NORTHERN EMPLOYEE BENEFITS SERVICES | ᐅᑭᐅᖅᑕᖅᑐᒥᑯᓴᓇᔨᑦᑯᑯ
ᐃᑲᔫᓯᐊᖅᑖᕈᑎᒋᕙᖅᑕᖕᒋᓐᓄᑦ ᐱᔨᑦᓯᕋᖅᑏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ)

ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᐊᕐᕌᒍᒧᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᖅ

ᐊᕐᕌᒍ ᐃᓱᓕᑎᑦᑐᒍ
ᑎᓯᐱᓇ 31, 2019
ᐊᒻᒪᓗ ᐃᓚᖃᖅᑐᖅ ᓄᑖᖑᓇᐊᖅᓯᒪᔪᓂᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ ᑎᑭᑦᑐᒍ ᔫᓂ 2020.

ᐃᓐᓇᖅᑐᖃᐅᔾᔪᓯᐊᓄᑦ
ᑲᑎᒪᔨᕋᓛᓄᑦ ᐃᒃᓯᕙᐅᑕᖅ

ᔫᓂ 30, 2020

ᑎᑎᕋᖅᓯᒪᔪᑦ ᐃᓗᓕᖕᒋᑦ

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ᐱᓕᕆᐊᖑᓯᒪᔪᑦ

ᑖᓐᓇ ᐅᓂᒃᑳᓕᐊᖑᔪᖅ ᐊᕐᕌᒍᒧᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖑᓪᓗᑎᒃ (“**ᐅᓂᒃᑳᓕᐊᖅ**”) ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎ (“**ᐸᕐᓇᐅᑎ’**) ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᔪᖅ ᐊᕐᕌᒍᒧᑦ 2018 ᐱᔭᕆᐊᖃᕐᓂᖓ ᒪᓕᒃᑐᒍ 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 (“**ᐃᓐᓇᑐᖃᐅᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᖏᑦ**”) ᐊᐅᓚᑦᑎᔨᐅᓪᓗᑎᒃ ᐸᕐᓇᐅᑎ ᒪᓕᒃᑐᒍ ᑎᑎᕋᖅᓯᒪᔪᖅ 13 ᑕᕝᕙᓂ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐱᕐᑯᔭᖓᓂ. ᑭᓯᐊᓂ, ᐃᓚᖓᓂ III ᐅᓂᒃᑳᓕᐊᒥ ᐱᑕᖃᕐᒥᔪᖅ ᓈᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᑮᓇᐅᔭᐃᑦ 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 2019-2020

ᐃᓗᓕᖏᓐᓄᑦ ᐅᓂᒃᑲᐅᓯᐅᓂᖏᑦ

ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᑲᑎᒪᔨᖏᑦ ᐊᐅᓚᑦᑎᖃᑦᑕᖅᐳᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑲᑎᒪᔨᐅᔪᑦ ᐱᓕᕆᐊᒃᓴᖃᕐᒪᑕ ᑮᓇᐅᔭᑎᒍᑦ ᑭᒡᒐᖅᑐᐃᓪᓗᑎᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ ᐱᑎᑕᐅᑦᑎᐊᖃᑦᑕᕐᑯᓪᓗᒋᑦ ᐃᓐᓇᐅᓗᐊᓕᕈᑎᒃ ᓄᖅᑲᕈᑎᒃ ᐃᑲᔫᓯᐊᖅᑖᖃᑦᑕᕐᑯᓪᓗᒋᑦ ᐋᖅᑭᒃᑕᐅᓯᒪᓂᖓ ᒪᓕᒃᓗᒍ ᐸᕐᓇᐅᑎᓂ. ᑲᑎᒪᔨᐅᔪᑦ ᐸᐸᑦᑎᔨᐅᖓᑕ ᐱᔭᒃᓴᖃᖅᓱᑎᒃᓗ ᐸᕐᓇᐅᑎᐅᑉ ᑮᓇᐅᔭᖏᓐᓂᒃ. ᐱᓕᕆᐊᒃᓴᒥᓂᒃ ᑲᔪᓯᑎᑦᑎᓪᓗᑎᒃ ᑲᑎᒪᔨᐅᔪᑦ ᑲᑎᒪᖃᑦᑕᕐᒪᑕ ᐱᖓᓱᐃᖅᓱᖅᓱᑎᒃ ᐊᕐᕌᒍ ᐃᓗᐊᓂ ᑕᑯᖃᑎᒌᒃᓱᑎᒃ ᐊᓯᖏᓪᓗ ᑲᑎᒪᔭᕆᐊᖃᕐᖓᒥᒃ ᐅᖃᓚᐅᑎᒃᑯᑦ.

ᑕᐃᒪᖓᓂᑦ ᒪᐃᒥᓂᑦ ᐅᓂᒃᑳᓕᐊᖅ ᓴᕿᓚᐅᖅᑎᓪᓗᒍ ᑲᑎᒪᔨᓄᑦ, ᑲᑎᒪᔨᕋᓚᑦ ᑲᑎᒪᓚᐅᖅᑐᑦ ᓯᑎᐱᕆᒥ ᔭᓗᓇᐃᒥ, ᑎᓯᐱᕆᒥᑦ ᓱᓕ ᔭᓗᓇᐃᕝᒥ, ᐊᒻᒪ ᐅᖃᓚᐅᑎᒃᑯᑦ ᐊᐃᕐᕆᓕᐅᑎᓪᓗᒍ ᑲᑎᒪᓂᖅᑲᕆᓪᓗᑎᒃ ᓄᕙᒡᔪᐊᓇᖅ ᐱᔾᔪᑎᒋᓪᓗᒍ. ᓱᓕᑦᑕᐅᖅ, ᐅᖃᓚᐅᑎᒃᑯᑦ ᑲᑎᒪᖃᑦᑕᓚᐅᕐᒥᔪᑦ ᐅᑭᐅᑉ ᐃᓗᐊᓂ.

ᑕᐃᑲᓂ ᓄᕙᒡᔪᐊᕐᓇᖅ-19 ᑎᑭᑦᑑᓚᐅᖅᑎᓪᓗᒍᓕ, ᓄᓇᖅᔪᐊᓕᒫᒥ ᑭᓯᑐᐃᓐᓇᑦᑎᐊᑦ ᐊᑲᐅᙱᑦᑐᒃᑯᑦ ᐊᒃᑐᖅᑕᐅᓂᖅᑲᓚᐅᖅᓯᒪᖓᑕ ᑕᐃᒫᒃᓗ ᐊᒃᑐᖅᑕᐅᖅᑲᑕᐅᓂᕐᒥᓄᑦ ᑐᒃᓯᕋᓚᐅᖅᓯᒪᖓᑕ ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ ᐊᒻᒪ ᓄᓇᑦᓯᐊᕐᒥ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ ᐊᑐᐊᒐᓕᐅᕐᑯᔨᓪᓗᑎᒃ ᐱᕐᑯᔭᕐᒧᑦ ᖃᓄᖅᑑᕈᑎᒃᓴᐅᓂᐊᖅᑐᒥᒃ ᓄᖅᑲᖅᑎᑦᑎᓚᐅᑲᒍᓐᓇᕋᔭᖅᑐᒥᒃ (ᑕᖅᑭᓄᑦ 24–ᓄᑦ ᑎᑭᓪᓗᒍ) ᐃᓄᑐᖃᙱᕐᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐅᖃᑦᑕᖅᑐᓂᒃ ᐃᓚᒋᔭᐅᔪᓄᑦ. ᐊᑐᓂ ᒐᕙᒪᐅᔪᐃᑦ ᐊᖏᖅᑐᐃᓐᓇᐅᓚᐅᕐᒪᑎᒃ ᑕᐃᒪ ᐊᑐᓯᒋᐊᕐᓂᐊᓕᖅᓱᓂ ᔪᓚᐃ 15, 2020–ᒥ.

ᐱᔾᔪᑕᐅᓗᐊᖅᓯᒪᔪᑦ ᖃᓄᐃᓕᐅᕐᓂᕐᓄᑦ

2019 ᓂᕈᐊᕐᓇᓚᐅᕐᒪᑦ ᐃᓚᖏᓐᓄᑦ ᑲᑎᒪᔨᐅᖃᑕᐅᔪᓄᑦ. ᓂᕈᐊᕐᓂᖃᓲᖑᖓᑦ ᐅᑭᐅᑦ ᒪᕐᕈᒃ ᓈᔭᕋᖓᑕ ᐊᑐᓂᓗ ᐃᓚᒋᔭᐅᖃᑕᐅᔪᑦ ᐅᑭᐅᓂᒃ ᑎᓴᒪᓂᒃ ᐃᒃᓯᕙᓂᖃᓲᖑᓪᓗᑎᒃ ᓂᑭᑦᑖᖅᐸᒃᓗᑎᒃ. ᓂᕈᐊᒐᒃᓴᓕᐅᕐᓂᖅ ᐱᒋᐊᓲᖑᔪᖅ ᔭᓄᐊᓇᒥ ᐅᒃᑯᐊᕐᕕᖃᖅᐸᒃᓗᓂ ᕕᕗᐊᓇᒥ ᓂᕈᐊᕐᓂᖃᓕᖅᐸᒃᓗᑎᒃ ᐊᐃᓇᓕᐅᓕᕋᖓᑦ ᑕᐃᒃᑯᐊᓗ ᓂᕈᐊᕐᓂᒃᑯᑦ ᑲᑎᒪᔨᙱᖅᑐᑦ ᓇᓗᓇᐃᖅᑕᐅᓪᓗᑎᒃ ᐊᕐᕌᒍᑕᒫᖅᓯᐅᑎᒥᒃ ᑲᑎᒪᓂᖃᓕᕋᖓᑕ ᒪᐃᒃᑯᑦ. ᓂᕈᐊᖅᑕᐅᒃᑲᓐᓂᖅᓗᑎᒃ 2019–ᒥ ᐅᑯᐊᖑᓚᐅᖅᑐᑦ, ᐋᓪ ᒪᒃᑖᓄᑦ, ᔫᓐ ᒪᑮ, ᐊᒻᒪ ᐋᑦ ᓴᑑᐊᑦ ᓄᑖᓪᓕ ᓂᕈᐊᖅᑕᐅᓵᖅᑐᑦ ᑖᒥ ᐳᕈᓯ ᐊᒻᒪ ᒍᐊᓐ ᓴᖓ. ᑲᑎᒪᔨᙱᖅᑐᒃᓴᐅᓪᓗᑎᒃ ᓂᕈᐊᖅᑕᐅᓂᖏᑎᒍᑦ ᓇᓪᓕᐅᒃᑯᒫᑦ ᐃᓐᓇᑐᖃᐅᓯᐊᑦ ᑲᑎᒪᔨᕋᓛᖏᓐᓄᑦ ᐋᑦ ᓴᑑᐊᑦ ᐊᒻᒪ ᐋᓪ ᒪᒃᑖᓄᑦ. ᐋᓪ ᒪᒃᑖᓄᑦ ᓂᕈᐊᖅᑕᐅᒃᑲᓐᓂᓚᐅᖅᑐᖅ ᐃᒃᓯᕙᐅᑕᕐᒧᑦ ᐊᒻᒪᓗ ᐊᖓᔪᖅᑳᖅ ᐃᓂᖓᓄᑦ ᑕᒃᑯᓄᖓ ᓇᓪᓕᐅᒃᑯᒫᑦ ᐃᓐᓇᑐᖃᐅᓯᐊᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ.
ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓚᑦ ᐃᓚᕐᑲᖅᑐᑦ ᐅᑯᓂᖓ:

- ᐃᐅᑦ ᒪᒃᑖᓄᑦ, ᐃᒃᓯᕙᐅᑕᖅ
- ᐋᖅᑦ ᓯᑑᕙᑦ
- ᒪᐃᑯᑦ ᑰᐊᓐ
- ᐳᕋᐃᔭᓐ ᕝᓚᒥᖓ
- ᑎᐅᓇ ᒪᒃᐳᕋᐃᑦ
- ᐱᐅᑦ ᐸᓇᑦ
- ᒪᐃ ᐅᒫᓐᑦ

ᓗᓇ ᓴᑐᕝ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᑲᑎᒪᔨᓄᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐊᐅᓚᑦᑎᔨ ᐱᓕᕆᔨᖏᓪᓗ Connor, Clark & Lunn ᑐᓂᓯᓚᐅᖅᑐᑦ ᐸᐸᑕᐅᔪᓂᒃ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᐊᑐᓂ ᑲᑎᒪᔪᓂ ᐊᒻᒪ ᑲᑎᒪᔨᐅᔪᓄᑦ ᐅᖃᐅᓯᖃᖃᑦᑕᖅᓗᑎᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐸᕐᓇᒍᑎᓂᒃ ᐊᒻᒪᓗ ᓂᐅᕕᖅᑕᐅᕙᒃᑐᑦ ᖃᓄᐃᓕᕙᓪᓕᐊᓂᖏᓐᓂᒃ. ᑲᑎᒪᔩᑦ ᕿᒥᕐᕈᓚᐅᕐᒥᔪᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᓂᒃ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᔪᓂᒃ ᖃᐅᔨᓴᖅᑎᓂᑦ, AON Hewitt, ᖃᓄᐃᓕᕙᓪᓕᐊᖓᓕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᑦ ᐊᐅᓚᑦᑎᔨᖏᑦ ᑕᐅᑐᒃᓗᑦ ᑐᕋᒐᐅᔪᓪᓗ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐊᑐᐊᒐᖏᓐᓂᒃ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᑦ.

ᓇᑦᓕᐅᒃᑯᒫᑦ ᐃᓐᓇᑐᖃᐅᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐊᖏᖅᑕᐅᓚᐅᖅᑐᑦ AON-ᑯᓐᓄᑦ ᐱᓕᕆᐊᖑᓂᐊᖅᑐᖅ ᐱᖁᑎᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ ᐊᔾᔨᒌᑦ ᓈᓴᐅᑏᑦ ᓴᖅᑭᕋᔪᕐᓂᖅᐹᑦ ᑲᐅᔨᓴᖅᑕᐅᑎᓪᓗᒋᑦ ᐱᔭᕇᖅᑕᐅᓚᐅᖅᑐᖅ ᑕᒫᓂ ᐊᕐᕌᒍᔪᒥᑦ ᐊᒻᒪᓗ ᑐᓂᔭᐅᓪᓗᓂ ᐃᐳᕈᑎᓪᓗᒍ. ᑖᑯᐊ ᖃᐅᔨᓴᖅᑕᐅᓂᑯᑦ ᐱᒻᒪᕆᐅᔪᑦ ᓇᓗᓇᐃᖅᑕᐅᓪᓗᑎᒃ ᐊᔾᔨᒌᑦᑎᐊᕋᓗᐊᕐᓗᐊᒪᖕᒐᑕ ᑮᓇᐅᔭᕆᐅᔪᑦ ᐸᓯᔭᒃᓴᓐᖑᕈᑎᑐᐃᓐᓇᕆᐊᓖᓪᓗ ᑮᓇᐅᔭᓕᐅᕈᑕᒃᑲᓂᕋᓱᒃᑐᑦ ᖃᓄᐃᓕᐅᕈᑕᐅᔪᒪᔪᓄᑦ. ᓇᑦᓕᐅᒃᑯᒫᑦ ᐃᓐᓇᑐᖃᐅᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐃᓱᒪᖃᖅᑐᑦ ᐊᓯᔾᔨᔭᕆᐊᕐᓴᖅ ᐱᖁᑎᓅᖕᒐᔪᓄᑦ ᑕᖅᑭᓄᑦ ᐊᒡᒋᖅᑐᓄᑦ.

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

ᐱᕙᓖᔭᕐᓗᒍ ᐃᓚᒋᔭᐅᕙᖕᓂᖅ

ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᑦ ᐃᓚᒋᔭᐅᔪᑦ ᐊᒻᒪᓗ ᐅᓄᕐᓂᖕᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐅᓄᖅᓯᒋᐊᓚᐅᖅᑐᑦ 2019 ᐊᕐᕌᒍᓂ 5 ᖃᓂᒋᔭᓂ ᐃᓚᒋᔭᐅᔪᑦ. ᐊᐅᓚᓂᖓᑕ ᐸᕐᓇᐅᑎᖕᒋᑦ ᑕᒪᑐᒪᓂ ᐊᕐᕌᒍᒥᑦ ᐱᖃᓯᐅᔾᔨᔪᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ ᓂᐅᕐᕈᑎᖃᕈᓐᓇᐃᓐᓇᕐᓗᑎᒃ ᓄᓇᕐᓯᐊᒥ ᓄᓇᕗᒻᒥᓗ ᐊᒻᒪᓗᑦᑕᐅᖅ ᐊᖏᒡᓕᒋᐊᖅᑕᐅᓗᓂ ᔫᑲᓐᒥ.

ᐸᕐᓇᐅᑎᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᖕᒋᑦ

ᖃᓄᖅ ᐱᓕᕆᑦᑎᐊᕐᒪᖕᒐᑦ ᐱᓕᕆᑦᑎᐊᙱᒻᒪᖕᒐᑦᓗ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᓄᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐱᕈᖅᐸᓪᓕᐊᓂᖓ ᒪᓕᒃᓯᒪᖕᒪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ. ᑐᓂᔭᐅᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᑦ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᓂᑦ, ᐃᓚᓗᒍ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᑦ ᐅᑎᕐᕕᐅᓂᖓ ᐃᑲᔫᑕᐅᔪᓂᑦ, ᑮᓇᐅᔭᖃᐅᑕᐅᔭᕆᐊᖃᕐᒪᑦ ᐃᑲᔫᓯᐊᕋᓱᒃᑯᑎᒃ ᐃᓚᒋᔭᐅᔪᑦ.

ᑮᓇᐅᔭᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᖕᒋᒃᑲᓗᐊᕐᒪᖕᒐᑦ ᕿᒥᕐᕈᔨᒪᓈᑦ ᐋᖅᑭᒃᓯᔭᕆᐊᖃᖅᐳᖅ ᐸᕐᓇᐅᑎᒦᑦᑐᑦ ᑮᓇᐅᔭᐃᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᕐᒪᖕᒐᑕ ᐃᓚᒋᔭᐅᔪᓄᑦ. ᑮᓇᐅᔭᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᖕᒋᒃᑲᓗᐊᕐᒪᖕᒐᑦ ᕿᒥᕐᕈᔨᒪᓈᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐸᕐᓇᐅᑎᖕᒐᓄᑦ AON Hewitt Associates-ᖑᕗᑦ.

AON Hewitt Associates-ᑯᑦ ᐱᔭᕇᖅᓯᓚᐅᖅᑐᑦ ᓇᓚᐅᑦᑖᕈᑎᒥᓂᒃ ᐸᕐᓇᐅᑎ ᒪᕐᕉᓕᓪᓗᒍ. ᓯᕗᑦᓕᖅ, ᐃᓱᒫᓗᑕᐊᖏᓐᓇᖅᑐᖅ ᓇᓚᐅᑦᑖᕈᑕᐅᓯᒪᔪᖅ, ᓂᕆᐅᒋᔭᐅᔪᖅ ᓯᕗᓂᒃᓴᒧᑦ ᐱᔭᐅᔪᓐᓇᕋᔭᖅᑐᖅ ᐃᓚᒋᔭᐅᔪᓄᑦ ᐊᒻᒪᓗ ᓇᓚᐅᑦᑖᖅᓯᒪᓪᓗᓂ ᓯᕗᓂᒃᓴᒥ ᐱᖁᑎᒋᔭᐅᓂᐊᖅᑐᓂᒃ ᐸᕐᓇᐅᑎᒥ. ᑖᒃᑯᐊ ᖃᔅᓯᖑᖅᐸᓪᓕᐊᓛᕋᓱᒋᔭᐅᔪᑦ ᐋᖅᑭᒃᓯᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᓈᓴᐅᑎᒃᑯᑦ ᐊᑐᕐᓂᐊᕋᓱᒋᔭᐅᔪᓂ ᓯᕗᓂᒃᓴᒥ ᐃᓚᒋᔭᐅᔪᑦ ᑕᑯᔭᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᓇᔭᖕᒋᑦ ᓲᕐᓗ ᓯᕗᓂᒃᓴᒥ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖕᒋᑦ ᓂᐅᕕᐊᒃᓴᐃᑦ ᐊᑭᖕᒋᑦ. ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᑭᒡᓕᓯᓂᐊᖅᑎᒻᒪᕐᕉᑦ ᓇᓗᓇᐃᖅᓯᓪᓗᑎᒃ ᖃᔅᓯᓂᒃ ᐱᔭᕇᖅᑲᕐᓂᐊᕐᒪᖕᒐᑕ ᒫᓐᓇ ᐃᑲᔫᑎᒋᔭᐅᔪᓂᒃ ᓯᕗᓂᒃᓴᒥ ᐃᑲᔫᓯᐊᖅᑖᖅᑎᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᓂᒃ.

ᐊᕐᕌᓂᐅᓵᖅᑐᖅ ᐱᕙᓪᓕᐊᓂᖅᑲᓪᓕᕆᓚᐅᕐᒪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᓄᑦ ᐸᕐᓇᐅᑎ. ᐱᕈᖅᐸᓪᓕᐊᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐃᓚᔭᐅᓚᐅᖅᑐᑦ 30-ᒥᓕᐊᓐᑲᓐᓂᕐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓄᑦ ᐅᑎᕐᕕᐅᔪᑦ ᐊᒻᒪ ᐃᑲᔫᑎᓄᑦ ᐃᑲᔫᑏᑦ 285-ᒥᓕᐊᓐᖑᓕᖅᓱᑎᒃ ᐃᓱᓕᑎᓪᓗᒍ ᒫᕐᓯ 2020.

ᑲᑎᒪᔨᑦ ᐱᑎᑕᐅᓯᒪᖕᒪᑕ ᓯᕗᓪᓕᖅᐹᒥ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᑦ ᑮᓇᐅᔭᑎᒍᑦ 2019-ᒧᑦ (ᔭᓐᓄᐊᓇ 1, 2020) ᑕᑯᒃᓴᐅᓪᓗᓂ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᑦᑎᐊᕐᓂᖓᓂᒃ. ᑕᒪᑐᒪᓂ ᐊᕐᕌᒍᒥ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᓇᓗᓇᐃᖅᓯᒪᕗᖅ ᓱᓕ ᐊᒥᐊᒃᑯᖃᕐᓂᐊᕐᓂᖓᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᔪᑦ ᒪᓕᒃᓗᒋᑦ. ᑐᓂᔭᐅᔪᑦ ᐊᐅᓚᔾᔪᑕᐅᓪᓗᑎᒃ ᒫᓐᓇᒧᑦ ᓯᕗᓂᒃᓴᒧᓪᓗ ᐸᕐᓇᐅᑎᐅᑉ ᐊᑭᖕᒋᓐᓂᒃ ᑐᖕᒐᓃᖕᒋᓐᓇᖅᑐᑦ ᒫᓐᓇᐅᔪᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᓪᓗ ᑐᓂᓯᒪᔭᖕᒋᓐᓂᒃ ᐊᑭᑦᑐᕆᐊᕆᐊᖃᔾᔭᖕᒋᑦᑐᑦ.

ᐱᖃᑖ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᐸᕐᓇᐅᑎᓂ AON Hewitt Associates-ᑯᑦ ᐱᔭᕇᖅᓯᓂᐊᕐᓂᖕᒋᓐᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᖕᒋᓐᓄᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᖕᒋᑦ ᒪᓕᒃᑕᐅᓗᑎᒃ. ᑖᓐᓇ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᐱᔭᕇᖅᑕᐅᓚᐅᖅᑐᖅ ᐊᑐᕐᓂᐊᕋᓱᒋᔭᐅᔪᒥ ᐸᕐᓇᐅᑎᒥ ᓄᖅᑲᕐᓗᓂ ᓇᓚᐅᑦᑖᖅᑕᐅᓂᖓᑕ ᐅᓪᓗᖓᓂ ᑕᒪᕐᒥᒃᓗ ᐃᓚᒋᔭᐅᔪᑦ ᐊᑭᓕᖅᑕᐅᓗᑎᒃ ᓯᕗᓂᒃᓴᒥ ᐃᑲᔫᓯᐊᖅᑖᕆᓂᐊᖅᑕᖕᒋᑦ ᒪᓕᒃᓗᒋᑦ ᑐᓂᓯᖃᑦᑕᕐᓂᖕᒋᑦ ᒪᓕᒃᓗᒋᑦ. ᑖᓐᓇ ᐱᔭᕆᐊᖃᕐᓂᖓ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᐃᑦ ᐸᕐᓇᐅᑎᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᖕᒋᑦ ᒪᓕᒃᓗᒍ ᐊᑐᖅᑕᐅᖃᑦᑕᖅᓯᒪᖕᒪᑦ ᓇᖕᒥᓂᕆᔭᐅᔪᓄᑦ ᐸᕐᓇᐅᑎᖃᖅᑐᓄᑦ, ᐃᓄᖕᓄᑦ ᐱᔨᑦᑎᕐᓂᐅᖕᒋᑦᑐᓄᑦ ᓲᕐᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎ, ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖓᓄᑦ ᐊᒃᑐᐊᒐᔭᖕᒋᑦᑐᖅ. ᓄᑖᑦ ᒪᓕᒐᐅᔪᖅ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑕᐅᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᖕᒋᑦᑐᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᕐᒧᑦ ᑭᓯᐊᓂ ᖃᐅᔨᓴᐃᓐᓇᕐᓂᐊᖅᑐᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᓐᓇᕐᓂᖓᓂᒃ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᖅ ᒪᓕᒃᑑᒍ.

ᐱᐊᓂᒍᑎᒋᓗᒍ

2019–ᖑᑎᓪᓗᒍ ᐅᑭᐅᖅᑕᖅᑐᒥᐅᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖏᑕ ᐱᕝᕙᓪᓕᕈᑎᒃᓴᖏᓐᓄᑦ ᐱᓇᓱᐊᖅᑏᑦ ᓄᑖᓂᒃ ᐃᓚᑖᓚᐅᖅᐳᑦ, ᓇᓪᓕᐅᒃᑯᒫᖅᑯᑎᖏᑦ ᐱᕈᒃᑲᓐᓂᖅᓗᑎᒃ ᐊᒻᒪ ᐊᑲᐅᑖᖑᔪᓂᒃ ᐃᓕᖅᑯᓯᑦᑎᐊᕙᐅᑖᓂᒃ ᐱᓕᕆᔾᔪᑎᖅᑲᖅᐸᖏᔪᑦ. ᑲᑎᒪᔨᑦ ᑭᒡᒐᖅᑐᖅᓗᑎᑦ ᐅᕙᓐᓂᒡᓗ, ᖁᕕᐊᓇᖅᑑᖅᑕᖅᑐᖅ ᐃᓄᑐᖅᑲᖑᖅᓂᖅᒧᑦ ᓄᖅᑲᖅᓂᐊᓕᕋᖓᑕ ᐱᕝᕙᓪᓕᕈᑎᒃᓴᖏᓐᓂᒃ ᐋᖅᑭᒃᓱᐃᔾᔪᑎᓪᓗᑎᑦ ᓄᓇᑦᓱᐊᕐᒥᐅᑦ ᐊᒻᒪ ᓄᓇᕗᒻᒥ ᐃᓚᒋᔭᐅᔪᓕᒫᓄᑦ.

ᐃᓐᓇᖅᑐᖅᑲᐅᔾᔪᓱᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐃᒃᓱᕙᐅᑕᖅ

ᐊᐅᓚᑦᑎᔨᒻᒪᕆᐅᑉ ᐅᓂᒃᑳᖓ

2019-ᖑᑎᓪᓗᒍ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐱᕙᓪᓕᕈᑎᒃᓴᓕᐅᖅᑏᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᒃᑲᓐᓂᕋᓱᒃᑐᑦ ᐱᕈᓚᐅᖅᓯᒪᔪᐃᑦ 30 ᒥᓕᐊᓐᓄᑦ ᓄᕙᒡᔪᐊᕐᓇᖅ-19 ᐱᑕᖃᕋᓗᐊᖅᑎᓪᓗᒍᓗ ᑭᓯᑐᐃᓐᓇᕐᓂᒃ ᓄᖅᑲᐃᓯᒪᒐᓗᐊᖅᑎᓪᓗᒍ ᒫᔨᒥ ᐊᐃᕐᓇᓕᒥᓗ 2020, ᑖᓐᓇ ᐅᓂᒃᑳᓕᐊᖑᕙᓪᓕᐊᓕᖅᑎᓪᓗᒍ ᓄᖅᑲᐅᒥᓚᐅᕐᒪᑦ ᐊᑲᐅᙱᑦᑐᒧᐊᖅᓯᒪᙱᑦᑐᖅ.

ᐊᖏᒡᓕᕙᓪᓕᖅᑎᑦᑎᔪᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᓕᕆᐊᖓᓂᑦ ᔫᑳᓐᒧᑦ ᓱᓕ ᓯᕗᓪᓕᐅᑎᑕᐅᔪᒪᔪᖅ ᐸᕐᓇᒍᑎ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᓄᑦ. 2019-ᒥ ᖃᔅᓱᖅᓯᑲᓪᓚᒃᓗᑎᒃ ᑲᑎᒪᑲᑕᓚᐅᖅᐳᑦ, ᐅᓂᒃᑳᕆᐊᖅᑐᖅᓗᑎᒃ ᐊᒻᒪ ᑐᓴᖅᑎᑦᑎᓪᓗᑎᒃ ᐱᔪᒪᔪᓄᑦ ᔫᑳᓐᒥ ᐊᒻᒪ ᔫᑳᓐ ᒐᕙᒪᖓᓂ. 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, 2020-ᒥ ᕿᒥᕐᕈᔭᐅᓂᖓ ᓇᓗᐃᓇᐃᕆᔪᖅ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᑦᑎᐊᕐᓂᖓᓂᒃ ᐊᒥᐊᒃᑯᔪᐃᑦ ᕿᑐᕐᖏᐅᖅᐸᒃᓗᑎᒃ ᒫᓐᓇᓗ 8% ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᒧᑦ ᐊᒻᒪ 8% ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᒧᑦ ᓱᓕ ᓈᒻᒪᖕᓂᖓᓂᒃ ᑲᔪᓯᑐᐃᓐᓇᕐᓗᒍ ᐸᕐᓇᐅᑎ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓗᓂ.

ᑲᔪᓯᔪᒍᑦ ᓱᓕ ᐊᒃᓱᕈᖅᓗᑕ ᐃᓚᒋᔭᐅᔪᕐᑯᑎᕗᑦ ᐱᔨᑦᑎᕋᕋᓱᒃᓗᑎᒍ ᓄᓇᕐᓯᐊᕐᒥ ᐊᒻᒪ ᓄᓇᕗᒻᒥᐅᑦ ᐱᔪᓐᓇᕐᓂᓕᒫᖏᓐᓂ.

ᓵᓐ ᒪᐃᓕ,
ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐊᐅᓚᑦᑎᔨᒻᒪᕆᖓ

ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐊᕐᕌᒍᒧᑦ 2019 ᐊᒻᒪ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑦ ᐃᓱᒪᒋᔭᖏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ
ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ

ᐊᐅᓚᑦᑎᔨᑦ ᑲᒪᒋᔭᒃᓴᖏᑦ ᑮᓇᐅᔭᓂᒃ ᐊᑐᖅᑕᐅᔪᕕᓂᕐᓄᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᖏᓐᓂᒃ ᐊᐅᓚᑦᑎᔨᑦ ᐱᓕᕆᐊᒃᓴᖅᑲᖅᐳᑦ ᐱᕙᒋᔭᖅᑎᑦᑐᒥᑦ, ᓱᓕᑦᑎᐊᕐᓗᑎᒃ ᐊᒻᒪ ᐊᔾᔨᒋᒃᑎᑦᑎᓗᑎᒃ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖏᓐᓂᒃ. ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖏᑦ ᐱᕙᒋᔭᖅᑕᐅᓚᐅᖅᐳᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᔭᕆᐊᓖᑦ ᒪᓕᒃᑐᒋᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎᖏᓐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐱᕙᒋᔭᖅᑎᓪᓗᒋᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖏᓐᓂᒃ ᐊᖏᖅᑕᐅᓚᐅᖅᑐᓂᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ. ᓈᒻᒪᓈᕐᖓᑦ, ᐱᕙᒋᔭᖅᑕᐅᔪᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑐᑭᓯᒋᐊᕈᑎᒃᓴᑦ ᑕᕝᕙᓂ ᐅᓂᒃᑳᒦᑦᑐᑦ ᐱᖃᓯᐅᔾᔨᖃᑦᑕᖅᐳᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᓂᑦ ᖃᓄᖅᑑᕈᑕᐅᔪᓂᓪᓗ’ ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑕᐅᑦᑎᐊᖅᓯᒪᔪ ᑐᙵᕕᒋᓪᓗᒋᑦ ᑐᑭᓯᒋᐊᕈᑎᒃᓴᑦ ᐊᑐᐃᓐᓇᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ. ᐱᔾᔪᑎᓪᓚᓇᖏᑦ ᐊᔾᔨᒋᖏᑐᐃᓐᓇᓇᐊᖃᕐᒪᒋᑦ ᓇᓚᐅᑦᑖᖅᓯᒪᔪᑦ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ ᐊᐅᓚᑦᑎᔨᖏᑦ ᐋᖅᑭᒃᓯᐃᓚᐅᖅᐳᑦ ᑲᔪᓯᑎᑦᑎᓪᓗᑎᒡᓗ ᑮᓇᐅᔭᑦ ᑎᑎᖅᓯᕝᕕᖏᓐᓂ ᑲᑎᓯᒪᔪᓂᑦ, ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᑦ, ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᓪᓗ ᐃᖅᑲᓇᐃᔭᕐᕕᖕᒥ ᐊᐅᓚᑦᑎᔾᔪᑎᓂ ᐊᒻᒪ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᔾᔪᓯᕐᓂ. ᑖᒃᑯᐊ ᐋᖅᑭᒃᑕᐅᓯᒪᕗᑦ ᖃᐅᔨᒪᑦᑎᐊᕐᑯᓪᓗᒋᑦ ᑕᒻᒪᖅᓯᒪᙱᑦᑎᐊᕐᓂᖏᓐᓂᒃ ᑕᑎᒋᔭᐅᔪᓐᓇᖅᓗᑎᒡᓗ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖏᑦ ᑲᓇᑕᒥ ᓇᖕᒥᓂᓕᖕᓄᑦ ᑯᐊᐳᓴᓐ ᐱᕐᑯᔭᖓ ᒪᓕᒃᓗᒍ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ ᐊᐅᓚᑦᑎᔨᖏᑦ ᑲᔪᓯᑎᑦᑎᖃᑦᑕᖅᐳᑦ ᑲᒪᒋᔭᕆᐊᓕᖏᓐᓂᒃ ᑮᓇᐅᔭᓂᒃ ᐅᓂᒃᑳᓕᐅᕐᓂᕐᒧᑦ, ᐃᖅᑲᓇᐃᔭᕐᕕᖕᒥ ᐊᐅᓚᑦᑎᔾᔪᑎᓂᒃ ᐊᒻᒪ ᐸᖅᑭᒃᓕᑦᑎᐊᕐᓂᕐᒧᑦ ᐱᕐᑯᑎᓂᒃ.

(ᐊᐃᕗᕆ, ᑰᐸ ᑲᒻᐸᓂᓗ) Avery, Cooper & Co. ᐸᐃᐹᖅᑖᖅᓯᒪᔪᑦ ᓈᓴᐃᔨᒻᒪᓇᑦ ᑮᓇᐅᔭᓕᕆᔨᒻᒪᑦᓇᑦ ᐊᕐᕌᒍᑕᒫ ᐃᒻᒥᒃᑰᖅᑐᒥᑦ, ᑐᕌᒐᖅᑐᒥᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᓂᒃ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᖃᑦᑕᖅᐳᑦ ᐃᓱᒪᒋᔭᒥᓂᒃ ᓇᓗᓇᐃᖅᓯᔪᓐᓇᕐᑯᓪᓗᒋᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖏᓐᓂ ᒪᓕᒃᓗᒋᑦ ᒪᓕᒃᓗᒍ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ ᒪᓕᒃᑕᐅᒋᐊᖃᖅᑐᖅ ᒪᓕᒃᓗᒋᑦ.

Aon Hewitt Associates, ᐃᒻᒥᒃᑯᑦ ᐊᐅᓚᑦᑎᔪᑦ ᖃᐅᔨᒪᔨᑕᐅᓪᓗᑎᒃ ᓇᓪᓕᐅᒃᑰᒫᓂᒃ ᑭᒃᓕᓯᓂᐊᖅᑎᐅᔪᑦ, ᐱᓕᕆᖃᑕᐅᓚᐅᖅᐳᑦ ᐊᑭᖓᓂ ᓇᓚᐅᑦᑖᖅᓯᒪᔪᒥᑦ ᓴᖅᑭᑦᑎᕐᑯᓪᓗᒋᑦ ᑭᒃᓕᓯᓂᐊᖅᑕᐅᓯᒪᓪᓚᑦᑖᖅᑐᓂᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐃᑲᔫᑎᖏᓐᓂᒃ ᐊᒻᒪ ᐊᑭᓕᕆᐊᓕᖏᓐᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᒻᒥᒃ. ᐊᑭᖓᓂ ᓇᓚᐅᑦᑖᕈᑎ ᐱᓕᕆᐊᖑᓚᐅᖅᐳᖅ ᑎᓯᐱᕆ 31, 2019-ᒥ ᐊᑐᐃᓐᓇᕈᖅᑎᑦᑎᓪᓗᑎᒃ ᓇᓚᐅᑦᑖᕈᑎᒥᓂᒃ ᑭᒃᓕᓯᓂᐊᖅᑕᐅᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐃᑲᔫᑎᖏᓐᓂᒃ ᐊᒻᒪ ᐊᑭᓕᕆᐊᓕᖏᓐᓂᒃ ᐸᕐᓇᐅᑎᐅᑉ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᖕᓇᐅᑎ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ,

ᐃᐅᑦ ᒪᒃᑖᓄᑦ,
ᐃᓐᓇᖅᑐᖅᑲᐅᔾᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᖅᓗᓄᑦ ᐃᒃᓯᕙᐅᑕᖅ

ᓵᓐ ᒪᐃᓕ,
ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐊᐅᓚᑦᑎᔨᒻᒪᓇᖓ

ᐊᐃᓇᓕ 2, 2020

AVERY COOPER & CO. LTD.
Chartered Professional Accountants

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ

ᐃᓱᒪᒋᔭᕗᑦ

ᓈᓴᖅᓯᒪᒐᑎᒍᑦ ᐅᓂᒃᑳᓕᐊᕆᓪᓗᒋᓪᓗ ᑮᓇᐅᔭᐃᑦ ᖃᓄᐃᓕᖕᒐᖕᒪᖔᑕ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖕᒋᓐᓄᑦ ᐸᕐᓇᐅᑎᑦ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᐃᑦ ᑎᓯᐱᕆ 31, 2019 ᑎᑭᓪᓗᒍ, ᐊᒻᒪᓗ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐊᓯᔾᔨᕐᓂᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐊᒥᐊᒃᑯᔪᑦ ᐊᒻᒪᓗ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᐃᑦ ᐱᔭᕆᐊᖃᕐᓂᖕᒋᑦ, ᐊᒥᐊᒃᑯᔪᑦ ᐱᕐᑯᑎᖕᒋᑦ ᐱᑕᖃᕐᓂᖕᒋᑦ ᐃᑲᔫᓯᐊᖑᔪᓐᓇᖅᑐᑦ, ᐊᒻᒪᓗ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᖕᒋᑦ ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑎᓪᓗᒍ, ᐊᒻᒪᓗ ᓇᐃᓈᖅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᐃᑦ ᐊᓯᖕᒋᓪᓗ ᐅᖃᐅᓯᒃᓴᐅᔪᑦ (ᑲᑎᓪᓗᒋᑦ ᑕᐃᔭᐅᔪᑦ “ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ”).

ᐅᖃᐅᓯᒃᓴᕆᔭᕗᑦ, ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖅᓯᒪᓂᖕᒋᑦ ᓈᒻᒪᒃᑐᒥᒃ ᓴᖅᑭᑕᐅᓯᒪᔪᑦ, ᑕᒪᕐᒥᒃ ᑮᓇᐅᔭᓕᕆᓯᒪᔪᑦ, ᑮᓇᐅᔭᐃᓪᓗ ᖃᓄᐃᓕᖕᒐᓂᖕᒋᓐᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐸᕐᓇᐅᑎᑦ ᑐᖅᑯᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᐃᑦ ᑎᓯᐱᕆ 31, 2019 ᑎᑭᓪᓗᒍ, ᐊᒻᒪᓗ ᓴᖅᑭᑕᐅᔪᑦ ᐊᐅᓚᓂᖕᒐᓂᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᖕᒋᓐᓂᒃ ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᓐᓂᖕᒐᓄᑦ ᒪᓕᒃᓗᒋᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᐃᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ ᐱᔾᔪᑎᒋᓗᒍ ᐋᖅᑭᒃᓱᖅᑕᐅᓂᖕᒋᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᓕᐊᕆᓯᒪᔪᑦ.

ᐃᓱᒪᒋᔭᕐᑕ ᑐᙵᕕᖕᒋᑦ

ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᓚᐅᖅᑐᒍᑦ ᑲᓇᑕᒥ ᐊᖕᒋᖅᑕᐅᓯᒪᔪᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕐᓂᕐᒧᑦ ᒪᓕᒐᐃᑦ ᒪᓕᒃᓱᒋᑦ. ᐱᓕᕆᐊᒃᓴᕗᑦ ᑖᒃᑯᑎᒎᓇᖅ ᒪᓕᒐᖅᑎᒍᑦ ᓇᓗᓇᐃᖅᑕᐅᓗᐊᒃᑲᓐᓂᖅᓯᒪᔪᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ– ᑲᒪᒋᔭᒃᓴᖕᒋᓐᓂᒃ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᔪᑦ ᐅᓂᒃᑳᑦᑎᓐᓂ. ᐃᒻᒥᒃᑰᖅᑐᒍᑦ ᑲᑎᒪᔨᐅᓪᓗᑕ ᒪᓕᒃᓱᒍ ᐱᓇᓱᐊᑦᑎᐊᕐᓂᕐᒧᑦ ᐱᔭᐅᔭᕆᐊᓕᖕᓂᒃ ᐊᒃᑐᐊᓂᓕᖕᓄᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᐸᒃᑕᑦᑎᓐᓄᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᓄᑦ ᑲᓇᑕᒥ, ᐱᓕᕆᖅᑦᑕᖅᓯᒪᓪᓗᑕᓗ ᐊᓯᖕᒋᑦ ᐱᓇᓱᐊᑦᑎᐊᕐᓂᕐᒧᑦ ᑲᒪᒋᔭᒃᓴᑦ ᒪᓕᒃᓱᒋᑦ ᑖᒃᑯᐊ ᐱᔭᐅᔭᕆᐊᓕᑦ. ᐃᓱᒪᒋᔭᑦᑎᓐᓂ ᐅᒃᐱᕆᕙᕗᑦ ᓈᓴᐃᔨᒻᒪᕆᐅᑉ ᓇᓗᓇᐃᑦᑎᐊᖅᑕᖕᒐᑦ ᐊᒻᒪᓗ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᔪᑦ ᐅᖃᐅᓯᒃᓴᖃᕈᑦᑕ.

ᐱᔾᔪᑎᒋᓪᓗᐊᑕᖅᑕᖕᒐ ᖃᓄᐃᓐᓂᐅᔫᑉ

ᓇᓗᓇᐃᔭᖅᑕᐅᓯᒻᒪᒪᑕ ᑎᑎᕋᓯᒪᓂᓕᒻᒥᑦ 2(a), ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖕᒋᓐᓄᑦ ᐋᖅᑭᒃᓱᐃᓚᐅᕐᒪᑕ ᓇᖕᒥᓂᖅ ᑎᑎᕋᖅᑕᒥᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖅᓯᒪᓂᖕᒋᓐᓂᒃ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᙱᑦᑎᐊᕐᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᐃᑦ ᐃᓱᓕᑎᓪᓗᒍ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᐃᑦ ᒪᓕᒃᓱᒋᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ ᐊᒃᑐᐊᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᓕᐊᖑᓂᖕᒋᓐᓄᑦ ᐊᓯᐊᒍᑦᑕᐅᖅ ᐅᓂᒃᑳᓕᐊᖑᒥᔪᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ ᐅᓂᒃᑳᓕᐊᖕᒋᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐅᓪᓗᖃᖅᑐᖅ ᐊᐃᓇᓕ 3, 2020. ᐊᓯᐊᒍᑦ ᑲᑎᓯᒪᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᐱᔨᖕᒋᓐᓄᑦ ᐅᓪᓗᖃᖅᑐᖅ ᑎᓯᐱᕆ 31, 2019 ᐊᒻᒪᓗ ᐊᕐᕌᒍ ᐃᓱᓕᑎᓪᓗᒍ ᐱᒋᐊᖅᑕᐅᓯᒪᖕᒋᑦᑐᖅ.

ᐊᓯᖕᒋᑦ ᑐᑭᓯᔾᔪᑏᑦ

ᐊᐅᓚᑦᑎᔨᑦ ᑲᒪᒋᔭᖃᕐᓂᐊᖅᑐᖅ ᐊᓯᖕᒋᓐᓂᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ. ᐊᓯᖕᒋᑦ ᑐᓴᐅᒪᔾᔪᑏᑦ ᐱᑕᖃᖅᑎᑕᐅᓲᑦ ᐊᐅᓚᑦᑎᔨᓄᑦ ᐅᖃᐅᓯᐅᓚᐅᖅᑐᖅ ᖃᐅᔨᔭᐅᒻᒪᕆᓐᓂᖕᒋᓪᓗ.

ᐃᓱᒪᒋᔭᕗᓪᓕ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓱᕆᔭᐅᓂᖕᒋᓐᓄᑦ ᐊᓯᖕᒋᓐᓂᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ ᐱᖃᓯᐅᔨᔭᖕᒋᒻᒪᑦ ᐊᒻᒪᓗ ᐅᖃᐅᓯᖃᔭᖕᒋᑦᑐᒍᑦ ᑖᑯᓄᖕᒐᖕᒐᔪᓂᑦ ᖃᓄᐃᓕᖕᒐᔭᐅᓕᖕᒐᓄᑦ. ᐊᒃᑐᐊᓂᖃᖅᑐᖅ ᑮᓇᐅᔭᓕᕆᐊᕆᕙᒃᑕᑦᑕ ᖃᐅᔨᓴᖅᑕᐅᒻᒪᕆᓐᓂᖕᒋᓐᓄᑦ, ᑲᒪᒋᔭᕆᐊᖃᖅᑕᕗᑦ ᐊᓯᖕᒋᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ ᐅᖃᓕᒫᖃᑦᑕᕐᓗᑕ ᓇᓗᓇᐃᕐᓗᒋᑦ ᖁᓛᓂᑦᑐᑦ ᐊᒻᒪᓗ, ᑕᐃᒪᐃᓕᐅᕈᑦᑕ, ᐃᓱᒪᒋᔭᕆᐊᖃᖅᑕᕗᑦ ᐊᓯᖕᒋᑦ ᑐᓴᐅᒪᔾᔪᑏᑦ ᐊᔾᔨᒌᑦᑎᐊᕋᓗᐊᕐᒪᖔᑕ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑲᐅᓱᕆᔭᐅᓂᖕᒋᓐᓄᑦ ᐅᕝᕙᓗᓃᑦ ᖃᐅᔨᒪᔭᕗᑦ ᐱᖃᓯᐅᔭᔭᐅᓗᑎᒃ ᑮᓇᐅᔭᓕᕆᐊᕆᕙᒃᑕᑦᑕ ᖃᐅᔨᓴᖅᑕᐅᒻᒪᕆᓐᓂᖕᒋᓐᓄᑦ, ᐅᕝᕙᓗᓃᑦ ᐊᓯᐊᒍᑦ ᓴᖅᑭᓐᓂᖅᐸᑦᐅᖃᑦᑎᐊᖅᓯᒪᖕᒋᓪᓗᓂ.

ᐱᓯᒪᔭᕗᑦ ᐊᐅᓚᑦᑎᔨᓄᑦ ᐅᖃᐅᓯᕆᔭᐅᖃᑦᑕᖅᓯᒪᔪᖅ ᐊᒻᒪᓗ ᖃᐅᔨᔭᐅᓯᒪᓪᓗᓂ ᑮᓇᐅᔭᓕᕆᐊᖑᕙᒃᑐᓂᒃ ᖃᐅᔨᓴᖅᑎᒻᒪᕆᒻᒧᑦ ᐅᓂᒃᑳᖅ ᐅᖃᐅᓯᐅᓂᐊᓕᖅᑎᓪᓗᒍ. ᑕᐃᒪᐃᐸᐸᑦ, ᐊᓯᖕᒋᓐᓄᑦ ᑐᓴᐅᒪᔾᔪᑎᓄᑦ ᐱᓕᕆᐊᕆᓯᒪᔭᑦᑎᓐᓄᑦ, ᑭᖑᓪᓕᖅᐹᒥᑦ ᐱᓕᕆᐊᕆᓪᓗᑎᒍ ᐊᓯᖕᒋᓐᓂᑦ ᑐᓴᐅᒪᔾᔪᑎᓂᑦ ᐅᖃᑦᑎᐊᖅᓯᒪᔪᖃᓚᐅᖕᒋᑦᑐᖅ, ᐅᖃᐅᓯᕆᔭᕆᐊᖃᓚᐅᖅᑕᕗᑦ ᑮᓇᐅᔭᓕᕆᐊᖑᕙᒃᑐᓂᒃ ᖃᐅᔨᓴᖅᑎᒻᒪᕆᒃ ᐅᓂᒃᑳᖅᑎᓪᓗᒍ. ᑖᑦᓯᒪ ᒥᑦᓴᓄᑦ ᐅᓂᒃᑲᓕᐊᑦᓴᖃᖕᒋᑦᑐᒍᑦ.

ᑲᒪᒋᔭᒃᓴᕆᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᔨᒃᑯᓐᓄᑦ ᑕᐃᒃᑯᓄᖓᓗ ᑲᒪᒋᔭᒃᓴᖃᖅᑎᑕᐅᔪᓄᑦ ᐊᐅᓚᑦᑎᔨᐅᓂᕐᒧᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᐅᓚᑦᑏᔨᑦ ᐱᓕᕆᐊᒃᓴᖃᖅᐳᑦ ᐱᕙᒋᔭᖅᐸᒡᓗᑎᒃ ᐊᒻᒪ ᐅᓂᒃᑲᐅᓯᖃᖅᐸᒡᓗᑎᒃ ᑮᓇᐅᔭᓂᒃ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᔪᓂᒃ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᐃᑦ ᒪᓕᒡᓗᒋᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ ᐱᕙᒋᔭᖅᑐᓄᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖏᓐᓂᒃ ᐊᒃᑐᐊᓂᓕᖕᓂᒃ, ᐊᒻᒪ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᑉ ᐃᓗᐊᓂ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ ᐊᐅᓚᑦᑎᔨᐅᑎᓪᓗᒋᑦ ᑐᑭᑖᕈᑎᒋᓗᒋᑦ ᐱᕙᒋᔭᕈᓐᓇᕐᑯᓪᓗᒋᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᔪᓂᑦ ᐋᖅᑭᒃᓯᑲᒻᒪᒃᓯᖕᒋᒃᑲᓗᐊᕐᒪᖔᑕ, ᐱᔾᔪᑎᒋᔭᐅᓗᓂᑦ ᒪᓐᓇ ᑮᓇᐅᔭᓂᑦ ᐊᑐᕐᓂᓪᓘᑎᖃᕐᓂᕐᒥᑦ ᐅᕙᓗ ᑕᒻᒪᖅᓯᒪᓂᕐᒥᑦ.

ᐱᕙᒋᔭᕐᓗᒋᑦ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᑦ, ᐊᐅᓚᑦᑎᔨᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᖃᐅᔨᓴᕆᐊᖃᖅᐸᒃᑐᑎᒃ ᑲᑎᒪᔨᓂᒃ ᐱᔪᓐᓇᕐᓂᕆᔭᐅᔪᓂᒃ ᐱᓕᕆᐊᖑᐃᓐᓇᕐᓗᑎᒡᓗ ᐃᓱᒪᒃᑕᐅᕙᓪᓕᐊᑐᐃᓐᓇᖃᑦᑕᖅᑐᑦ, ᓴᖅᑭᑕᐅᓗᑎᒃ, ᐱᔭᕆᐊᖃᕐᓂᖓ ᒪᓕᒡᓗᒍ, ᐱᔾᔪᑎᑦ ᐊᒃᑐᐊᓂᓖᑦ ᐃᓱᒪᒃᑕᐅᖏᓐᓇᖅᑐᓄᑦ ᐊᑐᕐᓗᒋᓪᓗ ᐃᓱᒪᒃᑕᐅᖏᓐᓇᖅᑐᑦ ᑐᙵᕕᖏᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑭᓯᐊᓂ ᐊᐅᓚᑦᑎᔨᓂᒃ ᐊᑭᓕᐅᑕᐅᔪᒪᓗᑎᒃ ᑲᑎᒪᔨᓄᑦ ᐅᕝᕙᓘᓐᓃᑦ ᐊᐅᓚᑦᑎᓂᕆᔭᐅᔪᖅ ᓄᖅᑲᖅᑎᑕᐅᓗᓂ, ᐅᕝᕙᓘᓐᓃᑦ ᐱᕕᖃᖅᑎᓪᓗᑎᒃ ᑭᓯᐊᓂ ᓄᖅᑲᖅᑎᑕᐅᑐᐃᓐᓇᕐᓗᓂ.

ᑕᐃᒃᑯᐊ ᐊᐅᓚᑦᑎᔨᐅᑎᑕᐅᔪᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᑲᑎᒪᔨᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᑦ ᐅᓂᒃᑳᑦ ᐊᐅᓚᓂᕆᔭᖏᓐᓂᒃ.

ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕆᐊᖃᖅᓗᑎᒃ ᑮᓇᐅᔭᓂᒃ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ

ᑐᕋᒐᖃᖅᐳᒍᑦ ᓈᒻᒪᒃᑐᓂᒃ ᐅᖃᐅᔾᔪᖅᓯᖅᑕᐅᕙᒃᓗᑕ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᑦ ᐊᑕᖏᕐᓗᒋᑦ ᑕᒻᒪᖅᑕᖅᓯᒪᙱᑦᓗᑎᒃ, ᐱᔾᔪᑎᖃᕐᒪᖔᑕᓗ ᐱᕋᔭᒃᑕᐅᓂᕐᒧᑦ ᐅᕝᕙᓘᓐᓃᑦ ᑕᒻᒪᖅᑕᐅᖓᖔᑕ, ᑐᓐᓂᖅᑯᑕᐅᓗᑎᒃᓗ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ ᐅᓂᒃᑳᖏᑦ ᐃᓱᒪᒋᔭᕗᑦ ᐃᓚᓕᐅᑎᓯᒪᓗᒋᑦ. ᓈᒻᒪᒃᑐᑦ ᐅᖃᐅᔾᔪᖅᓯᖅᑕᐅᔾᔪᑎᑦ ᓈᒻᒪᒃᑐᒥᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᑦ, ᑭᓯᐊᓂ ᓇᓗᓇᐃᖅᓯᒪᙱᑦᑐᖅ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᔪᑦ ᒪᓕᒃᑐᒍ ᑲᓇᑕᒥ ᓈᒻᒪᒋᔭᐅᔪᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕈᑎᑦ ᖃᐅᔨᔾᔪᑕᐅᖏᓐᓇᕈᓐᓇᙱᑦᑐᑦ ᐱᑕᖃᖅᐸᕐᓴᖅᑐᓂᒃ ᑕᒻᒪᓯᒪᔪᓂᒃ. ᑕᒻᒪᖅᓯᒪᔪᑦ ᓴᖅᑭᑦᑐᓐᓇᖅᑐᑦ ᐱᕋᔭᒃᑕᐅᓂᒃᑯᑦ ᐅᕝᕙᓘᓐᓃᑦ ᑕᒻᒪᖅᑕᐅᔪᒃᑯᑦ ᐃᒪᐃᑉᐸᑕ, ᐊᑐᓂ ᐅᕝᕙᓘᓐᓃᑦ ᑲᑎᖅᓯᖅᓯᒪᔪᓂᒃ, ᑕᑯᒃᓴᐅᑎᑦᑎᑐᐃᓐᓇᕆᐊᖃᕐᒪᑕ ᒪᑭᒪᔾᔪᑎᓄᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᓯᒪᔪᓄᑦ ᐊᑐᖅᑎᓄᑦ ᑐᙵᕕᒋᓗᒋᑦ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᓕᐊᑦ

ᐃᓚᒋᔭᐅᓗᓂ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᓯᒪᔪᑦ ᒪᓕᒃᑐᑦ ᑲᓇᑕᒥ ᓈᒻᒪᒋᔭᐅᔪᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᕈᑎᓄᑦ, ᐱᓕᕆᓲᖑᕗᒍᑦ ᖃᐅᔨᒪᓇᓱᑦᑎᐊᖅᐸᒃᑐᑎᒍᑦ ᐅᒃᐱᕈᓯᖕᒋᓐᓂᕗᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᑎᓪᓗᒋᑦ. ᐃᒪᐃᓕᐅᓲᖑᖕᒥᔪᒍᑦ:

- ᓇᓗᓇᐃᖅᐸᒃᑐᑎᒍᑦ ᖃᐅᔨᓴᖅᐸᒃᑐᑎᒍᓪᓗ ᐊᑦᑕᕐᓇᕐᓂᖏᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᑕᒻᒪᖅᓯᒪᔪᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᓂᒃ, ᐱᕋᔭᒃᑕᐅᓯᒪᒃᐸᓛᓐᓂᕗᑦ ᑕᒻᒪᖅᑕᖅᓯᒪᒃᐸᓛᓐᓂᕗᑦ, ᐋᖅᑭᒃᓯᒪᓂᖏᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᐸᒃᑐᑕᓗ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑐᓂᒃ, ᐱᕙᒃᑐᑎᒍᓪᓗ ᖃᐅᔨᔭᐅᔪᑦ ᑕᒻᒪᖅᓯᒪᓂᖏᓐᓂᒃ ᓈᒻᒪᒃᑐᑦ ᑐᙵᕕᒋᔭᐅᔪᓐᓇᖅᑐᓄᑦ ᐃᓱᒪᒋᔭᑦᑎᓐᓄᑦ. ᐊᑦᑕᕐᓇᕐᓂᖓ ᖃᐅᔨᔭᐅᙱᑉᐸᑕ ᑕᒻᒪᖅᓯᒪᔪᖅᑕᖃᕐᓂᖅᑎᓪᓗᒍ ᐱᕋᔭᒃᑕᐅᓂᒃᑯᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᓯᒪᔪᑦ ᐱᔭᕆᑐᓂᖅᓴᐅᓲᖑᕗᑦ ᑕᒻᒪᖅᓯᒪᔪᑦ ᐱᔭᕆᐊᑭᓐᓂᖅᓴᐅᓪᓗᑎᒃ, ᐱᕋᔭᒃᑕᐅᓯᒪᔪᑦ ᐊᖏᖅᑲᑎᑮᒍᑕᐅᓯᒫᓂᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ, ᐊᑎᓕᐅᕈᓯᖅᑐᐃᔾᔪᐊᖅᑕᐅᓗᓂ ᐊᑎᓕᐅᖅᓯᒪᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ, ᐱᔾᔪᓗᑎᒃ ᑭᑭᑦᑎᕙᒃᓗᑎᒃ, ᐅᓂᒃᑲᐅᓯᐅᔪᑦ ᑕᒻᒪᖅᓯᒪᓗᑎᒃ, ᐱᓕᕆᕝᕕᖏᓪᓗᓐᓂᕗᑦ ᐊᐅᓚᑕᐅᓂᖏᑦ ᖀᖏᐅᑎᓯᒪᓗᑎᒃ.

- ᖃᐅᔨᓴᕋᓱᐊᖅᑎᓪᓗᒋᑦ ᑕᒻᒪᙱᒃᑲᓗᐊᕐᒪᖔᑕ ᐊᐅᓚᑕᐅᔪᓂ ᐸᕐᓇᒃᑕᐅᓯᒪᔭᕆᐊᖃᖅᑐᑦ ᑲᑎᒪᔨᓄᑦ ᐃᓱᒪᒋᔭᕆᐊᖃᖅᑐᓂᒃ ᓈᓴᐃᔨᒻᒪᕆᐅᑉ ᐱᔾᔪᑎᖓᓄᖓᓕᓗᐊᕐᒪᖔᑕ, ᑭᓯᐊᓂ ᓇᓗᓇᐃᑦᑎᐊᕆᐊᓕᒃ ᐃᓱᒪᒋᔭᖏᑦ.

- ᖃᐅᔨᓴᕐᓗᒋᑦ ᓈᒻᒪᖕᓂᖏᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓄᑦ ᐊᑐᐊᒐᑦ ᐊᑐᖅᑕᐅᓲᑦ ᓈᒻᒪᖕᓂᕆᔭᖏᓪᓗ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓄᑦ ᒥᒃᓴᐅᑦᑎᓯᒪᔪᑦ ᐊᒃᑐᐊᓂᓖᓪᓗ ᓴᖅᑭᑕᐅᔪᑦ ᐊᐅᓚᑦᑎᔨᓄᑦ.

- ᖃᐅᔨᓴᕐᓗᒋᑦ ᐊᐅᓚᑦᑎᔨᒧᑦ ᐊᑐᖅᑕᐅᓲᑦ ᓈᒻᒪᖕᓂᖏᑦ ᒪᓕᒡᓗᒋᑦ ᐃᓱᒪᓗᑕᐅᔪᑦ ᑐᙵᕕᖏᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᐊᒻᒪ, ᑐᙵᕕᒋᓗᒋᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᔪᑦ ᐱᔭᐅᓯᒪᔪᑦ, ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᓯᒪᔪᑦ ᓇᓗᓇᖅᐸᑕ ᐱᑕᖃᖅᐸᕐᓴᖅᑐᓄᑦ ᖃᓄᐃᑦᑑᓂᖏᓐᓄᓪᓗᓐᓂᕗᑦ ᐅᔾᔨᕐᓇᖅᑐᒥᒃ ᓇᓗᓕᖅᑕᐅᔪᑦ ᐱᓕᕆᖕᕕᐅᔫᑉ ᐱᔾᔪᓐᓇᕐᓂᕆᔭᐅᔪᑦ ᐃᓱᒪᓗᑕᐅᔪᒧᑦ ᐱᓕᕆᐊᖑᐃᓐᓇᕈᓐᓇᕐᑯᓪᓗᒍ. ᐋᖅᑭᒃᓯᒍᑦᑕ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᔪᑦ ᓇᓗᓇᐃᓐᓇᕐᓗᑎᒃ, ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ ᐅᓂᒃᑳᖏᑦ ᐱᓕᕆᖅᑲᑦᑕᕐᑯᔭᐅᕗᑦ ᐊᒃᑐᐊᓂᓖᑦ ᓴᖅᑭᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᓂᒃ ᐅᕝᕙᓘᓐᓃᑦ ᓴᖅᑭᑕᐅᔪᑦ ᓈᒻᒪᖅᑉᐸᑕ, ᐋᖅᑭᒋᐊᕈᑕᐅᓗᑎᒃ ᐃᓱᒪᒋᔭᑦᑎᓐᓄᑦ. ᐋᖅᑭᒃᑕᕗᑦ ᑐᙵᕕᖅᑲᓲᖑᕗᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ ᖃᐅᔨᔭᖏᓐᓂᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑉ ᐅᓂᒃᑳᓕᐊᓇᓚᐅᖅᑕᖏᑦ ᐅᑎᕐᕕᒋᓗᒋᑦ. ᑭᓯᐊᓂ, ᓯᕗᓂᒃᓴᑦᑎᓐᓂ ᐱᓕᕆᐊᑦ ᐅᕝᕙᓘᓐᓃᑦ ᖃᓄᐃᑦᑑᓂᖏᑦ ᐱᔾᔪᑕᐅᑐᐃᓐᓇᕆᐊᖃᖅᐳᑦ ᑲᑎᒪᔨᓄᑦ ᐱᓕᓈᓐᓇᕐᓱᒃᑲᓗᐊᖅᐸᒍ ᐃᓱᒪᓗᑕᐅᓂᖓᓄᑦ.

- ᖃᐅᔨᓴᕐᓗᒋᑦ ᐊᑕᖏᕐᓗᒍ ᐅᓂᒃᑲᐅᓯᐅᔪᑦ, ᐋᖅᑭᒃᓯᒪᓂᖓ ᐃᓗᓕᖅᑕᖏᓪᓗ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑳᓕᐊᓂᒃ, ᓴᖅᑭᑕᐅᔪᓪᓗ, ᑖᒃᑯᐊᓗ ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᐅᔪᑦ ᒪᓕᒃᑲᓗᐊᕐᒪᖔᑕ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ ᓄᐊᑕᐅᔪᓄᑦ ᐱᓕᕆᐊᖑᓯᒪᔪᓄᓪᓗ ᐱᐅᓯᖃᕐᓗᑎᒃ ᐊᔾᔨᒌᒃᑎᑦᑎᔪᓂᒃ.

ᑐᓴᐅᒪᑎᑦᑎᓲᖑᕗᒍᑦ ᐱᔭᒃᓴᖅᑖᖅᑎᑕᐅᓯᒪᔪᓄᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᔾᔪᑎᒋᓗᒋᑦ, ᐊᓯᖕᒋᓪᓗᒐᓗᐊᖅ, ᐸᕐᓇᒃᑕᐅᓯᒪᔪᑦ ᐱᓕᕆᐊᒃᓴᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᓯᒪᔪᓂᒃ ᖃᐅᔨᔭᐅᓯᒪᔪᓄᑦ, ᐃᓚᒋᔭᐅᓗᑎᒃ ᐅᔾᔨᕐᓇᖅᑐᑦ ᓈᒻᒪᙱᑦᓕᐅᕈᑕᐅᓯᒪᔪᑦ ᐊᕐᓇᐃᑦ ᑲᑎᒪᔨᖕᒋᓐᓂᒃ ᐊᐅᓚᑕᐅᔪᑦ ᓇᓗᓇᐃᖅᑕᕗᑦ ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᑦᓗᑕ.

Avery Cooper + Co. Ltd.

ᐊᐃᕗᓇ, ᑰᑉ ᑲᒻᐸᓂᓗ (Avery, Cooper & Co.
ᐸᐃᑉᐹᖅᑖᖅᓯᒪᔪᑦ ᓈᓴᐃᔨᒻᒪᓇᑦ
ᔭᓗᓇᐃ, ᓄᓇᕋᐊᖅ

ᐊᐃᓇᓕ 2, 2020

ᓇᓗᓇᐃᖅᓯᔾᔪᑎ ᑮᓇᐅᔭᓕᕆᓂᒃᑯᑦ ᓇᒦᒻᒪᖔᑦ
ᐊᕐᕌᒍᑉ ᓄᖕᒍᐊᓂ ᑎᓯᐱᕆ, 31 2019

	2019	2018
ASSETS		
CURRENT		
Cash	$ 801,906	$ 615,074
Contributions Receivable (Note 7)	678,690	1,475,198
GST Receivable	21,030	20,511
	1,501,626	2,110,783
INVESTMENTS (Note 3)	274,255,719	222,599,288
CAPITAL ASSETS (Notes 2(e) and 4)	18,742	11,171
INTANGIBLE ASSETS (Notes 2(e) and 4)	340,288	310,042
	$ 276,116,375	$ 225,031,284
LIABILITIES		
CURRENT		
Wages & Benefits Payable (Note 9)	$ 96,168	$ 98,613
Accounts Payable & Accrued Liabilities	308,853	230,008
Current Portion of Capital Lease Obligation (Note 5)	2,743	2,874
Due to Health & Welfare Fund (Note 11)	158,444	95,905
	566,207	427,400
CAPITAL LEASE OBLIGATION (Note 5)	15,511	8,671
	581,718	436,071
NET ASSETS AVAILABLE FOR BENEFITS per page 3	275,534,657	224,595,213
PENSION OBLIGATIONS per page 4 (Note 6)	232,997,800	209,471,600
NET ASSETS		
PENSION PLAN TRUST FUND per page 2 (Note 9)	$ 42,536,857	$ 15,123,613

	2019	2018
FUND BALANCE, BEGINNING OF YEAR	$ 15,123,613	$ 31,926,928
INCREASE IN PENSION OBLIGATIONS	(23,526,200)	(24,543,400)
INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	50,939,444	7,740,085
Net change	27,413,244	(16,803,315)
FUND BALANCE, END OF YEAR	$ 42,536,857	$ 15,123,613

	2019	2018
INCREASE IN ASSETS		
Contributions (Note 7)	$ 25,561,778	$ 24,317,854
Investment Income (Loss) (Note 8)	40,305,651	(3,975,609)
Other Income	33,018	29,554
	65,900,447	20,371,799
DECREASE IN ASSETS		
Benefits		
Pension Payments	4,908,519	4,531,279
Termination Payments	8,146,316	6,337,729
	13,054,835	10,869,008
Administrative		
Administration	18,168	8,040
Amortization and losses (Note 4)	46,221	44,184
Building & Works	91,063	78,610
Committee	86,499	84,769
Communications	12,153	12,753
Computer Software Development	1,228	6,095
Consulting	266,720	183,868
Investment Counselling	684,741	594,015
Legal	139,305	192,756
Marketing	9,661	7,212
Professional Fees	12,694	9,498
Staff Travel & Staff Training	28,706	36,067
Supplies & Materials	4,166	1,694
Trustees & Custodial Fees	41,465	39,578
Wages & Benefits	463,380	463,567
	1,906,168	1,762,706
	14,961,003	12,631,714
INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	50,939,444	7,740,085
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	224,595,213	216,855,128
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	$ 275,534,657	$ 224,595,213

ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐊᓯᔾᔨᕐᓂᐅᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᐃᑦ ᐱᔭᕆᐊᖃᕐᓂᖏᓐᓂᒃ
ᐊᕐᕌᒍᑉ ᓄᙵᐊᓂ ᑎᓯᐱᕆ, 31 2019

	2019	2018
INCREASE IN PENSION OBLIGATIONS		
Interest Accrued on Benefits	$ 12,694,700	$ 11,362,600
Changes in Actuarial Assumptions	-	2,210,300
Experience Gains	1,730,800	649,100
Benefits Accrued	22,139,400	21,599,400
New entrants	1,421,700	-
Service Buyback	-	180,100
	37,986,600	36,001,500
DECREASE IN PENSION OBLIGATIONS		
Other Miscellaneous Gains	405,300	434,500
Experience due to Expenses	174,300	154,600
Service Buyback	826,000	-
Benefits Paid	13,054,800	10,869,000
	14,460,400	11,458,100
INCREASE IN PENSION OBLIGATIONS	23,526,200	24,543,400
PENSION OBLIGATIONS, BEGINNING OF YEAR	209,471,600	184,928,200
PENSION OBLIGATIONS, END OF YEAR	$ 232,997,800	$ 209,471,600
AS REPRESENTED BY:		
Active/Disabled Members	$ 151,684,400	$ 138,000,500
Deferred Pensioners	33,818,400	29,563,000
Pensioners	47,495,000	41,908,100
	$ 232,997,800	$ 209,471,600

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash Receipts from Contributions	$ 26,358,286	$ 24,047,951
Cash Receipts from Other Income	33,018	29,554
Cash Receipts from Investment Income	16,745,673	16,550,531
Cash Paid for Pension & Termination Benefits	(13,054,835)	(10,869,008)
Cash Paid for Wages & Benefits	(465,824)	(448,165)
Cash Paid for Other Administrative Expenses	(1,314,773)	(1,301,891)
	28,301,546	28,008,972
CASH FLOWS USED FOR INVESTING ACTIVITIES		
Purchase of Capital & Intangible Assets	(77,623)	(103,983)
Increase in Investments	(28,096,454)	(27,644,722)
	(28,174,077)	(27,748,705)
CASH FLOWS FROM FINANCING ACTIVITIES		
Change in Due to Health & Welfare Fund	62,539	4,852
Repayment of Capital Lease Obligation	(3,175)	(2,952)
	59,363	1,900
INCREASE IN CASH	186,832	262,167
CASH, BEGINNING OF YEAR	615,074	352,907
CASH, END OF YEAR	$ 801,906	$ 615,074

See the accompanying notes.

ᑎᑎᕋᖅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᓕᐊᑦ
ᐊᕐᕌᒍᑉ ᓄᙳᐊᓂ ᑎᓯᐱᕆ, 31 2019

1. ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐸᕐᓇᐅᑎᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ("ᑲᑐᔾᔨᖃᑎᒌᖑᔪᑦ") ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᒐᕙᒪᑐᖃᑯᓐᓂ ᐱᕐᑯᔭᑎᒍᑦ ᐊᒻᒪᓗ ᑲᑎᒪᔨᖑᖅᓯᒪᔪᑦ ᑮᓇᐅᔭᒃᓴᖅᑎᐅᓇᑎᒃ ᑲᑎᒪᔨᐅᔪᑦ ᒪᓕᒃᑐᒍ ᐃᓚᒐ II ᑲᓇᑕᒥ ᑮᓇᐅᔭᒃᓴᕐᕕᐅᔫᑉ ᑎᒥᕐᑯᑎᖓᑕ ᐱᕐᑯᔭᐅᑉ ᒫᔭᔾ 16, 1999–ᖑᑎᓪᓗᒍ, ᐊᒻᒪᓗ ᑲᔪᓯᓪᓗᓂ ᑲᓇᑕᒥ ᑮᓇᐅᔭᒃᓴᖅᑎᐅᙱᑦᑐᑦ ᑎᒥᕐᑯᑎᖓᓄᑦ ᐱᕐᑯᔭᖅ ᒫᔭᔾ 26, 2013–ᖑᑎᓪᓗᒍ..

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᖕᒥᔪᑦ ᓯᓚᑖᒍᑦ ᑎᒥᕐᑯᑎᒋᔭᐅᔪᑦ ᓄᓇᕋᐊᒥ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᑐᕌᕈᑎᖓ ᐅᕙᓂ 5201 X1A Avenue, Suite 5122 53, Yellowknife, Northwest Territories, Canada X1A 1V6.

a) ᑕᒪᐃᓐᓄᑦ

ᑲᑎᒪᔨᐅᔪᑦ ᐱᔭᒃᓴᖃᖅᑐᑦ ᐊᐅᓚᑦᑎᓗᑎᒃ ᑲᑎᙵᔪᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᐸᕐᓇᐅᑎᓂᒃ ᐊᒻᒪᓗ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᑲᑎᒪᔨᖏᓐᓂᒃ ᐊᐅᓚᑦᑎᓪᓗᑎᒃ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎᖓᓂᒃ ᑭᒡᒐᖅᑐᖅᑕᐅᓪᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᑦ ᑲᑎᙵᔪᑦ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐸᕐᓇᐅᑎᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖏᓪᓗ.

ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᑐᓂᓯᕕᐅᖃᑦᑕᖅᑐᑦ ᐊᑕᐅᓯᐅᙱᑦᑐᓂᒃ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᓂᑦ ᐃᑲᔫᓯᐊᑦ ᐸᕐᓇᐅᑎᖏᓐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᓚᐅᔪᓐᓇᖅᑐᑦ ᐃᓚᐅᓪᓗᑎᒃ. ᐃᓚᐅᔪᓐᓇᖅᑐᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᒐᕙᒪᒃᑯᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᑦ, ᓄᓇᖃᖅᑳᖅᓯᒪᔪᑦ, ᓄᓇᓕᖕᓂ ᒐᕙᒪᐅᔪᑦ ᐊᒻᒪᓗ ᐱᓕᕆᔨᖏᑦ, ᐃᓄᖕᓄᑦ ᐃᒡᓗᓕᕆᔨᐅᔪᑦ, ᑯᐊᐸᒃᑯᑦ ᐊᓯᖏᓪᓗ ᑮᓇᐅᔭᑎᒍᑦ ᐱᕈᖅᐸᓪᓕᐊᓇᙱᑦᑐᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒦᑦᑐᑦ (ᐱᖃᓯᐅᑎᓪᓗᒋᑦ ᓄᓇᕋᐊᒥ, ᓄᓇᕗᑦ, ᔪᑲᓐ, ᐊᓯᖏᓪᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᓄᓇᖃᖅᑐᑦ ᑲᓇᑕᒥ) ᐃᓚᒋᔭᐅᔪᑦ ᑲᑎᒪᔨᐅᕝᕕᖕᒧᑦ.

ᑕᒪᕐᒥᒃ ᑲᑎᙵᔪᑦ ᐃᑲᔫᓯᐊᑦ ᐊᒻᒪᓗ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᐃᑦ ᐸᕐᓇᐅᑎᑦ, ᑐᓂᔭᐅᖃᑦᑕᖅᑐᑦ ᑕᕝᕙᙵᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᒥᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᓂᓪᓗ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᑦ ᐸᕐᓇᐅᑎᖓᓄᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᑲᓇᑕᒥ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐃᑲᔫᓯᐊᑦ ᒪᓕᒐᖏᓐᓂ ᐱᕐᑯᔭᖅ (1985) (PBSA) 2004 ᑎᑭᓪᓗᒍ ᑎᑎᕋᕐᕕᖓ ᐊᖓᔪᖅᑳᒻᒪᕆᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑐᙵᕕᐅᔪᖅ (OSFI), ᑎᒍᒥᐊᖅᑎᐅᔪᖅ ᐱᕐᑯᔭᓂᒃ, ᐊᐅᓚᑦᑎᕙᓚᐅᖅᑐᑦ ᐸᕐᓇᐅᑎᓂᒃ ᐱᖃᑕᐅᙱᑦᑐᓂᒃ ᑎᑎᕋᖅᑕᐅᔭᕆᐊᖃᙱᑦᑐᓄᑦ. ᑲᑎᒪᔨᑦ ᐊᒻᒪᓗ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᑦ ᑲᑐᔾᔨᓪᓗᑎᒃ ᐊᖏᕐᑲᑎᒌᓚᐅᒃᑑᒃ ᐃᓱᒪᖅᓱᖅᑐᑎᒃ ᒪᓕᒍᒪᓪᓗᑎᒃ ᐊᑐᕆᐊᖃᕐᓂᖏᓐᓂᒃ PBSA ᑎᑎᕋᖅᑕᐅᓚᐅᙱᓐᓂᖓᓂ ᓄᓇᕗᑦ ᒪᓕᒐᖏᓐᓄᑦ.

ᑕᒪᕐᒥᒃ ᒐᕙᒪᐅᔫᒃ ᓄᓇᕋᐊᒥ ᓄᓇᕗᒻᒥᓗ ᐊᔾᔨᒌᒥᒃ ᑲᔪᓯᑎᑦᑎᓚᐅᖅᑑᒃ ᒪᓕᒐᕐᒥᒃ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ ᓴᐳᔭᐅᓯᒪᓂᖏᓐᓄᑦ ᐱᕐᑯᔭᐃᑦ ᐊᑐᓕᖅᑎᑕᐅᓚᐅᖅᑐᑦ ᒫᔭᔾ 12, 2009–ᒥ. ᑖᓐᓇ ᒪᓕᒐᐅᔪᖅ ᓴᖅᑭᑦᑎᔾᔪᑕᐅᓪᓗᓂ ᐊᑐᐊᒐᐅᔪᓂᒃ ᓴᐳᔭᐅᓯᒪᓂᖏᓐᓄᑦ ᐸᕐᓇᐅᑎᒧᑦ ᐃᓚᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᖏᑦ.

2015-ᒥ ᐊᕐᕌᒍᒥ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ (ᓄᓇᕋᐊᖅ) ᐋᖅᑭᒋᐊᖅᑕᐅᓚᐅᖅᑐᖅ ᓄᓇᕋᐊᒥ ᒪᓕᒐᓕᐅᕝᕕᖕᒥ. ᐅᑐᐱᕆ 2015, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ (ᓄᓇᕗᑦ) ᐊᑐᓕᓚᐅᖅᑐᖅ.

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

1) ᑮᓇᐅᔭᖃᖅᑎᑦᑎᓂᕐᒧᑦ ᐊᑐᐊᒐᖅ

ᐸᕐᓇᐅᑎᓄᑦ ᐊᐅᓚᑦᑎᔨ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑲᑎᒪᔨᑦ, ᑮᓇᐅᔭᖃᖅᑎᑦᑎᔭᕆᐊᖃᖅᑐᑦ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᒪᓕᒃᓗᑎᒃ ᐸᕐᓇᐅᑎᑦ. ᖃᓄᑎᒋ ᑮᓇᐅᔭᖃᖅᑎᒋᓂᐊᕐᓂᖓ ᐃᑲᔫᓯᐊᒃᓴᑦ ᒪᓕᒃᓯᒪᔪᑦ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᑭᒡᓕᓯᓂᐊᖅᑎᒻᒪᕆᖕᓄᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᒥᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᑮᓇᐅᔭᑦ.

ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᒪᓕᒃᓗᒍ, ᐊᑐᓂ ᐸᕐᓇᐅᑎᓄᑦ ᐃᓚᒋᔭᐅᔪᑦ ᑐᓂᓯᖃᑦᑕᕆᐊᖃᖅᐳᑦ 8-ᐳᓴᓐ–ᖓᓂᑦ ᐊᑭᓕᖅᑕᐅᓂᖓᓂᑦ ᐸᕐᓇᐅᑎᒧᑦ. ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᑦ ᑐᓂᓯᖃᑦᑕᕆᐊᖃᖅᐳᑦ ᐊᔾᔨᒌᐊᖓᓂ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᑦ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᑭᒡᓕᓯᓂᐊᖅᑎᒻᒪᕆᖕᓄᑦ ᐱᔭᕆᐊᖃᕐᓂᖏᑦ ᒪᓕᒃᓗᒍ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓇᓱᒃᓗᓂ ᐃᑲᔫᓯᐊᖑᔪᑦ ᐸᕐᓇᐅᑎᓂ ᑲᑎᑉᐸᓪᓕᐊᔪᑦ, ᐃᓚᙵᐅᑎᓗᒍ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐊᑭᓕᐅᑎᖓ. ᓇᓕᐊᑐᐃᓐᓇᖅ ᐊᑮᑦᑐᕆᔭᐅᔪᖅ ᐱᑕᖃᖅᐸᑏᖅᑐᖅ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓂ ᐱᑐᐃᓐᓇᐅᙱᑦᑐᒃᑯᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔭᕆᐊᖃᖅᐳᖅ ᒪᓕᒃᑐᖃᕐᓗᓂ ᒪᓕᒋᐊᓕᖕᓂᒃ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᓂᒃ ᓇᓗᓇᐃᔭᖅᓯᒪᔪᓂ ᐱᕙᒋᔭᕐᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᓂ.

2) ᐱᔾᑦᑎᕋᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᖅᐸᒃᑐᑦ ᑭᖑᓂᖓᓂ

ᐱᔾᑦᑎᕋᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᖅᐸᒃᑐᑦ ᑭᖑᓂᖓᓂ ᐊᑭᓕᖅᑕᐅᔪᒃᓴᐅᑕᐅᕗᑦ ᐃᓚᒋᔭᐅᔪᒧᑦ ᑕᒪᐃᓐᓄᑦ ᐊᑐᓂᑦ ᐊᕐᕌᒍᓄᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᕈᓐᓇᕐᓂᕐᒧᑦ ᐱᔾᑦᑎᕋᕐᓂᓇᔭᐅᔪᒧᑦ ᒪᓕᓪᓗᒍ ᐃᓐᓇᑐᖃᐅᔪᓯᐊᒧᑦ ᐸᕐᓇᐅᑎ ᑎᑎᕋᖅᓯᒪᔪᖅ.

3) ᕿᒪᒃᑕᐅᔪᓄᑦ ᓇᓪᓕᐅᑯᒫᖅ

ᕿᒪᒃᑕᐅᔪᒧᑦ ᐊᑭᓕᓲᑕᐅᓲᑦ ᐊᑭᓕᕈᑕᐅᓲᑦ ᓇᓗᓇᐃᔭᖅᑕᐅᓯᒪᔪᑦ ᐃᓚᒋᔭᐅᔫᑉ ᐊᐃᑉᐸᖓᓄᑦ ᕿᑐᕐᙵᖏᓐᓄᓪᓗ.

4) ᐃᓅᔪᓐᓃᖅᑐᖃᕐᓂᖓᓄᑦ ᐊᑭᓕᖅᓲᑕᐅᓕᖅᐸᒃᑐᑦ

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

5) ᐆᖅᓯᓂᕐᒧᑦ ᐅᑎᖅᑎᑕᐅᕙᒃᑐᑦ

ᐅᑎᖅᑎᑕᐅᔪᑦ ᐃᓚᖃᖅᐳᑦ ᖃᔅᓯᐅᓂᖓᓂᒃ ᓇᓕᒧᒋᔭᖃᕐᓗᓂᓅᑎᑕᐅᔪᒧᑦ ᖃᔅᓯᐅᓂᖓᓄᑦ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᔫᑉ ᐃᓚᒋᔭᐅᔫᑉ ᐊᑭᓕᖅᓱᖅᑕᐅᓕᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᓪᓕᕈᑎᒋᓕᖅᐸᒃᑕᖓᓄᑦ ᑖᔅᓯᒪ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᐱᔾᑦᑎᕋᖅᓯᒪᓂᖓ ᒪᕐᕉᖕᓂᒃ ᐊᕐᕌᒍᖕᓂᒃ ᖄᖏᐅᑎᓯᒪᒃᐸᑦ. ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᐱᔾᑦᑎᕋᖅᓯᒪᑉᐸᑦ ᐊᕐᕌᒍᓐᓄᑦ ᒪᕐᕉᓐᓄᑦ ᑐᖕᒐᓂᓪᓗᓃᑦ, ᑖᓐᓇ ᐅᑎᖅᑎᑕᐅᔪᖅ ᓇᓕᒧᓪᓗᐊᖃᑦᑕᖅᑐᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᑐᓂᓯᒪᔭᖏᓐᓄᑦ ᐃᓚᓯᒪᓪᓗᓂ ᐃᕐᓂᐅᕈᑎᖓᓂᒃ.

6) ᐃᓐᑲᒻᑖᒃᓯᓄᑦ

ᑖᓐᓇ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᖅ ᓇᓗᓇᐃᔭᖅᓯᒪᓪᓗᓂ ᐃᓐᓇᖅᑐᖃᐅᔾᔪᓯᐊᕐᓂᕐᒧᑦ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᖅ ᓇᓗᓇᐃᔭᖅᓯᒪᔪᖅ ᐃᓐᑲᒻᑖᒃᓯᓕᕆᔨᕐᒧᑦ ᐱᕐᑯᔭᕐᒥ ᐃᓐᑲᒻᑖᒃᓯᓄᓪᓗ ᐊᑐᕆᐊᖃᖅᑎᑕᐅᙱᕐᓗᓂ.

2. ᐅᔾᔨᕐᓇᖅᑐᒻᒪᕇᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᕆᔭᐅᔪᑦ

ᑎᒥᐅᔪᖅ ᒪᓕᓲᖑᔪᖅ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᕆᔾᔪᓯᕐᓂᒃ ᐊᖏᖅᑕᐅᓯᒪᔪᓂᒃ ᑎᑎᖅᑲᓕᐅᕈᑎᓂᒃ ᐅᐸᓗᖓᐃᔭᐃᓲᖑᔪᑦ ᑮᓇᐅᔭᓂᒃ ᐅᓂᒃᑲᐅᓯᖃᕐᓂᐊᓕᕋᖓᒥᒃ. ᐅᔾᔨᕐᓇᖅᑐᒻᒪᕇᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑐᙵᕕᒋᔭᐅᔪᑦ ᐊᑐᐊᒐᐃᑦ ᐃᒪᐃᓕᖓᕗᑦ:

a) ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᑎᒃ ᐅᓂᒃᑲᐅᓯᐅᓂᖏᓐᓄᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖃᑦᑕᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᐅᓂᒃᑳᕐᕕᐅᕙᒃᐳᖅ ᐃᓛᒃᑰᖅᓗᑎᒃ ᐱᖃᖅᑎᑦᑎᔪᒥᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᒥᓪᓗ ᐃᓛᐅᔪᓂᑦ ᐊᑐᖅᑐᖃᖅᓗᓂ ᑲᔪᓲᓇᖅᑐᒥᒃ ᐃᓱᒪᓘᑕᐅᓯᒪᔪᒥᒃ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐅᓂᒃᑲᐅᓯᕆᔪᒪᓪᓗᒍ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᖅ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓂ ᐃᓛᒃᑰᖅᑐᓂ ᑮᓇᐅᔭᖃᖅᑎᑦᑎᔪᒥᑦ ᐱᕙᒋᔭᖅᓯᒪᔪᒧᓪᓗ ᐃᓚᒋᔭᐅᔪᓄᑦ.

ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᓐᓄᑦ ᐋᕿᓯᖅᑕᐅᓲᖅ ᐃᑲᔫᑎᖃᕐᓂᐊᕐᒪᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᓐᓄᑦ ᐊᒻᒪᓗ ᐊᓯᖏᑦ ᕿᒥᕐᕈᕙᓪᓕᐊᓪᓗᑎᒃ ᖃᓄᐃᓕᐅᕐᓂᐅᔪᓂᑦ ᐸᕐᓇᐅᑎᒧᑦ ᑮᓇᐅᔭᐃᑦ ᒥᒃᓵᓐᖓᔪᓄᑦ, ᑭᓯᐊᓂᓗᑦᑕᐅᖅ ᑕᒪᒃᑯᐊ ᑕᑯᒃᓴᐅᑎᑦᑎᙱᓚᑦ ᑮᓇᐅᔭᓄᑦ ᐱᔭᐅᔭᕆᐊᓕᖓᓂᒃ ᐸᕐᓇᒃᑕᐅᓯᒪᔪᒥ ᐱᕙᓪᓕᖅᑎᑕᐅᓂᕐᒧᓪᓘᓐᓃᑦ ᖁᐊᖅᓵᕐᓇᖅᑐᒦᑎᑕᐅᙱᓐᓂᖏᓐᓄᑦ ᐃᓛᒃᑰᖅᑐᑦ ᐱᕙᒋᔭᕐᓂᕐᒧᑦ ᐃᓚᒋᔭᐅᔪᑦ. ᑕᐃᒪᐃᓐᓂᖓᓄᑦ, ᐃᓚᐅᔪᑦ ᕿᒥᕐᕈᐊᒃᑲᓐᓂᕆᐊᖃᑐᐃᓐᓇᕆᐊᓖᑦ ᐊᓯᖏᓐᓂᒡᓗ ᐱᔭᒃᓴᓂᒃ, ᐅᓂᒃᑳᓕᐊᖑᓯᒪᓪᓚᕆᒃᑐᓂᒃ ᐃᓱᒪᒋᖃᓯᐅᑎᓗᒍᓗ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᖓ ᑕᐃᔅᓱᒪ ᑮᓇᐅᔭᖃᖅᑎᑦᑎᔪᑉ

ᓂᕈᐊᕆᔭᖃᕐᓂᕐᒧᑦ ᐊᓯᔾᔨᖅᓯᓂᕐᒧᓪᓘᓐᓃᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᒃ ᐊᑐᐊᒐᕆᔭᐅᔪᓂᒃ ᐊᒃᑐᐊᓂᖃᙱᑦᑐᓂᒃ ᑮᓴᐅᔭᓂᒃ ᐱᕈᖅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒧᑦ ᐱᓕᕆᓂᕆᔭᒥᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᑦᑕᕐᓂᕐᒧᓪᓘᓐᓃᑦ ᐊᑐᕆᐊᖃᓪᓚᕆᒃᐸᒃᑐᓄᑦ, ᑲᓇᑕᒥᐅᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᑦᑕᓛᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ (ASPP–ᓄᑦ) ᐃᒪᐃᑎᑦᑎᔭᕆᐊᖃᖅᐳᑦ, ᑲᑐᔾᔨᖃᑎᒌᒥᒃ, ᒪᓕᒋᐊᖃᖅᑎᑦᑎᕙᒃᓗᑎᒃ ᑲᔪᓲᐊᖏᓐᓇᖅᑐᒃᑯᑦ ᓄᓇᕐᔪᐊᓕᒫᒥᓘᓐᓃᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᖃᕐᓂᕐᒧᑦ ᒪᓕᒃᑕᐅᕙᒃᑐᓂᒃ (IFRS–ᓂᒃ) ᑲᓇᑕᒥᐅᓂᓘᓐᓃᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᐃᓛᒃᑰᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐅᕐᕕᐅᓇᓱᒃᑐᓄᑦ (ASPE–ᑯᓐᓄᑦ) ᐃᒪᐃᓕᖓᓗᓂ, ᑕᒪᒃᑯᐊ ᒪᓕᒃᑕᐅᕙᒃᑐᑦ ᐊᑭᕋᖅᑐᙱᒃᑲᓗᐊᕐᒪᖔᑕ ᒪᓕᒃᑕᐅᔭᕆᐊᓕᖓᓄᑦ ASPP–ᒥᑦ. ᑖᓐᓇ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᖅ ᓂᕈᐊᕆᔭᖃᖅᓯᒪᕗᖅ ᒪᓕᕈᒪᓂᕋᖅᓗᓂ ᑲᔪᓯᐊᖏᓐᓇᖅᑐᑎᒍᑦ IFRSᕝ–ᒧᑦ ᐊᒃᑐᐊᓂᓕᖓᓄᑦ ᐋᖅᑭᒃᓯᐃᓂᐊᕐᓗᑎᒃ ᑖᒃᑯᓂᖓ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓂᒃ.

ᑕᐃᒪᐃᑦᑕᕆᐊᖃᖅᑎᑕᐅᑎᓪᓗᒍ ᓄᑖᓄᑦ ᐱᕐᑯᔭᕆᔭᐅᓂᐊᓕᖅᑐᓄᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᓄᑦ ᑎᑎᕋᖅᓯᒪᓂᖓᓂ 1(a–ᒥ), ᑖᒃᑯᐊ ᐃᓛᒃᑰᖅᑐᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᐅᓂᒃᑲᐅᓯᖃᖅᐳᑦ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᖃᕐᒪᖔᑕ ᖃᓄᐃᓕᓯᒪᓕᖅᑎᑕᐅᔪᓄᑦ ᐊᐅᓚᓂᕆᔭᐅᔪᓂᑦ ᑮᓇᐅᔭᐃᓪᓗ ᓇᒧᙵᖅᐸᓪᓕᐊᕙᓂᖏᓐᓄᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑦᑎᕋᖅᑎᒃᑯᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᖅᑕᕐᓂᐊᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᕐᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐃᓚᓕᐅᔾᔨᓯᒪᙱᕐᓗᑎᓪᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑦᑎᕋᖅᑎᑦ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᙱᑦᑎᐊᕈᓐᓇᕐᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᖏᑦ ᐅᓂᒃᑲᐅᓯᐅᕗᑦ ᐃᓛᒃᑰᖅᑐᓂ ᑮᓇᐅᔭᓄᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᕐᑯᑎᒋᔭᐅᔪᓂ ᑖᒃᑯᐊᓗ ᐃᓚᖃᙱᕐᓗᑎᒃ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᒥᒃ, ᖃᓄᐃᓕᖓᓕᖅᑎᑕᐅᔪᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᐃᓪᓗ ᓇᒧᙵᖅᐸᓪᓕᐊᕙᓂᖏᓐᓄᑦ ᑖᒃᑯᓇᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔾᑦᑎᕋᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᑦᑕᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᓯᒪᔭᖏᓐᓄᑦ ᐸᐸᕐᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ. ᐊᓯᐊᒍᖓᖅ ᑲᑎᓯᒪᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᓕᐊᖑᓯᒪᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᕐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖏᓐᓄᑦ ᐱᒋᐊᖅᓯᒪᔫᓂ ᑎᓯᐱᕆ 31, 2019 ᐊᒻᒪᓗ ᐊᕐᕌᒍ ᐃᓱᓕᑎᓪᓗᒍ ᐱᓕᕆᐊᖑᓯᒪᙱᑦᑐᖅ.

ᑮᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᕆᔭᐅᓂᖏᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔩᑦ ᐃᓐᓇᖅᑐᖃᓯᐅᑎᑖᕐᓂᕐᒧᑦ ᐸᕐᓇᑦᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᕐᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᑎᓯᐱᕆ 31, 2019–ᒥᑦ ᐊᕐᕌᒍᒧᓪᓗ ᐃᓱᓕᓚᐅᖅᑐᒧᑦ ᐊᖏᖅᑕᐅᓚᐅᖅᐳᑦ ᐊᔪᕈᓐᓃᖅᑎᑕᐅᓪᓗᑎᒃᓗ ᐃᓐᓇᖅᑐᖃᓯᐅᑎᑖᕐᓂᕐᒧᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐃᐳᕈ 2, 2020-ᒥ.

b) ᑮᓇᐅᔭᓪᓚᑦᑖᑦ ᓇᓕᒧᑲᓴᑦᑕᖏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖏᓐᓄᑦ ᐃᓱᒪᒋᔭᐅᓯᒪᔪᖅ ᑮᓇᐅᔭᓪᓚᑦᑖᑦ ᑭᑭᑕᐅᓪᓗᑎᒃ ᑮᓇᐅᔭᓪᓚᑦᑖᓪᓗ ᐊᔾᔨᖏᑦ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᓪᓚᕆᓐᓄᑦ, ᑕᒪᒃᑯᐊᓗ ᐅᔾᔨᕐᓇᓗᐊᖕᒋᑦᑐᑎᒍᑦ ᖁᐊᖅᓵᖅᓴᑐᐃᓐᓇᕆᐊᖃᖅᓱᑎᒃ ᐊᓯᔾᔨᕐᓂᖏᓐᓄᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᑦ ᓇᓕᒧᒃᓱᕐᑯᔭᐅᓪᓗᑎᒃ ᑮᓇᐅᔭᓄᑦ.

c) ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᖁᑦᑎᒃᓯᕙᓪᓕᐊᓂᖅ

ᑖᓐᓇ ᑲᑐᔾᔨᑲᑎᒌᒃ ᐋᖅᑭᒃᓱᐃᕙᒃᐳᖅ ᑮᓇᐅᔭᓄᑦ ᐱᖁᑎᒋᔭᒥᓂᒃ ᐊᑭᓕᖅᓱᕆᐊᖃᖅᑕᒥᓂᒡᓗ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᐊᓂᒃ ᐊᑐᖅᑐᖃᖅᑐᓂ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᐊᓄᑦ ᖁᑦᑎᒃᓯᕙᓪᓕᐊᓂᐅᕙᒃᑐᒥᒃ ᑖᓐᓇᓗ ᐱᖓᓱᐃᓕᖅᑲᖓᓪᓗᓂ ᒪᓕᒃᑐᖃᖅᑐᓂ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑐᖅᑐᖃᖅᑐᓂ ᐆᒃᑐᕋᐅᑎᒋᓪᓗᒋᑦ.

ᖁᑦᑎᓂᖓ 1: ᑖᓐᓇ ᓇᓃᓐᓂᕆᔭᖓ ᐃᓚᖃᖅᐳᖅ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᑭᓕᖅᓱᕆᐊᖃᖅᑐᓂᒡᓗ ᐆᒃᑐᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᔾᔨᒌᒃᑎᑦᑎᓪᓗᓂ ᖃᔅᓯᐅᓂᕆᔭᖏᓐᓂᒃ ᑕᒪᓐᓇ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᙱᑦᑐᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ ᐊᑭᖏᓐᓂᒃ ᐊᔾᔨᖏᓐᓄᑦ ᐱᖁᑎᒋᔭᐅᔪᓄᑦ ᐊᑭᓕᖅᓱᕆᐊᓕᖕᓄᓪᓗ ᐱᓕᕆᔪᓂ ᓂᐅᕿᑎᖃᖅᓂᐅᔪᓂ ᑖᔅᓱᒪ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᐊᑐᕈᓐᓇᕋᔭᖅᑕᖏᓐᓂᒃ ᐆᒃᑐᖅᑕᐅᔪᓐᓇᖅᑐᒥ ᖃᖓᒃᑰᓂᖓᓂ ᐅᓪᓗᒥ.

ᓇᓃᓐᓂᕆᔭᖓ 2: ᑖᓐᓇ ᑕᐃᒪᐃᓐᓂᕆᔭᖓ ᐃᓚᖃᖅᐳᖅ ᐆᒃᑐᕋᐅᑕᐅᓯᒪᔪᓂᒃ ᐊᑐᓯᒃᐅᑎᒋᔪᓂᒃ ᐊᑐᓯᒃᐅᑎᒋᙱᑦᑐᓂᒡᔫᓐᓃᑦ ᑕᐅᑐᒃᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ ᐊᓯᖏᓐᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᑦ ᐊᖏᕝᕕᖏᑕ ᐃᓚᓕᐅᔭᔭᐅᓯᒪᔪᑦ ᓇᓃᓐᓂᖓᓂ 1–ᒥ. ᐊᓯᖏᓐᓂᑦ ᐱᔭᐅᔪᑦ ᐱᓕᕆᔾᔪᑏᑦ ᑕᐃᒪᐃᑑᒃᑰᖅᑐᑦ ᐆᒃᑐᕋᖅᑕᐅᕙᒃᐳᑦ ᐊᑐᖅᑐᖃᖅᑐᓂ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᓯᖏᓐᓂᒡᔫᓐᓃᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᖃᔅᓯᑐᕐᓂᖏᓐᓄᑦ ᐱᓕᕆᔾᔪᑕᐅᕙᒃᑐᓂᒃ ᐊᑐᖅᑐᖃᖅᑐᓂ ᑕᐅᑐᒃᑕᐅᔪᓐᓇᖅᑐᓂᒃᓂᐅᕿᑎᖃᖅᓂᕐᒧᑦ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ.

ᖁᑦᑎᖕᓂᖓ 3: ᐆᒃᑐᖅᑕᐅᔪᑦ ᑕᕝᕙᓂ ᐱᔾᔪᑎᖃᖅᐳᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᑕᒪᒃᑯᐊᓗ ᑕᑯᔭᕐᓂᖏᓐᓂᖅᓴᐅᓪᓗᑎᒃ, ᒪᓂᒪᖏᕐᓗᑎᒃ ᐅᕝᕙᓘᓐᓃᑦ ᑕᒪᒃᑯᐊ ᑕᐅᑐᒃᑕᐅᔪᓐᓇᖅᑐᑦ ᐃᓕᐊᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐊᔾᔨᖃᖅᑎᑦᑎᖏᒻᒪᑕ ᑕᒪᐃᓐᓂᑲᔭᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖏᓐᓂᒃ.

d) ᑮᓇᐅᔭᓕᐅᕋᓱᐊᕐᓂᖅ

ᐃᓕᐅᖅᑲᖅᑕᐅᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖃᖅᑕᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐆᒃᑐᕋᖅᑕᐅᕙᒃᐳᑦ ᓇᓕᒧᒌᒃᑎᑕᐅᓪᓗᑎᒃ ᓇᓃᓐᓂᖏᓪᓗ ᐋᖅᑭᒃᓱᖅᑕᐅᕙᒃᑐᑎᒃ ᒪᓕᒃᑐᖃᖅᑐᓂ ᓇᓕᒧᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖏᓐᓂᒃ ᖁᕝᕙᕆᐊᖅᐸᓪᓕᐊᓂᐅᕙᒃᑐᓂᒃ ᐊᑐᖅᑐᖃᖅᑐᓂ ᓂᐅᕿᑎᖃᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ ᐊᑭᖏᓐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖏᓐᓄ ᐋᖅᑭᒃᓱᒪᓕᖅᑎᑦᑎᕙᒃᑐᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖏᓐᓂᒃ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᑎᒃ ᑐᓴᖅᑕᐅᔪᒃᓴᓂᒃ ᑐᓂᔭᐅᓯᒪᔪᓂᒃ ᐃᓕᐅᖅᑲᐃᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒥᑦ. ᓇᓕᒧᒌᒃᑎᑕᐅᔪᖅ ᐊᑭᖓ ᐊᑭᒋᕙᐅᒃ ᐱᔭᐅᓇᔭᖅᓱᓂ ᓂᐅᕿᑎᖃᖅᓗᓂ ᐱᖁᑎᒥᒃ, ᐊᑭᓕᐅᑕᐅᓗᓂᓘᓐᓃᑦ ᓈᑎᑦᑎᓂᐊᕐᓗᓂ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓕᖕᒥᒃ ᐱᓕᕆᐸᕆᑦᑎᐊᕐᓗᒍ ᓈᑎᓪᓗᒍ ᓂᐅᕿᑎᖃᖅᓂᕐᒧᑦ ᐱᓕᕆᖃᑎᒌᒃᐸᒃᑐᓂ ᐆᒃᑐᕋᖅᑕᐅᓂᖓᓄᑦ ᐅᓪᓄᕆᔭᖓᓂ ᒫᓐᓇ ᓂᐅᕿᑎᖃᑦᐸᖕᓂᕐᒧᑦ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᓂ. ᓂᐅᕕᕐᓂᕆᔭᐅᔪᑦ ᓂᐅᕿᑕᐅᔪᓪᓗ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᓈᓴᑦᑕᐅᖃᓯᐅᔭᔭᐅᕙᒃᐳᑦ ᓂᐅᕿᑕᐅᓂᐊᕐᓂᖏᓐᓄᑦ ᐅᓪᓗᐊᓂ. ᓈᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖏᑦ ᐊᑭᓕᒐᒃᓴᙳᖅᑎᑕᐅᕙᒃᐳᑦ ᐱᑕᖃᓕᖅᑎᑕᐅᔭᕋᖓᑕ. ᐃᓕᐅᖅᑲᐃᓂᕐᒧᑦ ᐱᕈᖅᑎᑦᑎᓇᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᔪᑦ ᐃᓕᓴᕆᔭᐅᓲᖑᕗᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᓂᖏᓐᓄᑦ ᐆᒃᑐᕐᓇᖅᑎᑕᐅᓪᓗᑎᒃ. ᒫᓐᓇ ᐊᕐᕌᒍᒋᔭᐅᔪᒧᑦ ᐊᓯᔾᔨᕐᓂᕆᔭᖓ ᓇᓕᒧᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᒋᔭᖏᓐᓂ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐊᔾᔨᒋᙱᓐᓂᕆᕙᐅᒃ ᐅᑯᓇᓂ, ᓇᓕᒧᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᐊᑭᖏᓐᓄᑦᓗ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐱᒋᐊᕐᓂᖓᓂ ᐃᓱᓕᓐᓂᖓᓂᓗ ᑕᒪᐃᑕ ᐊᕐᕌᒍᒋᔭᐅᔪᑦ, ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᓪᓗᓂ ᐱᑕᖃᓕᖅᑎᑕᐅᔪᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᔪᓄᑦ ᐊᓯᐅᔾᔭᐅᔪᓄᓪᓗ ᐊᕐᕌᒍᑉ ᐃᓗᐊᓂ.

e) ᐊᑭᑐᔪᓄᑦ ᑕᖏᕐᑲᖏᑦᑐᓄᓪᓗ ᐱᖁᑎᒋᔭᐅᔪᓄᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐱᔾᔪᑎᕋᕐᓃᑦ ᑎᑎᕋᖅᓯᕙᒃᐳᑦ ᐊᑭᑐᔪᓂᒃ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᑭᓪᓚᑦᑖᖏᑦᑎᒍᑦ ᑕᒪᓐᓇ ᓴᓂᕐᕙᒃᑕᐅᕙᓪᓕᐊᕙᒃᐳᓂ ᓇᓕᒧᒌᒃᑎᑕᐅᓪᓗᓂ ᐱᓕᕆᖃᑎᒌᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑐᓄᑦᓗ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓄᑦ. ᑖᓐᓇ ᑲᑐᔾᔨᖃᑎᒌᒃ ᐱᑎᑦᑎᕙᒃᐳᖅ ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒥᒃ ᑕᒪᓐᓇ ᓴᓂᕐᕙᒃᑕᐅᕙᓪᓕᐊᕙᒃᐳᓂ ᓇᓕᒧᒌᒃᑎᑕᐅᓪᓗᓂ ᑖᒃᑯᓄᖓ ᐱᓕᕆᖃᑎᒌᒃᑐᓄᑦ ᐃᒻᓇᖅᓯᐅᑎᑖᕆᔭᐅᕙᒃᑐᓄᑦᓗ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓄᑦ ᐊᑐᖅᑐᖃᖅᑐᓂ ᑐᑭᓕᐊᖅᑐᒥᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ ᐅᑯᑎᒍᓇ ᐊᑯᓂᐅᑎᒋᑎᑕᐅᕙᒃᐳᑎᒃ:

ᑎᑎᕋᖅᕕᖕᒥ ᐱᖁᑎᒋᔭᐅᔪᑦ	5–ᓄᑦ ᐊᕐᕌᒍᓄᑦ
ᖃᕆᑕᐅᔭᓕᕆᔾᔪᑏᑦ ᐃᓚᖏᑦᓗ	ᐅᑭᐅᑦ 3-6
ᑕᖏᕐᑲᖏᑦᑐᑦ ᐱᖁᑎᑦ	10–ᓄᑦ ᐊᕐᕌᒍᓄᑦ

f) ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᕆᐊᖃᓪᓚᕆᒃᐸᒃᑐᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᔭᕆᐊᖃᖅᐸᒃᑐᑦ ᖃᔅᓯᑲᓪᓚᖕᓂᒃ–ᐃᖅᑲᓇᐃᔭᖅᑎᖃᕐᓗᓂ ᓇᓗᓇᔭᖅᓯᒪᔪᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐆᒃᑐᕋᖅᑕᐅᕙᒃᐳᑦ ᐊᑐᖅᑐᖃᖅᓱᓂ ᒫᓐᓇ ᐊᑭᓪᓚᑦᑖᕆᔭᖕᒋᓐᓂᒃ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᖃᐅᔨᒪᔭᐅᓕᕈᑕᐅᓚᐅᖅᐳᑦ ᐊᑐᖅᑐᖃᖅᓱᓂ ᐱᐅᓛᓂᒃ ᖃᔅᓯᐅᓂᐊᕋᓱᒋᔭᐅᔪᓂᒃ ᖃᓅᓂᐊᕋᓱᒋᔭᐅᔪᓄᓪᓗ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᒧᑦ ᓴᓂᕐᕙᒃᑕᐅᕙᓪᓕᐊᕙᒃᐳᑦ ᐱᔨᑦᑎᕋᕐᓂᓇᔭᐅᔪᓄᑦ. ᐆᔭᐃᕝᕕᐅᓯᒪᓪᓗᑎᒃ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᒪᓂᒪᑎᑕᐅᔪᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐊᔾᔨᒌᙱᓐᓂᓇᕙᐃᑦ ᐅᑯᓇᓂ, ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔫᑉ ᐱᕐᑯᑎᖕᒋᓐᓂ ᐊᒻᒪᓗ ᐊᑭᓕᖅᓱᓇᐊᖃᖅᐸᒃᑕᖕᒋᓐᓂ ᑭᑭᑕᐅᓪᓗᑎᒃ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᑦ.

g) ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂᒃ ᐃᓕᓴᖅᓯᓂᕐᒧᑦ

ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᑐᓂᐅᖅᑲᐅᑕᐅᓯᒪᔪᓂ, ᐃᓕᐅᖅᑲᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᕿᑐᕐᙱᐅᕐᓂᕆᔭᖕᒋᓪᓗ ᐊᑭᓕᒐᔭᖕᖑᖅᑎᑕᐅᕙᒃᑐᑦ ᐃᓚᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᖃᕐᕕᒋᔭᖕᒋᓐᓄᑦ ᐃᓕᓴᕆᔭᐅᕙᒃᐳᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᓂᕐᒥᓄᑦ. ᑲᑎᑦᑎᕙᓪᓕᐊᓂᕐᒧᑦ ᑐᙵᕕᓕᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐃᓕᓴᖅᓯᕗᖅ ᐊᒃᑐᖅᓯᓂᕆᕙᒃᑕᖕᒋᓐᓂ ᓈᑎᑕᐅᔪᑦ ᐱᓕᕆᓂᕆᔭᐅᔪᓪᓗ ᑕᒪᒃᑯᐊ ᓈᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐱᓕᕆᓂᕆᔭᐅᔪᓪᓗ ᐱᓕᕆᐊᖑᓕᕋᖕᒐᑕ ᐱᓕᕆᔪᖃᕋᓗᐊᕐᓂᖅᐸᑦ ᐱᔪᖃᕐᓗᓂ ᐊᑭᓕᒐᖅᓴᒥᒃ ᐊᑭᓕᐅᑕᐅᔪᒥᒃᓘᓐᓃᑦ ᑮᓇᐅᔭᓂᒃ ᓇᓕᒧᒋᔭᖕᒋᓐᓂᒃᓘᓐᓃᑦ. ᓈᑎᑕᐅᔪᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᑐᓂᔭᐅᓯᒪᔪᓂᑦ ᓯᕗᓂᒃᓴᒥ ᐊᑐᖅᑕᐅᓛᖅᑐᓄᑦ ᐊᑭᓕᐅᑕᐅᓪᓗᑎᒃ ᓯᕗᓂᒃᑲᓪᓕᖕᒐᒍᑦ. ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᑐᓂᔭᖕᒋᑦ ᒫᓐᓇ ᐱᔨᑦᑎᕋᕐᓂᕆᔭᐅᔪᓄᑦ ᐱᑐᐃᓐᓇᐅᙱᑦᑐᓄᓪᓗ ᐊᑭᓕᐅᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᓂᐊᖅᑐᓄᑦ ᓈᒻᒪᙱᑦᑐᓄᑦ ᐊᖑᒻᒪᑎᔭᕆᐊᖃᖅᐳᑦ ᖃᖕᒋᐅᑎᓗᑎᒡᔫᓐᓃᑦ ᐅᓄᙱᑦᓚᕆᔪᓐᓇᖅᑕᖕᒋᓐᓄᑦ ᑐᓐᓂᖅᑯᑕᐅᔪᓄᑦ ᐱᔭᐅᔭᕆᐊᓕᖕᓄᑦ ᑕᒪᓐᓇ ᑐᙵᕕᖃᖅᑎᑕᐅᓗᓂ ᒫᓐᓇᓯᐅᑎᓛᕐᒧᑦ ᑕᕝᕙᒻᒪᕆᐅᓂᖕᒋᓐᓄᑦ ᐊᑭᖕᒋᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᖑᔪᒥ. ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᐅᔫᑉ ᑐᓂᔭᖕᒋᑦ ᑭᖑᓂᑦᑎᓐᓂ ᐱᔨᑦᑎᕋᕐᓂᕆᔭᐅᔪᒧᑦ ᑎᑎᕋᖅᑕᐅᕙᒃᐳᑦ ᐊᕐᕌᒍᒥ ᐱᔭᐅᓂᕆᔭᒥᓂ.

h) ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓃᕐᓂᕐᒧᓪᓗ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓃᖅᑎᑕᐅᓂᕐᒧᓪᓗ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᑕᑯᒃᓴᐅᑎᑕᐅᕗᑦ ᐊᑭᓕᒐᒃᓴᐅᑎᑕᐅᓪᓗᑎᒃ ᐊᕐᕌᒍᖕᒐᓂ ᐊᑭᓕᖅᑕᐅᓂᕆᔭᖕᒐᑕ.

i) ᓴᓂᕐᕙᒃᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᖅᓱᕆᐊᓖᑦ

ᐊᑭᓕᖅᓱᒐᒃᓴᐃᑦ ᓴᖅᑭᑎᑕᐅᔪᑦ ᓴᖅᑭᒐᔪᒃᑐᑦ ᐊᐅᓚᑦᑎᓂᕆᔭᐅᔪᒧᑦ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᒪᕐᕉᒃ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᖕᒋᓐᓄᑦ ᑕᐃᒪᙱᑦᑕᐃᓐᓇᖅ ᓴᓂᕐᕙᒃᑕᐅᕙᒃᐳᑦ ᓇᓕᒧᒋᒃᑎᑕᐅᓪᓗᑎᒃ ᐊᕐᕌᒍᑕᒫᑦ.

j) ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᐸᓪᓕᐊᕙᖕᓂᕆᔭᖕᒋᑦ

ᐱᑎᑦᑎᔪᒪᓂᕐᒧᑦ ᐊᒃᑐᐊᓂᖃᕐᓂᖅᓴᐅᔪᓂᒃ ᑐᓴᖅᑕᐅᔪᒃᓴᓂᒃ ᓇᒧᙱᖅᐸᓪᓕᐊᕙᖕᓂᕆᓐᓄᑦ ᐱᔭᐅᕙᒃᑐᑎᒃ ᐊᓂᑎᑕᐅᕙᒃᑐᑎᒡᓗ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᖕᒋᓐᓂ 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 ᐱᔭᐅᕙᖕᓂᕆᓐᓄᑦ ᑮᓇᐅᔭᐃᓪᓗ ᐊᑭᓕᐅᑕᐅᕙᖕᓂᕆᓐᓄᑦ ᑕᒪᐃᓐᓂ ᐊᑐᓂᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ ᐊᔪᕈᓐᓃᖅᑎᑦᑎᕙᒃᐳᑦ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᐊᐅᓚᑦᑎᕙᖕᓂᖕᒐᓂᒃ ᐊᑐᕈᒪᓪᓗᑎᒃ ᐊᔪᙱᓐᓂᓇᔭᐅᔪᒥᒃ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᒧᑦ ᓴᖅᑭᑎᑦᑎᕙᓪᓕᐊᔪᓐᓴᓗᑎᒃ ᑮᓇᐅᔭᓂᒃ ᑮᓇᐅᔭᐃᓪᓗ ᓇᓕᒧᒃᓱᖅᑕᖕᒋᓐᓂᒃ ᐱᔭᓇᐊᖃᖅᑕᖕᒋᓐᓄᓪᓗ ᑲᑐᔾᔨᖃᑎᒌᖑᔫᑉ ᑮᓇᐅᔭᓂᒃ ᐊᑐᖅᑕᐅᔭᓇᐊᓕᖕᓂᒃ. ᓈᒻᒪᖕᓂᓇᔭᖕᒋᑦ ᓂᓇᐅᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙱᖅᐸᓪᓕᐊᕙᖕᓂᓇᔭᖕᒋᑦ , ᐃᓱᒪᒥᐅᑕᓇᓗᒍ ᖃᖕᒐᒃᑰᖅᓂᓇᔭᖕᒋᑦ ᑕᐃᒪᐃᓪᓚᑦᑖᕐᓂᐊᕐᓂᓇᔭᖕᒋᓐᓄᓪᓗ ᓴᖅᑭᑎᑕᐅᕙᓪᓕᐊᓂᖕᒋᑕ, ᖃᐅᔨᓴᖅᑕᐅᕙᒃᐳᑦ ᑕᐅᑐᒃᑐᖃᖅᐳᓂ ᑮᓇᐅᔭᓂᒃ ᐱᔭᐅᓯᒪᔪᓂᒃ ᐱᔭᐅᓯᒪᔭᓇᐊᓕᖕᓂᒃ ᐊᑭᓖᒃᑲᓐᓂᕐᓂᐊᕐᓗᓂ ᑮᓇᐅᔭᑎᒍᑦ ᐊᑐᓇᐊᖃᓪᓚᕆᒃᐸᒃᑐᓂ, ᑲᔪᓯᑎᑦᑎᔪᒪᓂᕐᒧᓪᓗ ᐱᓕᕆᐊᖑᔭᕆᐊᓕᖕᓂᒃ ᐱᓕᕆᐊᒃᓴᓂᒃ ᑖᒃᑯᓇᓂ ᑮᓇᐅᔭᓂ ᓇᓗᓇᐃᖅᓯᒪᔪᑎᑦ ᑎᑎᕋᖅᓯᒪᓂᖕᒐᓂ 1(ᐱ–ᒥᒃ).

k) ᐆᒃᑐᕋᖅᓯᓂᖅ ᓇᓗᓇᕈᔪᒃᐸᒃᑐᓂᒃ

ᐊᖅᑭᒃᓱᖅᑕᐅᕙᓪᓕᐊᓂᖏᑦ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑳᖅᓯᒪᔪᑦ ᒪᓕᒃᓗᑎᒃ ᑲᓇᑕᒥᐅᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᕐᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᔭᕆᐊᖃᖅᐳᑦ ᐊᐅᓚᑦᑎᕝᕕᖃᕐᓂᕐᒥᒃ ᖃᔅᓯᑐᕐᓂᐊᕋᓱᒋᔭᐅᓂᕐᓂᒃ ᖃᓅᓂᐊᕋᓱᒋᔭᐅᔪᓂᒃᑐ ᐊᒃᑐᖅᓯᔪᓂᒃ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓂᒃ ᖃᔅᓯᐅᓂᓇᔭᖏᓐᓂᒃ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᐊᑭᓕᖅᓱᓇᐊᓖᓪᓗ ᐅᖃᐅᓯᐅᔪᓪᓗ ᐊᑭᓕᖅᓱᓇᐊᖃᖃᑦᑕᕐᓂᐊᖅᑐᓂᒃ ᐅᓪᓗᐊᓂ ᑮᓴᐅᔭᐃᑦ ᐅᓂᒃᑲᐅᓯᐅᓂᖏᑕ ᖃᔅᓯᐅᓂᖏᓐᓄᓪᓗ ᐃᓱᖅᐸᓪᓕᐊᔪᑦ ᐊᑭᓕᖅᓱᓇᐊᓖᓪᓗ ᐅᓂᒃᑳᓕᐅᕐᓂᖅ ᐊᑐᕐᓂᖃᕐᓂᖓᓂ. ᑕᐃᒃᑯᐊᓪᓚᑦᑖᖑᓂᖏᑦ ᓴᖅᑭᑦᑐᑦ ᐊᔾᔨᒌᙱᑐᐃᓐᓇᕆᐊᖃᐸᖏᑦ ᑖᒃᑯᓇᙱᑦ ᖃᔅᓯᑐᕋᓱᒋᔭᐅᓂᖏᓐᓂᑦ.

ᐅᔾᔨᕐᓇᕐᓂᖏᑦ ᖃᔅᓯᐅᓇᓱᒋᔭᐅᔪᑦ ᐊᑐᖅᑕᐅᕙᒃᐳᑦ ᖃᐅᔨᒪᓕᕈᒪᓂᕐᒧᑦ ᐊᑐᓂᖃᖅᐸᓐᓂᖏᓐᓂ ᐊᑐᖅᑕᐅᓪᓗᑎᑦ ᐊᑭᑭᒡᓕᕙᓪᓕᐊᔪᑦ ᐊᑭᑐᔪᑦ ᑕᖏᕐᖃᙱᑦᑐᓪᓗ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᐱᕕᖃᖅᑎᑦᑎᓂᖅ ᓱᕐᑯᑎᒋᔭᐅᔪᓐᓃᖅᓯᒪᔪᓄᑦ ᐊᑭᓕᖅᓱᒐᒃᓴᓄᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓃᖅᑎᑕᐅᓂᕐᒧᓪᓗ ᐊᑭᓕᖅᑕᐅᓂᕐᒧᑦ, ᓴᓂᕐᕙᓯᕙᓐᓂᕐᒥᒃ 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 ᐃᓱᒪᒋᔭᖅᑲᖅᐳᑦ ᐊᔪᕐᓇᕋᓱᒋᙱᕐᓗᒍ ᑕᒪᓐᓇ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐱᑕᖃᖅᐸᒋᖅᑐᓂᒃ ᖃᐅᔨᒪᓂᕆᔭᐅᔪᓂᒃ, ᐊᓯᔾᔨᖅᐸᒃᑐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᖃᓄᐃᓕᖓᓂᕆᔭᐅᔪᓂᒃ ᒪᐅᖓᑦᑎᐊᖅ, ᑕᒪᓐᓇᓗ ᐱᔭᕆᐊᖃᕋᔭᖅᓗᓂ ᐱᕐᑯᑎᓂᒃ ᐊᓯᔾᔨᖅᑎᕆᓂᕐᒥᒃ ᐃᓕᓴᕆᔭᐅᓯᒪᔪᓄᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᓐᓄᑦ. ᐊᔾᔨᒌᙱᓐᓂᕆᔭᖏᑦ ᑕᐃᒪᐃᓪᓚᑦᑖᑦᑐᑦ ᓂᕆᐅᒋᔭᐅᔪᓪᓗ ᐅᖃᐅᓯᐅᓯᒪᕗᑦ ᑖᒃᑯᓇᓂ ᑮᓇᐅᔭᓄᑦ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᔪᓄᑦ ᐱᓕᕆᐊᖃᕐᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᓪᓗᑎᒃ ᐊᓯᐅᔾᔨᐅᓪᓗᑎᒡᓗᓐᓃᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᓂ ᐊᓯᔾᔨᕐᓂᕆᔭᐅᔪᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐊᑐᖅᑕᐅᓪᓚᕆᐊᖃᖅᐸᒃᑐᓂ ᐊᕐᕌᒍᒋᔭᖓᓂ ᑕᒪᒃᑯᐊᓪᓚᕇᑦ ᖃᔅᓯᐅᓂᕆᔭᖏᑦ ᖃᐅᔨᒪᔭᐅᓕᖅᑎᓪᓗᒋᑦ.

3. ᐃᓕᐅᖅᑲᖅᑕᐅᔪᑦ

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔫᑉ ᐃᓕᐅᖅᑲᖅᓯᒪᔭᖏᑦ ᖃᓄᐃᑦᑑᓂᖏᑦ ᐊᖅᑭᓯᖅᑕᐅᓕᖅᐸᒃᐳᑦ ᒪᓕᒃᑐᖃᖅᓗᓂ ᐊᔾᔨᒌᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓄᑦ ᖁᕝᕙᖅᐸᓪᓕᐊᕙᒃᐳᑦ ᐃᒪᓐᓇ:

	2019 Cost	2019 Market	2018 Cost	2018 Market
Level 1				
Canadian equities	$ 93,832,325	$ 97,262,560	$ 82,005,946	$ 76,783,262
Foreign equities	86,007,687	101,030,302	72,605,143	77,842,649
	179,840,012	198,292,862	154,611,089	154,625,911
Level 2				
Fixed income securities	74,132,722	75,962,857	71,265,191	67,973,377
Net	$253,972,734	$274,255,719	$225,876,280	$222,599,288

ᑕᐸᐱᒃᑯᐊ ᑎᑎᕋᖅᓯᒪᔪᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐱᔭᐅᓯᒪᕙᒃᐳᑦ ᐅᑯᓇᙱᑦ, RBC Investor Services Trust, ᑐᓐᓂᖅᑯᑕᐅᔾᔭᓇᑎᒡᓗ ᐊᑐᖅᑕᐅᔪᒥ ᐱᕕᒃᓴᐅᔪᒥ.

ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᐊᑭᖓᓄᑦ ᖁᕝᕙᖅᐸᓪᓕᐊᓂᕆᔭᖓ ᐅᓂᒃᑲᐅᓯᐅᓯᒪᑎᓪᓗᒍ ᑎᑎᕋᖅᓯᒪᓂᖓᓂ 2(ᑎ–ᒥ) ᐊᑐᕆᐊᖃᖅᐳᖅ ᑕᐅᑐᒐᒃᓴᐅᓗᑎᒃ ᓂᐅᕐᕈᑎᖃᕐᓂᕐᒧᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᑕᐃᒪᐃᑦᑐᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐱᑕᖃᕋᖓᑕ. ᑮᓇᐅᔭᓕᕆᔨᔪᑎ ᓇᓃᒋᓂᕆᔭᖓ ᐊᑦᑎᒃᑐᒦᓛᖑᑎᑕᐅᕙᒃᐳᖅ ᖁᒻᒧᒃᐸᓪᓕᐊᓯᒪᔪᓂ ᑕᕝᕙᓂ ᐅᔾᔨᕐᓇᒻᒪᕆᒃᑐᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ ᐃᓱᒪᒋᔭᐅᓯᒪᓪᓗᑎᒃ ᐆᒃᑐᕋᖅᑐᖃᕐᓂᐊᖅᑎᓪᓗᒍ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᒋᔭᖓᓂᒃ.

ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᑦ ᐊᑭᖅᑲᖅᑎᑕᐅᕙᒃᑦ ᑐᙵᕕᖅᑲᖅᑎᑕᐅᓪᓗᑎᒃ ᑐᓴᖅᑕᐅᔫᒃᓴᓂᑦ ᑐᓐᓂᖅᑯᑕᐅᔪᓂᑦ ᐃᓕᐅᖅᑲᐃᕙᖕᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒥᑦ. ᐱᓗᐊᙳᐊᖅᓱᓂ:

- ᑮᓇᐅᔭᓄᑦ ᓂᐅᕿᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐅᑯᐊᖑᕗᑦ, ᑮᓇᐅᔭᐃᑦ ᑮᓇᐅᔭᒃᑯᕕᖕᓂᓗ ᐱᔭᐅᕙᒃᑐᑦ ᐊᑭᖅᑲᖅᑎᑕᐅᕙᒃᓱᑎᒃ ᐊᑐᖅᑐᖅᑲᖅᓱᓂ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕿᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᓂᒃ;

- ᐋᖅᑭᒃᑕᐅᓯᒪᕙᒋᖅᑐᑦ ᑮᓇᐅᔭᓕᐅᕐᓂᕐᒧᑦ ᐃᓕᔭᐅᓯᒪᔪᑦ ᐅᑯᓂᖓ ᐃᓚᖅᑲᖅᐳᑦ, ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᒃ ᐱᔭᐅᓯᒪᔪᓂ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ. ᓇᖕᒥᓂᓇᔭᐅᓯᑲᐅᑎᒋᔪᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᖃᔅᓯᐅᓂᕋᖅᑕᐅᕙᒃᑐᑦ ᐊᑐᖅᑐᖅᑲᖅᓱᓂ ᑎᑎᕋᖅᓯᒪᓕᖅᑎᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕿᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᓂᒃ. ᖃᔅᓯᐅᓂᓇᔭᖕᒋᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂ ᐱᔭᐅᕙᒃᑐᑦ ᐊᑕᐅᓯᕐᒥᒃ ᑐᙵᕕᖅᑲᖅᑎᑕᐅᓪᓗᑎᒃ ᐃᓕᐅᖅᑲᐃᕙᖕᓂᕐᒧᑦ ᐱᕈᖅᑎᓐᓇᓱᒃᓗᒋᒃ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᔪᒥᑦ. ᖃᔅᓯᑐᕐᓂᓇᔭᖕᒋᑦ ᐱᔭᐅᕙᒃᑐᑦ ᑲᑎᑕᐅᓪᓗᑎᒃ ᖃᔅᓯᐅᓂᓇᔭᖓᓂᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓗᓂ ᐊᑭᖓᓄᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐱᓯᒪᔭᐅᔪᑦ, ᖃᔅᓯᐅᓂᖓ ᖃᐅᔨᔭᐅᓪᓗᓂ ᐊᑐᖅᑐᖅᑲᖅᓱᓂ ᑎᑎᕋᖅᓯᒪᓕᖅᑎᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕿᑎᖅᑲᖅᐸᖕᓂᕐᒧᒃ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᑦ ᐋᖅᓯᕕᐅᓯᒪᓪᓗᑎᒃ ᐸᐸᑕᐅᔪᓂᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓂᑦ ᐊᑭᓕᓇᐊᓖᑦ ᐊᒡᒍᖅᑕᐅᓪᓗᑎᒃ ᑲᑎᕝᓗᒋᑦ ᖃᔅᓯᐅᓂᓇᔭᖕᒋᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᓯᒪᙱᑦᑐᑦ;

- ᐱᖃᖅᑲᑕᐅᔾᔪᑏᑦ ᐃᓚᖅᑲᖅᐳᑦ ᑲᓇᑕᒥᐅᓂ ᑲᓇᑕᒥᐅᑲᑕᐅᙱᑦᑐᓂᒡᓗ ᐱᖃᖅᑲᑕᐅᔾᔪᑎᓂᒃ ᑮᓇᐅᔭᓂᒃ. ᑲᓇᑕᒥᐅᙱᑦᑐᖅ ᐱᖃᖅᑲᑕᐅᓂᕐᒧᑦ ᑮᓇᐅᔭᐃᑦ ᐃᓚᖅᑲᓇᕗᑦᑕᐅᖅ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᑲᓇᑕᒥᐅᑕᐅᙱᑦᑐᓂ ᐊᓯᔾᔨᖅᑎᓇᕙᖕᓂᕐᒥᒃ ᑮᓇᐅᔭᓂᒃ ᓯᕗᒻᒧᐊᖅᑎᓪᓗᒋᑦ ᑲᓐᑐᓛᒋᔭᐅᔪᑦ. ᐃᓕᐅᖅᑲᐃᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᕋᖅᑕᐅᓯᒪᔪᑦ ᑖᒃᑯᓄᖓ ᑮᓇᐅᔭᓄᑦ ᐱᔭᐅᕙᒃᑐᑦ ᐊᔾᔨᒌᙱᑦᑐᓂᒃ ᐱᑎᑦᑎᕙᒃᑐᓂᑦ ᖃᔅᓯᐅᓂᖏᓪᓗ ᖃᐅᔨᒪᔭᐅᓕᖅᐸᒃᓱᑎᒃ ᒪᓕᒃᑐᖃᖅᓱᓂ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑎᒍᑦ ᖃᔅᓯᐅᓂᐊᕐᓂᖏᓐᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑎᒍᑦ. ᖃᔅᓯᑐᕐᓂᕋᖅᑕᐅᓂᖏᑦ ᐱᔭᐅᕙᒃᑐᑦ ᖃᑎᑕᐅᓯᒪᔪᓂᑦ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᖃᔅᓯᑐᕐᓂᖏᓐᓄᑦ ᐱᖃᖅᑲᑕᐅᔾᔪᑎᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᖃᐅᔨᔾᔪᑕᐅᓚᐅᖅᐳᑦ ᐊᑐᖅᑐᖅᑲᖅᓱᓂ ᑎᑎᕋᖅᓯᒪᓕᖅᑎᑕᐅᓯᒪᔪᓂᒃ ᓂᐅᕿᑎᖅᑲᖅᐸᖕᓂᕐᒧᑦ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᓂᒃ ᐋᖅᓯᕕᒋᓗᒋᑦ ᐱᖃᖅᑲᑕᐅᓂᕐᒧᑦ ᑮᓇᐅᔭᓂᒃ ᐊᑭᓕᐅᑕᐅᔭᕆᐊᓕᖕᓂᒃ, ᑖᓐᓇ ᐊᒡᒍᖅᑐᖅᑕᐅᓪᓗᓂ ᑲᙱᕐᓗᒋᑦ ᖃᔅᓯᐅᓂᓇᔭᖕᒋᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᓯᒪᙱᑦᑐᑦ.

4. ᐊᑭᑐᔪᓄᑦ ᑕᖕᒋᖃᙱᑦᑐᓄᓪᓗ ᐱᕐᑯᑎᒋᔭᐅᔪᓄᑦ

ᐊᔾᔨᒌᓕᖅᑎᑦᑎᓂᖅ ᑲᔪᓯᑎᑕᐅᔪᓄᑦ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ ᐊᑭᑐᔪᓂ ᐱᕐᑯᑎᒋᔭᐅᔪᓂ ᐱᒋᐊᕐᕕᖓᓂ ᐃᓱᓕᕝᕕᒋᔭᖓᓂᓗ ᐊᕐᕌᒍᒋᔭᐅᔫᑉ ᐃᒪᐃᓕᖓᕗᖅ:

	Office Equipment	Computer Equipment	Intangible Assets	Total
Cost:				
Balance, beginning of year	$ 6,861	$ 48,414	$ 466,618	$ 521,893
Additions	-	19,883	75,092	94,975
Disposals	-	(17,929)	-	(17,929)
Balance, end of year	6,861	50,368	541,710	598,939
Accumulated amortization:				
Balance, beginning of year	6,861	37,242	156,576	200,680
Amortization	-	4,845	44,845	49,690
Disposals	-	(10,461)	-	(10,461)
Balance, end of year	6,861	31,626	201,421	239,909
	$ -	$ 18,742	$ 340,289	$ 359,030

ᐃᓚᓕᐅᔾᔭᐅᓯᒪᔪᑦ ᐊᑭᑐᔪᓂ ᐱᖁᑎᒋᔭᐅᔪᓂ ᖃᓇᑕᐅᔭᐅᕗᑦ ᐱᓕᕆᔾᔪᑕᐅᕙᒃᑐᑦ ᐊᑭᑐᔪᑎᒍᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐊᑭᖃᖅᓱᑎᒃ $19,883 (2018 - $17,929) ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᑦ ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᕙᓪᓕᐊᓃᑦ $3,311–ᖑᓪᓗᑎᒃ (2018 - $10,461) ᑲᔪᓯᑎᑦᑎᓂᕐᒧᓪᓗ ᐊᖏᑭᖓ $16,572-ᖑᓪᓗᓂ (2018 - $7,468).

2013 ᐊᕐᕌᒍ ᐊᑐᖅᑎᓪᓗᒍ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᑎᐅᓂᕐᒧᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐊᑐᓕᓚᐅᖅᐳᑦ ᖃᓇᑕᐅᔭᒥ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ ᓚᐃᓴᖃᕐᓂᕐᒧᑦ ᐊᖏᖃᑎᒌᒍᑕᐅᔪᒥᒃ ᐊᑐᖅᑕᐅᓂᐊᖅᑐᓂᒃ C-DAT-ᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᕐᓂᖓᓄᑦ ᖃᓄᐃᙱᑦᑎᐊᕐᓂᕐᒧᓪᓗ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᑲᑎᓯᒪᔪᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓄᑦ (PHBIS–ᒧᑦ). ᑕᒪᓐᓇ ᖃᓇᑕᐅᔭᕐᓄᑦ ᐱᓕᕆᔾᔪᑕᐅᕙᒃᑐᖅ ᐊᑐᓕᖅᑎᑕᐅᓚᐅᖅᐳᖅ ᐊᑕᐅᑦᑎᒃᑰᖅᑕᐅᙱᕐᓗᓂ, ᐱᔭᕇᖅᑕᐅᓚᐅᖅᓗᓂᓗ 2015 ᐊᕐᕌᒍ ᐊᑐᖅᑎᓪᓗᒍ. ᑕᐃᒪᐃᓐᓂᖓᓄᓪᓗ, ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᕙᓪᓕᐊᓂᖅ ᐊᑭᓕᖅᓱᖅᓗᒍ ᐊᑭᖓ ᐊᒃᑐᐊᓂᓕᒃ ᑕᒪᑐᒧᖓ ᐊᑐᖅᑕᐅᕙᒃᑐᒧᑦ ᑎᑎᕋᖅᑕᐅᕙᓪᓕᐊᓕᓚᐅᖅᓯᒪᕗᖅ 2015–ᒥ. 2018–ᖑᑎᓪᓗᒍ ᖃᓇᓴᐅᔭᓕᕆᔾᔪᑎᓄᑦ ᐱᔪᓐᓇᐅᑎᑖᕐᓂᖅ ᓂᐅᕕᖅᑕᐅᓚᐅᖅᑐᑦ ᐊᑕᖏᖅᑕᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ ᐱᕐᑯᑎᒋᔭᐅᓕᖅᑐᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᖏᓐᓄᑦ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔩᑦ ᐃᓚᖃᖅᐳᑦ ᖃᓇᑕᐅᔭᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᐊᑭᖏᓐᓂᒃ ᑕᒪᕐᒥᑦᑎᐊᖅ ᐊᑐᓕᖅᑎᑕᐅᓇᔭᕐᓂᖏᓐᓄᑦ ᓚᐃᓴᓄᓪᓗ ᐊᑭᓕᖅᓱᕆᐊᓕᖕᓄᑦ, ᐊᒻᒪᓗᑦᑕᐅᖅ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᓄ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᓪᓗ ᐊᑭᓕᕆᐊᓕᖕᓄᑦ ᐊᒃᑐᐊᓂᖃᑲᐅᑎᑦᓗᑎᒃ ᐱᕙᓪᓕᐊᑎᑕᐅᓂᕐᒧᑦ ᐊᑐᓕᖅᑎᑦᑎᓂᕐᒧᓪᓗ ᑕᒪᑐᒥᖓ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᒥᒃ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐃᓐᓇᖅᓯᐅᑎᒃᓴᓄᑦ ᐸᕐᓇᐅᑎ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐅᑯᓂᖓ ᑮᓇᐅᔭᐅᙱᑦᑐᓂᒃ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓚᐅᖅᐳᑦ ᐃᓕᐅᖅᑲᐃᓂᕐᒧᓪᓗ ᐱᓕᕆᐊᖃᖅᓗᑎᒃ ᐊᕐᕌᒍᒥ ᑖᒃᑯᐊᓗ ᑭᑭᑕᐅᓪᓗᑎᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙵᖅᑕᐅᕙᓪᓕᐊᕙᖕᓂᖏᓐᓄᑦ ᒪᒃᐱᖅᑐᒐᖓᓂ 16–ᒥ. ᑲᑎᕐᓗᒋᑦ ᐊᑭᑐᔪᓄᑦ ᑕᖏᖅᑲᖏᑦᑐᓄᓪᓗ ᐱᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐃᓚᓯᓃᑦ ᑲᑎᕐᓗᒋᑦ ᐊᑭᖃᖅᓗᑎᒃ $94,975 (2018-ᒥ – $108,559-ᖑᓪᓗᑎᒃ) ᐃᓚᖃᖅᐳᑦ $ᐱᑕᖃᖏᑦᑐᓂᒃ (77,623 - $2018-ᓂᒃ) ᐊᑭᓖᓪᓗᑎᒃ $103,983–ᓂᒃ (19,883 - $ᐱᑕᖃᖏᑦᑐᓂᒃ, ᐃᒪᓐᓇ, ᐊᑭᑐᔪᒥ ᐊᑐᖅᑐᐊᖅᑎᑦᑎᓂᕐᒥᒃ ᐊᓐᒻᒪᓗ $2018-ᓂᒃ (2018 - $ᐱᑕᖃᖏᑦᑐᓂᒃ ᐊᑭᓕᒐᒃᓴᓂ ᑲᑎᑕᐅᕙᓪᓕᐊᓯᒪᔪᓂᓗ ᐊᑭᓕᒐᒃᓴᓂ.

2019 ᐊᕐᕌᒍ ᐊᑐᖅᑎᓪᓗᒍ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᑲᔫᓯᐊᖏᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᓴᒃᑯᑦᑎᓚᐅᖅᐳᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓂᒃ ᐱᕐᑯᑎᓂᒃ ᑖᒃᑯᐊᓗ ᐊᑭᖃᖅᓗᑎᒃ $7,468–ᓂᒃ ᐊᒃᑐᐊᓂᓕᖕᓄᓪᓗ ᐊᑭᑐᔪᓄᑦ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐱᔭᕇᐊᖃᓪᓚᕆᒃᑐᒥᒃ $2018–ᓂᒃ.

5. ᐊᑭᑐᔪᓂᒃ ᐊᑐᖅᑐᐊᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᖏᖃᑎᒌᒍᑎᒧᑦ

ᐊᑭᑐᔪᒥᒃ ᐊᑐᖅᑐᐊᕐᓂᖅ ᐅᑯᓇᙱᑦ, Xerox Canada Ltd-ᑯᓐᓂᑦ ᑎᑎᕋᕈᓐᓇᐅᑎᒧᑦ ᐊᔾᔨᓕᐅᕆᔾᔪᑎᒧᓪᓗ ᐱᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐊᑭᖃᖅᓗᑎᒃ $16,572-ᓂᒃ (2018-ᒥ – $7468–ᓂᒃ) ᑎᑎᕋᖅᑕᐅᓯᒪᓕᖅᑎᑕᐅᕙᒃᐳᑦ ᖃᔅᓯᐅᓂᖓᓄᑦ ᓇᓕᒧᒋᔭᖃᖅᓗᓂ ᒫᓐᓇ ᖃᔅᓯᑐᕐᓂᖏᓐᓂ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᕆᐊᓖᑦ ᐊᑐᖅᑐᖃᕐᓗᓂ ᕿᑐᕐᙱᐅᖅᑎᑦᑎᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᕆᕙᒃᑕᖓᓂᒃ ᓇᓗᓇᐃᔭᖅᓯᒪᑦᑎᐊᖅᑐᒥᒃ ᐊᑐᖅᑐᐊᕐᓂᕆᔭᐅᔪᒧᑦ. ᓇᓗᓇᐃᖅᓯᒪᓪᓚᕆᒃᑐᖅ ᕿᑐᕐᙱᐅᕐᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᕆᔭᖓ ᑕᒪᑐᒪ ᐊᑐᖅᑕᐅᓪᓚᕆᐊᓕᐅᑉ 11.650%–ᖑᕗᖅ, ᑕᒪᓐᓇᓗ ᐊᑐᖅᑐᐊᕐᓂᖅ ᐃᓱᓕᕝᕕᖃᖅᓗᓂ ᒫᑦᓯ 7, 2024–ᒥ, ᑖᓐᓇ ᐊᑭᓕᖅᓱᒐᒃᓴᐅᓪᓗᓂ ᑎᓴᒪᐃᖅᓱᕐᓗᒍ ᐊᕐᕌᒍᒥ ᐊᑭᓕᐅᑕᐅᕙᓐᓂᐊᔪᓂᒃ $2,376-ᓂᒃ ᑕᒪᓐᓇ ᐃᓚᖃᖅᓗᓂ ᕿᑐᕐᙱᐅᕐᓂᕆᔭᖓᓂᒃ. ᐅᓇ ᑕᕝᕙ ᐊᑐᖅᑕᐅᕙᓪᓕᐊᓇᔭᖅᑐᖅ ᓯᕗᓂᒃᓴᒥ ᒥᑭᓐᓂᖅᐸᒥᒃ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᓱᕆᐊᓕᖕᓄᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓄᑦ ᐊᑭᑐᔫᓪᓗᑎᒃ.

2020	$	4,752
2021		4,752
2022		4,752
2023		4,752
2024		5,525
Total future minimum lease payments		24,533
Less amount representing interest		6,279
Present value of minimum net lease payments		18,254
Less current portion		2,743
	$	15,511

6. ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐊᑐᕆᐊᖃᓪᓚᕆᒃᐸᒃᑐᑦ

ᒫᓐᓇ ᐊᑭᓪᓚᑦᑖᕆᔭᖏᑦ ᑲᑎᑕᐅᓯᒪᔪᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᑦ ᖃᔅᓯᐅᓂᐊᕋᓱᒋᔭᐅᓂᖓ ᐋᖅᑭᒃᑕᐅᓚᐅᖅᓯᒪᕗᖅ ᐅᑯᓄᖓ, Aon Hewitt Associates–ᑯᓐᓂᑦ, ᑖᒃᑯᐊ ᐱᓕᕆᔨᐅᓪᓗᑎᒃ ᐅᖃᐅᔾᔪᐃᔨᐅᔾᓗᑎᒃ ᖃᐅᔨᒪᓂᖃᒻᒪᕆᒃᓱᑎᒃ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᖃᓅᓇᓱᒋᔭᐅᔪᓪᓗ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᑎᓯᐱᕆ 31, 2019–ᒧᑦ ᐊᑭᓕᖅᓯᒐᒃᓴᓄᑦ ᐊᔾᔨᒋᕙᖏᑦ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᕿᔅᓯᑐᓪᓚᕆᔾᔪᑕᐅᔪᓂᑦ ᑎᓯᐱᕆ 31, 2018–ᒥ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᖃᓅᓇᓱᒋᔭᐅᔪᓪᓗ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᑎᓯᐱᕆ 31, 2018–ᒧᑦ ᐊᑭᓕᖅᓯᒐᒃᓴᓄᑦ ᐊᔾᔨᒋᕙᖏᑦ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᕿᔅᓯᑐᓪᓚᕆᔾᔪᑕᐅᔪᓂᑦ ᑎᓯᐱᕆ 31, 2017–ᒥ. ᑖᓐᓇ ᑎᓯᐱᕆ 31, 2019-ᒥ ᐊᖏᒡᓕᒋᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ/ᐅᖓᕙᕆᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᕗᖅ ᑐᙵᕕᖅᑎᑕᐅᓪᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᑐᕆᐊᓕᖕᓄᑦ ᑎᓯᐱᕆ 31, 2018-ᒥᑦ ᐱᒋᐊᖅᓯᒪᓂᑲᖅᓱᑎᒃ. ᑖᓐᓇ ᑎᓯᐱᕆ 31, 2019-ᒥ ᐊᖏᒡᓕᒋᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ/ᐅᖓᕙᕆᐊᖅᑎᑦᑎᒃᑲᓐᓂᕐᓂᖅ ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᕗᖅ ᑐᙵᕕᖅᑎᑕᐅᓪᓗᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᑐᕆᐊᓕᖕᓄᑦ ᑎᓯᐱᕆ 31, 2018-ᒥᑦ ᐱᒋᐊᖅᓯᒪᓂᑲᖅᓱᑎᒃ.

ᐅᔾᔨᕐᓇᕐᓂᖏᑦ ᐊᕗᖓᑲᓪᓚᒡᓗ ᖃᔅᓯᐅᓪᓚᖅᑖᕐᓂᖏᓐᓄᑦ ᖃᓅᓇᓱᒋᔭᐅᔪᑦ ᐊᑐᖅᑕᐅᔪᕕᓃᑦ ᑲᔪᓰᓐᓇᖅᑐᒥ ᐃᓱᒫᓗᖕᓇᖅᑐᒥ ᐊᔾᔨᒌᙱᓐᓂᕆᔭᖏᓐᓂ ᐅᑯᐊᖑᓚᐅᖅᐳᑦ:

	2019	2018
Interest rate:	5.90%	5.90%
Rate of salary increase:	2.50%	2.50%
Inflation:	2.00%	2.00%

ᑲᔪᓰᓐᓇᖅᑐᒥᒃ ᐃᓱᒫᓗᑎᖃᕐᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᕋᐃᓂᖅ ᐱᓕᕆᐊᖑᕙᒃᐳᖅ ᖃᐅᔨᒪᓕᕈᒪᓂᕐᒧᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᖓᑕ ᖃᓄᐃᓕᖓᓂᖓᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔫᑉ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᕐᒧᓪᓗ ᐱᔭᐅᔭᕆᐊᓕᖕᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᑦ, ᑖᓐᓇ ᐱᕙᒌᔭᖅᑕᐅᓯᒪᔪᖅ ᑲᒪᒋᓗᒍ ᑲᔪᓰᓐᓇᖅᓱᓂ ᐃᓱᒫᓘᑕᐅᕙᓂᖓᓂᒃ.

7.

	2019	2018
Employee and employer current service cost	$ 25,004,704	$ 23,624,925
Employee past service cost	362,759	677,480
Voluntary additional contributions from employees	194,315	15,449
	$ 25,561,778	$ 24,317,854

ᐃᑲᔫᑏᑦ ᐃᓯᐊᕙᓪᓕᐊᓚᐅᖅᑐᑦ ᐅᑭᐅᒥ ᐃᓐᓇᖅᓯᐅᑎᑖᒃᓴᓄᑦ ᐸᕐᓇᐅᑏᑦ ᑮᓇᐅᔭᖅᑑᑎᒃᓴᖓ ᐅᑯᓂᖓ ᐃᓚᖃᖅᑐᖅ:

	2019	2018
Employee portion	$ 12,502,352	$ 12,505,391
Employer portion	13,059,426	11,812,463
	$ 25,561,778	$ 24,317,854

As at December 31, 2019, contributions receivable of the Pension Plan Trust Fund includes the following:

	2019	2018
Employee portion	$ 339,345	$ 737,599
Employer portion	339,345	737,599
	$ 678,690	$ 1,475,198

8. ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ

ᑲᑎᕐᓗᒋᑦ ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐃᒪᓐᓇᐃᓕᖓᕗᑦ:

	2019	2018
Realized investment income:		
Gain (loss) on sale of investments	$ (86,141)	$ 887,045
Interest and dividends	16,831,814	15,663,486
Total realized investment income	16,745,673	16,550,531
Unrealized investment income:		
Current period change in fair value of investments	23,559,978	(20,526,140)
Total investment income (loss)	$ 40,305,651	$ (3,975,609)

ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᐱᔪᖃᖅᐹᓪᓕᖅᓯᒪᑎᓪᓗᒍ ᓂᐅᕐᕈᑎᖃᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᒃᑐᓂᒃ ᑖᔅᓱᒪᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᕐᒧᑦ ᐱᕙᒋᕙᖅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᐅᑯᓂᖓ ᐃᓚᖃᖅᐳᑦ:

	2019	2018
Canadian equities	$ 56,946	$ 350,410
Foreign equities	214,789	1,175,482
Fixed income - Bonds	(357,876)	(638,847)
	$ (86,141)	$ 887,045

ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᔪᑦ ᐊᕐᕌᒍᒋᔭᐅᔪᒥ ᕿᑐᕐᖏᐅᖅᑕᐅᔪᓄᑦ ᐊᕕᒃᓯᕕᐅᓂᕐᓄᑦᓗ ᑖᒃᑯᓇᖕᒐᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᐅᑯᓂᖓ ᐃᓚᖃᖅᐳᑦ:

	2019	2018
Canadian equities	$ 6,228,077	$ 4,058,163
Foreign equities	7,446,897	9,459,817
Fixed income - Bonds	3,132,830	2,139,255
Canadian pooled money market funds	15,557	208
Income on cash	8,453	6,043
	$ 16,831,814	$ 15,663,486

9. ᐊᑭᑐᔪᓄᑦ ᐊᐅᓚᑦᑎᕝᕕᖅᑲᕐᓂᕐᒥ

ᐱᔾᔪᑎᒋᔭᖓ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᑎᑦᑎᔪᒪᓂᐅᕙᒃᑯᖅ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ ᐃᓚᒋᔭᐅᔪᓄᑦ. ᑕᐃᒪᐃᓐᓂᖓᓄᑦ, ᐊᐅᓚᑦᑎᔪᖅᑲᓕᕋᖓᑦ ᐊᑭᑐᔪᓂᒃ ᐊᖏᔪᓂᒃ, ᑐᕌᕆᔭᐅᔪᖅ ᐱᑕᖅᑲᐃᓐᓇᖅᑎᑦᑎᔪᒪᓂᐅᕗᖅ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐃᓐᓇᖅᓯᐅᑎᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᒻᒪᓗ ᐋᓐᓂᐊᖅᑲᖅᓇᖕᒋᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᖕᒋᑦᑎᐊᖅᐸᖕᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓂᒃ ᐱᓕᕆᐊᖑᓗᓂ ᐱᑎᑦᑎᕙᓗᓂ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐊᔪᖕᒋᑎᑦᑎᓗᓂ ᑲᔪᓰᓐᓇᕈᓐᓇᕐᓗᓂ ᐃᓱᒪᓗᑕᐅᖕᒋᓐᓇᕐᓗᓂ ᓈᒻᒪᒃᑐᓂᒃ ᐱᕐᑯᑦᑲᕐᓗᓂ ᓯᕗᓂᒃᓴᒥ ᐊᑐᕆᐊᓕᖕᓂᒃ ᐊᑐᕈᒪᓂᕐᒥᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ, ᓈᒻᒪᒃᑐᓂᒡᓗ ᐊᓯᔾᔨᕈᓐᓇᖅᐸᒡᓗᓂ ᐊᖑᒻᒪᑎᔪᒪᓂᕐᒥᓄᑦ ᑕᒪᐃᓐᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᔭᒃᑐᓄᑦ ᐊᑭᓕᖅᓯᒐᒃᓴᓂᒡᓗ ᐊᑭᓖᕙᖕᓂᕐᒧᑦ.

ᐊᑭᑐᔪᑦ ᑖᒃᑯᓇᓂ ᑲᑐᔾᔨᖅᑲᑎᑏᓂ ᐅᑯᐊᖑᕗᑦ, ᖃᖕᒋᐅᑎᓯᒪᔭᖕᒋᑦ ᑮᓇᐅᔭᐃᑦ (ᐊᑮᑦᑐᕆᔭᖕᒋᑦ) ᑕᒪᓐᓇ ᑭᒡᒐᖅᑐᖅᑕᐅᑎᓪᓗᒍ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᑦ ᐸᐸᑕᐅᔪᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᐊᒥᐊᒃᑯᖕᒋᑦ ᐊᑮᑦᑐᕆᔭᐅᔪᓪᓘᓐᓃᑦ. ᑭᑭᑕᐅᓪᓗᓂ ᐊᒃᑐᖅᓯᓂᕆᔭᖓ ᐃᓕᐅᖅᑲᐃᓯᒪᓂᕐᒧᑦ ᑮᓇᐅᔭᖅᑖᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᑖᒃᑯᐊ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᑮᓇᐅᔭᖅᑲᖅᑎᑕᐅᕙᒃᑦ ᑲᑎᓯᒪᔪᑎᒍᑦ ᐃᖅᑲᓇᐃᔭᖅᕕᒋᔭᐅᔫᑉ ᐃᖅᑲᓇᐃᔭᖅᕕᐅᔪᒧᑦ ᐃᑲᔫᑎᓄᑦ. ᖃᖕᒋᐅᑎᓯᒪᔪᑦ (ᐊᑮᑦᑐᕆᔭᐅᔪᑦ) ᑖᒃᑯᓇᓂ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᔭᖅᑕᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᑭᒡᒐᖅᑐᐃᕗᑦ ᐊᔾᔨᒌᙱᓐᓂᖕᒋᓐᓂᒃ ᐱᖁᑎᒋᔭᐅᔪᓄᑦ ᒪᓂᒪᔪᓄᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᑕᐃᒃᑯᓄᖓᓪᓕᑦᑖᖅᓗ ᖃᐅᔨᒪᔭᐅᔪᓄᑦ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᓄᑦ ᑲᑎᑕᐅᕙᓪᓕᐊᔪᓄᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᐸᖕᓂᖅᐸᒡᓗᑦ ᐱᕙᓪᓕᕈᑕᐅᕙᒃᑐᓄᑦ ᑲᔪᓰᓐᓇᖅᑐᒃᑯᑦ ᐃᓱᒪᓗᑕᐅᔪᑎᒍᖅᓗᑎᒃ.

	2019	2018
Net assets invested in capital and intangible assets:		
Capital assets	$ 18,742	$ 11,172
Intangible assets	340,288	310,042
Trade payables related to intangible assets	-	(4,575)
Capital lease obligation	(18,254)	(11,545)
Net assets invested in capital and intangible assets	340,776	305,094
Unfunded severance pay liability in wages & benefits payable	(59,849)	(65,002)
Unrestricted surplus	42,255,930	14,883,521
Pension Plan Trust Fund balance	$ 42,536,857	$ 15,123,613

10.

ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᑦ ᐃᓕᓯᕝᕕᐅᓲᑦ ᓈᒻᒪᒃᓗᑎᒃ ᖃᔅᓯᐅᓂᖓᓂᑦ ᐊᑐᖅᓗᑎᒃ ᓇᓗᓇᐃᔭᐅᑎᑦ ᐱᑎᑕᐅᔪᓂ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᓄᑦ ᐊᐅᓚᑦᑎᔨᒧᑦ. ᐊᓯᖏᑦ ᑮᓇᐅᔭᓕᓇᔾᔪᑏᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᓇᔅᑦ ᐃᓗᓕᖃᖅᑐᑦ ᑮᓇᐅᔭᓂᑦ, ᐊᑯᓂᐅᙱᑦᑐᒃᑯᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᑦ, ᐃᑲᔫᑎᑦ ᐅᑎᖅᓱᒃᓴᑦ, ᐊᓯᖏᑦ ᐅᑎᖅᑐᒃᓴᑦ, ᒪᕐᕉᖕᓄᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔾᔪᑎᓄᑦ ᖃᔅᓯᕈᕐᓂᖏᑦ, ᑮᓇᐅᔾᔭᒃᓴᑦ ᐱᕙᓪᓕᕈᑎᒃᓴᓪᓗ ᐊᑭᓕᓇᐊᓕᑦ, ᑮᓇᐅᔭᖃᕐᕕᖕᒥᒃᓗ ᐊᑭᓕᓇᐊᓕᑦ. ᓈᒻᒪᒃᓗᑎᒃ ᖃᔅᓯᐅᓂᖓᓂᑦ ᑖᒃᑯᓇᙱᑦ ᑮᓇᐅᔭᓕᓇᔾᔪᑎᓂᑦ ᒥᒃᓴᐅᓴᓲᑦ ᐱᓯᒪᔭᖏᓐᓂ ᖃᔅᓯᐅᓂᖏᓐᓂ.

ᓈᒻᒪᒃᓗᑎᒃ ᖃᔅᓯᐅᓂᖓᓂᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᓵᙱᔪᑦ ᑮᓇᐅᔭᖅᑖᕈᑎᓄᑦ, ᓂᐅᕕᐊᒃᓴᕈᖅᑎᑕᐅᑐᐃᓐᓇᓇᐊᓕᖕᓄᑦ, ᐊᒻᒪᓗ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ. ᐱᕐᑯᑎᑦ ᐊᔾᔨᒌᖏᑦᑑᓕᖅᑎᑕᐅᓂᖏᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᒃᑲᓐᓂᕋᓲᑎᓪᓗ ᐃᓚᐅᖃᑕᐅᔪᓐᓇᐅᑎᓄᑦ ᐱᔭᕆᐊᓕᑦ ᐱᔾᑎᖅᑐᑦ ᑐᙵᕕᓪᓗᐊᑕᖃᖅᑐᑦ ᐊᑦᑕᓇᖅᑐᓄᑦ ᐊᐅᓚᑦᑎᓂᕐᒥ ᐊᑐᒐᒃᓴᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᒃᑲᓐᓂᕋᓲᑎᓄᑦ ᐱᓕᕆᐊᓂᑦ ᐃᓗᐃᑑᓗᓂ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᑦ ᖃᓄᐃᓕᐅᕈᑕᐅᔪᒪᔪᓂ ᐱᔭᕆᐊᓕᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᒃᑲᓐᓂᕋᓲᑎᑦ ᐃᓂᖃᖅᑎᑕᐅᓗᑎᒃ ᐊᔾᔨᒌᖏᑦᑑᓕᖅᑎᑕᐅᓗᑎᒃ ᑲᑎᙵᙱᓪᓗᑎᒃ ᐱᕐᑯᑎᑦ ᖃᓄᐃᑦᑑᓂᖏᓐᓂ ᐋᖅᑭᒃᓯᒪᓪᓗᑎᒃᓗ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᓄᑦ ᐃᓚᐅᖃᑕᐅᔪᓐᓇᐅᑎᓄᑦ ᐱᔭᕆᐊᓕᖕᓄᑦ. ᐊᔾᔨᒌᖏᑦᑑᓕᖅᑎᑕᐅᓂᖏᑦ ᐱᕐᑯᑎᑦ ᐱᔭᑦᑎᖅᑐᖅ ᐊᑦᑎᒃᓯᒋᐊᕐᓗᒋᑦ ᐊᔾᔨᒌᖏᑦᑑᑦ ᓂᕆᐅᒋᔭᕐᓂᑦ ᐅᑎᖅᑎᕕᐅᓂᕐᒧᑦ ᐊᑐᖅᑕᓂ ᐱᓕᕆᐊᓂᑦ. ᐃᓚᐅᖃᑕᐅᔪᓐᓇᐅᑎᓄᑦ ᐱᔭᕆᐊᓕᑦ ᐱᔭᑦᑎᖅᑐᑦ ᐱᕐᑯᓪᓗᒋᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐱᕐᑯᑎᖏᑦ, ᐃᓚᓯᕝᕕᐅᔪᓐᓇᖅᑕᓕᒫᖏᑎᒍᑦ, ᐃᓂᖃᖅᑎᑕᐅᓲᖑᙱᑦᑐᑦ ᐱᔪᓐᓇᐅᑎᖃᙱᓐᓂᖃᖅᑐᓄᑦ ᐊᑦᑕᓇᖅᑐᒧᑦ ᐊᑐᕈᓐᓇᖅᓗᓂᒋᓪᓗ ᑐᕋᒐᒃᓴᖏᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐱᕐᑯᑎᖃᖅᐸᑦ. ᖁᓛᓃᑦᑐᑦ ᐊᑐᐊᒐᓄᑦ ᑲᒪᕙᑎᓪᓗᒋᑦ ᐊᑦᑕᓇᖅᑐᓄᑦ ᐊᐅᓚᑦᑎᓂᕐᓂ, ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᑦ ᐱᓕᕆᐊᖑᓂᖏᓪᓗ ᐱᑎᑦᑎᔪᓐᓇᐃᓐᓇᖅᑐᑦ ᐊᑦᑕᓇᖅᑐᓂᑦ, ᐱᔪᓐᓇᕐᓂᓕᒫᓄᑦ ᐅᖃᐅᓯᐅᔪᖅ ᐊᑖᓂ:

ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᑦ

ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᑦ ᐊᑦᑕᓇᖅᑐᒦᑦᑑᕗᖅ ᐱᑕᖃᖅᑐᓂ ᑮᓇᐅᔭᓄᑦ ᑳᓐᑐᐊᒃ ᐋᖅᓯᔪᓐᓇᙱᓪᓗᑎᒃ ᑐᕋᒐᒃᓴᖏᓐᓂᑦ ᒪᓕᒃᓗᒍ ᐊᖏᕈᑕᐅᓯᒪᔪᖅ ᐃᓱᓕᕝᕕᒃᓴᓕᒃ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᓵᙱᔪᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᑐᕐᓗᑎᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᑦ ᑮᓇᐅᔭᓄᑦ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑐᒐᒃᓴᖏᓐᓂᑦ (ᐃᓚᐅᙱᕐᓗᑎᒃ ᑮᓇᐅᔭᓪᓚᑦᑖᑦ), ᐋᖅᑭᒃᓯᒪᔪᓪᓗ ᑮᓇᐅᔭᓕᐊᑦ ᓴᐳᒻᒥᔾᔪᑎᖏᑦ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᑦ ᑮᓇᐅᔭᓄᑦ ᓂᐅᕕᐊᒃᓴᖃᖅᑎᓄᑦ ᐊᑐᒐᒃᓴᖏᓐᓂᑦ, ᐋᖅᑭᒃᓯᒪᔪᓪᓗ ᑮᓇᐅᔭᓕᐊᑦ ᓴᐳᒻᒥᔾᔪᑎᖏᑦ. ᐊᒻᒪ ᑭᓯᑐᐃᓐᓇᐃᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖏᓐᓄᖕᖓᔪᑦ ᐱᕐᑯᑎᑦ ᐊᐅᓚᑕᐅᔪᑦ ᐋᖅᑭᒃᓯᓂᖅ ᑲᒪᒋᔭᐅᑦᑎᐊᖅᑐᓄᑦ ᐃᓱᓕᕝᕕᓖᑦ ᑲᑎᒍᑎᔪᓄᑦ ᖃᓄᑐᐃᓐᓇᖅ ᐊᑕᐅᓯᕐᒧᑦ ᑲᔪᓯᑎᑦᑎᔨᒧᑦ, ᐊᒻᒪᓗᑦᑕᐅᖅ ᐋᖅᑭᒃᓯᓂᖅ ᒥᑭᓛᖑᓗᒍ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᓈᓴᐅᓯᖅᑕᐅᓂᖏᑕ ᒪᓕᒃᑕᐅᔪᒃᓴᓂᑦ ᑮᓇᐅᔭᖅᑖᕈᑎᓄᑦ.

ᑲᒪᒋᔭᐅᑦᑎᐊᖅᑐᓄᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐱᑕᖃᓲᖅ ᐃᓚᖏᓐᓈᖓᔪᓄᑦ ᐱᓕᕆᐊᒃᓴᖏᓐᓂ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᓄᑦ ᓴᐳᒻᒥᔾᔪᑎᓂᑦ ᐱᔾᔪᑎᒋᓗᒍ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᔾᔨᖅᓚᖏᓐᓂ ᖃᓄᐃᑦᑑᓂᖏᓐᓂ ᐅᕝᕙᓘᓐᓃᑦ ᐱᔾᔪᑎᖃᖅᓗᑎᒃ ᐊᔾᔨᖅᓚᖏᓐᓂᑦ ᒪᑭᐅᒪᐃᓐᓇᕈᑎᒃᓴᓂᑦ, ᒐᕙᒪᓄᑦ, ᐊᓯᖏᓐᓄᓪᓗᓐᓃᑦ ᖃᓄᐃᓕᖓᓂᖅᓄᑦ. ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᓄᑦ ᐱᓕᕆᐊᒃᓴᖏᓐᓂ ᐃᓗᐃᑑᓗᓂ ᐱᔾᔪᑎᖃᖅᑐᖅ ᐊᖏᓛᖑᓗᒍ ᑲᑎᒍᑎᔪᓄᑦ ᐃᓱᓕᕝᕕᓖᑦ ᐱᖁᑎᒧᓪᓗ ᑐᓂᓯᓂᖅ ᑐᕋᒐᖏᑦ ᐋᖅᑭᒃᓯᒪᓪᓗᑎᒃ ᐊᐅᓚᑦᑎᓂᖅ ᑲᑎᒍᑎᔪᓄᑦ ᑲᒪᒋᔭᐅᑦᑎᐊᖅᑐᓄᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ.

ᓂᐅᕕᐊᔾᔪᕈᖅᑎᑕᐅᑐᐃᓐᓇᓇᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᓇᕈᑎ

ᓂᐅᕕᐊᒃᓴᕈᖅᑎᑕᐅᑐᐃᓐᓇᓇᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᓇᕈᑎ ᐊᑦᑕᓇᖅᑑᔪᖅ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐊᒃᓱᕐᓇᖅᑐᒃᑯᕈᑎᒋᓂᐊᖅᑕᖓ ᑐᕋᒐᒃᓴᖏᓐᓈᕋᓱᖕᓂᕐᓂ ᐊᒃᑐᐊᓂᓕᖕᓂᑦ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ ᐃᓂᖃᖅᑎᑕᐅᔪᓂᑦ ᑐᓂᓯᓂᕐᒥᒃ ᑮᓇᐅᔭᓂᑦ ᐊᓯᐊᓂᒃᑑᓐᓃᑦ ᑮᓇᐅᔭᑦ ᐱᕐᑯᑎᖏᓐᓂ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ ᐃᓗᓕᖃᖅᑐᑦ ᑮᓇᐅᔭᖃᕐᕕᖕᒥᒃᓗ ᐊᑭᓕᓇᐊᓕᑦ ᐊᒻᒪ ᓄᐊᑉᐸᓪᓕᐊᔪᑦ ᐊᑭᓕᒃᓴᑦ, ᐊᒻᒪ ᐱᓪᓗᒍ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᓇᓂᖅ ᐃᑲᔫᓯᐊᓄᓪᓗ ᑮᓇᐅᔭᑦ. ᑖᒃᑯᐊ ᖃᔅᓯᐅᓂᖏᑦ ᕿᓚᒥᐅᔪᒃᑰᖅᑐᑦ ᐋᖅᑭᒃᓯᒪᓪᓗᑎᒃᓗ ᐋᖅᑭᒃᓗᑎᒃ ᐊᑕᐅᓯᕐᒧᑦ ᐊᕐᕌᒍᒧᑦ. ᓂᐅᕕᐊᔾᔪᕈᖅᑎᑕᐅᑐᐃᓐᓇᓇᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᓇᕈᑎ ᐊᐅᓚᑕᐅᔪᖅ ᖃᐅᔨᒪᒋᐊᖅᓗᑎᒃ ᓂᐅᕕᐊᒃᓴᕈᖅᑎᑕᐅᑐᐃᓐᓇᓇᐊᖃᖅᑐᑦ ᐱᕐᑯᑎᖏᑦ ᐋᖅᑭᒃᓯᒪᔭᐅᖏᓐᓇᖅᓗᑎᒃ ᐱᕐᑯᓪᓗᒋᑦ ᐊᑭᓕᐅᑕᐅᔭᓇᐊᓕᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓲᑎᓄᓪᓗ ᑐᓂᓯᒪᕐᑎᐊᕈᑎᑦ ᑕᒪᒃᑭᖅᓗᑎᒃ. ᑐᖅᑯᐃᕝᕕᐅᑉ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ ᐊᒻᒪ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᑦ ᖃᔅᓯᐅᓂᖓ ᓄᐊᑉᐸᓪᓕᐊᔪᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᓄᑦ ᐃᑲᔫᓯᐊᑦ, ᐊᐅᓚᑦᑎᔨᑦ ᐅᒃᐱᕈᓯᒃᑐᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐱᔾᔪᑎᖃᔾᔭᖏᑦᑑᑦ ᖃᓄᑐᐃᓐᓇᖅ

ᓂᐅᕕᐊᔅᓴᕈᖅᑎᑕᐅᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑦᑕᕐᓇᕈᑎᓄᑦ. ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᑦ ᖃᔅᓯᐅᓂᖓ ᓄᐊᑉᐸᑦᓕᐊᔪᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᓄᑦ ᐃᑲᔫᓯᐊᑦ ᐃᓱᒪᒋᔭᐅᙱᑦᑐᖅ ᑮᓇᐅᔭᓄᑦ ᐊᑭᓕᒃᓴᓂᑦ; ᑕᐃᒪᐃᒃᑲᓗᐊᖅᑎᑦᓗᒍ, ᐱᓛᖑᑦᓗᓂ ᐊᑭᓕᒃᓴᐅᔪᖅ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐅᓂᒃᑳᖏᓐᓂ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᑦ ᐃᓂᖏᓐᓂ.

ᓂᐅᕕᐊᒃᓴᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ

ᓂᐅᕕᐊᒃᓴᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ ᐊᑦᑕᓇᖅᑑᔪᖅ ᐱᓪᓗᒃᑐᖅ ᖃᔅᓯᐅᓂᖓ ᓯᕗᓂᕐᒥᒃᓘᓐᓃᑦ ᑮᓇᐅᔭᑦ ᐃᖏᕋᓂᖏᓐᓂ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᑦ ᐊᓯᔾᔨᕋᔭᖅᑐᑦ ᐱᔾᔪᑎᒋᓗᒋᑦ ᐊᓯᔾᔨᖅᑐᑦ ᓂᐅᕕᐊᒃᓴᖅᑎᑦ ᐊᑭᖏᓐᓂ. ᓂᐅᕕᐊᒃᓴᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ ᐃᓗᓕᖅᖅᑐᑦ ᖄᒃᒃᓐᓂᐊᒍᑦ ᐊᑭᓂᑦ, ᒫᓐᓇᓕᓴᕐᓄᑦ, ᐊᓯᖏᓐᓄᓪᓗ ᐊᑭᖏᑕ ᐊᑦᑕᕐᓇᕈᑎᖏᓐᓄᑦ. ᐊᑯᓂᐅᓂᖓ ᓂᐅᕕᐊᒃᓴᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᓐᓇᖅᑐᑦ ᑕᑎᖅᖅᑐᖅ ᖃᓄᐃᓕᖓᓂᖓᓂᒃ ᑮᓇᐅᔭᖅᑖᕈᑎᓄᑦ.

ᐊᕐᕌᒍᑕᒫᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᐊᑭᓕᖅᓱᐃᑲᓐᓂᓇᐊᖃᑐᐃᓐᓇᓇᐊᓖᑦ

ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᐊᑭᖏᓐᓄᑦ ᐅᑲᐅᙱᓕᐅᕈᑕᐅᑐᐃᓐᓇᓇᐊᓖᑦ ᐊᑭᖏᑦ ᓯᕗᓂᑦᑎᓐᓂᑦ ᑮᓇᐅᔭᓚᑦᓈᑦ ᐱᔭᐅᔫᒫᖅᑐᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᑎᒍᑦ ᐊᓯᔾᔨᖃᑦᑕᐸᐸᒻᒪᑕ ᒪᓕᓪᓗᑎᑦ ᓂᐅᕐᕈᑏᑦ ᐊᑭᖏᓐᓂᑦ ᕿᑐᕐᖏᐅᕈᑎᖏᑕ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᑲᑎᒍᑎᔪᖅ ᐊᕐᕌᒍᑕᒫᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᐊᑭᓕᖅᓱᐃᑲᓐᓂᓇᐊᖃᑐᐃᓐᓇᓇᐊᓖᑦ ᐊᑐᖅᑐᒍ ᑮᓇᐅᔭᖅᑖᕈᑎᖏᑎᒍᑦ ᐱᓯᒪᒃᓕᖅᑎᓄᑦ ᕿᑐᕐᖏᐅᕈᑎᖃᖅᑎᑦᑎᔨᓄᑦ, ᐅᕝᕙᓘᓐᓃᑦ ᐋᖅᑭᒃᓯᒪᕙᒋᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ, ᐱᕐᑯᑎᓄᑦ. ᑖᒃᑯᐊ ᒪᓕᒃᑕᐅᖃᑦᑕᓇᐊᖃᖅᑐᒃᑯᑦ ᐃᓚᐅᑎᑦᑎᔪᑦ ᑮᓇᐅᔭᓄᑦ ᓂᐅᕕᐊᒃᓴᖅᑎᓄᑦ ᐱᕐᑯᑎᖏᓐᓂᑦ ᐊᒻᒪ ᐋᖅᑭᒃᓯᒪᕙᒋᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ ᓴᐳᒻᒥᔾᔪᑎᓂᑦ. ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑐᖅᑯᐃᕝᕕᑦ ᐊᐅᓚᑦᑎᓪᓗᑎᒃ ᑲᑎᒍᑎᔪᑎᖏᓐᓂᑦ ᐊᑭᖏᓐᓂᑦ ᕿᑐᕐᖏᐅᕈᑎᖏᑕ ᐊᑦᑕᕐᓇᕈᑎᖏᓐᓂ ᐱᓯᒪᒃᓕᖅᑎᓄᑦ ᐊᓯᐊᒎᕈᔭᖅᑐᒃᑯᑦ 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 ᐃᓱᓕᑦᑕᕐᕕᓕᖏ ᑲᑎᒍᑎᔪᑎᖏᓐᓂᑦ ᐊᑭᖏᓐᓂᑦ. ᑮᓇᐅᔭᖅᑖᕈᑎᓄᑦ ᐱᔪᓐᓇᕐᓗᓂ ᐊᕐᕌᒍᑕᒫᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᐊᑭᓕᖅᓱᐃᑲᓐᓂᓇᐊᖃᑐᐃᓐᓇᓇᐊᓖᑦ ᐱᔪᓐᓇᖅᑎᑦᑎᔪᑦ ᐋᖅᑭᒃᓯᒪᕙᒋᖅᑐᓄᑦ ᕿᑐᕐᖏᐅᕈᑎᓄᑦ ᑲᑎᒍᑎᔪᑎᖏᓐᓂᑦ.

ᐊᓯᐊ ᐊᑭᐊᓄᑦ ᐅᓗᓇᐊᓇᖅᑐᖅ

ᐊᓯᐊ ᐊᑭᐊᓄᑦ ᐅᓗᓇᐊᓇᖅᑐᖅ ᐅᓗᓇᐊᓇᖅᑑᕗᖅ ᑕᒪᑐᒪ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᕐᒧᑦ ᐊᑭᖓᓂᒃ ᓯᕗᓂᒃᓴᒥᓘᓐᓃᑦ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙵᖅᐸᓪᓕᐊᓇᔭᕐᓂᖓᓐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᕙᒃᑐᒥ ᐊᓯᔾᔨᖃᑦᑕᕐᓂᐊᖅᐳᑦ ᑕᐃᒪᐃᔾᔪᑎᖃᖅᓗᑎᒃ ᐊᓯᔾᔨᕐᓂᖏᓐᓄᑦ ᓂᐅᕐᕈᑎᖃᖅᐸᖕᓂᕐᒧᑦ ᐊᑭᖏᓐᓂ (ᐊᓯᖏᓐᓂ ᓴᖅᑭᑦᑐᓂ ᕿᑐᕐᙱᐅᕐᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᖓᓂᑦ ᑮᓇᐅᔭᓄᓪᓘᓐᓃᑦ ᐅᓗᓇᐊᓇᕐᔭᕐᓂᖓᓂᑦ) ᑕᒪᒃᑯᐊ ᐊᓯᔾᔨᕐᓃᑦ ᑕᐃᒪᐃᑎᑕᐅᒐᓗᐊᕐᓂᖅᐸᑕ ᐱᔾᔪᑎᖃᓪᓗᐊᑕᕐᓗᑎᒃ ᐊᑕᐅᓯᕐᒧᑦ ᐃᓛᒃᑰᖅᑐᒧᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᕙᒃᑐᒧᑦ ᑐᓂᓯᓯᒪᔪᒧᓪᓘᓐᓃᑦ, ᐱᔾᔪᑕᐅᔪᓄᓪᓘᓐᓃᑦ ᐊᒃᑐᖅᓯᔪᓄᑦ ᑕᒪᐃᓐᓄᑦ ᐊᔾᔨᒃᓴᖏᓐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑕᐅᕙᒃᑐᓄᑦ ᓂᐅᕐᕈᑕᐅᓯᒪᔪᓄᑦ ᓂᐅᕐᕈᑎᖃᕐᕕᐅᕙᒃᑐᒥ. ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᖅᑕᐅᓯᒪᔪᖅ ᓴᖅᑭᕐᕕᐅᓯᒪᕗᖅ ᐊᓯᖏᓐᓄᑦ ᐊᑭᓄᑦ ᐅᓗᓇᐊᓇᕈᓐᓇᕐᓂᖓᓂᒃ ᐱᓯᒪᔭᒥᑎᒍᑦ ᑲᓇᑕᒥᐅᓂ ᐃᓕᐅᖅᑲᐃᕝᕕᐅᕙᒃᑐᓄᑦ ᓇᖏᓂᖃᖃᑕᐅᓂᕐᒧᑦ. ᑖᓐᓇ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᐱᕙᒋᖅᑕᐅᓯᒪᔪᖅ ᐊᐅᓚᑎᕙᒃᐳᖅ ᑕᒪᒃᑯᓂᖓ ᐅᓗᓇᐊᓇᕈᓐᓇᖅᑐᓂᒃ ᐅᑯᑎᒎᓇᖅ, ᐊᖏᑖᑎᒍᑦ ᐃᓚᖏᑎᒍᑦ ᐃᓕᔭᐅᓯᒪᔪᓄᑦ ᓇᖏᓂᖃᖃᑕᐅᓂᕐᒧᑦ ᐃᓕᐅᖅᑲᐃᓯᒪᔭᒥᓂ ᑮᓇᐅᔭᓕᐅᕈᑎᓇᓱᒃᓗᑎᑦ ᐊᒻᒪᓗ ᑲᑎᓯᒪᔪᑎᒍᑦ ᐃᓱᓕᑦᑕᖅᑐᑎᒍᑦ ᐃᓕᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂ ᓇᓕᐊᖓᓄᑐᐃᓐᓇᖅ ᐊᑕᐅᓯᕐᒧᑦ ᑐᓂᓯᓯᒪᔪᒧᑦ, ᓇᓗᓇᐃᔭᖅᓯᒪᔪᑎᑐᑦ ᑕᐃᒃᑯᓇᓂ ᐃᓕᐅᖅᑲᐃᓯᒪᓂᕐᒧᑦ ᐊᑐᐊᒐᓇᔭᐅᔪᓂ. ᓯᕗᓂᒃᓴᒥ ᑮᓇᐅᔭᐃᑦ ᓇᒧᙵᖅᑕᐅᕙᓪᓕᐊᓇᔭᕐᓂᖏᑦ ᐊᒃᑐᐊᓂᓖᑦ ᓂᐅᕐᕈᑎᖃᖅᑐᖃᕐᓂᖓᓄᑦ ᐃᓕᐅᖅᑲᐃᕝᕕᐅᓯᒪᔪᒥ ᓴᖅᑭᔾᔭᕐᕕᐅᔪᑦ ᐊᓯᖏᓐᓄᑦ ᐊᑭᖏᓐᓄᑦ ᐅᓗᓇᐊᓇᕐᔭᖅᑐᓂᒃ ᐊᔾᔨᒌᙱᓐᓇᔭᖅᐳᑦ ᑕᐃᒪᐃᔾᔪᑎᖃᕐᓗᑎᒃ ᓂᐅᕐᕈᑎᖃᕐᓂᕐᒧᑦ ᐊᑭᒋᔭᐅᔪᓂᒃ ᑕᐃᑲᓂ ᓂᐅᕐᕈᑕᐅᓂᖓᓂ. ᑲᒪᒋᔭᐅᑦᑎᐊᖅᑐᓄᑦ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐱᑕᖃᓲᖅ ᐃᓚᖏᓐᓅᖓᔪᓄᑦ ᐱᓕᕆᐊᒃᓴᖏᓐᓂ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᓄᑦ ᓴᐳᒻᒥᔾᔪᑎᓂᑦ ᐱᔾᔪᑎᒋᓗᒍ ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᔾᔪᑕᐅᔪᓐᓇᖅᑐᓄᑦ ᐊᔾᔨᕐᓇᖏᓐᓂ ᖃᓄᐃᑦᑑᓂᖏᓐᓂ ᐅᕝᕙᓘᓐᓃᑦ ᐱᔾᔪᑎᖃᕐᓗᑎᒃ ᐊᔾᔨᕐᓇᖏᓐᓂᑦ ᒪᑭᐅᒪᐃᓐᓇᕈᑎᒃᓴᓂᑦ, ᒐᕙᒪᓄᑦ, ᐊᓯᖏᓐᓄᓪᓘᓐᓃᑦ ᖃᓄᐃᓕᖓᓂᕐᓄᑦ.

	2019	2018
Interfund balance, beginning of year	$ 95,905	$ 91,054
Total chargebacks charged from Health & Welfare Fund	893,941	899,852
Repayments to Health and Welfare Fund	(831,402)	(895,001)
Interfund balance, end of year	$ 158,444	$ 95,905

ᐊᕐᕌᒍᑉ ᓄᙵᐊᓂ ᑎᓯᐱᕆ, 31 2019

ᑖᓐᓇ ᐊᑐᐊᒐᖅ ᑭᖑᓪᓕᖅᐹᒥᒃ ᐊᓯᔾᔨᖅᑕᐅᓚᐅᖅᓯᒪᕗᖅ ᐊᑐᓕᖅᑎᑕᐅᓪᓚᕆᒃᑐᓂᓗ 2015-ᖑᑎᓪᓗᒍ.

ᐅᑭᐅᖑᑎᓪᓗᒍ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᑎᑦ ᑲᑎᒪᔨᖕᒋᑦ ᐱᖓᓱᐃᖅᑐᑎᒃ ᑲᑎᙵᓪᓗᑎᒃ ᐊᒻᒪ ᑲᑎᒪᔨᐊᓛᖕᒋᑦ ᒪᕿᐃᖅᑐᑎᒃ ᑲᑎᒪᓚᐅᖅᑐᑦ ᔭᓗᓇᐃᕝ ᓄᓇᕐᓯᐊᕐᒥ, ᐃᓐᓇᖅᓯᐅᑎᑖᒃᓴᓄᑦ ᑲᑎᒪᔨᐊᓛᑦ ᑲᐅᓪᒍᓇᒥᑦᑕᐅᖅ ᑲᑎᒪᓚᐅᓇᕗᑦ ᐃᖕᒋᕋᑎᑦᑎᔨᐅᓪᓗᑎᒃ; ᐊᒻᒪᑦᑕᐅᖅ ᐅᖁᓚᐅᑎᒃᑯᑦ ᑲᑎᒪᖅᑦᑕᓚᐅᕐᒥᔪᑦ. ᑲᑎᒪᔩᑦ ᐃᓚᐅᓚᐅᖅᐳᑦ ᑲᑎᒪᔾᔪᓯᐊᖅᓗᑎᒡᓗ ᑕᒪᒃᑯᓄᖓ ᑲᑎᒪᓂᓇᔭᐅᔪᓄᑦ ᐃᒪᓐᓇ:

	2019 Meetings Attended		2019		2018
Amireault, Adrien	0	$	-	$	400
Aumond, Michael	2		800		-
Bennett, William	2		4,000		4,000
Bruce, Tommy	2		4,000		-
Cohen, Michael	3		6,000		4,800
Couturier, Marie	3		200		400
Dibblee, Daryl	3		3,200		3,600
Fleming, Brian	3		6,000		5,200
McBride, Gary	3		4,800		3,600
McDonald, Allan	3		4,250		7,500
McKee, John	3		2,200		2,800
Renaud, Jeff	1		1,600		1,200
Stewart, Art	3		5,000		3,400
Young, Gwen	2		1,800		-
		$	43,850	$	36,900
Allocation:					
Administrative Board Expenses - Health & Welfare Fund		$	20,625	$	15,900
Administrative Committee Expenses - Pension Plan Trust Fund			23,225		21,000
		$	43,850	$	36,900

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐃᓐᓇᑐᖃᐅᔾᔪᓯᐊᒃᓴᒧᑦ ᐸᖕᓇᐅᑖᑕ ᐱᕐᑯᔭ (“ᐸᕐᓇᐅᑎ”)

ᐅᕙᖕᒐ, ᐋᑦ ᒪᒃᑖᓄᑦᑦ ᑲᑎᒪᑎᑦᑎᔨᒋᔭᐅᔪᖅ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐅᑯᓄᖕᒐ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᕙᓪᓕᖅᑎᑕᐅᕙᖕᓂᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᕐᕕᐅᓂᕐᒧᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓂ ᐃᒪᓐᓇ ᓇᓗᓇᐃᖅᓯᓪᓚᑦᑖᖅᐳᖕᒐ

1. ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᕿᒥᕐᕈᐊᖅᓯᒃᑲᓐᓂᖅᓯᒪᕗᑦ ᒪᓕᒃᑐᖃᑦᑎᐊᕋᓗᐊᕐᒪᖔᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᒥᒃ ᐱᕐᑯᔭᕐᒧᑦ ᐊᒻᒪᓗ ᒪᓕᒋᐊᖃᖅᐸᒃᑐᓄᑦ ᐱᕐᑯᔭᐅᑉ ᐊᑖᒍᑦ;

2. ᐃᓱᒪᒋᕙᖕᒐᑦ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᑖᓐᓇ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᖅ ᒪᓕᖕᓂᖕᒐᓂᒃ ᐱᕐᑯᔭᕐᒥᒃ ᒪᓕᒋᐊᖃᖅᐸᒃᑐᓄᓪᓗ ᑭᓯᐊᓂ ᐋᖅᑭᒃᓯᒪᓂᖕᒐᓂ ᐃᓚᓕᐅᔭᔭᐅᓯᒪᔪᓂ ᑭᖑᓂᖕᒋᓐᓃᑦᑐᓂ ᐊᒻᒪᓗ

3. ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦᓇᓗᓇᐃᖅᓯᕗᑦ ᐊᑐᕆᐊᓖᑦ ᖃᐅᔨᒪᓕᕈᒪᓂᕐᒧᑦ ᒪᓕᒃᑐᖃᑦᑎᐊᕋᓗᐊᕐᒪᖔᑦ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᑲᒪᒋᔭᒃᓴᕆᔭᐅᕗᖅ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᓂᑦ ᐅᖃᓪᓚᕆᒃᑯᑎᒡᓗ ᑖᒃᑯᐊ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐱᓕᕆᐊᖃᖅᓯᒪᓂᖕᒋᓐᓂᒃ ᑖᔅᓯᒥᖕᒐ ᑲᒪᒋᔭᒃᓴᒥᒃ ᐋᖅᑭᒃᓯᐃᓂᕐᒥᓄᓪᓗ ᑖᔅᓯᒥᖕᒐ ᐃᓕᓴᕆᔭᐅᔾᔪᑎᒥᒃ , ᒪᓕᒃᓯᒪᕗᑦ ᐱᕐᑯᔭᕐᒥᒃ ᒪᓕᒋᐊᖃᖅᐸᒃᑕᖕᒋᓐᓂᒡᓗ.

ᐅᖃᓪᓚᕆᒃᐳᖕᒐ ᖁᓛᓃᑦᑐᑦ ᐅᖃᖅᓯᒪᔪᑦ ᓱᓕᓂᖕᒋᓐᓂᒃ ᖃᐅᔨᒪᓂᓕᒫᕋ ᐅᒃᐱᕆᔭᖃᕐᓂᕋᓗ ᒪᓕᒃᓱᒋᒃ ᑖᒃᑯᐊᓗ ᐅᖃᐅᓯᕆᔭᒃᑲ ᖃᐅᔨᒪᕐᑎᐊᖅᓱᖕᒐ ᐅᒃᐱᕆᓪᓗᒋᓪᓗ ᓱᓕᓂᖕᒋᓐᓂᒃ.

ᑲᑎᒪᑎᑦᑎᔨ
ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᑦ
ᑲᑎᒪᔨᕋᓛᓄᑦ

ᔫᓂ 30, 2020

1.14	Were members provided with their Year end 2018 annual member statements in 2019 and did such statements contain the prescribed information as required by the NEBS Act?[39] Were they distributed on time?	No	Due to technical issues associated with the switchover to new software, 2018 statements were not distributed within the first 180 days of 2019. 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 2020. Members were provided notice in 2017 of the delays and invited to inquire if they had a need for immediate information, in which cases a statement would be prepared manually. Many 2016 and 2017 statements also remain outstanding and will be made available on request. Priority will be given to the most current outstanding pension statements.

[39] The Pension Committee must provide an annual statement containing prescribed information to each active member of the Plan. [NEBS Act s. 28(2); NEBS Regulations s. 4]. Neither the Act nor the Regulations prescribe a due date, but 180 days after year end is typical of the requirement in similar statutes.

ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ ᐊᕗᖓᑲᓪᓚᒃᑲᔪᓯᐊᖏᓐᓇᕈᓐᓇᕐᓂᕐᒧᑦ ᐅᓂᒃᑲᐅᓯᐊᖑᓯᒪᔪᖅ ᑖᔅᓯᒧᖓ ᐱᕙᒋᔭᖅᑕᐅᓯᒪᔪᒧᑦ

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ᒪᒃᐱᖅᑐᒐᖅ 40–47ᖑᓪᓗᑎᒃ

ᐱᓕᕆᐊᖑᓯᒪᔪᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᕚᓪᓕᖅᑎᑕᐅᕙᖕᓂᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᕐᓃᑦ (NEBS–ᑯᑦ), ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑕᐅᓚᐅᖅᓯᒪᕗᑦ 1978–ᒥ ᐱᕐᑯᔭᒃᑯᑦ ᒐᕙᒪᒋᔭᐅᔪᒥᑦ ᓄᓇᑦᑎᐊᒥᐅᓄᑦ ᐊᒻᒪᐃᓛᒃ ᐃᓚᓕᐅᔾᔭᐅᒋᓪᓗᓂ 1999–ᖑᑎᓪᓗᒍ ᓴᖅᑭᑎᑕᐅᓕᖅᑎᓪᓗᒍ ᓄᓇᕗᑦ ᓄᓇᑦᑎᐊᕐᓗ. NEBS ᒪᓂᒪᑦᑎᕙᒃᐅᖅ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᖃᕐᓂᕐᒧᓪᓗ ᐱᕚᓪᓕᕈᑕᐅᕙᒃᑐᓂᒃ, ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖕᒐᓄᓪᓗ ᐱᕙᒋᕐᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᔪᒥᒃ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐱᓕᕆᕝᕕᖃᐸᖕᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᒋᔭᐅᔪᓄᑦ ᓄᓇᓕᖕᓂ ᐊᕕᒃᓯᒪᓂᕐᓂᓗ ᐃᖅᑲᓇᐃᔭᖅᐸᒃᑐᓄᑦ. ᐱᓕᕆᐊᒃᓴᕐᑯᑎᒍᕗᑦ ᐱᔨᑦᑎᕋᕐᓂᕆᕙᒃᑕᕗᓪᓗ ᐋᖅᑭᒃᑕᐅᓯᒪᕗᑦ ᓇᓕᒧᒃᓯᕐᑯᔭᓪᓗᑎᒃ ᐊᔪᕐᓇᕐᓂᖅᑲᖅᑕᐅᓗᑎᒡᓗ ᑕᐃᒃᑯᑎᑐᓇᖅ ᒪᓂᒪᑦᑎᑕᐅᕙᒃᑐᑎᒍᑦ ᓄᓇᕗᒻᒥ ᓄᓇᑦᑎᐊᒥᓗ ᒐᕙᒪᒋᔭᐅᔪᓂᑦ, ᑕᐃᒪᐃᒃᑯᑎᒃ ᐃᓚᒋᔭᐅᔪᕐᑯᑎᒍᕗᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᕐᑯᑎᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᒃᓴᖅᓯᐅᕐᑯᓐᓇᕐᓂᐊᕐᒪᑕ ᐱᓯᒪᐃᓐᓇᕐᓗᑎᒡᓗ ᐱᐅᔪᒻᒪᕆᖕᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᒋᔭᐅᔪᓂᒃ ᑲᒪᔨᒋᔭᐅᓂᐊᕐᓗᑎᒃ ᐊᐅᓚᑦᑎᔨᒋᔭᐅᓂᐊᕐᓗᑎᒡᓗ ᑲᑐᔾᔨᖅᑲᑎᒌᕐᑯᑎᒥᓂᒃ. ᐊᔾᔨᖅᑲᖕᒋᓚᒍᑦ ᐊᐅᓚᕙᖕᓂᑦᑎᓐᓄᑦ ᐃᓂᖅᑲᖅᓱᑕᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ, ᐱᑎᑦᑎᕙᖅᓱᑕ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐱᔨᑦᑎᕋᕐᓂᕆᔭᐅᕙᒃᑐᓂᒡᓗ ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᓪᓗᐊᑕᖅᑐᓂᒃ ᐱᔭᐅᔭᕆᐊᓕᖕᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᒋᔭᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᖕᒋᓐᓄᑦᓗ, ᐊᐅᓚᑕᐅᕙᒃᓱᑎᒡᓗ ᑲᑎᒪᔨᒋᔭᐅᔪᓂᑦ, ᑖᒃᑯᐊᓗ ᓂᕈᐊᖅᑕᐅᕙᒃᓱᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ ᑲᑐᔾᔨᖅᑲᑎᒌᓂᑦ.

ᐱᓕᕆᕝᕕᒋᕙᒃᑕᕗᑦ

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

ᑕᐃᒪᓐᓇᑐᐃᓐᓇᖅ ᓇᓕᐊᑐᐃᓐᓇᖅ ᑲᑐᔾᔨᖅᑲᑎᒌᑦ ᐊᑐᖅᐸᒃᑕᖕᒋᑎᒍᑦ ᐱᑎᑦᑎᕙᒃᓗᑎᒃ ᐃᓐᓇᖅᓯᐅᑎᑖᓇᔭᐅᕙᒃᑐᓂᒃ, ᐊᖕᒋᔪᒻᒪᕆᒃᑯᑦ ᐊᒃᑐᖅᑕᐅᓂᖅᑲᖅᐸᒃᐳᒍᑦ ᓄᓇᕐᔪᐊᓕᒫᒥ ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᓇᔭᐅᕙᒃᑐᒥᑦ. ᐊᕐᕌᒍᕐᖅᑐᑦ ᑕᓪᓕᒪᐃᑦ ᐊᒃᓱᕈᕐᓇᖅᑕᕐᓴᖅᐳᑦ – ᑭᓯᐊᓂᑦᑕᐅᖅ ᑕᒪᓐᓇ ᐊᓂᒍᖅᑎᓯᒪᕙᕗᑦ ᑮᓇᐅᔭᓄᑦ ᓴᙱᓂᖅᑲᑦᑎᐊᕐᕕᒋᓪᓗᒍ. ᐊᒻᒪᓗᒃᑲᓐᓂᖅᑕᐅᖅ, ᐊᑕᖕᒋᑦᑎᐊᖅᑐᒥᒃ ᒪᓕᒃᑕᐅᔭᕆᐊᓕᖕᓄᑦ ᐊᑐᖅᑕᐅᓇᔭᖅᑐᒥᒃ ᑕᒪᑐᒧᖕᒐ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑎᑦᑎᕙᖕᓂᑦᑎᓐᓄᑦ ᐱᕙᒋᔭᖅᓯᒪᔭᕗᑦ ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᓕᖅᐳᖅ ᑕᒪᐃᖕᓄᑦ ᓄᓇᑦᑎᐊᒥᐅᓄᑦ ᓄᓇᕗᒻᒥᐅᓄᓪᓗ.

ᐃᓚᒋᔭᐅᔪᑦ

ᐃᓚᒋᔭᐅᓂᖅ NEBS–ᑯᓐᓄᑦ ᒪᑐᐃᙱᖅᑎᑕᐅᕗᖅ ᑕᒪᐃᓐᓄᑦᑎᐊᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐱᔨᑦᑎᕋᕐᕕᖃᖅᐸᖕᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ, ᐃᓚᒋᔭᐅᓪᓗᑎᒃ: ᓄᓇᓕᖕᓂ ᒐᕙᒪᒋᔭᐅᔪᑦ, ᐃᖅᑭᓛᑦ ᑲᑎᒪᔨᖕᒋᑦ ᓄᓇᖃᖅᑳᖅᑐᓄᓪᓗ ᒐᕙᒪᒋᔭᐅᔪᑦ ᑭᒃᑯᑐᐃᓐᓇᓂᒃ ᐃᒡᓗᖃᖅᑎᑦᑎᕙᖕᓂᕐᒧᑦ ᑲᑐᔾᔨᖅᑲᑎᒌᑦ ᑲᑎᒪᔨᑦ ᑐᑦᑕᕐᕕᒋᔭᐅᔪᓪᓗ ᒐᕙᒪᒃᑯᓐᓂ ᑮᓇᐅᔭᓕᐅᕋᓱᒃᑎᐅᙱᑦᑐᓂᓗ ᑲᑐᔾᔨᖅᑲᑎᒌᓂ.

ᑕᐅᑐᖅᑰᖅᑕᕗᒃᑲ

ᑕᐅᑐᖅᑰᖅᑕᐅᔪᓄᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᖅ NEBS–ᑯᓐᓄᑦ ᐅᓂᒃᑲᐅᓯᖃᖅᐳᖅ ᖃᓄᐃᖅᑯᔨᓇᔭᖅᓂᑦᑎᓐᓂᒃ ᑲᑐᔾᔨᖅᑲᑎᒌᑦᑎᓐᓂᒃ ᓯᕗᓂᒃᓴᑦᑎᓐᓂ.

ᑕᑯᔪᒪᔭᕗᑦ:

NEBS–ᑯᑦ ᑕᐅᑐᖅᑰᖅᑕᒥᓄᑦ ᐅᖃᐅᓯᕆᔭᖕᒐᑦ

ᐱᒻᒪᕆᐅᒋᔭᕗᑦ

ᐃᑲᔪᖅᑐᖅᐸᒃᐸᕗᑦ ᑕᐅᑐᖅᑰᖅᑕᕗᑦ ᐊᐅᓚᑦᑎᓪᓗᑕ NEBS-ᒥᒃ ᒪᓕᒃᓱᑕ ᐃᓚᖕᒋᓐᓂ ᐱᑐᐃᓐᓇᐅᙱᑦᑐᓂᒃ ᐱᒻᒪᕆᐅᓂᖕᒋᓐᓂᒃ. ᑕᒪᒃᑯᐊ ᐱᒻᒪᕆᐅᒋᔭᕗᑦ ᐅᓂᒃᑲᐅᓯᖅᑲᖅᐳᑦ ᐱᓪᓗᐊᑕᖅᐸᒃᑕᑦᑎᓐᓂᒃ ᓂᕆᐅᒋᔭᐅᔪᓂᒡᓗ ᐃᓕᖅᑯᓯᕆᔭᐅᕙᖅᑐᓂᒃ ᑐᑭᒧᐊᖅᑎᑦᑎᔨᑦᑎᓐᓂᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᓪᓗ.

ᐱᒻᒪᕆᐅᒋᔭᕗᑦ ᐅᑯᓂᖓ ᐃᓚᖃᖅᐳᑦ:

ᓱᓕᓂᖅ
ᑲᑐᔾᔨᖃᑎᒌᖑᔪᖅ ᑲᑎᒪᔨᖕᒋᓪᓗ ᐊᐅᓚᕙᒃᐳᑦ ᐊᐅᓚᓪᓗᑎᒃ ᑕᑯᒃᓴᐅᑎᑦᑎᓪᓗᑎᒃ ᐅᒃᐱᕆᔭᐅᔪᓐᓴᑦᑎᐊᖅᑦᑎᒥᒃ ᓱᓕᑦᑎᐊᕈᓐᓇᖅᑦᑎᒥᒡᓗ ᐃᓱᒪᒋᔭᒥᑎᒍᑦ ᐱᓕᕆᐊᕆᔭᒥᑎᒍᓪᓗ. ᓱᓕᓂᖅ ᑕᑯᒃᓴᐅᑎᑕᐅᕙᒃᐳᖅ ᐋᖅᑭᒃᓱᐃᕙᓪᓕᐊᓂᒃᑯᑦ ᐅᒃᐱᕆᔭᖃᖅᑦᑎᒥᒃ ᐅᑯᓄᖓ, NEBS-ᑯᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᕕᐅᔪᒧᑦ, ᐃᓚᒋᔭᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖕᒋᓐᓄᓪᓗ.

ᐃᓛᒃᑰᖅᑎᖅ
ᑐᑭᒧᐊᖅᑎᑦᑎᔨᒋᔭᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓪᓗ ᐱᓕᕆᐊᖃᖅᐸᒃᐳᑦ ᓇᓕᒧᒋᒃᑎᑦᑎᓗᑎᒃ ᐱᑕᖃᖅᑎᑦᑎᙱᑦᓱᑎᒡᓗ ᐊᖃᐅᙱᓕᐅᕈᑎᒋᔭᐅᔪᓂᒃ ᐊᒃᑐᐊᓂᖃᖅᑦᑎᒧᑦ.

ᐃᒃᐱᒋᔭᖃᑦᑎᐊᖅᓗᓂ ᐃᓚᒋᔭᐅᔪᓂᒃ ᐃᓱᒪᒋᔭᐅᔪᑦ
ᓴᐳᔾᔨᓯᒪᕙᒃᐳᒍᑦ ᓯᕗᒻᒧᐊᖅᑎᑉᐸᓪᓕᐊᕙᒃᓱᒋᓪᓗ ᐃᓚᒋᔭᐅᔪᑦ ᐃᓱᒪᒋᕙᒃᑕᖕᒋᑦ ᐱᕙᓪᓕᐊᓂᓇᔭᐅᔪᒥ ᐊᐅᓚᓂᓇᔭᐅᔪᒥᓗ ᐱᓕᕆᐊᖑᕙᒃᑐᓄᑦ ᐱᔨᑦᑎᕋᖅᓂᓇᔭᐅᕙᒃᑐᓂᒡᓗ ᒪᓂᒪᑎᑕᐅᕙᒃᑐᓂᒃ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᒥᑦ.

ᑕᑯᔭᐅᔪᓐᓇᑦᑎᐊᖅᓂᖅ
ᐱᓕᕆᐊᒃᓴᑯᑎᕗᑦ ᐱᔨᑦᑎᕋᖅᓂᓇᕙᒃᑕᕗᓪᓗ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᒪᑐᐃᙵᖅᓱᓂ ᐅᖃᐅᔭᔭᐅᕝᕕᐅᓯᒃᑲᐅᑎᒋᕙᒃᓱᓂᓗ ᐱᔾᔪᑎᖃᖅᓱᓂ ᖃᓄᐃᓕᐅᖅᑯᔭᐅᔪᓂᒃ ᐋᖅᑭᒃᑕᐅᔪᓂᒡᓗ ᑲᑐᔾᔨᖃᑎᒌᖑᔪᒥᑦ.

ᐅᒃᐱᕆᔭᐅᓗᓂ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑲᒪᒋᔭᖃᕐᓂᖅ – ᑲᑎᒪᔨᑦ
ᑐᑭᒧᐊᖅᑎᑦᑎᔨᒋᔭᕗᑦ ᐅᐸᐱᕆᔭᐅᓗᑎᒃ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᓴᐳᔾᔨᓯᒪᔪᒪᓂᕐᒧᑦ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ, ᑕᒪᒃᑯᐊ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᑦ ᑭᓱᑐᐃᓐᓇᓂᑦ ᓯᕗᓪᓕᖅᐸᐅᑦᑎᐅᑎᕙᒃᓗᒋᑦ.

ᐅᒃᐱᕆᔭᐅᓪᓗᓂ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑲᒪᒋᔭᖃᕐᓂᖅ – ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖃᖅᐸᖕᓂᖓᓄᑦ ᑲᑎᒪᔨᕋᓛᑦ
ᑐᑭᒧᐊᖅᑎᑦᑎᔨᒋᔭᕗᑦ ᐅᐸᐱᕆᔭᐅᓗᑎᒃ ᐸᐸᑦᑎᓂᕐᒧᑦ ᑲᒪᒋᔭᒃᓴᖃᖅᐳᑦ ᓴᐳᔾᔨᓯᒪᔪᒪᓂᕐᒧᑦ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ, ᑕᒪᒃᑯᐊ ᐃᓱᒪᒋᔭᐅᕙᒃᑐᑦ ᑭᓱᑐᐃᓐᓇᓂᑦ ᓯᕗᓪᓕᖅᐸᐅᑦᑎᐅᑎᕙᒃᓗᒋᑦ.

ᐱᓕᕆᖃᑎᒌᖕᓂ ᐱᓕᕆᖃᑎᒌᒃᐸᒃᑐᑎᒍᑦ
ᑲᒪᒋᕙᒃᐸᕗᑦ ᐱᓕᕆᖃᑎᒌᖕᓂᕆᕙᒃᑕᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔪᓄᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ, ᐃᖅᑲᓇᐃᔭᖅᑎᖕᒋᓐᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᒋᔭᐅᕙᒃᑐᓄᑦ ᐊᓯᖕᒋᓐᓄᓪᓗ ᑕᒪᑐᒧᖓ ᐃᓱᒪᒋᔭᖃᖅᐸᒃᑐᓄᑦ, ᐱᓕᕆᖃᑎᒋᔭᐅᓂᖕᒋᓐᓄᑦ ᑕᒪᓐᓇᓗ ᐱᓕᕆᖃᑎᒌᖕᓂᖅ ᐋᖅᑭᒃᓱᖅᐸᓪᓕᐊᔭᕆᖃᖅᓱᒍ ᑲᔪᓯᑎᓪᓗᒍᓗ.

ᐱᓕᕆᔨᓪᓚᕆᐅᒍᓐᓇᖅᓂᖅ ᐃᓱᒪᒃᑯᑦ ᐱᓕᕆᐊᕆᔭᒃᑯᓪᓗ
ᐱᓇᔪᐃᓐᓇᐅᔭᖅᐳᒍᑦ ᑲᔪᓯᑎᑦᑎᔪᒪᓪᓗᑕ ᐱᓕᕆᔨᓪᓚᕆᐅᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᑲᔪᓯᔾᔪᑕᐅᕙᒃᑐᓂᒡᓗ ᑲᔪᓯᑎᑦᑎᓂᐊᕐᓗᑕ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐱᓕᕆᐊᒍᕙᒃᑐᓂᒃ ᐱᓕᕆᓪᓚᕆᒍᒪᓂᕐᓂᒡᓗ.

ᑐᕋᓇᔭᐅᔪᑦ ᑎᑭᑕᐅᔪᒪᔪᓪᓗ

ᐊᐅᓚᑦᑎᕝᕕᖅᑲᕐᓂᖅ

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

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

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 2: ᑲᔪᓯᑏᓐᓇᕐᓗᒍ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᕆᔭᐅᔪᓄᑦ ᐊᔪᕈᓐᓃᖅᓴᖅᑎᑦᑎᓂᖅ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 3: ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑦᑎᔪᖅᑲᕐᓗᓂ ᐊᑐᓕᖅᑎᑦᑎᔪᖅᑲᕐᓗᓂᓗ ᐃᓐᓇᖅᓯᐅᑎᑖᖅᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᖃᐅᔨᓴᖅᓯᓂᕐᒥᒃ ᐊᑐᖅᑕᐅᖅᑲᑦᑕᕐᓂᐊᖅᑐᒥᒃ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 4: ᕿᒥᕐᕈᐊᖅᐸᓪᓕᐊᖏᓐᓇᕐᓗᒋᑦ ᑕᒪᕐᒥᑦᑎᐊᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᒃᑯᓐᓄᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓕᒫᑦ ᓇᓗᙱᑦᑎᐊᕈᒪᓂᕐᒧᑦ ᐱᕐᑯᔭᓂᒃ ᒪᓕᑦᑎᐊᕋᓗᐊᕐᒪᖔᑕ. (ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᕐᑯᔭ)

ᑮᓇᐅᔭᕐᑲᖅᑎᑦᑎᓂᖅ

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

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

ᑐᕋᒐᖅ: ᐱᑎᑦᑎᕙᒡᓗᑎᒃ ᐱᐅᔪᒻᒪᕆᖕᓂᒃ ᐊᑭᑐᓗᐊᙱᑦᑐᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐃᑲᔪᖅᑐᐃᓂᕐᓂᒃ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 1 ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᖏᓐᓇᕐᓗᑎᒃ ᐊᑐᕐᓂᕐᒥᒃ ᑲᑉᐳᔭᔭᒧᖅᑐᓂᒃ ᐱᓕᕆᔾᔪᑎᓂᒃ ᐊᐅᓚᓂᕆᕙᒃᑕᑦᑎᓐᓂ

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 2 ᐊᖏᒡᓕᒋᐊᖅᑎᓪᓗᒋᑦ ᑲᑉᐳᔭᖅᑐᒧᖅᑐᑦ ᑐᓴᐅᒪᑎᑦᑎᔪᑏᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ.

ᑐᕋᒐᖅ: ᐱᓇᔪᒃᑐᖃᐃᓐᓇᕐᓗᓂ ᐊᖏᒡᓕᒋᐊᖅᑎᑦᑐᒪᓗᒍ NEBS-ᒧᑦ ᐱᓕᕆᖃᑎᒋᓗᒋᑦ ᔪᒃᒻᒥᐅᑦ ᒐᕙᒪᒃᑯᖏᑦ, ᔪᒃᓐ ᐋᓐᓂᐊᕕᖓ ᐊᒻᒪ ᔪᒃᓐ ᓯᓚᑦᑐᓴᕐᕕᖓ.

ᐃᓐᓇᖅᑐᖃᐅᔾᔪᓯᐊᓄᑦ ᑲᑎᒪᔨᕋᓛᓄᑦ ᐃᒃᓯᕙᐅᑕᖅ

ᔫᓂ 30, 2020

ᐃᒃᐱᐊᕐᔪᕐᒥᑦ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
ᐃᒃᐱᐊᕐᔪᖕᒥᐅᑦ ᐊᐋᒻᒪᖕᒐᑦ	20
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ᐊᕐᕕᐊᓂᑦ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	17
ᖃᒪᓂᒃᑐᐊᕐᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	20
ᖃᒪᓂᒃᑐᐊᕐᒥ ᐊᐋᒻᒪᒪᒃᑯᑦ	32
ᐆᓱ ᑰ, ᑎᓖᑦᓱ ᐊᐊᒻᒪᖕᒐᑦ ᓄᓇᓕᖕᓂ ᒐᕙᒪᒋᔭᐅᔪᑦ	18
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	26
	13
ᐃᒡᓗᓕᒫᕐᔪᖕᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
	3
ᐊᐋᒻᒪᒪᒃᑯᑦ ᑲᖕᒋᖅᑐᒫᐱᒻᒥ	15
	8
	22
	36
	3
ᑕᓕᓃ, ᓄᓇᓕᖕᒐᑦ	1
ᐊᐋᒻᒪᒃᑯᑦ ᐃᓐᑐᐳᕋᐃᔅ-ᒥ	3
	9
	4
	10
ᐊᐋᒻᒪᒃᑯᑦ FORT MCPHERSON-ᒥ	3
	4
FORT SIMPSON ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
FORT SMITH ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
ᕗᐊᑦ ᔅᒥᑦ ᓄᓇᓕᐸᐅᔭᖕᒐᑦ	35
ᒐᒪᑎ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	2
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ᔭᐃᔭᓐ ᒪᐃᓐ ᐱᓕᕆᕝᕕᒋᔭᐅᓂᖕᒐᓄᑦ ᑎᒥᒋᔭᐅᔪᖅ ᑲᑐᔾᔨᖃᑎᒌᑦ	1
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	2
ᐊᐅᓱᐃᑦᑐᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	2
	3
	2
	14
ᐃᒡᓗᓕᖕᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	6
ᐊᐋᒻᒪᒃᑯᑦ ᐃᓪᓗᓕᒻᒥ	26
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ᐃᓄᕕᖕᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	8
ᐃᓄᕕᒃ, ᓄᓇᓕᐸᐅᔭᖅ	37
ᐃᖃᓗᖕᓂ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	12
	6
	20
	25
	9

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	16
	6
	20
	38
ᑰᒐᕐᔪᖕᒥ ᐸᐃᒻᒪᓚᑦ	17
ᑰᒐᕐᔪᖕᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	8
	31
	11
	2
	1
	1
ᒪᑲᓐᔨ ᕝᕙᓕᑦ	13
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ᓇᐸᐃᓂ ᐸᑦ ᐃᖅᑭᓕᖕᓄᑦ ᑲᑐᔾᔨᕐᑲᑎᒌᑦ	2
ᓇᐅᔾᔭᓂ ᐸᐃᒻᓚᑦ	18
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ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᖅᑐᓕᕆᔩᑦ	5
	4
	2
ᓄᓇᕗᑦ ᐊᒃᑐᐃᓂᖅᑲᕐᓂᕐᒧᑦ ᕿᒥᕐᕈᔨᖕᒋᑕ ᑲᑎᒪᔨᖕᒋᑦ	24
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	12
	86
	12
	6
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	13
ᕐᑲᒻᒪᖅ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	9
ᕿᑭᖅᑕᓂ ᐃᓄᐃᑦ ᑲᑐᔾᔨᕐᑲᑎᒌᑦ	48
ᕿᑭᖅᑕᕐᔪᐊᖅ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
ᕐᐸᐃᒻᒪᓚᒃᑯᑦ ᕿᑭᖅᑕᕐᔪᐊᕐᒥ	6
ᕿᑎᓕ ᑰ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	3
	30
	6
ᓇᐅᔾᔭᓂ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	8
ᕐᑲᐅᓯᐃᑦᑐᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	3
	12
ᐸᐃᒻᒪᓚᒃᑯᑦ ᐊᓪᓚᕕᖕᒋᑦ ᐅᑯᓄᖓ	9
ᓵᑐ ᓄᓇᒧᑦ ᐃᒪᕐᒧᓪᓗ ᑲᑎᒪᔩᑦ	6
	2
	23
	12
ᑕᓗᕐᔪᐊᕐᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	24
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ᑎᓖᓱᑯᑦ ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑯᐊᐳᕇᓴᖓᑦ	15
ᑎᓖᓱᑯᑦ ᑮᓇᐅᔭᓕᐅᕋᓱᖕᓂᕐᒧᑦ ᑯᐊᐳᕇᓴᖓᑦ	1
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ᑐᒃᑑᔭᖅᑐᕐᒥ, ᕼᐊᒻᒪᒃᑯᑦ	13
ᑐᓖᑕ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
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WEKWEETI TLICHO ᓄᓇᓕᖕᓂ ᒐᕙᒪᒋᔭᐅᔪᑦ	7
ᑎᑭᕋᕐᔪᐊᖅ ᕼᐊᒻᒪᒪᓕᖓ	9
ᕗᐊᑎ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	2
ᕗᐊᑎ ᓄᓇᓕᖕᓂ ᒐᕙᒪᒋᔭᐅᔪᖅ	14
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	35
ᔭᓗᓇᐃᒥ ᓄᓇᓕᖕᓂ ᐊᑐᖅᑎᑦᑎᑦᒪᕆᒃᐸᖕᓂᖅ	7
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