑲᓇᑕᒥᐅᑕᐅᙱᑦᑐᓂ ᐊᓯᔾᔨᖅᑎᓇᕙᖕᓂᕐᒥᒃ ᑮᓇᐅᔭᓂᒃ ᓯᕗᒻᒧᐊᖅᑎᓪᓗᒋᑦ ᑲᓐᑐᓛᒋᔭᐅᔪᑦ. ᐃᓕᐅᖅᑲᐃᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᕋᖅᑕᐅᓯᒪᔪᑦ ᑖᒃᑯᓄᖓ ᑮᓇᐅᔭᓄᑦ ᐱᔭᐅᕙᒃᐳᑦ ᐊᔾᔨᒌᙱᑦᑐᓂᒃ ᐱᑎᑦᑎᕙᒃᑐᓂᑦ ᖃᔅᓯᐅᓂᖏᓪᓗ ᖃᐅᔨᒪᔭᐅᓕᖅᐸᒃᓗᑎᒃ ᒪᓕᒃᑐᖅᑲᖅᓗᓂ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑎᒍᑦ ᖃᔅᓯᐅᓂᐊᕐᓂᖏᓐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑎᒍᑦ. ᖃᔅᓯᑐᕐᓂᕋᖅᑕᐅᓂᖏᑦ ᐱᔭᐅᕙᒃᐳᑦ ᖃᑎᑕᐅᓯᒪᔪᓂᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᖃᔅᓯᑐᕐᓂᖏᓐᓄᑦ ᐱᖃᖅᑲᑕᐅᔾᔪᑎᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐱᖁᑎᒋᔭᐅᔪᑦ ᖃᐅᔨᔾᔪᑕᐅᓚᐅᖅᐳᑦ ᐊᑐᖅᑐᖅᑲᖅᑐᓂ ᑎᑎᕋᖅᓯᒪᓕᖅᑎᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕐᕈᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᓂᒃ ᐄᖅᓯᕕᒋᓗᒋᑦ ᐱᖃᖅᑲᑕᐅᓂᕐᒧᑦ ᑮᓇᐅᔭᓂᒃ ᐊᑭᓕᐅᑕᐅᔭᕆᐊᓕᖕᓂᒃ, ᑖᓐᓇ ᐊᒡᒍᖅᑐᖅᑕᐅᓪᓗᓂ ᑲᙱᕝᕙᒋᑦ ᖃᔅᓯᐅᓂᓇᔭᖕᒋᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᓯᒪᙱᑦᑐᑦ.

4. ᐊᑭᑐᔪᓄᑦ ᑕᖕᒋᖃᙱᑦᑐᓄᓪᓗ ᐱᖁᑎᒋᔭᐅᔪᓄᑦ

ᐊᔾᔨᒌᓕᖅᑎᑦᑎᓂᖅ ᑲᔪᓯᑎᑕᐅᔪᓄᑦ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ ᐊᑭᑐᔪᓂ ᐱᖁᑎᒋᔭᐅᔪᓂ ᐱᒋᐊᕐᕕᖓᓂ ᐃᓱᓕᕝᕕᒋᔭᖓᓂᓗ ᐊᕐᕌᒍᒋᔭᐅᔫᑉ ᐃᒪᐃᓕᖓᕗᖅ:

	Office Equipment	Computer Equipment	Intangible Assets	Total
Cost:				
Balance, beginning of year	$ 6,861	$ 43,839	$ 362,634	$ 413,334
Additions	-	4,575	103,984	108,559
Balance, end of year	6,861	48,414	466,618	521,893
Accumulated amortization:				
Balance, beginning of year	6,861	29,419	120,216	156,496
Amortization	-	7,823	36,360	44,184
Balance, end of year	6,861	37,242	156,576	200,680
Net	$ -	$ 11,172	$ 310,042	$ 321,213

ᐃᓚᓕᐅᔾᔭᐅᓯᒪᔪᑦ ᐊᑭᑐᔪᓂ ᐱᖁᑎᒋᔭᐅᔪᓂ ᖃᓇᑕᐅᔭᐅᕗᑦ ᐱᓕᕆᔾᔪᑕᐅᕙᒃᑐᑦ ᐊᑭᑐᔪᑎᒍᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐊᑭᖃᖅᑐᑎᒃ $17,929 (2017 - $17,929) ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᐱᑕᖃᑭᓐᓃᖅᑎᑦᑎᕙᓪᓕᐊᓃᑦ $10,461–ᖑᓪᓗᑎᒃ (2017 - $4,492) ᑲᔪᓯᑎᑦᑎᓂᕐᒧᓪᓗ ᐊᖏᑭᖓ $7,468-ᖑᓪᓗᓂ (2017 - $13,437).

2013 ᐊᕐᕌᒍ ᐊᑐᖅᑎᓪᓗᒍ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᑎᐅᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐊᑐᓕᓚᐅᖅᐳᑦ ᖃᓇᑕᐅᔭᒥ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᓚᐃᓴᖃᕐᓂᕐᒧᑦ ᐊᖏᖃᑎᒌᒍᑕᐅᔪᒥᒃ ᐊᑐᖅᑕᐅᓂᐊᖅᑐᓂᒃ C-DAT-ᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᖃᓄᐃᙱᑦᑎᐊᕐᓂᕐᒧᓪᓗ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᑲᑎᓯᒪᔪᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ (PHBIS–ᒧᑦ). ᑕᒪᓐᓇ ᖃᓇᑕᐅᔭᕐᓄᑦ ᐱᓕᓇᔾᔪᑕᐅᕙᒃᑐᖅ ᐊᑐᓕᖅᑎᑕᐅᓚᐅᖅᐳᖅ ᐊᑕᐅᑦᑎᒃᑰᖅᑕᐅᙱᕐᓗᓂ, ᐱᔭᕇᖅᑕᐅᓚᐅᖅᓗᓂᓗ 2015 ᐊᕐᕌᒍ ᐊᑐᖅᑎᓪᓗᒍ ᑕᐃᒪᐃᓐᓂᖓᓄᓪᓗ, ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᕙᓪᓕᐊᓂᖅ ᐊᑭᓕᖅᓱᖅᓗᒍ ᐊᑭᖓ ᐊᒃᑐᐊᓂᓕᒃ ᑕᒪᑐᒧᖓ ᐊᑐᖅᑕᐅᕙᒃᑐᒧᑦ ᑎᑎᕋᖅᑕᐅᕙᓪᓕᐊᓚᐅᖅᓯᒪᕗᖅ 2015–ᒥ. 2018–ᖑᑎᓪᓗᒍ ᖃᓇᓴᐅᔭᓕᓇᔾᔪᑎᓄᑦ ᐱᔪᓐᓇᐅᑎᑖᕐᓂᖅ ᓂᐅᕕᖅᑕᐅᓚᐅᖅᑐᑦ ᐊᑕᖏᖅᑕᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ ᐱᕐᑯᑎᒋᔭᐅᓕᖅᓱᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᓄᑦ ᐊᑐᖅᑕᐅᓂᐊᖅᓱᓂ ᑖᒃᑯᐊ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᑦ ᑕᐃᒪᐃᑦᑕᕆᐊᖃᕋᓱᒋᓕᕈᓂᔾᔪᒃ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐃᓚᖃᖅᐳᑦ ᖃᓇᑕᐅᔭᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐊᑭᖏᓐᓂᒃ ᑕᒪᕐᒥᑦᑎᐊᖅ ᐊᑐᓕᖅᑎᑕᐅᓇᔭᕐᓂᖏᓐᓄᑦ ᓚᐃᓴᓄᓪᓗ ᐊᑭᓕᖅᓱᕆᐊᓕᖕᓄᑦ, ᐊᒻᒪᓗᑦᑕᐅᖅ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᓄ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᓪᓗ ᐊᑭᓕᕆᐊᓕᖕᓄᑦ ᐊᒃᑐᐊᓂᖃᑲᐅᑎᒋᓪᓗᑎᒃ ᐱᕙᓪᓕᐊᑎᑕᐅᓂᕐᒧᑦ ᐊᑐᓕᖅᑎᑦᑎᓂᕐᒧᓪᓗ ᑕᒪᑐᒥᖓ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᒥᒃ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐅᑯᓂᖓ ᑮᓇᐅᔭᐅᙱᑦᑐᓂᒃ ᑮᓇᐅᔭᕐᑲᖅᑎᑕᐅᓚᐅᖅᐳᑦ ᐃᓕᐅᖅᑲᐃᓂᕐᒧᓪᓗ ᐱᓕᕆᐊᖃᖅᓱᑎᒃ ᐊᕐᕌᒍᒥ ᑖᒃᑯᐊᓗ ᑭᑭᑕᐅᓪᓗᑎᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙵᖅᑕᐅᕙᓪᓕᐊᕙᖕᓂᖏᓐᓄᑦ ᒪᒃᐱᖅᑐᒐᖓᓂ 5–ᒥ. ᑲᑎᕝᓱᒋᑦ ᐊᑭᑐᔪᓄᑦ ᑕᖏᕐᑲᙱᑦᑐᓄᓪᓗ ᐱᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐃᓚᓯᓃᑦ ᑲᑎᕝᓱᒋᑦ ᐊᑭᖃᖅᓱᑎᒃ $108,559 (2017-ᒥ – $ᐱᑕᖃᙱᑦᑐᓂᒃ) ᐃᓚᖃᖅᐳᑦ $103,983 (2017 - $ᐱᑕᖃᙱᑦᑐᓂᒃ) ᐊᑭᓖᓪᓗᑎᒃ $ᐱᑕᖃᙱᑦᑐᓂᒃ (2017 - $ᐱᑕᖃᙱᑦᑐᓂᒃ) ᐃᒪᓐᓇ, ᐊᑭᑐᔪᒥ ᐊᑐᖅᑐᐊᖅᑎᑦᑎᓂᕐᒥᒃ ᐊᒻᒪᓗ $4,575-ᓂᒃ (2017 - $11,369) ᐊᑭᓕᒐᒃᓴᓂ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᓂᓗ ᐊᑭᓕᒐᒃᓴᓂ.

2018–ᖑᑎᓪᓗᒍ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᖁᔭᓈᖅᓯᓚᐅᖅᑐᑦ ᐊᑐᖅᑐᐊᖅᑕᖏᑕ ᓱᓇᒃᑯᑖᖏᓐᓂᑦ $ᐱᑕᖃᖏᑦᑐᖅ (2017 - $ᐱᑕᖃᖏᑦᑐᖅ).

5. ᐊᑭᑐᔪᓂᒃ ᐊᑐᖅᑐᐊᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᖏᖃᑎᒌᒍᑎᒧᑦ

ᐊᑭᑐᔪᓂᒃ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐅᑯᓇᙱᑦ, Xerox Canada Ltd. ᑎᑎᕋᖅᓯᒪᓕᖅᑎᑦᑎᔾᔪᑎᒧᑦ ᑕᕋᓕᐅᕈᑎᒧᓪᓗ ᖃᓇᑕᐅᔭᒃᑯᑦ ᐱᕐᑯᑎᓄᑦ ᐊᑭᖃᖅᓱᑎᒃ ᐃᒪᓐᓇ, $7,468–ᓂᒃ (2017-ᒥ - $13,437–ᓂᒃ), ᑎᑎᕋᖅᑕᐅᓯᒪᕗᖅ ᖃᔅᓯᐅᓂᖓ ᓇᓕᒧᒃᓱᖅᓱᓂ ᒫᓐᓇ ᐊᑭᕆᔭᖓᓄᑦ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓲᑕᐅᕙᒃᑐᑦ, ᐊᑐᖅᑐᖃᖅᓱᓂ ᕿᑐᕐᙱᕐᓂᕐᒧᑦ ᖃᔅᓯᑐᖅᑎᑕᐅᓂᖓ ᑕᐃᒪᐃᓐᓇᓱᕆᔭᐅᓯᒪᔪᖅ ᐊᑐᖅᑐᐊᕐᓂᕐᒥ. ᕿᑐᕐᙱᕐᐅᕈᑕᐅᖃᑦᑕᕐᓂᐊᕋᓱᕆᔭᐅᔪᖅ ᖃᔅᓯᑐᕐᓂᐊᕐᓂᖓ ᑕᐃᒪᐃᓚᓇᖕᓂᐊᕐᓂᕐᒧᑦ ᐃᒪᓐᓇᐅᕗᖅ, 9.822%–ᖑᕗᖅ, ᑕᒪᓐᓇᓗ ᐊᑐᖅᑐᐊᕐᓂᖅ ᐃᓱᓕᕝᕕᖃᖅᓱᓂ ᒫᑦᓯ 30, 2022–ᒥ, ᑖᓐᓇ ᐊᑭᓕᖅᓱᒐᒃᓴᐅᓪᓗᓂ ᑎᓴᒪᐃᖅᓱᕐᓗᒍ ᐊᕐᕌᒍᒥ ᐊᑭᓕᐅᑕᐅᕙᓐᓂᐊᔪᓂᒃ $1,050-ᓂᒃ ᑕᒪᓐᓇ ᐃᓚᖃᖅᓱᓂ ᕿᑐᕐᙱᕐᐅᕐᓂᕆᔭᖓᓂᒃ. ᐅᓇ ᑕᕝᕙ ᐊᑐᖅᑕᐅᕙᓪᓕᐊᓇᔭᖅᑐᖅ ᓯᕗᓂᒃᓴᒥ ᒥᑭᓐᓂᖅᐹᒥᒃ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᕆᐊᓕᖕᓄᑦ ᐊᑭᑐᔪᑎᓄᑦ ᐊᑐᖅᑐᐊᓂᕐᒧᑦ:

2019	$	4,198
2020		4,198
2021		4,198
2022		1,049
Total future minimum lease payments		13,643
Less amount representing interest		2,098
Present value of minimum net lease payments		11,545
Less current portion		2,874
Present value of minimum net lease payments	$	8,671

6. ᐃᓐᓇᖅᓯᐅᑎᑖᔅᓴᓄᑦ ᐊᖏᖃᑎᒌᒍᑎᓄᑦ

ᒫᓐᓇ ᐊᑭᓪᓚᑦᑖᕆᔭᖏᑦ ᑲᑎᑕᐅᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᖃᔅᓯᐅᓂᐊᕋᓱᒋᔭᐅᓂᖓ ᐋᖅᑭᒃᑕᐅᓚᐅᖅᓯᒪᕗᖅ ᐅᑯᓄᖓ, Aon Hewitt Associates–ᑯᓐᓂᑦ, ᑖᒃᑯᐊ ᐱᓕᕆᔨᐅᓪᓗᑎᒃ ᐅᖃᐅᔾᔪᐃᔨᐅᓪᓗᑎᒃ ᖃᐅᔨᒪᓂᖃᒻᒪᕆᒃᓗᑎᒃ. ᑎᑎᕋᖅᓯᒪᔪᑦ ᖃᓅᓇᓱᒋᔭᐅᔪᓪᓗ ᐊᑐᖅᑕᐅᔪᑦ ᐅᖓᕙᕆᐊᖅᑕᐅᔪᓄᑦ ᑎᓯᐱᕆ 31, 2018–ᒧᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᓄᑦ ᐊᔾᔨᒋᕙᖏᑦ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᖃᔅᓯᑐᓪᓚᕆᔾᔪᑕᐅᔪᓂᑦ ᑎᓯᐱᕆ 31, 2017–ᒥ. ᑎᑎᕋᖅᓯᒪᔪᑦ ᖃᓅᓇᓱᒋᔭᐅᔪᓪᓗ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᑎᓯᐱᕆ 31, 2017–ᒧᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᓄᑦ ᐊᓪᔨᒋᕙᖏᑦ ᐊᑐᖅᑕᐅᕙᓚᐅᖅᑐᑦ ᖃᔅᓯᑐᕋᓱᒋᔭᐅᔪᓂ ᑎᓯᐱᕆ 31, 2016–ᒥᑦ. ᑎᓯᐱᕆ 31, 2018–ᒥ ᐊᖏᒡᓕᒋᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ /ᐅᖓᕙᕆᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᕗᖅ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᑐᕆᐊᓕᖕᓄᑦ ᑎᓯᐱᕆ 31, 2017–ᒥᑦ. ᑖᓐᓇ ᑎᓯᐱᕆ 31, 2017-ᒥ ᐊᖏᒡᓕᒋᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ/ᐅᖓᕙᕆᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᕗᖅ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᑐᕆᐊᓕᖕᓄᑦ ᑎᓯᐱᕆ 31, 2016-ᒥᑦ ᐱᒋᐊᖅᓯᒪᓂᑲᖅᓗᑎᒃ. ᑲᔪᓯᓐᓇᖅᑐᓄᑦ ᐃᓱᒪᔫᑎᓄᑦ ᖃᓄᐃᓕᖓᓕᖅᑎᑕᐅᔪᖅ ᐋᖅᑭᒃᓱᖅᑕᐅᓚᐅᖅᓯᒪᕗᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᖃᓅᓂᐊᕋᓱᒋᔭᐅᓯᒪᔪᓂᒃ ᐱᕙᓪᓕᕐᓂᕐᒧᑦ ᐊᑭᓪᓚᑦᑖᕆᓇᔭᖅᑕᖏᓐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ (ᑖᓐᓇᑦᑕᐅᖅ ᐃᒪᓐᓇ ᖃᐅᔨᒪᔭᐅᒋᓪᓗᓂ, ᖃᓅᓂᐊᕋᓱᒋᔭᐅᓯᒪᔪᓂᒃ ᐊᑕᐅᓯᕐᒧᑦ ᐊᑭᓕᒃᓴᖅᑖᕐᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ).

ᑕᒪᑐᒪ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔫᑉ ᐊᑭᓕᖅᓱᕆᐊᖃᓕᕋᔭᖅᑕᖏᑦ ᖃᔅᓯᐅᓂᐊᕋᓱᒋᔭᐅᓂᖏᑦ ᐱᓕᕆᐊᖑᓯᒪᕗᑦ ᑎᓯᐱᕆ 31, 2018–ᒥᑦ, ᐅᓄᖅᓯᒋᐊᖅᑎᑦᑎᓯᒪᓪᓗᑎᒃᐊᑭᓕᖅᓱᒐᒃᓴᓂᒃ ᑭᖑᓪᓕᖅᐹᒥᒃ ᖃᓄᖅ ᐊᑭᖃᖅᑎᒋᓂᖏᓐᓄᑦ ᐅᓪᓗᕆᓚᐅᖅᑕᖓᓂᑦ ᖁᓛᓂ ᐅᓂᒃᑳᖅᓯᒪᔪᒥ ᒪᓕᒃᑐᖃᖅᓗᓂ ᐊᑭᖓᓂᒃ ᑲᑎᑉᐸᓪᓕᐊᔪᑦ ᐱᕙᓪᓕᕈᑕᐅᓇᔭᖅᑐᑦ ᕿᑐᙱᒋᐅᖅᓂᕆᔭᖓᓄᓪᓗ ,ᐲᖅᓯᕕᒋᓪᓗᒋᑦᑦᓗ ᐱᕙᓪᓕᕐᓂᕐᒧᑦ ᐊᑭᓕᐅᑕᐅᕙᒃᑐᓂᒃ ᑲᑎᑉᐸᓪᓕᐊᓯᒪᔪᓂᒃ ᕿᑐᙱᒋᐅᖅᐸᓪᓕᐊᓪᓗᑎᑦ ᑖᔅᓯᒪᓂᑦᑕᐃᓐᓇ ᐱᕕᒃᓴᐅᕙᒃᑐᒥ. ᐊᑭᖏᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᔪᑦ ᑎᓯᐱᕆ 31, 2017–ᖑᑎᓪᓗᒍ ᑲᔅᓯᓪᓚᑦᑖᖑᓂᖏᓐᓄᑦ ᐊᔾᔨᒌᙱᓐᓂᖏᓐᓄᑦ ᐅᓂᒃᑲᐅᓯᐅᓚᐅᖅᑐᒥᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᓪᓗᓂ ᐊᔾᔨᒌᙱᓐᓂᖏᓐᓄᑦ , ᑕᐃᑯᓇᓂᓪᓚᑦᑖᕐᓗ, ᑕᐅᑐᒃᓗᒋᓪᓗ ᓂᕆᐅᒋᔭᐅᔪᑦ ᑐᓐᓂᖅᑯᑕᐅᓕᕋᔭᖅᑐᑦ. ᐊᓯᐊᒍᑦ ᐊᑭᓪᓚᑦᑖᖓᑕ ᐆᒪᔾᔪᑎᖃᕐᓂᐊᕐᓗᓂ ᐅᓄᖅᓯᒋᐊᕐᓂᖓᑕ ᔭᓄᐊᕆ 1, 2018-ᒥᑦ, ᑕᒪᒃᑯᐊ ᖃᔅᓯᐅᓪᓚᕆᖕᓂᖏᑦ ᐃᒪᓐᓇᐅᓇᓱᒋᔾᔪᑕᐅᓯᒪᕗᑦ, ᐊᑐᖅᓯᓂᕐᒧᑦ ᐅᓄᖅᓯᒋᐊᕐᓂᖅᑕᖃᓚᐅᙱᓐᓂᖓᓂᒃ ᐊᓯᐅᔨᔪᖃᓚᐅᙱᓐᓂᖓᓂᒡᓗ ᑕᒪᒃᑯᓇᓂ ᓯᕗᓪᓕᖅᐹᒥ ᐱᓕᕆᕝᕕᒋᔭᐅᔪᓂ.

ᐅᔾᔨᕐᓇᕐᓂᖏᑦ ᐊᕗᖓᑲᓪᓚᒡᓗ ᖃᔅᓯᐅᓪᓚᖅᑖᕐᓂᖏᓐᓄᑦ ᖃᓅᓇᓱᒋᔭᐅᔪᑦ ᐊᑐᖅᑕᐅᔪᕕᓃᑦ ᑲᔪᓰᓐᓇᖅᑐᒥ ᐃᓱᒪᓗᖕᓇᖅᑐᒥ ᐊᔾᔨᒌᙱᓐᓂᕆᔭᖏᓐᓂ ᐅᑯᐊᖑᓚᐅᖅᐳᑦ:

	2018	2017
Interest rate:	5.90%	6.00%
Rate of salary increase:	2.50%	2.50%
Inflation:	2.00%	2.00%

ᑲᔪᓰᓐᓇᖅᑐᒥᒃ ᐃᓱᒪᓗᑎᖃᕐᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᕋᐃᓂᖅ ᐱᓕᕆᐊᖑᕙᒃᐳᖅ ᖃᐅᔨᒪᓕᕈᒪᓂᕐᒧᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᖓᑕ ᖃᓄᐃᓕᖓᓂᖓᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔫᑉ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᕐᒧᓪᓗ ᐱᔭᐅᔭᕆᐊᓕᖕᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᑦ, ᑖᓐᓇ

ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᑲᒪᒋᓗᒍ ᑲᔪᓰᓐᓇᖅᓗᓂ ᐃᓱᒫᓘᑕᐅᕙᖕᓂᖓᓂᒃ. ᓄᑖᖅ ᒪᓕᒐᖅ ᐅᖃᐅᓯᐅᓯᒪᔪᖅ ᑎᑎᕋᖅᓯᒪᔪᒥ 1(a); ᐱᔭᕆᐊᖃᙱᓚᖅ ᑖᓐᓇ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᖅ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓪᓗᓂ ᐱᑕᖃᕈᓐᓃᖅᑎᑕᐅᕙᓪᓕᐊᓂᖓᓄᑦ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ.

ᐊᔾᔨᒌᙱᓪᓚᑦᑖᕐᓂᖓᓄᑦ ᐅᓂᒃᑳᐅᓯᖅ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔪᒧᑦ ᐃᓂᒋᔭᐅᔪᒧᑦ ᑕᕝᕙᓂ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᒥ ᑲᔪᓰᓐᓇᖅᑐᒥᒃ ᔭᓄᐊᕆ 1, 2018–ᖑᓚᐅᕐᓂᖓᓂᑦ ᐱᔭᕇᖅᑕᐅᓯᒪᓕᓚᐅᖅᐳᖅ ᑕᐃᒪᐃᑦᑐᓕᕆᔨᒧᑦ ᑎᓯᐱᕆ 2018–ᒥ. ᒪᓕᒃᑐᖃᖅᓗᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᑦ ᐱᕐᑯᔭᖓᓄᑦ, ᐊᑐᖅᑕᐅ ᓛᓕᕐᒥᔪᖅ ᑕᐃᒪᐃᑦᑐᓕᕆᔨᓪᓚᑦᑖᒧᑦ ᖃᓯᐅᓂᖃᖅᑕᐅᓂᖕᒋᑦ ᑕᐃᒪᐃᔾᔪᑎᖃᖅᓗᑎᒃ ᐋᖅᑭᒃᓱᐃᕙᓪᓕᐊᓂᐊᕐᓗᓂ ᑮᓇᐅᔭᖁᑎᖃᕐᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᔭᕆᐊᓖᑦ ᐱᓕᕆᐊᖑᓪᓗᐊᖅᐳᑦ ᔭᓄᐊᕆ 1, 2021 ᑎᑭᓚᐅᙱᓐᓂᖓᓂ.

ᑐᙵᕕᖃᖅᓗᓂ ᑭᖑᓪᓕᖅᐹᒥᒃ ᐅᓂᒃᑳᐅᓯᐅᓚᐅᖅᓯᒪᔪᒥᒃ ᑖᒃᑯᐊ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑲᑎᒪᔨᕋᓛᖕᒋᑦ ᕿᒥᕐᕈᐊᒃᑲᓐᓂᕐᓂᐊᖅᐳᑦ ᐱᓕᕆᐊᖑᔭᕆᐊᓕᖕᓂᒃ ᓇᓗᙱᑦᑎᐊᕈᒪᓂᕐᒥᓄᑦ ᑕᒪᓐᓇ ᐊᑭᓕᕆᐊᖃᖅᑐᖅ ᐱᑕᖃᕈᓐᓃᖅᑎᑕᐅᕙᓪᓕᐊᒐᓗᐊᕐᒪᖔᑦ ᒪᓕᒃᑐᖃᖅᓗᓂ ᒪᓕᒋᐊᓕᖕᓂᒃ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᓂᑦ ᐃᓄᑐᖃᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱ ᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐱᕐᑯᔭᕐᒥᒃ 1985. ᐊᒻᒪᓗᑦᑕᐅᖅ, ᑖᒃᑯᐊ ᑲᑐᔾᔨᖃᑎᒌᑦ ᓂᕈᐊᓇᔭᖃᖅᓯᒪᕗᑦ ᐱᓕᕆᐊᖃᖃᑦᑕᕈᒪᓪᓗᑎᒃ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᖕᒋᓐᓄ ᐊᕐᕌᒍᑕᒫᑦ, ᐊᒡᒋᓕᕐᒥᔪᒥᒃ ᑕᐃᒪᐃᓕᐅᕐᕕᒃᓴᒥᒃ ᓂᕆᐅᒋᔭᖃᖅᑐᖃᖅᓗᓂ ᔮᓄᐊᕆ 1, 2019-ᒥ.

ᑕᐃᒪᐃᑦᑐᓕᕆᔨᒻᒪᕆᖕᒥᑦ ᐊᑭᒋᑎᑕᐅᔪᑦ ᐱᕐᑯᑎᑦ ᖃᔅᓯᐅᓂᖕᒋᑦ ᖃᐅᔨᔭᐅᓯᒪᕗᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᓂᐅᕐᕈᑕᐅᓂᖕᒋᓐᓄᑦ ᐊᑭᓪᓚᑦᑖᖕᒋᓐᓂᒃ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᑎᓯᐱᕆ 31, 2018–ᒥ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᓪᓗᑎᒡᓗ ᐱᔭᐅᓯᒪᙱᑦᑐᓄᑦ ᑐᓐᓂᖅᑯᑕᐅᕙᒃᑐᓄᑦ ᐱᕙᓪᓕᕐᓂᕐᒧᓪᓗ ᐊᑭᓕᐅᑕᐅᕙᒃᑐᓄᑦ.

ᑕᐃᒪᐃᑦᑐᓕᕆᔨᒻᒪᕆᖕᒥᑦ ᐊᑭᒋᑎᑕᐅᔪᑦ ᐱᕐᑯᑎᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᕋᔭᖅᑐᑦ ᐱᕙᓪᓕᕈᑕᐅᔪᓄᑦ ᓇᓕᒧᒋᔭᖃᖅᐳᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᔅᓴᔪᒧᑦ ᓂᐅᕐᕈᑎᖃᕐᓂᕐᒧᑦ ᐊᑭᖕᒋᓐᓄᑦ ᐊᕐᕌᒍᐃᑦ ᑎᔅᒪᑦ ᐃᓗᐊᓂ ᑎᓯᐱᕆ 31, 2018–ᖑᓚᐅᕐᓂᖓᓂᑦ.

7. ᐃᓐᓇᖅᓯᐅᑎᑖᔅᓴᕆᔭᐅᔪᓄᑦ ᐊᑭᓕᖅᓱᐃᕙᓪᓕᐊᔪᑏᑦ

ᐊᑭᓕᖅᓱᐃᕙᓪᓕᐊᔾᔪᑎᓄᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ ᐊᕐᕌᒍᒋᔭᖓᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ <<ᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐅᑯᓂᖓ ᐃᓗᓕᖃᖅᐳᑦ:

	2018	2017
Employee and employer current service cost	$ 23,624,925	$ 21,747,603
Employee past service cost	677,480	277,432
Voluntary additional contributions from employees	15,449	281,904
Terminating membership buyouts	-	328,161
	$ 24,317,854	$ 22,635,100

ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᓂᖅ ᐃᓚᒋᔭᐅᓂᕐᒧᑦ ᓂᐅᕕᖅᑕᐅᔪᓂᒃ ᐅᑎᖅᑎᕐᓗᒋᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ $ᐱᑕᖃᖏᑦᑐᖅ (2017–ᒥ - $328,161–ᖑᓪᓗᑎᒃ) ᐃᓚᖃᖅᓗᓂ $ᐱᑕᖃᖏᑦᑐᒥᒃ (2017–ᒥ - $516,123–ᓂᒃ) ᑕᒪᓐᓇ ᑭᒡᒐᖅᑐᐃᓪᓗᓂ ᐃᓚᖏᓐᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑑᑉ ᐱᕙᒌᖅᑕᐅᓯᒪᔫᑉ ᐱᑕᖃᕈᓐᓃᖅᑎᑕᐅᓂᖓᓄᑦ ᐊᑭᓕᒐᒃᓴᖅ ᐊᑭᓕᕆᐊᖃᖅᑐᖅ ᐃᓚᒋᔭᐅᔪᒥᒃ ᐋᖅᓯᔪᖃᕐᓂᖓᓄᑦ; ᐃᓚᒋᔭᐅᔪᓂᒃ ᐋᖅᓯᔪᖃᓚᐅᙱᓚᖅ 2018–ᒥ (2017–ᒥ- ᐊᑕᐅᓯᕐᒥᒃ ᐃᓚᒋᔭᐅᔪᒥᒃ), ᐊᒻᒪᓗ $ᐱᑕᖃᙱᑦᑐᑦ (2017–ᒥ - $187,962–ᖑᓪᓗᑎᒃ) ᑕᒪᓐᓇ ᓴᖅᑭᕐᓗᓂ ᑭᖓᓂᖓᒍᑦ ᓄᖅᑲᖅᑎᑦᑎᔪᖃᓕᓚᐅᕐᓂᖓᓂᒃ ᐃᓚᒋᔭᐅᔫᑉ ᓄᖅᑲᖅᑎᑦᑎᓂᕐᒧᑦ ᑲᔪᓯᓂᕆᔭᖓᓂᒃ ᐅᑎᕈᒪᓪᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖓᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ. ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᑦ ᖃᐅᔨᒪᔭᖃᙱᓚᑦ ᓇᓕᐊᖕᓂᑐᐃᓐᓇᖅ ᐱᓕᕆᐊᖑᔭᕆᐊᖃᕐᓂᐊᖅᑐᓂᒃ ᐋᖅᓯᔪᓂᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ.

ᐃᑲᔫᑏᑦ ᐃᓯᐊᕙᓪᓕᐊᓚᐅᖅᑐᑦ ᐅᑭᐅᒥ ᐃᓐᓇᖅᓯᐅᑎᑖᒃᓴᓄᑦ ᐸᕐᓇᐅᑏᑦ ᑮᓇᐅᔭᖅᑑᑎᒃᓴᖓ ᐅᑯᓂᖓ ᐃᓚᖃᖅᑐᖅ:

	2018	2017
Employee portion	$ 12,505,391	$ 11,761,298
Employer portion	11,812,463	10,873,802
	$ 24,317,854	$ 22,635,100

As at December 31, 2018, contributions receivable of the Pension Plan Trust Fund includes the following:

	2018	2017
Employee portion	$ 737,599	$ 602,647
Employer portion	737,599	602,648
	$ 1,475,198	$ 1,205,295

8. ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ

ᑲᑎᕝᕙᒋᑦ ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐃᒪᓐᓇᐃᓕᖕᒐᕗᑦ:

	2018	2017
Realized investment income:		
Gain (loss) on sale of investments	$ 887,045	$ (203,174)
Interest and dividends	15,663,486	11,178,001
Total realized investment income	16,550,531	10,974,827
Unrealized investment income:		
Current period change in fair value of investments	(20,526,140)	8,158,342
Total investment income (loss) per page 3	$ (3,975,609)	$ 19,133,169

ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᐱᔪᖃᖅᐹᓪᓕᖅᓯᒪᑎᓪᓗᒍ ᓂᐅᕈᑎᖃᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓂᒃ ᑖᔅᓱᒪᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᕙᖅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐅᑯᓂᖕᒐ ᐃᓚᖃᖅᐳᑦ:

	2018	2017
Canadian equities	$ 350,410	$ 226,851
Foreign equities	1,175,482	681,218
Fixed income - Bonds	(638,847)	(1,111,243)
Total gain (loss) on sale of investments	$ 887,045	$ (203,174)

ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᕿᑐᕐᖓᒋᐅᖅᑕᐅᔪᓄᑦ ᐊᕕᒃᓯᕕᐅᓂᕐᓄᑦᓗ ᑖᒃᑯᓇᖕᒐᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓄᑦ
ᐅᑯᓂᖕᒐ ᐃᓚᖃᖅᐳᑦ:

	2018	2017
Canadian equities	$ 4,058,163	$ 4,803,782
Foreign equities	9,459,817	4,524,860
Fixed income - Bonds	2,139,255	1,847,953
Canadian pooled money market funds	208	1,406
Income on cash	6,043	-
	$ 15,663,486	$ 11,178,001

9. ᐊᑭᑐᔪᓄᑦ ᐊᐅᓚᑦᑎᕝᕕᖃᖅᓂᕐᒥ

ᐱᔾᔪᑎᒋᔭᖓ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᑎᑦᑎᔪᒪᓂᐅᕙᒃᐳᖅ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ ᐃᓚᒋᔭᐅᔪᓄᑦ. ᑕᐃᒪᐃᓐᓂᖓᓄᑦ, ᐊᐅᓚᑦᑎᔪᖃᓕᕋᖓᑦ ᐊᑭᑐᔪᓂᒃ ᐊᖏᔪᓂᒃ, ᑐᕋᕆᔭᐅᔪᖅ ᐱᑕᖃᐃᓐᓇᖅᑎᑦᑎᔪᒪᓂᐅᕗᖅ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᒻᒪᓗ ᐋᓐᓂᐊᖃᖁᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᙱᑦᑎᐊᖅᐸᖕᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓂᒃ ᐱᓕᕆᐊᖑᓗᓂ ᐱᑎᑦᑎᕙᒃᓗᓂ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐊᔪᙱᑎᑦᑎᓗᓂ ᑲᔪᓰᓇᕈᓐᓇᕐᓗᓂ ᐃᓱᒪᔫᑕᐅᖏᓐᓇᕐᓗᓂ ᓈᒻᒪᒃᑐᓂᒃ ᐱᖁᑎᖃᕐᓗᓂ ᓯᕗᓂᒃᓴᒥ ᐊᑐᕆᐊᓕᖕᓂᒃ ᐊᑐᕈᒪᓂᕐᒥᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ, ᓈᒻᒪᒃᑐᓂᒃᓗ ᐊᓯᔾᔨᕈᓐᓇᖅᐸᒃᓗᓂ ᐊᖑᒻᒪᑎᔪᒪᓂᕐᒥᓄᑦ ᑕᒪᐃᓐᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᔭᒃᑐᓄᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᓂᒃᓗ ᐊᑭᓖᕙᖕᓂᕐᒧᑦ.

ᐊᑭᑐᔪᑦ ᑖᒃᑯᓇᓂ ᑲᑐᔾᔨᖃᑎᒌᓂ ᐅᑯᐊᖑᕗᑦ, ᖃᖕᒋᐅᑎᓯᒪᔭᖕᒋᑦ ᑮᓇᐅᔭᐃᑦ (ᐊᑮᑦᑐᕆᔭᖕᒋᑦ) ᑕᒪᓐᓇ ᑭᒡᒐᖅᑐᖅᑕᐅᑎᓪᓗᒍ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᐊᒥᐊᒃᑯᖕᒋᑦ ᐊᑮᑦᑐᕆᔭᐅᔪᓪᓗᓐᓃᑦ. ᑭᑭᑕᐅᓪᓗᓂ ᐊᒃᑐᖅᓯᓂᕆᔭᖓ ᐃᓕᐅᖅᑲᐃᓯᒪᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᑖᒃᑯᐊ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᕙᒃᐳᑦ ᑲᑎᓯᒪᔪᑎᒍᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᐅᔪᑉ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᒧᑦ ᐃᑲᔫᑎᓄᑦ. ᖃᖕᒋᐅᑎᓯᒪᔪᑦ (ᐊᑮᑦᑐᕆᔭᐅᔪᑦ) ᑖᒃᑯᓇᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᑭᒡᒐᖅᑐᐃᕗᑦ ᐊᔾᔨᒌᙱᓐᓂᖕᒋᓐᓂᒃ ᐱᖁᑎᒋᔭᐅᔪᓄᑦ ᒪᓂᒪᔪᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᑕᐃᒃᑯᓄᖓᓪᓚᑦᑖᔭᓗ ᖃᐅᔨᒪᔭᐅᔪᓄᑦ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᓄᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᔪᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᑲᔪᓰᓇᖅᑐᒃᑯᑦ ᐃᓱᒪᔫᑕᐅᔪᑎᒍᖅᓗᑎᒃ. ᐱᓕᕆᔨᓪᓚᕆᖕᒥᑦ ᖃᔅᓯᑐᕐᓂᕆᔭᖕᒋᑦ ᑕᒪᒃᑯᐊᓗ ᐃᑲᔪᖅᐸᒃᓗᑎᒃ ᖃᐅᔨᒪᓕᕐᓂᕆᔭᐅᔪᒥᒃ ᖃᓄᖅ ᐊᖏᑎᒋᓂᖏᓐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᐊᑭᑐᓂᖏᑦ ᐱᓕᕆᐊᖑᕙᒃᐳᑦ ᐊᕐᕌᒍᑕᒫᑦ. ᖃᖕᒋᐅᑎᔪᑦ ᐊᑮᑦᑐᕆᔭᐅᔪᓪᓗᓐᓃᑦ ᓴᖅᑭᓕᕐᖓᑕ ᐊᓯᖏᓪᓗᑦᑕᐅᖅ ᐊᒃᑐᐊᓂᓖᑦ ᑕᕝᕙᓂ ᑲᑐᔾᔨᖃᑎᒌᓂ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᒪᓕᒍᒪᓂᕐᒧᑦ ᑖᒃᑯᓇᓂᕐᒥᐅᑕᐅᙱᑦᑐᓂ ᐊᑐᓕᖅᑎᑕᐅᔪᓂᑦ ᐊᑐᖅᑕᐅᔭᕆᐊᓕᖕᓂᑦ ᐃᓐᑲᒻᑖᒃᓯᓕᕆᓂᕐᒧᑦ ᐱᖁᔭᕐᓂ ᓄᑖᓂᓗ ᐱᖁᔭᕆᔭᐅᔪᓂ ᐅᖃᐅᓯᐅᓯᒪᒧᓂ ᑎᑎᕋᖅᓯᒪᓂᖓᓂ 1(a)-ᒥ.

ᑎᓯᐱᕆ 31 2018–ᖑᓚᐅᕐᓂᖓᓂᑦ ᑖᒃᑯᐊ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᓱᕋᐃᓯᒪᙱᑦ ᑖᒃᑯᓇᓂᐅᙱᑦᑐᖅ ᐊᑐᖅᑎᑕᐅᔪᓂᑦ ᒪᓕᒐᑎᒍᑦ ᒪᓕᒋᐊᖃᖅᑐᑎᒍᓐᓂᓐᓃᑦ ᐊᑐᖅᑕᐅᔭᕆᐊᖃᖅᑐᑎᒍᑦ.

ᑎᓯᐱᓇ 31, 2018–ᒥᓂᑦ, ᐃᓐᓇᖅᓯᐅᑎᒃᓴᐃᑦ ᑮᓇᐅᔭᖅᑑᑎᖕᒋᑦ ᐊᒥᐊᒃᑯᖕᒋᑦ ᐅᑯᐊᖑᕗᑦ:

	2018	2017
Net assets invested in capital and intangible assets:		
Capital assets	$ 11,172	$ 14,420
Intangible assets	310,042	242,418
Trade payables related to intangible assets	(4,575)	(11,369)
Capital lease obligation	(11,545)	(14,496)
Net assets invested in capital and intangible assets	305,094	230,973
Unfunded severance pay liability	(65,002)	(54,228)
Unrestricted surplus	14,883,521	31,750,183
Pension Plan Trust Fund balance	$ 15,123,613	$ 31,926,928

10. ᐱᓕᕆᐊᖑᓂᐊᖅᑐᐃᑦ

ᑎᓯᐱᕆ 31, 2018–ᖑᓚᐅᕐᓂᖓᓂᑦ ᓯᕗᓂᒃᓴᒥ ᐅᓄᙱᑦ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᑕᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑐᖅᑐᐊᑕᐅᔪᑦ ᐃᓂᒋᔭᐅᔪᓄᑦ ᐃᒪᓐᓇᐃᓕᖓᕗᑦ:

2019	$ 11,097

11. ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ ᐊᑦᑕᕐᓇᖅᑐᓪᓗ

ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᑦ ᐃᓕᓯᕝᕕᐅᓱᑦ ᓈᒻᒪᒃᑯᑎᒃ ᖃᔅᓯᐅᓂᖓᓂᑦ ᐊᑐᖅᑯᑎᒃ ᓇᓗᓇᐃᔭᐅᑎᑦ ᐱᑎᑕᐅᔪᓂ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᓄᑦ ᐊᐅᓚᑦᑎᔨᒧᑦ. ᐊᓯᖏᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔩᑦ ᐃᓗᓕᖃᖅᑐᑦ ᑮᓇᐅᔭᓂᑦ, ᐊᑯᓂᐅᙱᑦᑐᒃᑯᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᑦ, ᐃᑲᔫᑎᑦ ᐅᑎᖅᓱᒃᓴᑦ, ᐊᓯᖏᑦ ᐅᑎᖅᑐᒃᓴᑦ, ᒪᕐᕉᖕᓄᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔾᔪᑎᓄᑦ ᖃᔅᓯᕈᕐᓂᖏᑦ, ᑮᓇᐅᔾᔭᒃᓵᑦ ᐱᕙᓪᓕᕈᑎᒃᓴᓪᓗ ᐊᑭᓕᕆᐊᓕᑦ, ᑮᓇᐅᔭᖃᕐᕕᖕᒥᒃᓗ ᐊᑭᓕᕆᐊᓕᑦ. ᓈᒻᒪᒃᑯᑎᒃ ᖃᔅᓯᐅᓂᖓᓂᑦ ᑖᒃᑯᓇᙱᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᑦ ᒥᒃᓴᐅᓴᓲᑦ ᐱᓯᒪᔭᖏᓐᓂ ᖃᔅᓯᐅᓂᖏᓐᓂ.

ᓈᒻᒪᒃᑯᑎᒃ ᖃᔅᓯᐅᓂᖓᓂᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᓵᙱᔪᑦ ᑮᓇᐅᔭᖅᑖᕈᑎᓄᑦ, ᓂᐅᕕᐊᒃᓴᖅᑎᑕᐅᑐᐃᓐᓇᕆᐊᓕᖕᓄᑦ, ᐊᒻᒪᓗ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ. ᐱᖁᑎᑦ ᐊᔾᔨᒌᖏᑦᑑᓕᖅᑎᑕᐅᓂᖏᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᒃᑲᓐᓂᕋᓱᑎᓪᓗ ᐃᓚᐅᖃᑕᐅᔪᓐᓇᐅᑎᓄᑦ ᐱᔭᕆᐊᓕᑦ ᐱᔨᑦᑎᖅᑐᑦ ᑐᙵᕕᓪᓗᐊᑕᖃᖅᑐᑦ ᐊᑦᑕᕐᓇᖅᑐᓄᑦ ᐊᐅᓚᑦᑎᓂᕐᒥ ᐊᑐᒐᒃᓴᑦ ᑮᓇᐅᔭᓕᒃᑲᓐᓂᕋᓱᑎᓄᑦ ᐱᓕᕆᐊᓂᑦ ᐃᓗᐃᑦᑑᓗᓂ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᑦ ᖃᓄᐃᓕᐅᕈᑕᐅᔪᒪᔪᓂ ᐱᔭᕆᐊᓕᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᒃᑲᓐᓂᕋᓱᑎᑦ ᐃᓂᖃᖅᑎᑕᐅᓗᑎᒃ ᐊᔾᔨᒌᖏᑦᑑᓕᖅᑎᑕᐅᓗᑎᒃ ᑲᑎᙵᙱᓪᓗᑎᒃ ᐱᖁᑎᑦ ᖃᓄᐃᑦᑑᓂᖏᓐᓂ ᐋᖅᑭᒃᓯᒪᓪᓗᑎᒃᓗ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᓄᑦ ᐃᓚᐅᖃᑕᐅᔪᓐᓇᐅᑎᓄᑦ ᐱᔭᕆᐊᓕᖕᓂᑦ. ᐊᔾᔨᒌᖏᑦᑑᓕᖅᑎᑕᐅᓂᖏᑦ ᐱᖁᑎᑦ ᐱᔨᑦᑎᖅᑐᖅ ᐊᑦᑎᒃᓯᒋᐊᕐᓗᒋᑦ ᐊᔾᔨᒌᖏᑦᑐᑦ ᓂᕆᐅᒋᔭᕐᓂᑦ ᐅᑎᖅᑎᕕᐅᓂᕐᒧᑦ ᐊᑐᖅᑕᓂ ᐱᓕᕆᐊᓂᑦ. ᐃᓚᐅᖃᑕᐅᔪᓐᓇᐅᑎᓄᑦ ᐱᔭᕆᐊᓕᑦ ᐱᔨᑦᑎᖅᑐᑦ ᐱᖁᓪᓗᒋᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐱᖁᑎᖏᑦ, ᐃᓚᓯᕝᕕᐅᔪᓐᓇᖅᑕᓕᒫᖏᑎᒍᑦ, ᐃᓂᖃᖅᑎᑕᐅᓲᖑᙱᑦᑐᑦ ᐱᔪᓐᓇᐅᑎᖃᙱᓐᓂᖃᖅᑐᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᒧᑦ ᐊᑐᕈᓐᓇᖅᓱᓂᒋᓪᓗ ᑐᕌᒐᒃᓴᖏᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐱᔭᕆᐊᖃᖅᐸᑦ. ᖁᑖᓐᑦᑐᑦ ᐊᑐᐊᒐᓄᑦ ᑲᒪᕙᒃᑎᓪᓗᒋᑦ ᐊᑦᑕᕐᓇᖅᑐᓄᑦ ᐊᐅᓚᑦᑎᓂᕐᓂ, ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᑦ ᐱᓕᕆᐊᖑᓂᖏᓪᓗ ᐱᑎᑦᑎᔪᓐᓇᐃᓐᓇᖅᑐᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᑦ, ᐱᔪᓐᓇᕐᓂᓕᒫᓄᑦ ᐅᖃᐅᓯᐅᔪᖅ ᐊᑖᓂ:

ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒥᔾᔪᑕᐅᔪᓐᓇᖅᑐᑦ

ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒥᔾᔪᑕᐅᔪᓐᓇᖅᑐᑦ ᐊᑦᑕᕐᓇᖅᑐᒥᑦᑑᕗᖅ ᐱᑕᖃᖅᑐᓂ ᑮᓇᐅᔭᓄᑦ ᑳᓐᑐᐊᒃ ᐲᖅᓯᔪᓐᓇᖏᓪᓗᑎᒃ ᑐᕌᒐᒃᓴᖏᓐᓂᑦ ᒪᓕᒃᑐᒍ ᐊᖏᕈᑕᐅᓯᒪᔪᖅ ᐃᓱᓕᕝᕕᒃᓴᓕᒃ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᓵᙱᔪᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒥᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᑐᕐᓗᒋᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᑦ ᑮᓇᐅᔭᓄᑦ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑐᒐᒃᓴᖏᓐᓂᑦ (ᐃᓚᐅᖏᕐᓗᑎᒃ ᑮᓇᐅᔭᓪᓚᑦᑖᑦ), ᐋᖅᑭᒃᓯᒪᔪᓪᓗ ᑮᓇᐅᔭᓕᐊᑦ ᓴᐳᒻᒥᔾᔪᑎᖏᑦ. ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᑉ ᐊᑭᓕᒐᒃᓴᓄᑦ ᖁᐊᖅᓵᕐᓇᑐᐃᓐᓇᕆᐊᓕᖓ

ᑮᓇᐅᔭᓕᐅᕋᓱᒐᕕᐅᕙᒃᑐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ, ᐋᖅᑭᒃᓯᒪᔪᓄᑦ–ᑮᓇᐅᔭᓕᐊᓄᑦ, ᐊᑭᑦᑐᕆᐊᖅᐸᓪᓕᐊᔪᓄᑦ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ
ᐱᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐊᐅᓚᑕᐅᕙᒃᐳᖅ ᐋᖅᑭᒃᓯᔪᖅᑲᖅᑐᓂ ᑲᑎᖅᓱᖅᓯᒪᔪᓄᑦ ᐃᓱᓕᑦᑕᕈᑕᐅᓂᐊᖅᑐᓂᒃ ᓵᑦᑎᐊᕐᓂᐊᑕᖅᑲᖅᐸᖕᓂᖕᒋᓐᓄᑦ ᓇᓕᐊᑐᐃᓐᓇᖅ ᐃᓄᑐᐊᖅ ᑐᓂᓯᓯᒪᔪᖅ, ᐊᒻᒪᓗᑦᑕᐅᖅ ᐋᖅᑭᒃᓯᔪᖅᑲᖅᑐᓂ ᐅᓄᙱᓛᖑᔪᓐᓇᖅᑐᓂᒃ ᐊᑭᓕᒃᓴᖅᑲᖅᑎᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ–ᖃᓄᐃᓕᖓᑎᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᓇᔭᖅᑐᓂᒃ ᐃᓕᓯᕝᕕᒋᓂᐊᕐᓗᒍ.

ᑲᒪᒋᔭᐅᑦᑎᐊᖅᑐᓄᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒥᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐱᑕᖃᓲᖅ ᐃᓚᖏᓐᓅᖓᔪᓄᑦ ᐱᓕᕆᐊᒃᓴᖏᓐᓂ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᓄᑦ ᓴᐳᒻᒥᔾᔪᑎᓂᑦ ᐱᔾᔪᑎᒋᓗᒍ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒥᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᔾᔨᕐᓚᖏᓐᓂ ᖃᓄᐃᑦᑑᓂᖏᓐᓂ ᐅᕝᕙᓘᓐᓃᑦ ᐱᔾᔪᑎᖃᕐᓗᑎᒃ ᐊᔾᔨᕐᓚᖏᓐᓂᑦ ᒪᑭᐅᒪᐃᓐᓇᕈᑎᒃᓴᓂᑦ, ᒐᕙᒪᓄᑦ, ᐊᓯᖏᓐᓄᑦᓘᓐᓃᑦ ᖃᓄᐃᓕᖓᓂᕐᓄᑦ. ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᓄᑦ ᐱᓕᕆᐊᒃᓴᖏᓐᓂ ᐃᓗᐃᑦᑑᓗᓂ ᐱᔾᔪᑎᖃᖅᑐᖅ ᐊᖏᓛᖑᓗᒍ ᑲᑎᒍᑎᔪᓄᑦ ᐃᓱᓕᕝᕕᓛᑦ ᐱᕐᑯᑎᒧᑦᓗ ᑐᓂᓯᓂᕐᓂ ᑐᕌᖓᖏᑦ ᐋᖅᑭᒃᓯᒪᑦᓗᑎᒃ ᐊᐅᓚᑦᑎᓂᕐᓂ ᑲᑎᒍᑎᔪᓄᑦ ᑲᒪᒋᔭᐅᑦᑎᐊᖅᑐᓄᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒥᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ.

ᓂᐅᕕᐊᓴᓱᖅᑎᑕᐅᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᕐᓇᕈᑎ

ᓂᐅᕕᐊᒃᓱᖅᑎᑕᐅᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᕐᓇᕈᑎ ᐊᑦᑕᕐᓇᖅᑑᔪᖅ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐊᒃᓱᕈᕐᓇᖅᑐᒃᑰᕈᑎᒋᓂᐊᖅᑕᖓ ᑐᕌᒐᒃᓴᖏᓐᓅᕋᓱᖕᓂᕐᓂ ᐊᒃᑐᐊᓂᓕᖕᓂᑦ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ ᐃᓂᖃᖅᑎᑕᐅᔪᓂᑦ ᑐᓂᓯᓂᕐᒥᒃ ᑮᓇᐅᔭᓂᑦ ᐊᓯᐊᓂᒃᑑᓐᓃᑦ ᑮᓇᐅᔭᑦ ᐱᕐᑯᑎᖏᓐᓂ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ ᐃᓗᓕᖃᖅᑐᑦ ᑮᓇᐅᔭᖃᕐᕕᖕᒥᒃᓗ ᐊᑭᓕᕆᐊᓕᑦ ᐊᒻᒪ ᓄᐊᑉᐸᓪᓕᐊᔪᑦ ᐊᑭᓕᒃᓴᑦ, ᐊᒻᒪ ᐱᓪᓗᒍ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᖅ ᐃᑲᔫᓯᐊᓄᓪᓗ ᑮᓇᐅᔭᑦ. ᑖᒃᑯᐊ ᖃᔅᓯᐅᓂᖏᑦ ᕿᓚᒻᒥᐅᔪᒃᑰᖅᑐᑦ ᐋᖅᑭᒃᓯᒪᓪᓗᑎᒃᓗ ᐋᖅᑭᒃᓗᑎᒃ ᐊᑕᐅᓯᕐᒧᑦ ᐊᕐᕌᒍᒧᑦ. ᓂᐅᕕᐊᓴᓱᖅᑎᑕᐅᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᕐᓇᕈᑎ ᐊᐅᓚᑕᐅᔪᖅ ᖃᐅᔨᒪᒋᐊᖅᑐᑎᒃ ᓂᐅᕕᐊᒃᓱᖅᑎᑕᐅᑐᐃᓐᓇᕆᐊᖃᖅᑐᑦ ᐱᕐᑯᑎᖏᑦ ᐋᖅᑭᒃᓯᒪᔭᐅᖏᓐᓇᖅᑐᑎᒃ ᐱᕐᑯᓪᓗᒋᑦ ᐊᑭᓕᐅᑕᐅᔭᕆᐊᓕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᑎᓄᓪᓗ ᑐᓂᓯᒪᑦᑎᐊᕈᑎᑦ ᑕᒪᒃᑭᖅᑐᑎᒃ.

ᑐᖅᑯᐃᕝᕕᐅᑉ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ ᐊᒻᒪ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᑦ ᖃᔅᓯᐅᓂᖓ ᓄᐊᑉᐸᓪᓕᐊᔪᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᓄᑦ ᐃᑲᔫᓯᐊᑦ, ᐊᐅᓚᑦᑎᔨᑦ ᐅᒃᐱᕈᓱᒃᑐᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐱᔾᔪᑎᖃᔅᔭᖏᑦᑐᑦ ᖃᓄᑐᐃᓐᓇᖅ ᓂᐅᕕᐊᓴᓱᖅᑎᑕᐅᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᕐᓇᕈᑎᓄᑦ. ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᑦ ᖃᔅᓯᐅᓂᖓ ᓄᐊᑉᐸᓪᓕᐊᔪᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᓄᑦ ᐃᑲᔫᓯᐊᑦ ᐃᓱᒪᒋᔭᐅᙱᑦᑐᖅ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ; ᑕᐃᒪᐃᒃᑲᓗᐊᖅᑎᓪᓗᒍ, ᐱᓛᖑᓪᓗᓂ ᐊᑭᓕᒃᓴᐅᔪᖅ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐅᓂᒃᑳᖏᓐᓂ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᑦ ᐃᓂᖏᓐᓂ. ᑲᑐᔾᔨᖃᑎᒌᖑᔪᖅ ᐱᔭᕆᐊᖃᖅᑎᑕᐅᔪᖅ ᑐᓂᓗᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔾᔪᑎᓕᒫᑦ ᐱᔭᐅᔪᓐᓇᖅᑐᓂ ᐱᕐᑯᓪᓗᒍ ᖃᓄᑐᐃᓐᓇᖅ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔾᔪᑎᓂᑦ ᐊᒥᒐᖅᓯᔪᓂᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᓴᖅᑭᑐᐃᓐᓇᕆᐊᖃᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᖃᑯᑎᒃᑯᑦ.

ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ

ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ ᐊᑦᑕᓇᖅᑑᔪᖅ ᐱᓪᓗᓇᒃᑐᖅ ᖃᔅᓯᐅᓂᖓ ᓯᕗᓂᕐᒥᒃᓗᓐᓃᑦ ᑮᓇᐅᔭᑦ ᐃᖏᕋᓂᖏᓐᓂ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᑦ ᐊᓯᔾᔨᕋᔭᖅᑐᑦ ᐱᔾᔪᑎᒋᓗᒋᑦ ᐊᓯᔾᔨᖅᑐᑦ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᑦ ᐊᑭᖏᓐᓂ. ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ ᐃᓗᓕᖃᖅᑐᑦ ᖄᒃᑲᓐᓂᐊᒍᑦ ᐊᑭᓂᑦ, ᒫᓐᓇᓕᓴᕐᓄᑦ, ᐊᓯᖏᓐᓄᓪᓗ ᐊᑭᖏᑕ ᐊᑦᑕᕐᓇᕈᑎᖏᓐᓄᑦ. ᐊᑯᓂᐅᓂᖓ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᓐᓇᖅᑐᑦ ᑕᑎᖃᖅᑐᖅ ᖃᓄᐃᓕᖓᓂᖓᓂᒃ ᑮᓇᐅᔭᖅᑖᕈᑎᓄᑦ.

ᐊᕐᕌᒍᑕᒫᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᐊᑭᓕᖅᓱᐃᑲᓐᓂᓇᐊᖃᑐᐃᓐᓇᕆᐊᓖᑦ

ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᐊᑭᖏᓐᓄᑦ ᐅᑲᐅᙱᓕᐅᕈᑕᐅᑐᐃᓐᓇᕆᐊᓖᑦ ᐊᑭᖏᑦ ᓯᕗᓂᑦᑎᓐᓂᑦ ᑮᓇᐅᔭᓚᓐᓈᑦ ᐱᔭᐅᔫᒫᖅᑐᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᑎᒍᑦ ᐊᓯᔾᔨᖃᑦᑕᐸᐸᒻᒪᑕ ᒪᓕᓪᓗᑎᑦ ᓂᐅᕿᑏᑦ ᐊᑭᖏᓐᓂᑦ ᕿᑐᕐᖏᐅᕈᑎᖏᑕ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑲᑎᒍᑎᔪᖅ ᐊᕐᕌᒍᑕᒫᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᐊᑭᓕᖅᓱᐃᑲᓐᓂᓇᐊᖃᑐᐃᓐᓇᕆᐊᓖᑦ ᐊᑐᖅᑯᒍ ᑮᓇᐅᔭᖅᑖᕈᑎᖏᑎᒍᑦ ᐱᓯᒪᒃᑯᖅᑎᓄᑦ ᕿᑐᕐᖏᐅᕈᑎᖃᖅᑎᑦᑎᔨᓄᑦ, ᐅᕝᕙᓘᓐᓃᑦ ᐋᖅᑭᒃᓯᒪᕙᒋᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ, ᐱᕐᑯᑎᓄᑦ. ᑖᒃᑯᐊ ᒪᓕᒃᑕᐅᖃᑦᑕᓇᐊᖃᖅᑐᒃᑯᑦ ᐃᓚᐅᑎᑦᑎᔪᑦ ᑮᓇᐅᔭᓄᑦ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐱᕐᑯᑎᖏᓐᓂᑦ ᐊᒻᒪ ᐋᖅᑭᒃᓯᒪᕙᒋᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ ᓴᐳᒻᒥᔾᔪᑎᓂᑦ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐊᐅᓚᑦᑎᓪᓗᑎᒃ ᑲᑎᒍᑎᔾᔪᑎᖏᓐᓂᑦ ᐊᑭᖏᓐᓂᑦ ᕿᑐᕐᖏᐅᕈᑎᖏᑕ ᐊᑦᑕᕐᓇᕈᑎᖏᓐᓂ ᐱᓯᒪᒃᑯᓂᒃᑯᑦ ᐊᓯᐊᒍᕈᓗᔭᖅᑐᒃᑯᑦ ᐱᕐᑯᑎᓄᑦ, ᑕᒪᐃᓐᓄᑦ ᕿᑐᕐᖏᐅᕈᑎᖃᖅᑎᑦᑎᔨᓄᑦ ᕿᑐᕐᖏᐅᕈᑎᖃᖅᑎᑦᑎᔨᐅᙱᑦᑐᓄᓪᓗ. ᑖᓐᓇ ᐊᑐᖅᑕᐅᔾᔪᑎ ᐊᑦᑎᒃᓯᒋᐊᖅᑎᑦᑎᔪᖅ ᐊᒃᑑᑎᔪᓂᑦ ᐊᔾᔨᒌᖏᔾᔪᑎᓂᑦ ᐱᓕᕆᐊᖑᔪᓕᒫᓄᑦ ᐊᑭᓕᒃᓴᖏᓐᓄᑦ ᓱᓕᔪᓄᑦ ᓴᖅᑭᑦᑐᓂᑦ ᐊᑭᖏᓐᓂᑦ ᕿᑐᕐᖏᐅᕈᑎᖏᑕ ᐊᑦᑕᕐᓇᕈᑎᖏᓐᓂ. ᓈᒻᒪᒃᓗᑎᒃ ᖃᔅᓯᐅᓂᖓᓂᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐱᕐᑯᑎᖏᑦ, ᐱᓗᐊᖅᑐᒥᒃ ᐋᖅᑭᒃᓯᒪᔪᓪᓗ ᑮᓇᐅᔭᓕᐊᑦ ᓴᐳᒻᒥᔾᔪᑎᖏᑦ, ᐊᒃᑐᖅᑕᐅᓲᑦ ᐊᓯᔾᔨᖅᑐᓄᑦ ᐃᓱᓕᑦᑕᕐᕕᓕᖕᒥ ᑲᑎᒍᑎᔾᔪᑎᖏᓐᓂᑦ ᐊᑭᖏᓐᓂᑦ. ᑮᓇᐅᔭᖅᑖᕈᑎᓄᑦ ᐱᔪᓐᓇᕐᓗᓂ ᐊᕐᕌᒍᑕᒫᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ

ᐊᑭᓕᖅᓱᐃᑲᓐᓂᕆᐊᖃᑐᐃᓐᓇᕆᐊᓖᑦ ᐱᔪᓐᓇᖅᑎᑦᑎᔪᑦ ᐋᖅᑭᒃᓯᒪᕙᒋᖅᑐᓄᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᑲᑎᒍᑎᔾᔪᑎᖏᓐᓂᑦ.

ᑕᐃᒪᐃᒃᑲᓗᐊᖅᑎᓪᓗᒍ, ᐊᑯᓂᐅᙱᑦᑐᒃᑯᑦ ᖃᓄᐃᑲᑕᒍᑎᖏᑦ ᐱᑎᓪᓗᒋᑦ ᑲᑎᒍᑎᔾᔪᑎᖏᓐᓂᑦ ᐊᑭᖏᓐᓂᑦ ᓈᒻᒪᒃᑐᒃᑯᑦ ᐱᔾᔪᑎᖃᕋᔭᙱᑦᑐᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕚᑦ ᖃᓄᐃᑲᑕᒍᑎᖏᓐᓂ ᑮᓇᐅᔭᑦ ᐃᖏᕐᕋᓂᖏᓐᓂ. ᓂᐅᕐᕈᑎᖃᖅᑐᖃᕐᓂᖅᐸᑦ ᐅᑎᖅᑎᑦᑎᔪᖃᕐᓂᖅᐸᓪᓘᓐᓃᑦ ᑕᒪᓐᓇ ᓈᒻᒪᒃᓯᓚᐅᙱᓐᓂᖓᓂ ᐱᔭᐅᕙᓪᓕᐊᔪᑦ ᐊᒃᑐᖅᑕᐅᓇᔭᖅᐳᑦ ᐊᒃᑐᖅᓯᓂᖏᓐᓄᑦ ᕿᑐᕐᙱᐅᕐᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᓐᓂᑦ ᓈᒻᒪᒃᑐᒥᒃ ᐊᑭᖃᕐᓂᖓᓄᑦ ᑕᒪᓐᓇ ᐊᖏᒡᓕᕙᓪᓕᐊᑎᑕᐅᓇᓱᒃᑐᖅ. ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔫᑉ ᐊᑭᖏᑦ ᑲᑎᑕᐅᔭᓪᓕᐊᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ ᐃᓱᒪᒋᔭᐅᕙᙱᓚᖅ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᕐᓂᖓᓂᒃ; ᑭᓯᐊᓂᓗᑦᑕᐅᖅ ᑕᒪᒃᑯᐊ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᐃᒃᐱᒍᓱᒃᓴᕋᐃᐸᐸᒃᐳᑦ ᐊᓯᔾᔨᕐᓂᕆᔭᐅᔪᓄᑦ ᐊᕗᖓᑲᓪᓛᖅᑐᓄᑦ ᕿᑐᕐᙱᐅᕐᓂᖓᓄᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᓐᓂᒃ. ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᓴᖅᑭᓯᒪᕝᕕᐅᕗᖅ ᕿᑐᕐᙱᐅᕐᓂᖓᓄᑦ ᖃᔅᓯᐅᓇᔭᕐᓂᖓᓄᑦ ᖁᐊᖅᓵᕐᓇᕈᓐᓇᖅᑐᒥᒃ, ᑕᐃᒪᐃᔾᔪᑎᖃᕋᔭᖅᓗᓂ ᐊᔾᔨᒌᙱᓐᓂᖏᓐᓄᑦ ᐊᒃᑐᖅᓯᓂᕆᔭᖏᑦ ᕿᑐᕐᙱᐅᕐᓂᖏᑕ ᖃᔅᓯᐅᓂᕆᔭᖏᑕ ᑕᐃᒃᑯᓄᙱᓪᓚᑦᑖᖅ ᖃᔅᓯᑐᕐᓂᖏᓐᓄᑦ ᑲᑎᑕᐅᓯᒪᕗᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᒃᑐᖅᓯᓂᕆᕙᒃᑕᖏᓐᓄᓪᓗ ᐱᕈᖅᑎᑦᑎᓇᓱᖕᓂᕐᒧᑦ ᐱᓕᕆᐊᕆᕙᒃᑕᖏᓐᓄᑦ ᐊᑕᖏᖅᓗᓂ. ᖃᓄᕆᑦᑑᓂᖏᑦ ᑕᐅᑐᒃᓗᑦ ᐃᓐᓇᖅᓯᐅᑎᑕᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᑕᒪᒃᑯᐊ ᖁᐊᖅᓵᕐᓇᕈᓐᓇᖅᑐᑦ ᐱᑕᖃᕈᓐᓃᖅᑎᑕᐅᔪᓐᓇᙱᓚᑦ ᑭᓯᐊᓂᓕ ᑭᐅᔭᐅᕙᒃᐳᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓪᓗᓂ ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑕᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᑎᒍᑦ ᐊᒻᒪᓗ ᖃᖓᙳᕐᖓᑦ ᕿᒥᕐᕈᐊᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓄᑦ ᑖᒃᑯᐊ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᕙᖅᑕᐅᓯᒪᔪᑦ ᐃᓕᐅᖅᑲᐃᕝᕕᖃᕐᓂᕐᒧᑦ ᐱᓕᕆᓂᕆᕙᒃᑕᖓᓄᑦ ᐊᒃᑐᐊᓂᓕᖕᒧᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᔪᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᑭᓕᕆᐊᖃᓕᖅᐸᒃᑐᓄᑦ.

ᑮᓇᐅᔭᓄᑦ ᖁᐊᖅᓵᕐᓇᕐᓂᖓ

ᑮᓇᐅᔭᓄᑦ ᖁᐊᖅᓵᕐᓇᕐᓂᖓ ᖁᐊᖅᓵᕐᓇᕐᓂᐅᕗᖅ ᑕᒪᒃᑯᐊ ᐊᔾᔨᒌᒃᑎᑦᑎᕐᒧᑦ ᐊᑭᖓ ᓯᕗᓂᒃᓴᒥᓘᓐᓃᑦ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᐸᓪᓕᐊᓇᔭᕐᓂᖏᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᕙᒃᑐᒥ ᐊᓯᔾᔨᖅᑕᖅᑐᖅᑲᕐᓂᖓᓄᑦ ᑕᒫᓂᕐᒥᐅᑕᐅᙱᑦᑐᓂ ᑮᓇᐅᔭᓂᒃ ᐊᓯᔾᔨᕐᓂᖏᓐᓂ ᖃᔅᓯᐅᓂᕆᔭᖏᓐᓂ. ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᓴᖅᑭᔭᖅᐳᖅ ᑮᓇᐅᔭᓄᑦ ᖁᐊᖅᓵᕐᓇᕐᓂᖓᓂᒃ ᑕᒪᒃᑯᖓ ᓴᖅᑭᕐᓗᑎᒃ ᐱᓯᒪᔭᖏᓐᓂᑦ ᑮᓇᐅᔭᓂᑦ ᐱᕈᖅᑎᑉᐸᓪᓕᐊᔪᒪᔭᒥᓂᑦ, ᑕᒪᒃᑯᐊᓗ ᐋᖅᑭᒃᑕᐅᓯᒪᓪᓗᑎᒃ ᑕᒫᓂᕐᒥᐅᑕᐅᙱᑦᑐᑦ ᑮᓇᐅᔭᕐᑯᑎᖏᓐᓂᑦ ᐊᒻᒪᓗᑦᑕᐅᖅ ᑮᓇᐅᔭᓂᑦ, ᑕᒪᒃᑯᐊ ᐋᖅᑭᒃᑕᐅᓯᒪᙱᒃᑲᓗᐊᖅᓱᑎᒃ ᑕᒫᓂᕐᒥᐅᑕᐅᙱᑦᑐᑦ ᑮᓇᐅᔭᕐᑯᑎᖏᓐᓄᑦ, ᐱᑕᕐᑲᖅᐳᑦ ᑕᒫᓂᕐᒥᐅᑕᐅᙱᑦᑐᑦ ᑮᓇᐅᔭᖏᓐᓄᑦ ᓴᖅᑭᔾᕐᕕᐅᓪᓗᑎᒃ. ᑕᒪᓐᓇ ᓴᖅᑭᔾᕐᕕᐅᓂᖓᑦ ᐃᓚᖓᒍᑦ ᑕᒫᓂᕐᒥᐅᑕᐅᙱᑦᑐᑦ ᑮᓇᐅᔭᖏᓐᓄᑦ ᐃᓪᓕᕆᔭᐅᓯᒪᓂᕐᒧᑦ ᑮᓇᐅᔭᓂᒃ. ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᐊᐅᓚᑦᑎᕙᒃᐳᖅ ᑕᒪᒃᑯᓂᖓ ᐃᓕᐅᖅᑲᐃᓯᒪᓂᕐᒧᑦ ᐊᑐᐊᓚᕆᔭᒥᓂ, ᑕᒪᓐᓇᓗ ᐃᓱᓕᑦᑕᖅᑎᑦᑎᓪᓗᓂ ᐃᓚᖏᓐᓂᒃ ᑕᒪᒃᑯᐊ ᑕᒫᓂᕐᒥᐅᑕᐅᙱᑦᑐᑦ ᐱᕐᑯᑎᖏᓐᓂᒃ ᑖᒃᑯᓇᓂ ᐱᔭᒃᓴᕆᔭᒥᓂ.

ᐊᓯᐊ ᐊᑭᐊᓄᑦ ᐅᓗᕆᐊᓇᖅᑐᖅ

ᐊᓯᐊ ᐊᑭᐊᓄᑦ ᐅᓗᕆᐊᓇᖅᑐᖅ ᐅᓗᕆᐊᓇᖅᑑᕗᖅ ᑕᒪᑐᒪ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᓯᕗᓂᒃᓴᒥᓘᓐᓃᑦ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᐸᓪᓕᐊᓇᔭᕐᓂᖓᓐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᕙᒃᑐᒥ ᐊᓯᔾᔨᖅᑕᖅᑐᖅᑲᕐᓂᐊᖅᐳᑦ ᑕᐃᒪᐃᔾᔪᑎᖅᑲᕐᓗᑎᒃ ᐊᓯᔾᔨᕐᓂᖏᓐᓄᑦ ᓂᐅᕐᕈᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐊᑭᖏᓐᓂ (ᐊᓯᖏᓐᓂ ᓴᖅᑭᑦᑐᓂ ᕿᑐᕐᙱᐅᕐᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᖓᓂᑦ ᑮᓇᐅᔭᓄᑦᓘᓐᓃᑦ ᐅᓗᕆᐊᓇᕋᔭᕐᓂᖓᓂᑦ) ᑕᒪᒃᑯᐊ ᐊᓯᔾᔨᕐᓃᑦ ᑕᐃᒪᐃᑎᑕᐅᒐᓗᐊᕐᓂᖅᐸᑕ ᐱᔾᔪᑎᖅᑲᓪᓗᐊᑕᕐᓗᑎᒃ ᐊᑕᐅᓯᕐᒧᑦ ᐃᓛᒃᑰᖅᑐᒧᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᕙᒃᑐᒧᑦ ᑐᓂᓯᓯᒪᔪᒧᓪᓘᓐᓃᑦ, ᐱᔾᔪᑕᐅᔪᓄᓪᓘᓐᓃᑦ ᐊᒃᑐᖅᓯᔪᓄᑦ ᑕᒪᐃᓐᓄᑦ ᐊᔾᔨᒃᓴᖏᓐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᕙᒃᑐᓄᑦ ᓂᐅᕐᕈᑕᐅᓯᒪᔪᓄᑦ ᓂᐅᕐᕈᑎᖅᑲᕐᕕᐅᕙᒃᑐᒥ.

ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᓴᖅᑭᕝᕕᐅᓯᒪᕗᖅ ᐊᓯᖏᓐᓄᑦ ᐊᑭᓄᑦ ᐅᓗᕆᐊᓇᕈᓐᓇᕐᓂᖓᓂᒃ ᐱᓯᒪᔭᒥᑎᒍᑦ ᑲᓇᑕᒥᐅᓂ ᐃᓕᐅᖅᑲᐃᕝᕕᐅᕙᒃᑐᓄᑦ ᓇᖕᒥᓂᖅᑲᖅᑕᐅᓂᕐᒧᑦ. ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᐊᐅᓚᑦᑎᕙᒃᐳᖅ ᑕᒪᒃᑯᓂᖓ ᐅᓗᕆᐊᓇᕈᓐᓇᖅᑐᓂᒃ ᐅᑯᑎᒍᓇᖅ, ᐊᖏᑖᑎᒍᑦ ᐃᓚᖏᑎᒍᑦ ᐃᓕᔭᐅᓯᒪᔪᓄᑦ ᓇᖕᒥᓂᖅᑲᖅᑕᐅᓂᕐᒧᑦ ᐃᓕᐅᖅᑲᐃᓯᒪᔭᒥᓂ ᑮᓇᐅᔭᓕᐅᕈᒋᓇᓱᒃᑐᒋᑦ ᐊᒻᒪᓗ ᑲᑎᓯᒪᔪᑎᒍᑦ ᐃᓱᓕᑦᑕᖅᑐᑎᒍᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂ ᓇᓕᐊᖕᓄᑐᐃᓐᓇᖅ ᐊᑕᐅᓯᕐᒧᑦ ᑐᓂᓯᓯᒪᔪᒧᑦ, ᓇᓗᓇᐃᔭᖅᓯᒪᔪᑎᑐᑦ ᑕᐃᒃᑯᓇᓂ ᐃᓕᐅᖅᑲᐃᓯᒪᓂᕐᒧᑦ ᐊᑐᐊᓚᕆᔭᐅᔪᓂ. ᓯᕗᓂᒃᓴᒥ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᑕᐅᕙᓪᓕᐊᓇᔭᕐᓂᖏᑦ ᐊᒃᑐᐊᓂᓖᑦ ᓂᐅᕐᕈᑎᖅᑲᖅᑐᖅᑲᕐᓂᖓᓄᑦ ᐃᓕᐅᖅᑲᐃᕝᕕᐅᓯᒪᔪᒥ ᓴᖅᑭᔾᕐᕕᐅᔪᑦ ᐊᓯᖏᓐᓄᑦ ᐊᑭᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕋᔭᖅᑐᓂᒃ ᐊᔾᔨᒌᙱᓐᓇᔭᖅᐳᑦ ᑕᐃᒪᐃᔾᔪᑎᖅᑲᕐᓗᑎᒃ ᓂᐅᕐᕈᑎᖅᑲᕐᓂᕐᒧᑦ ᐊᑭᒋᔭᐅᔪᓂᒃ ᑕᐃᑲᓂ ᓂᐅᕐᕈᑕᐅᓂᖓᓂ. ᑲᒪᒋᔭᐅᑦᑎᐊᖅᑐᓄᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐱᑕᖅᑲᓲᖅ ᐃᓚᖏᓐᓅᖓᔪᓄᑦ ᐱᓕᕆᐊᒃᓴᖏᓐᓂ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᓄᑦ ᓴᐳᒻᒥᔾᔪᑎᓂᑦ ᐱᔾᔪᑎᒋᓗᒍ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᔾᔨᕐᓚᖏᓐᓂ ᖃᓄᐃᑦᑑᓂᖏᓐᓂ ᐅᕝᕙᓘᓐᓃᑦ ᐱᔾᔪᑎᖅᑲᕐᓗᑎᒃ ᐊᔾᔨᕐᓚᖏᓐᓂᑦ ᒪᑭᐅᒪᐃᓐᓇᕈᑎᒃᓴᓂᑦ, ᒐᕙᒪᓄᑦ, ᐊᓯᖏᓐᓄᑦᓘᓐᓃᑦ ᖃᓄᐃᓕᖓᓂᕐᓄᑦ.

12. ᓴᓂᕐᕙᒃᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᐃᑦ

ᐃᓚᒋᔭᐅᑎᑕᐅᕙᖕᒥᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᕆᔭᐅᔪᓂ ᑖᒃᑯᓇᓂ ᐃᓐᓇᖅᓱᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᐸᐸᑕᐅᔪᓂᒃ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ ᐊᕐᕌᒍᒋᔭᐅᔪᒧᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᐅᕗᑦ ᓴᓂᕐᕙᒃᑕᐅᓯᒪᓪᓗᑎᒃ ᑲᑎᕝᕗᒋᑦ $899,853-ᖑᓪᓗᑎᒃ (2017-ᒥ $782,776-ᖑᓪᓗᑎᒃ) ᑕᒪᒃᑯᐊᓗ ᐃᓚᖃᖅᕗᑎᒃ ᐊᔾᔨᒌᓂᒃ ᓴᓂᕐᕙᒃᑕᐅᔪᓂᒃ ᐅᑯᑎᒍᓇᖅ,

ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᙱᑦᑎᐊᕈᓐᓇᕐᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᓪᓗ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓄᑦ. ᐊᑭᓕᖅᓱᒐᒃᓴᐃᑦ ᓴᓂᕐᕙᒃᑕᐅᔪᑦ ᓇᓕᒧᒌᒃᑎᑕᐅᓪᓗᑎᒃ ᐃᓚᖃᖅᐳᑦ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑭᓕᖅᓱᒐᒃᓴᓂᒃ ᐃᓚᓕᐅᔭᐅᓯᒪᔪᓂᑦ ᑕᖕᒋᖃᙱᑦᑐᓂ ᐱᕐᑯᑎᒋᔭᐅᔪᓂ ᐃᖅᑲᓇᐃᔭᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓲᑕᐅᕙᒃᑐᓂᒃ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂᓗ ᑐᓴᐅᒪᑎᑦᑎᔾᔪᑎᓂᒃ ᐃᒡᓗᖅᔪᐊᓂᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒡᓗ ᐱᕐᑯᑎᓂᒃ ᐱᓕᕆᔾᔪᑎᓂᒡᓗ ᐱᓕᕆᔨᓪᓚᕆᖕᓄᑦ ᐊᑭᓕᐅᑕᐅᕙᒃᑐᓂᒃ ᐃᓕᐅᖅᑲᐃᕝᕕᖃᕐᓂᕐᒧᑦ ᐅᖃᐅᔾᔪᖅᑕᐅᕙᖕᓂᕐᒧᑦ ᓇᓕᐊᖕᓂᓪᓚᕆᒃ ᑲᑎᒪᔨᕋᓛᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᖏᓐᓂᒃ ᓂᐅᕐᕈᑎᖃᕐᓂᕐᒧᓪᓗ.

ᐃᓚᓕᐅᔭᐅᓯᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᓐᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᑎᓯᐱᕆ 31, 2018–ᖑᓚᐅᕐᓂᖓᓂᑦ ᖃᔅᓯᐅᓂᕆᕙᐅᒃ ᐊᑭᓕᐅᑕᐅᔭᕆᐊᓕᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᙱᑦᑎᐊᕈᓐᓇᕐᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ $95,905–ᖑᓪᓗᑎᒃ (2017-ᒥ – $91,054–ᖑᓪᓗᑎᒃ). ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐊᒥᐊᒃᑯᖏᑦ ᑖᓐᓇᓗ ᓴᖅᑭᕐᓗᓂ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᖃᖅᑎᑕᐅᓕᕐᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᐃᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᓴᓂᕐᕙᒃᑕᐅᕝᕕᒋᔭᒥᓂ ᐊᑭᓕᐅᑕᐅᓪᓗᑎᒡᓗ ᑭᒡᒐᖅᑐᖅᑕᐅᓪᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐊᑐᑕᐅᔪᒪᒍᑎᒃ ᐊᑐᒐᒃᓴᐅᕗᑦ ᕿᑐᕐᙱᐅᖅᐸᓪᓕᐊᓇᑎᒡᓗ ᐱᔭᐅᔭᓇᐊᖃᖅᐸᒃᑐᑎᒡᓗ ᐱᔭᐅᔪᒪᓕᑐᐊᕋᖓᑕ. ᐊᓯᔾᔨᕐᓂᓇᔭᖕᒋᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᑖᒃᑯᓇᓂ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᓂ ᐊᒥᐊᒃᑯᒋᔭᖕᒋᓐᓂ ᐃᒪᓐᓇᐃᓕᖓᕗᑦ:

	2018	2017
Interfund balance, beginning of year	$ 91,054	$ 49,360
Total chargebacks charged from Health & Welfare Fund	899,852	782,776
Repayments to Health & Welfare Fund	(895,001)	(741,082)
Interfund balance, end of year	$ 95,905	$ 91,054

ᐊᕐᕌᒍᒋᔭᐅᔫᑉ ᐃᓗᐊᓂ, ᑭᑭᑕᐅᔪᑦ ᐃᓚᓕᐅᑎᓯᒪᔪᓂ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑲᐅᓯᕐᓂ ᐅᑯᐊᖑᕗᑦ, ᓇᖕᒥᓂᖅ–ᓇᓪᓕᐅᒃᑯᒫᓕᖅᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦᑐᓂᐅᖅᑲᐅᑕᐅᕙᒃᑐᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᐅᕗᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᙳᖅᑎᑕᐅᓐᓂᖅᓗᑎᒃᑲᑎᕐᓗᒋᑦ $38,860–ᖑᓪᓗᑎᒃ (2017–ᒥ – $37,231-ᖑᓚᐅᖅᓗᑎᒃ).

ᑲᑎᖅᓱᖅᓯᒪᔪᑦ ᖃᖓᒃᑯᑦ ᑲᑎᒪᔨᑦ ᑲᑎᒪᔾᔪᓯᐊᕋᔭᕐᒪᖔᑕ

ᐊᕐᕌᒍᑉ ᓄᙳᐊᓂ ᑎᓯᐱᕆ, 31 2018

NEBS-ᑯᑦ ᑲᑎᒪᔾᔪᓯᐊᕆᕙᒃᑕᖕᒋᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᓄᓪᓗ ᐊᑐᐊᒐᕆᔭᐅᔪᖅ ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑦᑎᕗᖅ ᑲᑎᒪᔾᔪᓯᐊᓂᒃ ᐊᑭᓕᕆᐊᓕᖕᓂᒃᑐᓗ ᐊᑭᓕᐅᑕᐅᖃᑦᑕᕐᑯᓪᓗᒋᑦ ᑲᑎᒪᔨᓄᑦ ᑲᑎᒪᑎᑦᑎᔨᖓᓄᓪᓗ, ᑕᒪᒃᑯᐊᓗ ᒪᓕᒐᕋ ᓈᑦ ᑖᒃᑯᓄᖓ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᕙᓪᓕᕈᑎᒋᕙᒃᑕᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐃᒪᐃᑦᑎᔭᕆᐊᖃᖅᐸᒃᐳᑦ, ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᐅᔪᒥ ᐃᓚᒋᔭᐅᔪᑦ ᓂᕈᐊᕐᓂᒃᑯᑦ ᐊᖏᖅᓯᓗᑎᒃ ᖃᓄᐃᓐᓇᖅ ᐊᓯᔾᔨᕐᓂᓇᔭᐅᔪᓂᒃ ᐊᑭᓕᖅᓱᖅᑕᐅᕙᖕᓂᕐᒧᑦ. ᑖᓐᓇ ᐊᑐᐊᒐᖅ ᑭᖑᓪᓕᖅᐹᒥᒃ ᐊᓯᔾᔨᖅᑕᐅᓚᐅᖅᓯᒪᕗᖅ ᐊᑐᓕᖅᑎᑕᐅᓪᓚᕆᒃᓗᓂᓗ 2015–ᖑᑎᓪᓗᒍ.

ᐅᑭᐅᖑᑎᓪᓗᒍ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᑎᑦ ᑲᑎᒪᔨᖏᑦ ᐱᖓᓱᐃᖅᓗᑎᒃ ᑲᑎᖕᒐᓪᓗᑎᒃ ᐊᒻᒪ ᑲᑎᒪᔨᐊᓛᖏᑦ ᒪᕿᐃᖅᓗᑎᒃ ᑲᑎᒪᓚᐅᖅᑐᑦ ᓴᓗᓇᐃᕝ ᓄᓇᓯᐊᕐᒥ, ᐃᓐᓇᖅᓯᐅᑎᑖᒃᓴᓄᑦ ᑲᑎᒪᔨᐊᓛᑦ

ᑲᐅᑦᒍᓇᒥᑦᑕᐅᖅ ᑲᑎᒪᓚᐅᓇᕗᑦ ᐃᖏᕐᕋᑎᑦᑎᔨᐅᑦᓗᑎᒃ; ᐊᒻᒪᑦᑕᐅᖅ ᐅᖁᓚᐅᑎᒃᑯᑦ ᑲᑎᒪᖃᑦᑕᓚᐅᕐᒥᔪᑦ. ᑲᑎᒪᔨᑦ ᐃᓚᐅᓚᐅᖅᐳᑦ ᑲᑎᒪᔾᔪᓯᐊᖅᑐᑎᒡᓗ ᑕᒪᒃᑯᓄᖓ ᑲᑎᒪᓂᓇᔭᐅᔪᓄᑦ ᐃᒪᓐᓇ:

	2018 Meetings Attended	2018	2017
Amireault, Adrien	1	$ 400	$ 2,000
Bennett, William	2	4,000	6,000
Cohen, Michael	3	4,800	6,000
Couturier, Marie	3	400	-
Dibblee, Daryl	2	3,600	2,800
Fleming, Brian	3	5,200	5,200
McBride, Gary	3	3,600	4,400
McDonald, Allan	4	7,500	6,000
McKee, John	3	2,800	1,600
Renaud, Jeff	1	1,200	2,000
Stewart, Art	3	3,400	4,650
		$ 36,900	$ 40,650
Allocation:			
Administrative Board Expenses - Health & Welfare Fund		$ 15,900	$ 11,900
Administrative Committee Expenses - Pension Plan Trust Fund		21,000	28,750
		$ 36,900	$ 40,650

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᐸᖕᓇᐅᑖᑕ ᐱᕐᑯᔾ
(“ᐸᕐᓇᐅᑎ”)

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᒪᓕᑦᑎᐊᕐᓂᕐᒧᑦ ᐃᓕᓴᕆᔭᐅᔾᔪᑎᖕᒐᑦ ᐱᔾᔪᑎᕐᑲᖅᓱᓂ ᐊᕐᕌᒍᒋᔭᐅᔪᒥᒃ 2018-ᒥᒃ

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐃᒪᓐᓇᐃᖅᑕᕆᐊᕐᑲᖅᐸᒃᐳᑦ ᒪᓕᒃᓱᑎᒃ ᑎᑎᕋᖅᓯᒪᓂᖕᒐᓂᒃ 27(2)(b)-ᒥᑦ ᑖᒃᑯᓇᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐱᕝᕙᓪᓕᕈᑎᒋᕙᒃᑕᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕐᕕᐅᓂᕐᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᐱᕙᓖᔭᖅᑕᐅᓯᒪᔪᑦ ᐱᕐᑯᔭᖕᒐᓄᑦ (“ᐱᕐᑯᔭᕐᒧᑦ”) ᑐᖅᑯᖅᓯᔪᒪᓪᓗᑎᒃ ᐃᓕᓴᕆᔭᐅᔾᔪᑎᒥᒃ ᐅᖃᖅᓯᒪᓗᓂ ᐃᒪᓐᓇ, ᐃᓱᒪᒋᔭᖕᒋᑎᒍᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ, ᑖᓐᓇ ᐱᕙᓖᔭᖅᑕᐅᓯᒪᔪᖅ ᒪᓕᖕᓂᖕᒐᓂᒃ ᐱᕐᑯᔭᕐᒥᒃ ᒪᓕᒋᐊᕐᑲᖅᐸᒃᑐᓂᒡᓗ ᐱᕐᑯᔭᐅᑉ ᐊᑖᒍᑦ.

ᐅᕙᖕᒐ, ᐋᓪᓕ ᒪᒃᑖᓄᑦᑦ ᑲᑎᒪᑎᑦᑎᔨᒋᔭᐅᔪᖅ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐅᑯᓄᖕᒐ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᕙᓪᓕᖅᑎᑕᐅᕙᖕᓂᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕐᕕᐅᓂᕐᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᐱᕙᓖᔭᖅᑕᐅᓯᒪᔪᓂ ᐃᒪᓐᓇ ᓇᓗᓇᐃᖅᓯᓪᓚᑦᑖᖅᐳᖕᒐ

1. ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᕿᒥᕐᕈᐊᖅᓯᒃᑲᓐᓂᖅᓯᒪᕗᑦ ᒪᓕᒃᑐᕐᑲᑦᑎᐊᕋᓗᐊᕐᒪᖔᑦ ᐱᕙᓖᔭᖅᑕᐅᓯᒪᔪᒥᒃ ᐱᕐᑯᔭᕐᒧᑦ ᐊᒻᒪᓗ ᒪᓕᒋᐊᕐᑲᖅᐸᒃᑐᓄᑦ ᐱᕐᑯᔭᐅᑉ ᐊᑖᒍᑦ;

2. ᐃᓱᒪᒋᕙᖕᒐᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᑖᓐᓇ ᐱᕙᓖᔭᖅᑕᐅᓯᒪᔪᖅ ᒪᓕᖕᓂᖕᒐᓂᒃ ᐱᕐᑯᔭᕐᒥᒃ ᒪᓕᒋᐊᕐᑲᖅᐸᒃᑐᓄᓪᓗ ᑭᓯᐊᓂ ᐋᖅᑭᒃᓯᒪᓂᖕᒐᓂ ᐃᓚᓕᐅᔭᔭᐅᓯᒪᔪᓂ ᑭᖑᓂᖕᒋᓐᓃᑦᑐᓂ ᐊᒻᒪᓗ

3. ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦᓇᓗᓇᐃᖅᓯᕗᑦ ᐊᑐᕆᐊᓖᑦ ᖃᐅᔨᒪᓕᕈᒪᓂᕐᒧᑦ ᒪᓕᒃᑐᕐᑲᑦᑎᐊᕋᓗᐊᕐᒪᖔᑦ ᐱᕙᓖᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᑲᒪᒋᔭᒃᓴᕆᔭᐅᕗᖅ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᓂᑦ ᐅᖃᓪᓚᕆᒃᓗᑎᒡᓗ ᑖᒃᑯᐊ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᕐᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐱᓕᕆᐊᖅᑲᖅᓯᒪᓂᖕᒋᓐᓂᒃ ᑖᔅᓱᒥᖕᒐ ᑲᒪᒋᔭᒃᓴᒥᒃ ᐋᖅᑭᒃᓱᐃᓂᕐᒥᓄᓪᓗ ᑖᔅᓱᒥᖕᒐ ᐃᓕᓴᕆᔭᐅᔾᔪᑎᒥᒃ , ᒪᓕᒃᓯᒪᕗᑦ ᐱᕐᑯᔭᕐᒥᒃ ᒪᓕᒋᐊᕐᑲᖅᐸᒃᑕᖕᒋᓐᓂᒡᓗ.

ᐅᖃᓪᓚᕆᒃᐳᖕᒐ ᖁᓛᓃᑦᑐᑦ ᐅᖃᖅᓯᒪᔪᑦ ᓱᓕᓂᖕᒋᓐᓂᒃ ᖃᐅᔨᒪᓂᓕᒫᕋ ᐅᒃᐱᕆᔭᖃᕐᓂᕋᓗ ᒪᓕᒃᓱᒋᒃ ᑖᒃᑯᐊᓗ ᐅᖃᐅᓯᕆᔭᒃᑲ ᐅᖃᐅᓯᕆᕙᒃᑲ ᖃᐅᔨᒪᑦᑎᐊᖅᓱᖕᒐ ᐅᒃᐱᕆᓪᓗᒋᓪᓗ ᓱᓕᓂᖕᒋᓐᓂᒃ.

ᐅᐃᒍᖓ

ᒪᓕᖕᒋᓐᓂᖅ

1.14	Were members provided with their Year end 2017 annual member statements in 2018 and did such statements contain the prescribed information as required by the NEBS Act?[1] Were they distributed on time?	No	Due to technical issues associated with the switchover to new software, 2017 statements were not distributed within 180 days of year end 2017. NEBS has provided statements for certain groups and to all members who have asked for a statement. Steps have been taken to ensure correctly functioning software is in place to produce and distribute overdue statements, but these systems will not be fully implemented until later in 2019. Members were provided notice in 2017 of the delays and invited to inquire if they had a need for immediate information, in which cases it would be prepared manually. Many 2016 statements also remain outstanding and will be remedied in conjunction with remedying of the 2017 and 2018 overdue statements.

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐊᕗᖓᑲᓪᓚᒃᑲᔪᓯᐊᖏᓐᓇᕈᓐᓇᕐᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᐊᖑᓯᒪᔪᖅ ᑖᔅᓯᒧᖓ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᒧᑦ

AON

ᒪᓕᒃᑐᖃᖅᑐᓂ ᑎᑎᕋᖅᓯᒪᓂᖓᓂᒃ 27 (2) (c) ᑖᒃᑯᓇᓂ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᓐᓄᑦ ᐱᕐᑯᔭᕐᓂ ᒪᓕᖕᓂᕐᒥᓄᓪᓗ ᐃᓚᓕᐅᑎᓯᒪᔪᒥᒃ B-ᒥᒃ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᕐᒧᑦ ᐊᑐᐊᒐᖓᓂᒃ, ᐅᖃᐅᓯᐅᓯᒪᔪᒥᒃ ᐊᕗᖓᑲᓪᓚᒃ ᑲᔪᓯᔪᓐᓇᕐᓂᖓᓂᒃ ᐋᖅᑭᒃᓱᐃᓯᒪᔪᖃᖅᐳᖅ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᒧᑦ.

ᐊᕐᕌᒍᓄᑦ 15-ᓄᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ ᐱᕈᖅᐸᓪᓕᐊᓪᓗᑎᒃ, ᐊᑐᖅᑐᒋᑦ ᓇᐃᓴᐅᓯᕆᔾᔪᓰᑦ ᐊᒻᒪ ᐱᓕᕆᐊᖑᔪᕕᓃᑦ ᓴᖅᑭᑕᐅᓚᐅᖅᓯᒪᔪᑦ ᔭᓄᐊᕆ 1, 2019-ᒥ ᐊᑐᖅᑕᐅᓪᓚᑦᑖᖅᑐᕕᓃᑦ ᐅᓂᒃᑳᖓᓂ ᐊᒻᒪ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᖃᐅᔨᒪᔭᐅᔭᕆᐊᓖᑦ ᐃᓚᒋᐊᕈᑎ ᐱ-ᒥ ᑕᕝᕙᓂ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐸᕐᓇᐅᑎᓕᐅᖅᓯᒪᔪᑦ ᐊᕐᕌᒍᓄᑦ 15-ᓄᑦ.

ᒪᓕᒃᑐᖃᖅᑐᓂ ᐃᓚᓕᐅᑎᓯᒪᔪᒥᒃ B-ᒥᒃ ᑖᒃᑯᓇᓂ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᓐᓄᑦ ᑮᓇᐅᔭᖃᖅᑎᑦᑎᓂᕐᒧᑦ ᐊᑐᐊᒐᕆᔭᐅᔪᒥ, ᖃᖏᐅᑎᔪᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᑦ ᐱᑕᖃᖅᐸᑏᖅᑐᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑮᓇᐅᔭᖃᑎᒋᔭᐅᔪᓂ ᐅᖓ ᑕᓄᑦ ᖃᒃᑲᓐᓂᐊᓄᓪᓗ ᖃᔅᓯᐅᓂᕆᔭᖏᑦ ᐱᔭᐅᔪᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐱᕐᑯᔭᕆᔭᖏᓐᓂ ᐱᔭᐅᓯᒪᓂᐊᖅᐳᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ ᐱᓯᒪᓕᕈᒪᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂ ᐊᑭᓕᐅᑕᐅᕙᒃᑐᓂᑦ ᑖᒃᑯᓇᖕᒐᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓂᑦ ᐊᕐᕌᒍᓂ 15-ᓂ, ᐊᑐᖅᑕᐅᑐᐃᓐᓇᕆᐊᖃᖅᐳᑦ ᐊᑐᖅᑕᐅᖕᒑᓕᕈᓐᓇᕐᓗᑎᒃ ᐸᐸᑕᐅᖑᔭᕐᔪᒡᓗᑎᒃ

ᐃᓚᓕᐅᔭᐅᓯᒪᔪᖅ ᐅᖃᓪᓚᒋᐊᖅᑐᖅᑎᑕᐅᓪᓗᑎᒃ ᓇᓗᓇᐃᔭᖅᓯᒪᑦᑎᐊᖅᑐᓂᑦ, ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᓈᓴᖅᑕᐅᔪᓂᒃ ᖃᓄᐃᓕᖓᓕᕐᓂᕆᔭᐅᔪᓂᒡᓗ 15-ᓄᑦ ᐊᕐᕌᒍᓄᑦ ᖃᓅᓂᐅᕋᓱᒋᔭᐅᔪᓂ, (ᓲᕐᓗ ᑐᓂᐅᖅᑲᖅᑕᐅᕙᖕᓂᕐᒧᑦ ᐅᓂᒃᑳᕐᕕᒋᔭᕆᐊᖃᖅᓱᒋᑦ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ ᓈᒻᒪᒃᑲᓗᐊᕐᒪᖔᑦ ᖃᐅᔨᓴᕐᓂᖅ) ᑕᒪᓐᓇᓗ ᐱᓕᕆᐊᖑᓚᐅᖅᓱᓂ ᔭᓄᐊᕆ 1, 2019-ᒥ ᖃᐅᔨᓴᕈᒪᓪᓗᒍ ᐊᕗᖓᑲᓪᓚᒃ ᑲᔪᓯᔪᓐᓇᕐᓂᕆᔭᖓ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᓐᓄ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᓄᑦ.

ᐱᕙᑏᔭᕐᓗᒋᑦ ᑮᓇᐅᔭᖅᑲᖅᑎᑦᑎᓇᔭᖅᑐᑦ, ᑐᕌᓇᔭᐅᔪᑦ ᑎᑭᑕᐅᔪᒪᔪᓄᑦᓗ ᐅᓂᒃᑲᐅᓯᖅ ᐊᕐᕌᒍᒧᑦ ᐊᒡᒋᖅᐸᑦᓕᐊᓕᕐᒥᔪᒧᑦ

ᐱᓕᕆᐊᖑᓯᒪᔪᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᕚᓪᓕᖅᑎᑕᐅᕙᖕᓂᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᕐᓃᑦ (NEBS–ᑯᑦ), ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑕᐅᓚᐅᖅᓯᒪᕗᑦ 1978–ᒥ ᐱᕐᑯᔭᒃᑯᑦ ᒐᕙᒪᒋᔭᐅᔪᒥᑦ ᓄᓇᑦᑎᐊᒥᐅᓄᑦ ᐊᒻᒪᐃᓛᒃ ᐃᓚᓕᐅᔭᐅᒋᓪᓗᓂ 1999–ᖑᑎᓪᓗᒍ ᓴᖅᑭᑎᑕᐅᓕᖅᑎᓪᓗᒍ ᓄᓇᕗᑦ ᓄᓇᑦᑎᐊᕐᓗ. NEBS ᒪᓂᒪᑦᑎᕙᒃᐳᖅ ᐋᓐᓂᐊᕐᑲᕐᓇᙱᑦᑐᓕᓇᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᖅᑲᕐᓂᕐᒧᓪᓗ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ, ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᓪᓗ ᐱᕙᑏᔭᕐᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᔪᒥᒃ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐱᓕᕆᕝᕕᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᒋᔭᐅᔪᓄᑦ ᓄᓇᓕᖕᓂ ᐊᕕᒃᓯᒪᓂᕐᓂᓗ ᐃᖅᑲᓇᐃᔭᖅᐸᒃᑐᓄᑦ. ᐱᓕᕆᐊᒃᓴᕐᑯᑎᒍᕗᑦ ᐱᔨᑦᑎᕋᕐᓂᕆᕙᒃᑕᕗᓪᓗ ᐋᖅᑭᒃᑕᐅᓯᒪᕗᑦ ᓇᓕᒧᒃᓱᕐᑯᔭᐅᓪᓗᑎᒃ ᐊᔪᕐᓇᕐᓂᖅᑲᖅᑲᑕᐅᓗᑎᒡᓗ ᑕᐃᒃᑯᑎᑐᓇᖅ ᒪᓂᒪᑎᑕᐅᕙᒃᑐᑎᒍᑦ ᓄᓇᕗᒻᒥ ᓄᓇᑦᑎᐊᒥᓗ ᒐᕙᒪᒋᔭᐅᔪᓂᑦ, ᑕᐃᒪᐃᒃᑯᑎᒃ ᐃᓚᒋᔭᐅᔪᕐᑯᑎᒍᕗᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᕐᑯᑎᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᒃᓴᖅᓯᐅᕐᑯᓐᓇᕐᓂᐊᕐᒪᑕ ᐱᓯᒪᐃᓐᓇᕐᓗᑎᒡᓗ ᐱᐅᔪᒻᒪᓇᖕᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᒋᔭᐅᔪᓂᒃ ᑲᒪᔨᒋᔭᐅᓂᐊᕐᓗᑎᒃ ᐊᐅᓚᑎᔨᒋᔭᐅᓂᐊᕐᓗᑎᒡᓗ ᑲᑐᔾᔨᖅᑎᒌᕐᑯᑎᒥᓂᒃ. ᐊᔾᔨᖅᑲᖕᒋᓚᒍᑦ ᐊᐅᓚᕙᖕᓂᑦᑎᓐᓄᑦ ᐃᓂᖅᑲᖅᓱᑕᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ, ᐱᑎᑦᑎᕙᒃᓱᑕ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐱᔨᑦᑎᕋᕐᓂᕆᔭᐅᕙᒃᑐᓂᒡᓗ ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᓪᓗᐊᑕᖅᑐᓂᒃ ᐱᔭᐅᔭᕆᐊᓕᖕᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᒋᔭᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᖕᒋᓐᓄᓪᓗ, ᐊᐅᓚᑕᐅᕙᒃᓱᑎᒡᓗ ᑲᑎᒪᔨᒋᔭᐅᔪᓂᑦ, ᑖᒃᑯᐊᓗ ᓂᕈᐊᖅᑕᐅᕙᒃᓱᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ ᑲᑐᔾᔨᖅᑎᒌᓂᑦ.

ᐱᓕᕆᕝᕕᒋᕙᒃᑕᕗᑦ

ᐱᑎᑦᑎᕙᒃᐳᒍᑦ ᖃᔅᓯᑲᓐᓚᖕᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᐊᖑᕙᒃᑐᓂᒃ ᑕᒫᓂ ᐊᖕᒋᔪᒻᒪᕆᖕᒥ ᓄᓇᕗᒻᒥ ᓄᓇᑦᑎᐊᒥᓗ. ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᓚᒋᔭᐅᔪᕐᑯᑎᒍᕗᑦ ᐊᔾᔨᒌᙱᓚᑦ ᖃᔅᓯᐅᓂᕆᔭᖕᒋᑦ ᖃᓄᕐᓗ ᐊᔪᙱᓐᓂᕆᔭᖕᒋᑦ, ᐊᐅᓚᕙᒃᓱᑕᓗ ᖃᔅᓯᑲᓪᓚᖕᓂ ᐃᓕᖅᑯᓯᖅᑎᒌᙱᑦᑐᓂ ᐅᖅᑲᐅᓯᖅᑲᖅᑎᒌᙱᑦᑐᓂᓗ. ᐊᒥᓱᓂ ᐃᓂᒋᔭᐅᔪᓂ, ᐃᖅᑲᓇᐃᔭᖅᑎᕗᑦ ᑐᑭᒧᐊᖅᑎᑦᑎᔨᕗᓪᓗ ᖃᐅᔨᒪᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᓐᓂᑦ ᐃᓚᒋᔭᐅᔪᓂᒃ ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᒥᓂᒡᓗ ᓇᖕᒥᓂᖅ. ᐱᓇᔪᒃᐸᒃᐳᒍᑦ ᐱᑎᑦᑎᔪᒪᓪᓗᑕ ᐱᐅᔪᒻᒪᕆᖕᓂᒃ ᐱᔨᑦᑎᕋᕐᓂᕆᔭᐅᕙᒃᑐᓂᒃ ᑭᐅᓯᔾᔪᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᔾᔨᖅᑲᖕᒋᑦᑐᓄᑦ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᓄᑦ ᐱᔭᐅᔭᕆᐊᖅᑲᖅᐸᒃᑐᓄᓪᓗ ᐅᑭᐅᖅᑕᖅᑐᒥᐅᓂᑦ.

ᑕᐃᒪᓐᓇᑐᐃᓐᓇᖅ ᓇᓕᐊᑐᐃᓐᓇᖅ ᑲᑐᔾᔨᖅᑎᒌᑦ ᐊᑐᖅᐸᒃᑕᖕᒋᑎᒍᑦ ᐱᑎᑦᑎᕙᒃᓱᑎᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᓇᔭᐅᕙᒃᑐᓂᒃ, ᐊᖕᒋᔪᒻᒪᕆᒃᑯᑦ ᐊᒃᑐᖅᑕᐅᓂᖅᑲᖅᐸᒃᐳᒍᑦ ᓄᓇᕐᔪᐊᓕᒫᒥ ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᓇᔭᐅᕙᒃᑐᒥᑦ. ᐊᕐᕌᒍᓛᖅᑐᑦ ᑕᓪᓕᒪᐃᑦ ᐊᒃᓱᕈᕐᓇᖅᑲᑦᑕᓛᖅᐳᑦ – ᑭᓯᐊᓂᑦᑕᐅᖅ ᑕᒪᓐᓇ ᐊᓂᒍᖅᑎᓯᒪᕙᕗᑦ ᑮᓇᐅᔭᓄᑦ ᓴᙱᓂᖅᑲᑦᑎᐊᕐᕕᒋᓪᓗᒍ. ᐊᒻᒪᓗᒃᑲᓐᓂᖅᑕᐅᖅ, ᐊᑕᖕᒋᑦᑎᐊᖅᑐᒥᒃ ᒪᓕᒃᑕᐅᔭᕆᐊᓕᖕᓄᑦ ᐊᑐᖅᑕᐅᓇᔭᖅᑐᒥᒃ ᑕᒪᑐᒧᖕᒐ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑎᑦᑎᕙᖕᓂᑦᑎᓐᓄᑦ ᐱᕙᑏᔭᖅᓯᒪᔭᕗᑦ ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᓕᖅᐳᖅ ᑕᒪᐃᖕᓄᑦ ᓄᓇᑦᑎᐊᒥᐅᓄᑦ ᓄᓇᕗᒻᒥᐅᓄᓪᓗ.

ᐃᓚᒋᔭᐅᔪᑦ

ᐃᓚᒋᔭᐅᓂᖅ NEBS–ᑯᓐᓄᑦ ᒪᑐᐃᙵᖅᑎᑕᐅᕗᖅ ᑕᒪᐃᓐᓄᑦᑎᐊᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐱᔨᑦᑎᕋᕐᕕᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ, ᐃᓚᒋᔭᐅᓪᓗᑎᒃ: ᓄᓇᓕᖕᓂ ᒐᕙᒪᒋᔭᐅᔪᑦ, ᐃᖅᑭᓛᑦ ᑲᑎᒪᔨᖕᒋᑦ ᓄᓇᖅᑳᖅᑐᓄᓪᓗ ᒐᕙᒪᒋᔭᐅᔪᑦ ᑭᒃᑯᑐᐃᓐᓇᓂᒃ ᐃᒡᓗᖅᑲᖅᑎᑦᑎᕙᖕᓂᕐᒧᑦ ᑲᑐᔾᔨᖅᑎᒌᑦ ᑲᑎᒪᔨᑦ ᑐᑦᑕᕐᕕᒋᔭᐅᔪᓪᓗ ᒐᕙᒪᒃᑯᓐᓂ ᑮᓇᐅᔭᓕᐅᕋᓱᒃᑎᐅᙱᑦᑐᓂᓗ ᑲᑐᔾᔨᖅᑎᒌᓂ.

ᑕᐅᑐᖅᑰᖅᑕᕗᒃᑲ

ᑕᐅᑐᖅᑰᖅᑕᐅᔪᓄᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᖅ NEBS-ᑯᓐᓄᑦ ᐅᓂᒃᑲᐅᓯᖃᖅᐳᖅ ᖃᓄᐃᖁᔨᓇᔭᕐᓂᑦᑎᓐᓂᒃ ᑲᑐᔾᔨᖃᑎᒌᑦᑎᓐᓂᒃ ᓯᕗᓂᒃᓴᑦᑎᓐᓂ.

ᑕᑯᔪᒪᔭᕗᑦ:

NEBS-ᑯᑦ ᑕᐅᑐᖅᑰᖅᑕᒥᓄᑦ ᐅᖃᐅᓯᕆᔭᖕᒐᑦ

ᑕᐅᑐᖅᑰᖅᑕᕗᑦ ᐱᑎᑦᑎᔨᐅᔪᒪᓂᐅᕗᖅ ᓂᕈᐊᕆᔭᐅᕙᒃᑐᑕ ᐃᓐᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑐᓄᑦ, ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᐱᕚᑦᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᓇᑦᓕᐅᒃᑯᒫᖃᕐᓂᕐᒧᑦᓗ ᐱᔨᑦᑎᕋᕐᓂᕆᔭᐅᕙᒃᑐᓄᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐱᓕᕆᓂᕆᔭᐅᕙᒃᑐᓄᑦ.

ᐱᒻᒪᕆᐅᒋᔭᕗᑦ

ᐃᑲᔪᖅᑐᖅᐸᒃᐸᕗᑦ ᑕᐅᑐᖅᑰᖅᑕᕗᑦ ᐊᐅᓚᑦᑎᓪᓗᑕ NEBS-ᒥᒃ ᒪᓕᒃᑯᑕ ᐃᓚᖏᓐᓂ ᐱᑐᐃᓐᓇᐅᙱᑦᑐᓂᒃ ᐱᒻᒪᕆᐅᓂᖏᓐᓂᒃ. ᑕᒪᒃᑯᐊ ᐱᒻᒪᕆᐅᒋᔭᕗᑦ ᐅᓂᒃᑲᐅᓯᖃᖅᐳᑦ ᐱᓪᓗᐊᑕᖅᐸᒃᑕᑦᑎᓐᓂᒃ ᓂᕆᐅᒋᔭᐅᔪᓂᒡᓗ ᐃᓕᖅᑯᓯᕆᔭᐅᕙᖅᑐᓂᒃ ᑐᑭᒧᐊᖅᑎᑦᑎᔨᑦᑎᓐᓂᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᓪᓗ.

ᐱᒻᒪᕆᐅᒋᔭᕗᑦ ᐅᑯᓂᖓ ᐃᓚᖃᖅᐳᑦ:

ᓱᓕᓂᖅ
ᑲᑐᔾᔨᖃᑎᒌᖑᔪᖅ ᑲᑎᒪᔨᖏᓪᓗ ᐊᐅᓚᕙᒃᐳᑦ ᐊᐅᓚᓪᓗᑎᒃ ᑕᑯᒃᓴᐅᑎᑦᑎᓪᓗᑎᒃ ᐅᒃᐱᕆᔭᐅᔪᓐᓴᑦᑎᐊᖅᓂᖅᒥᒃ ᓱᓕᑦᑎᐊᕈᓐᓇᖅᓂᖅᒥᒡᓗ ᐃᓱᒪᒋᔭᒥᑎᒍᑦ ᐱᓕᕆᐊᕆᔭᒥᑎᒍᓪᓗ. ᓱᓕᓂᖅ ᑕᑯᒃᓴᐅᑎᑕᐅᕙᒃᐳᖅ ᐋᖅᑭᒃᓱᐃᕙᓪᓕᐊᓂᒃᑯᑦ ᐅᒃᐱᕆᔭᖅᑲᖅᓂᖅᒥᒃ ᐅᑯᓄᖓ, NEBS-ᑯᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᕕᐅᔪᒧᑦ, ᐃᓚᒋᔭᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖏᓐᓄᓪᓗ.

ᐃᓛᒃᑰᖅᓂᖅ
ᑐᑭᒧᐊᖅᑎᑦᑎᔨᒋᔭᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓪᓗ ᐱᓕᕆᐊᖃᖅᐸᒃᐳᑦ ᓇᓕᒧᒋᒃᑎᑦᑎᓗᑎᒃ ᐱᑕᖃᖅᑎᑦᑎᙱᑦᑐᑎᒡᓗ ᐊᖃᐅᙱᓕᐅᕈᑎᒋᔭᐅᔪᓂᒃ ᐊᒃᑐᐊᓂᖃᖅᓂᖅᒧᑦ.

ᐃᒃᐱᒋᔭᖅᑲᑦᑎᐊᖅᓗᓂ ᐃᓚᒋᔭᐅᔪᓂᒃ ᐃᓱᒪᒋᔭᐅᔪᑦ
ᓴᐳᔾᔨᓯᒪᕙᒃᐳᒍᑦ ᓯᕗᒻᒧᐊᖅᑎᑉᐸᓪᓕᐊᕙᒃᑐᒋᓪᓗ ᐃᓚᒋᔭᐅᔪᑦ ᐃᓱᒪᒋᕙᒃᑕᖏᑦ ᐱᕙᓪᓕᐊᓂᓇᔭᐅᔪᒥ ᐊᐅᓚᓂᓇᔭᐅᔪᒥᓗ ᐱᓕᕆᐊᖑᕙᒃᑐᓄᑦ ᐱᔨᑦᑎᕋᖅᓂᓇᔭᐅᕙᒃᑐᓂᒃᓗ ᒪᓂᒪᑎᑕᐅᕙᒃᑐᓂᒃ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᒥᑦ.

ᑕᑯᔭᐅᔪᓐᓇᑦᑎᐊᖅᓂᖅ
ᐱᓕᕆᐊᒃᓴᖅᑯᑎᕗᑦ ᐱᔨᑦᑎᕋᖅᓂᓇᕙᒃᑕᕗᓪᓗ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᒪᑐᐃᙵᖅᑯᓂ ᐅᖃᐅᔾᔭᐅᕝᕕᐅᓯᑲᐅᑎᒋᕙᒃᑯᓂᓗ ᐱᔾᔪᑎᖃᖅᑯᓂ ᖃᓄᐃᓕᐅᖅᑯᔭᐅᔪᓂᒃ ᐋᖅᑭᒃᑕᐅᔪᓂᒡᓗ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᒥᑦ.

ᐅᒃᐱᕆᔭᐅᓗᓂ ᐸᐸᑦᑎᓂᖅᒧᑦ ᑲᒪᒋᔭᖃᖅᐳᑦ ᓴᐳᔾᔨᓯᒪᔪᒪᓂᖅᒧᑦ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ, ᑕᒪᒃᑯᐊ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᑦ ᑭᓱᑐᐃᓐᓇᓂᑦ ᓯᕗᓪᓕᖅᐸᐅᑦᑎᐅᑎᕙᒃᓗᒋᑦ.

ᐅᒃᐱᕆᔭᐅᓪᓗᓂ ᐸᐸᑦᑎᓂᖅᒧᑦ ᑲᒪᒋᔭᖃᖅᐳᖅ – ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ
ᑐᑭᒧᐊᖅᑎᑦᑎᔨᒋᔭᕗᑦ ᐅᑉᐱᕆᔭᐅᓗᑎᒃ ᐸᐸᑦᑎᓂᖅᒧᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᓴᐳᔾᔨᓯᒪᔪᒪᓂᖅᒧᑦ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ, ᑕᒪᒃᑯᐊ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᑦ ᑭᓱᑐᐃᓐᓇᓂᑦ ᓯᕗᓪᓕᖅᐸᐅᑦᑎᐅᑎᕙᒃᓗᒋᑦ.

ᐅᒃᐱᕆᔭᐅᓪᓗᓂ ᐸᐸᑦᑎᓂᖅᒧᑦ ᑲᒪᒋᔭᖃᖅᐳᖅ – ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ
ᑐᑭᒧᐊᖅᑎᑦᑎᔨᒋᔭᕗᑦ ᐅᑉᐱᕆᔭᐅᓗᑎᒃ ᐸᐸᑦᑎᓂᖅᒧᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᓴᐳᔾᔨᓯᒪᔪᒪᓂᖅᒧᑦ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ, ᑕᒪᒃᑯᐊ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᑦ ᑭᓱᑐᐃᓐᓇᓂᑦ ᓯᕗᓪᓕᖅᐸᐅᑦᑎᐅᑎᕙᒃᓗᒋᑦ.

ᐱᓕᕆᖅᑎᒌᖕᓂ ᐱᓕᕆᖅᑎᒌᒃᐸᒃᑐᑎᒍᑦ
ᑲᒪᒋᕙᒃᐸᕗᑦ ᐱᓕᕆᖅᑎᒌᖕᓂᕆᕙᒃᑕᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔪᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ, ᐃᖅᑲᓇᐃᔭᖅᑎᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᒋᔭᐅᕙᒃᑐᓄᑦ ᐊᓯᖏᓐᓄᓪᓗ ᑕᒪᑐᒧᖓ ᐃᓱᒪᒋᔭᖃᖅᐸᒃᑐᓄᑦ, ᐱᓕᕆᖅᑎᒋᔭᐅᓂᖏᓐᓄᑦ ᑕᒪᓐᓇᓗ ᐱᓕᕆᖅᑎᒌᖕᓂᖅ ᐋᖅᑭᒃᓱᖅᐸᓪᓕᐊᔭᕆᐊᖃᖅᑐᒍ ᑲᔪᓯᑎᓪᓗᒍᓗ.

ᐱᓕᕆᔨᓪᓚᕆᐅᒍᓐᓇᖅᓂᖅ ᐃᓱᒪᒃᑯᑦ ᐱᓕᕆᐊᕆᔭᒃᑯᓪᓗ
ᐱᓇᔪᐃᓐᓇᐅᔭᖅᐳᒍᑦ ᑲᔪᓯᑎᑦᑎᔪᒪᓪᓗᑕ ᐱᓕᕆᔨᓪᓚᕆᐅᓂᖅᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᑲᔪᓯᔾᔪᑕᐅᕙᒃᑐᓂᒡᓗ ᑲᔪᓯᑎᑦᑎᓂᐊᖅᓗᑕ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐱᓕᕆᐊᒍᕙᒃᑐᓂᒃ ᐱᓕᕆᓪᓚᕆᒍᒪᓂᖅᓂᒡᓗ.

ᑐᕋᓇᔭᐅᔪᑦ ᑎᑭᑕᐅᔪᒪᔪᓪᓗ

ᐊᐅᓚᑦᑎᕝᕕᖅᑲᕐᓂᖅ

ᑐᕋᒐᖅ: ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᑲᑎᒪᔨᒋᔭᐅᔪᓪᓗ ᓯᕗᓕᖅᑎᒋᔭᐅᓂᐊᖅᐳᑦ ᑲᑐᔾᔨᖅᑲᑎᒌᖑᔪᒧᑦ, ᐊᑐᕐᓗᑎᒃ ᐃᓚᐅᓂᕐᒧᑦ, ᓴᖅᑭᓯᒪᓕᖅᑎᑕᐅᕙᒃᑐᓄᑦ ᑐᙵᕕᓕᖕᒥᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 1: ᓄᑖᙳᕆᐊᖅᑎᐸᓪᓕᐊᖕᒋᓐᓇᕐᓗᒋᑦ ᓇᐅᑦᑎᖅᓱᐃᓐᓇᕐᓗᒋᓪᓗ NEBS-ᒧᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑎᑭᑕᐅᔪᒪᔪᑦ ᐊᑐᐊᒐᕆᔭᐅᔪᓪᓗ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 2: ᑲᔪᓯᑏᓐᓇᕐᓗᒍ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᕆᔭᐅᔪᓄᑦ ᐊᔪᕈᓐᓃᖅᓴᖅᑎᑦᑎᓂᖅ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 3: ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑦᑎᔪᖅᑲᕐᓗᓂ ᐊᑐᓕᖅᑎᑦᑎᔪᖅᑲᕐᓗᓂᓗ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᖃᐅᔨᓴᖅᓯᓂᕐᒥᒃ ᐊᑐᖅᑕᐅᖅᑲᑦᑕᕐᓂᐊᖅᑐᒥᒃ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 4: ᖃᒥᕐᕈᐊᖅᐸᓪᓕᐊᖕᒋᓐᓇᕐᓗᒋᑦ ᑕᒪᕐᒥᑦᑎᐊᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᑲᑯᓐᓄᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓕᒫᑦ ᓇᓗᙱᑦᑎᐊᕈᒪᓂᕐᒧᑦ ᐱᕐᑯᔭᓂᒃ ᒪᓕᑦᑎᐊᕋᓗᐊᕐᒪᖔᑕ. (ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔩᑦ ᐱᕐᑯᔭ)

ᑮᓇᐅᔭᖅᑲᖅᑎᑦᑎᓂᖅ

ᑐᕋᒐᖅ: ᐱᓗᑎᒃ ᑲᔪᓯᑏᓐᓇᕐᓗᒍᓗ ᐊᑕᖕᒋᕐᓗᓂ ᑮᓇᐅᔭᖅᑲᖅᑎᑕᐅᓇᔭᕐᓂᖅ ᑲᑎᖅᓱᐃᓂᒃᑯᑦ ᑐᓐᓂᖅᑯᑕᐅᔪᓂᒃ ᐱᑖᖅᐸᓪᓕᐊᓂᕐᓗ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᕙᓐᓕᐊᔪᓂᒃ ᐃᓕᐅᖅᑲᐃᕝᕕᐅᓯᒪᔪᓄᑦ ᑕᐃᒪᑦᑕᕆᐊᓕᖕᓄᑦ ᐊᑭᓖᓂᐊᕐᓗᓂ ᐊᑭᓕᖅᓱᒐᒃᓴᓂᒃ ᑕᒪᐃᓐᓂᑦᑎᐊᕐᓗ ᑕᐃᒪᐃᓪᓚᕆᖕᓂᐊᕐᓂᕋᖅᓯᒪᔪᓂᒃ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ.

ᑎᑭᑕᐅᔪᒪᔪᖅ: ᐊᓂᒍᖅᑎᑦᑎᓗᑎᒃ ᐱᐅᔪᒻᒪᕆᖕᓂᒃ ᐱᑖᕐᕕᖅᑲᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᓂᒃ ᐱᓕᕆᖅᑲᑎᖅᑲᕐᓗᑎᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᓂᒃ, ᐃᓕᐅᖅᑲᐃᕝᕕᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒥᒃ ᐊᒻᒪᓗ AON–ᒧᑦ ᐃᓕᐅᖅᑲᐃᕙᓪᓕᐊᕙᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᓂᒃ ᐅᖅᑲᐅᔾᔪᐃᔨᒧᑦ.

ᐸᕐᓇᐃᓂᖅ ᐊᐅᓚᑦᑎᕝᕕᖅᑲᕐᓂᕐᒧᑦ

ᑐᕋᒐᖅ: ᐱᑎᑦᑎᕙᒡᓗᑎᒃ ᐱᐅᔪᒻᒪᕆᖕᓂᒃ ᐊᑭᑐᓗᐊᙱᑦᑐᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐃᑲᔪᖅᑐᐃᓂᕐᓂᒃ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 1: ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᖕᒋᓐᓇᕐᓗᑎᒃ ᐊᑐᕐᓂᕐᒥᒃ ᑲᐸᐳᔭᔫᖅᑐᓂᒃ ᐱᓕᕆᔾᔪᑎᓂᒃ ᐊᐅᓚᓂᕆᕙᒃᑕᑦᑎᓐᓂ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 2: ᐊᖕᒋᒡᓕᒋᐊᖅᑎᓪᓗᒋᑦ ᑲᐸᐳᔭᖅᑐᔫᖅᑐᑦ ᑐᓴᐅᒪᑎᑦᑎᔪᑏᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 3: ᑲᔪᓯᔪᖅᑲᐃᓐᓇᕐᓗᓂ CDAT-ᒥᒃ ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒥᑦ ᐱᖃᑎᒋᔭᐅᓗᑎᒃ ᐃᑲᔪᖅᑏᑦ Sierra Systems support.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 4: ᐱᐊᓂᒡᓗᒋᑦ ᐊᐅᓪᓚᖅᑎᓪᓗᒋᓪᓗ ᐃᓚᒋᔭᐅᔪᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᖅᑐᓕᕆᔨᑦ ᐅᓂᒃᑳᖕᒋᑦ.

ᑐᕌᒐᕆᔭᐅᔪᖅ 6: ᐊᑐᓕᖅᑎᑕᐅᓗᓂ ᖃᕆᓴᐅᔭᒃᑯᑦ ᐊᑭᓕᖅᓱᐃᓂᖅ.

ᑐᓴᐅᒪᖃᑦᑕᐅᑎᓂᖅ

ᑐᕌᒐᖅ: ᐱᐅᓯᒋᐊᖅᑎᒃᑲᓐᓂᕈᒪᓪᓗᑎᒍ ᐱᓕᕆᖃᑎᒋᕙᒃᑕᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂ ᐃᓚᒋᔭᐅᔪᖅᑯᑎᑦᑎᓐᓂ ᐃᖅᑲᓇᐃᔭᖅᕕᒋᔭᑦᑎᓐᓂᓗ, ᐊᖏᒡᓕᒋᐊᖅᑎᓪᓗᒍ ᑐᓴᐅᒪᖃᑦᑕᐅᑎᓂᕆᕙᒃᑕᕗᑦ .

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 1: ᐱᐅᓯᑎᒋᐊᕐᓗᒍ ᐃᑭᐊᖅᑭᕕᒃ ᐃᓚᒋᔭᐅᔪᓄ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᖅ ᑐᓴᖅᑕᐅᑎᑦᑎᔾᔪᑎᒃᑯᑦ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 2: ᐱᑎᑉᐸᒡᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᕕᐅᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦᓗ ᖃᖓᙵᕋᖓᑦ ᑐᓴᐅᒪᑎᑦᑎᓂᕐᒥᒃ, ᓄᑖᙳᕆᐊᖅᑎᑦᓗᒋᑦ ᑕᒪᕐᒥᑦᑎᐊᖅ ᑎᑎᕋᖅᓯᒪᔪᕐᑯᑎᒋᔭᐅᔪᓕᒫᑦ NEBS-ᒧᑦ ᐱᕙᒌᔭᐅᓯᒪᔪᒧᑦ ᑲᔪᓯᑎᑦᓗᒋᑦᓗ ᑕᒪᕐᒥᑦᑎᐊᖅ ᑲᔪᓯᐊᔾᔪᑕᐅᔪᓐᓇᖅᑐᓕᒫᑦ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 3: ᓄᑖᙳᕆᐊᖅᑎᑦᓗᒍ ᐱᓕᕆᐊᖑᔪᒥᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᒪᒃᐱᖅᑐᒐᕆᔭᐅᕙᒃᑐᖅ,ᒪᓂᒪᑎᓕᕐᓗᒍᓗ ᑕᒪᐃᓐᓄᑦᑎᐊᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᓕᒫᓄᑦ ᐃᓚᒋᔭᐅᔪᓕᒫᓄᑦ.

ᖃᓄᐃᓕᐅᖅᐸᓪᓕᐊᔪᒪᓂᕐᒧᑦ

ᑐᕌᒐᖅ: ᐱᓇᔪᒃᑐᖃᐃᓐᓇᕐᓗᓂ ᐊᖏᒃᓕᒋᐊᖅᑎᑦᑐᒪᓗᒍ NEBS-ᒧᑦ ᐱᓕᕆᖃᑎᒋᓗᒋᑦ ᔪᒃᒥᐅᑦ ᒐᕙᒪᒃᑯᖏᑦ, ᔪᒃᓐ ᐋᓐᓂᐊᕕᖓ ᐊᒻᒪ ᔪᒃᓐ ᓯᓚᑦᑐᓴᕐᕕᖓ.

ᐃᓐᓇᖅᑐᖃᐅᔾᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᑲᑎᒪᑎᑦᑎᔨ

ᔪᓚᐃ 10, 2019

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᓐᓄᑦ ᐸᕐᓇᐅᑎᒋᔭᐅᔪᑦ ᑐᓴᖅᑕᐅᔪᒃᓴᑦ ᑭᒡᓕᓯᓂᐊᖅᑕᐅᓯᒪᔪᓪᓗ

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