NORTHERN EMPLOYEE BENEFITS SERVICES | ᐅᑭᐅᖅᑕᖅᑐᑐᓂᔪᓐᓇᕐᓂᑦ ᐃᑲᔪᕐᓇᖅᑕᐅᑎᓕᕐᑕᖅᑐᓕᕐᓂᒃ ᐱᓕᕆᔨᖅᑏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔪᕐᓇᖅᑐᑦᑕᓗᒍᑦ (NEBS)

ᐃᓐᓇᖅᓯᐅᑎᑲᓄᑦ ᐸᖅᓇᐅᑎ ᐊᖅᑭᒍᒪᑦ ᐅᓂᒃᑲᓕᐊᖓᖅ

ᐊᖅᑭᒍ ᐃᓕᓕᑎᓪᓗᒍ
ᑎᓯᐱᓚᓗ 31, 2025
ᐊᒻᒪᓗ ᐃᓕᐅᔪᑦ ᓄᑦᖁᔭᖅᑎᖅᓯᒪᔪᑦ ᑐᑭᓯᐅᒪᔭᕐᔪᐊᑦ ᔪᓂ
2026-ᒧᑦ.

ᐃᐅᓪ ᒪᒃᑦᓄᑦ
ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖓᕐᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᖏᓪᓕᓄᑦ ᐃᒃᓯᐊᐅᑕᖅ

ᔪᓂ 30, 2026

ᐃᓗᓕᓐᖏᑦ

ᐃᓗᓕᓐᖏᑦ

ᐱᓕᕆᐊᖅᓯᕐᓂᑦ..... 3

ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᓐᖏᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕋᓱᒃᑲᑦ ᐃᖅᓯᐊᕐᒥᓐᓚᒥ ᐅᓂᖅᑲᓕᐊᖅᓴᖅ 4

ᐊᐅᓪᓚᑦᑎᔨᒪᓕᐅᕐᓴ ᐅᓂᖅᑲᖅᓴᖅ..... 6

2024–ᒥ ᐊᐅᓪᓚᑦᑎᔨᓄᑦ ᐅᖃᖅᖢᑎᑭᓐᓂᖅ ᖃᐅᔨᔪᖅᓯᓂᕐᓗ 8

ᐊᐅᓪᓚᑦᑎᔨᑦ ᑲᒪᒋᔪᖅᓴᖏᑦ ᑭᓇᐅᕐᒥᓂᕐᒧᑦ ᐅᓂᖅᑲᓕᐊᓄᑦ 13

ᐃᓕᖅᑲᓇᖅᑐᐸ ᑕᐃᒪᖅᓯᒪᔪᖅᓯᐅᖅᑎᐅᐸ ᐅᓂᖅᑲᓕᐊᖅᓴᖅ 14

ᑭᓇᐅᕐᖅᓯᐅᑎᓐᓂᑦ ᖃᓄᐃᓕᕐᒪᖓᑕ ᑎᑎᕋᖅᓯᒪᔪᑦ 17

ᑭᓇᐅᕐᖅᓯᐅᑎᓐᓂᑦ ᖃᓄᐃᓕᕐᒪᖓᑕ ᑎᑎᕋᖅᓯᒪᔪᑦ 18

ᐊᓯᔨᕋᖅᓯᒪᔪᑦ ᐋᕐᐃᓐᖏᐅᓕᐅᖅᑎᓪᓗᓂᑦ ᐊᒥᐊᐅᓯᑦ ᐱᕐᓯᑎᑦ ᐊᑐᐃᓐᓇᐅᔪᑦ ᐃᑲᓴᓄᓄᑦ 19

ᐅᓂᖅᑲᖅᓯᒪᔪᑦ ᐊᓯᔨᕋᓂᓂᐅᔪᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᓐᖏᐅᖅᓯᐅᑎᓄᑦ ᐊᑐᕆᐊᖃᖅᑲᓪᓚᕐᔪᑐᑐᒃᑐᓂ 20

ᐅᓂᖅᑲᓕᐊᖅ ᑭᓇᐅᔪᑦ ᐃᓐᖏᕐᕋᓂᕆᔨᖓᑦ 21

ᑎᑎᕋᖅᓯᒪᔪᑦ ᑭᓇᐅᔪᓕᕆᓂᕐᒧᑦ ᐅᓂᖅᑲᓕᐊᑦ 22

ᖃᑎᒌᓕᑦ ᖃᓐᓇᖅᑐᑦᓯᓂᖓᑦ ᖃᑎᒪᔨᑦ ᖃᑎᒌᓕᑦ/ᓂᓐᖏᐅᖅᓯᐅᑎᓄᑦ ᐊᑐᕆᐊᖃᖅᑲᓪᓚᕐᔪᑐᑐᒃᑐᓂ 39

ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᓐᖏᐅᖅᓯᐅᑎᓄᑦ ᖃᑎᒪᔨᕋᓱᒃᑲᑦ ᒪᓕᑦᑎᐊᖅᓯᓂᕐᒧᑦ ᐃᓕᓴᕆᐊᖃᓕᕆᔨᖓᑦ 40

ᐊᐅᓚᐅᖅᑕᐅᓂᖅᓴᖅ 41

ᐸᖅᓇᐅᑎᓄᑦ ᐊᑭᓕᓪᓗᑎᑦ ᐃᖃᓗᖅᑕᐅᖅᖢᑦᑕᖅᑐᓄᑦ ᑐᕋᖅᓱᓚᖅᐅᓂᖅ ᑎᑭᑕᐅᓇᓂᕐᒪᖅᑐᓪᓗ ᐅᓂᖅᑲᑦ ᐊᖅᑕᕐᒪᔪᑦ ᐊᓱᑕᖅᐸᓪᓕᐊᓂᒃ..... 42

ᐃᖃᓗᓂᐊᖅᑐᓕᕆᔨᑦ ᐸᖅᓇᐅᑎᒪᔪᑦ ᑐᑭᓯᑕᐊᑲᓱᖅᑦ ᐊᓱᒪ ᑭᓪᓕᓂᐊᖅᑕᐅᓂᒃᑲᑦ..... 45

ᐱᓕᓀᐊᖏᔪᒍᓱ
ᑦ

ᐅᓂᖅᑲᖅ ᐊᖏᕐᓯᒋᒪᖅ ᑭᓇᐅᔨᐃᑦ ᒥᖅᓴᓄᑦ ᐅᓂᖅᑲᖓᔪᑦ (“**ᐅᓂᖅᑲᖅ**”) ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐱᓕᓀᓵᓄᑦ ᐃᑲᔪᑎᓂᑦ ᐱᔨᑦᑎᕆᐅᑎᑦ ᐱᓕᓀᐊᓂᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᖅᑕᓀᖅᑦᓂᐊᖅᑕᖏᓐᓄᓄᑦ <ᖏᓇᐅᑎ (“**<ᖏᓇᐅᑎ**”) ᐱᓕᓀᐊᖓᒍᐅᖅᑐᖅ ᐱᓵᔪᑎᖅᖅᑐᒥᑦ ᐅᑭᐅᖅ 2025-ᒧᑦ ᐱᕆᓀᐊᖅᓂᖓᑐᑦ ᐃᓕᒥᕆᐅᔪᖅ 27-ᒧᑦ *ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐱᓕᓀᓵᓄᑦ ᐃᑲᔪᑎᓂᑦ ᐱᔨᑦᑎᕆᐅᑎᑦ ᐱᓕᓀᐊᓂᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᖅᑕᓀᖅᑦᓂᐊᖅᑕᖏᓐᓄᓄᑦ <ᖏᓇᐅᑎᒥᑦ ᐱᖏᔪᖁᑦ,* ᑕᒪᐃᐅᓂᑦ S.N.W.T. 2015, c. 6 ᐊᒻᒪᓗ S. N. 2015, c. 10 (“**ᐅᑭᐅᖅᑕᖅᑐᒥᒋᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ ᐃᑲᔪᓯᐊᖅᑐᓕᕆᔨᑦ ᐱᖏᔪᖁᓪᓚ**”).

ᐱᔨᖅᓯᒪᒫᓂᑦ ᐱᓇᓱᒋᖅᑕᐅᓪᓗᑎᑉ ᐊᒻᒪᓗ ᐊᑦᑭᐳᓯᖅᑕᐅᓪᓗᑎᑉ ᐅᓂᖅᑲᓕᐊᖏᔪᖅ ᑕᐳᔪᓄᖓ ᐅᑭᐅᖅᑕᖅᑐᒥᒋᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓂᑦ ᐃᑲᔪᑎᖅᖅᑐᒥᑦ ᐱᔨᑦᑎᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᖅᓯᒪᔨᑦ <ᖏᓇᐅᑎᑦ ᑲᑎᒪᔨᖅᑕᐅᓪᓗᑎᑉ (“**ᐃᓐᓇᑐᑦᑲᐅᑦᔨᓯᐊᓄᑦᑕᖅᓯᐅᑎᓄᑦ/ᓂᖓᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᖅᑕᑦ**”) ᐊᐅᓪᓚᑦᑎᔨᐅᓪᓗᑎᑉ <ᖏᓇᐅᑎ ᒪᓕᒃᓴᔭ ᑎᑎᖅᓯᒪᔪᖅ 13 ᑕᐟᓂᓂ ᐃᑲᔪᓯᐊᕐᓴᓄᑦ ᐱᔨᑦᑎᖅᑎᑦ ᐱᖏᔪᖁᓂ. ᑭᓯᐊᓂ, ᐅᓂᐸᒃᖅ ᐅᔪᐊᖅᓯᒪᔪᑦ ᓴᓴᖅᑕᐅᓯᒪᔪᑦ ᑭᓇᐅᔨᐃᑦ ᒥᖅᓴᓄᑦ ᑎᑎᖅᑲᑦ <ᖏᓇᐅᑎᒧᑦ, ᐱᓕᓀᐊᖅᑐᒍᐅᖅᑐᖅ ᐃᓂᓇ ᔪᑦ> ᐊᒻᒪᓗ ᑲᒪᐸᓂᔪᓄᑦ, ᓇᓗᓇᐃᓕᔪᑕᖅ ᒪᓕᓂᓂᓐᓂᒍᑦ ᐅᓇᓱᑦᑎᓐᓂᒃᑯᑦ ᐃᑲᔪᑕᐅᓯᒪᔪᑦ ᐱᓕᓀᐊᖅᑐᓗᓂᑦ ᐃᑲᔪᑕᐅᓪᓗᑎᑉ ᐱᓕᓀᐊᓂᖅᓴᓗᓄᑦ ᐸᕐᓇᓕᖅᑎᓗᓂᑦ, ᓄᓇᓕᖅ ᓄᖅᑐᐅᑦ LLP-ᒧᑦ, ᐊᒻᒪᓗ ᐅᓂᖅᑲᖅ ᐊᔪᓂᐅᔨᔪᒧᑦ ᑐᖃᓚᖅᓴᐅᔨᔪᒧᑦ ᐊᒻᒪᓗ ᐱᔨᖅᑕᐅᑎᒋᖅᑕᐅᔨᔪᓄᑦ <ᖏᓇᐅᑎᒧᑦ, ᐱᓕᓀᐊᖓᒍᐅᖅᑐᖅ NEBS-ᔪᑦ ᑲᑎᒪᔨᖅᑐᓄᑦ.

ᐅᓂᐦᑲᓪᓕᔪᖅ ᐃᐦᓯᓂᐅᑦᔪᑦ ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᖏᐅᖅᓯᐅᑎᑦᐸᐦᑐᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ

2025-2026 ᐊᖏᕐᒧᒪᑦ.

ᐃᓕᓴᖏᓄᑦ ᐅᓂᐦᑲᐅᓯᐅᓂᖏᑦ

ᐱᓪᓗᐊᓂᐦᑐᓄᑦ ᐸᓇᐅᕆᓪᓕᐦᐱᓄᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᐱᓪᓗᐊᑉᖃᑦᑕᖅᑕᖏᑦ ᐱᓪᓗᐊᓂᐦᑐᑦ ᐸᐦᓇᐅᕆᓪᓕᐦᐱᓄᑦ ᐸᖏᓇᐅᑎᒍᑦ ᐃᓪᕈᕐᐃᐅᔪᓄᑦ ᐱᓪᓗᐊᖏᖅᓂᓂᑦ ᓄᖅᑲᓚᓪᑎᓪᓕᕐᓂᑦ ᐃᑲᔨᑎᑦᖃᑦᑕᖅᑕᖏᓪᓕᖏᓪᓗᑎᑦ ᐸᖏᓇᐅᑎᑦ. ᐱᓪᓗᐊᓂᐦᑐᑦ ᐸᓇᐅᕆᓪᓕᐦᐱᓄᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᐸᐦᓇᐅᕆᓪᓕᐦᐱᓄᑦ ᐱᓱᐦᐱᑎᖅᑐᓄᑦ ᐸᖏᓇᐅᑎᐅᐳ ᐸᖏᓇᐅᕆᖏᓂᓂᑦ. ᐱᕐᐊᖅᑎᓂᓂᑦᖏᓪᓕᖏᓪᓗᓂᑦ, ᐱᓪᓗᐊᓂᐦᑐᑦ ᐸᓇᐅᕆᓪᓕᐦᐱᓄᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᐱᓱᐦᐱᑎᖅᑐᓄᑦ ᐅᑭᐳᐸᐃᖅᑕᖏᓪᓕᖏᓪᓗᓂᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᐱᓱᐦᐱᑎᖅᑐᓄᑦ ᐅᑭᐳᐸᐃᖅᑕᖏᓪᓕᖏᓪᓗᑎᑦ ᐸᖏᓇᐅᑎᐅᐳ ᐸᖏᓇᐅᕆᖏᓂᓂᑦ. ᐱᕐᐊᖅᑎᓂᓂᑦᖏᓪᓕᖏᓪᓗᓂᑦ, ᐱᓪᓗᐊᓂᐦᑐᑦ ᐸᓇᐅᕆᓪᓕᐦᐱᓄᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᑲᑎᒪᔨᕐᓭᓪᓗᓂᐦᐃᓄᑦ ᐱᓱᐦᐱᑎᖅᑐᓄᑦ ᐱᓪᓗᐊᓂᐦᑐᑦ ᐱᓪᓗᐊᓂᐦᑐᑦ ᐱᓪᓗᐊᓂᐦᑐ

ᐊᓗᒪᓗ ᓴᓂᐊᓗ 2025-ᒥᑦ $38 ᒥᓪᓕᐊᓂᑦ ᑭᓇᐅᔨᓪᓂᐅᖅᓯᒪᔪᔪᑦ ᐊᐅᓪᓚᔨᓇᐅᑎᑦ ᑭᓇᐅᔨᓪᓂᐅᑭᑎᑎᒃᑕᖅᓴᓂᑦ
IFM-ᓄᑦ.

2025–ᒥ ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᕆᑎᐅᖅᓯᐅᑎᑕᖅᑭᔪᑐᓂᓄᑦ ᑲᑎᒪᔨᕿᓪᓂ ᐊᑲᑭᐱᒪᓪᓕᐅᖅᓴᑦ ᐃᓚᓯᒪᓕᕐᓗᑎᑲ
ᐱᑭᖅᓯᕐᓂᐱ ᓄᓇᒥ
ᐊᓯᐊᔪᖓᓱᖅ ᐱᖁᔭᑎᑎᑲᐅᓇᓄᑦ ᓂᑭᐊᖅᓯᓪᓚᐅᖅᓴᖁᓪ Bonnefield ᑭᓇᐅᔨᓪᓂᐅᑕᐅᓇᓯᑐᓂᓄᑦ ᐊᐅᓪᓚᑦᑎᔨᑎᑲᐅᓂᐊᖁᓪᓂᓂ.
ᓂᓗᐅᑎᔨᐅᓇᖅ ᐃᒪᐃᓐᓂᐊᕐᓯᑎᔨᐅᓪᓗᓄᓂ
ᐅᑭᐅᖅᑕᖅᑐᑎ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖓᓚᓄᑦ ᐱᔨᑦᑎᕐᓂᖅᑎᑦ ᐱᓂᐊᕐᓯᓯᑎᑦ 60-ᒥᓪᓕᐊᓂᑲ ᑭᓇᐅᔨᓂᑲ
ᓇᖕᒥᓂᖅᖁᑕᐅᔭᐅᑎᓂᑲ Bonnefield ᔪᓂᓂ 2026–ᒥ.

ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕆᑎᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕿᓪᓂ ᐱᓪᓚᖁᑎᖁᖅᓴᐅᑭᓂ ᓯᓪᒥᑦᑐᖅᓱᖅᑐᓂᓄᑦ
ᑭᓇᐅᔨᓪᓂᐅᕿᓯᐊᖅᑎᓄᑦ ᐅᖁᐅᔭᐃᐱᒃ, ᔪᑦᓪᓕᓇ ᓯᐱᑭᐳᓗᓴᒃ TELUS ᐊᓲᓂᐊᖁᖏᓇᖅᑎᑦᑐᓪᓗᓴᓇᓲᓂᓇᖅᑐᖅᓱᖅᑐᓂᓄᑦ,
ᓇᐅᑦᑎᖁᓯᖁᓂᐊᖏᓪᓗᓂ ᑭᓇᐅᔨᓪᓂᐅᑕᐅᓯᒪᔪᓂᒃ ᐅᓂᒃᑲᐅᓯᖁᖏᓪᓗᓂᓗ ᐱᓪᓚᓂᓗᓴᖅᑭᓲᓂᒃ
ᑭᓇᐅᔨᓪᓂᐅᑕᑕᐅᔨᓄᑦ ᐊᐅᓪᓚᑦᑎᓂᑎᓲᓄᑦ. ᔪᑦᓪᓕᓇ ᒥᐅᔭᑎᑎᒍᔪᒃᑐᖅ ᐊᐅᓪᓚᑦᑎᓂᑎᓲᓂᑦ ᐊᓯᖅᑭᓲᓄᑦ
ᐊᐅᓪᓚᑦᑎᔨᓄᑦ ᐊᓗᒪᓗ ᐱᓪᓚᔪᔪᓯᑭᓲᓂᒃ ᑎᑭᑕᐅᓇᓯᖁᖅᑐᓄᑦ ᑲᑎᕐᓯᐅᑕᐅᓯᒪᔪᓄᑦ ᑎᑎᕐᓯᖅᓯᒪᔨᓄᑦ
ᑭᓇᐅᔨᓪᓂᐅᑕᐅᓇᓯᖁᖅᑐᑦ ᐊᑐᐊᖏᓪᓕᑦ. ᓴᖅᑭᑎᑦ ᑕᐅᔭᓕᖅᑐᑦ ᐅᑭᐅᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᐅᓪᓚᑦᑎᓂᑎᓲᓂᑦ ᑎᑎᕐᓯᖅᓯᒪᔨᓄᑦ
ᑭᓇᐅᔨᓪᓂᐅᑕᐅᓯᒪᔪᓂᒃ ᑐᑭᓯᐊᓂᑦ ᐅᑎᕐᓂᐊᕐᓂᖅ ᑭᓇᐅᔨᓪᓂᐅᑕᐅᓯᒪᔪᓂᒃ ᐃᓕᓴᕐᓂᖅᓯᒪᔪᓂᒃ
ᐅᑭᐅᖅᓱᒍᑦ, ᐊᑲᓯᑦᓇᕆᐊᖅᑎᑲᓪᓚᑦᑐᓂᑦ ᑭᓇᐅᔨᓂᒃ ᐊᐅᓪᓚᑦᑎᔭᔪᑎᑦ ᑭᓴᔪᓪᓚᒪᒥᑦᑐ, ᑕᑯᓴᐅᑎᑦᑎᓴᑦ
ᑭᓇᐅᔨᓪᓂᐅᑕᐅᓯᒪᔪᓂᑦ ᐱᓪᓚᐊᖓᔾᔨᓪᓚᐊᔪᓂᒃ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕆᑎᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕿᓪᓂᓄᑦ ᐊᓗᒪᓗ
ᑭᓇᐅᔨᓪᓂᐅᑕᐅᓯᒪᔪᓄᑦ ᐊᐅᓪᓚᑦᑎᑎᓂᑦ ᐱᓪᓚᐅᔾᑦ ᐱᓪᓚᐊᓴᓗᐊᓚᖅᑕᖅᑐᓂᒃ.

ᑕᒪᐃᓂᓂ ᑲᑎᒪᔨᓂᑦ, ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᕆᑎᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕿᓪᓂ ᖃᑎᖅᑭᖅᑕᑦᑎᔪᑦ ᐅᓂᒃᑲᓂᒃ
ᐸᖅᓇᐅᑎᐅᓵᐊ ᐊᐅᓪᓚᖅᑎᑦᑎᓂᓂᓂᓄᑦ ᐊᓗᒪᓗ ᑲᒪᔨᓪᓚᐅᑦ ᐱᓪᓚᐊᓴᓗᐊᓚᖅᑕᖅᑐᓂᓄᑦ ᐃᓕᑎᒃᓂᓂᓄᑦ
ᐊᓗᒪᓗ ᐊᑕᐅᓯᖅᓯᒪᓕᐅᖅᑐᑦ ᐃᓕᑎᒃᑲᐅᔨᓂᒃ ᐱᖁᔭᓕᕐᓗᑎᑦ ᐊᖅᑭᑲᓇᐅᔭᖅᑐᖅᑐᓂᒃ.

<ᕿᓇᐅᑎᑦ ᐹᓇᐅᓴᖅᑎᑕᐅᓂᖏᑦ

ᖃᓄᖅ ᐱᓕᕆᑦᑎᐊᖏᓚᐅᑎᑦ ᐱᓕᕆᑦᑎᐊᖅᑭᒫᖏᓚᐅᑦᓗ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᓴᖅᑎᑦ ᐃᑲᔪᕐᓂᐊᖑᓂᓄᑦ ᐱᔨᑦᑎᕐᖅᑎᓄᑦ <<ᑕᐅᔪᑦ ᐹᓇᐅᓴᓕᐅᕐᕿᐊᖅᑎᑦ ᐃᓕᒪᓕᐅᕆᔨᐅᑉᐳᓗᐊᑕᖏᒪᑕ ᐹᓇᐅᓴᓕᐅᑭᑕᐅᔪᓄᑦ ᐃᑦᑐᖅᓯᐅᐸᑎᓕᖅᑐᖅᑎᑦ/ᓂᖅᓭᐅᖅᓯᐅᑎᑦᑕᖅᑭᓪᑐᑦ <ᕿᓇᐅᑎᒧᑦ. ᑐᓂᔪᐅᔪᑦ ᐃᖅᑲᓇᐃᓴᖅᑎᓂᑦ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᓴᕿᕕᐅᔪᓂᑦ, ᐃᓕᓗᐊᒍ ᐹᓇᐅᓴᓕᐅᑕᐅᓇᓕᑐᑐᑦ ᐅᑎᕿᕕᐅᔪᓂᑦ, ᐹᓇᐅᓴᖅᑎᑦᑎᐅᓇᖅᑎᒪᑕ ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᖅᓭᐅᖅᓯᐅᑎᑦᑕᖅᑭᓪᑐᑦ <ᕿᓇᑦᑕᐅᔪᒪᔪᑦ. ᖃᐅᔨᒪᓂᖅᖃᖅᑐᒍᑦ ᓇᓴᐅᔪᓂᖅᑕᐅᑦᓗᐊᖅᑐᒥᑦ <ᕿᓇᐅᑎ ᐹᓇᐅᓴᖅᑎᑦᑎᐅᔨᓇᕿᓕᖅᑎᓂᑦ ᐱᓕᓓᓂᐅᓂᖅᑎᑦ ᐹᓇᐅᓴᖅᑎᑦᑎᐅᓂᐅᓴᕐᕕᐅᔪᑦ <ᕿᓇᐅᑎᒧᑦ ᐃᓕᒪᔾᔨᐅᔪᓂᑦ ᑎᑎᕋᐅᓂᖅ NEBS-ᓄᑦ <ᕿᓇᐅᑎᓖᓴᓂᑦ AON-ᓄᐅᓂᑦ.

AON ᐱᓕᓓᐊᓇᖅᑕᖅᑕᓂᑦ ᐊᐳᖓᓂᒃ <ᕿᓇᐅᑎᐅᐳᑦ ᒪᑭᒋᓂᒃ ᐊᑐᖅᓴᑎᒃ. ᓄᐅᓪᓕᖅ, ᐃᓄᒻᒧᑐᐅᓇᖅᑐᖅ ᓇᓕᐅᑦᑕᑭᑕᐅᓄᓕᕐᖅ, ᓂᓚᐅᑎᕐᔪᐅᔪᓂᖅ ᓄᐅᓪᓕᖅᑎᒪᑕ ᐱᔪᐅᔨᓇᕿᖅᑐᖅ ᐃᓕᑎᕐᔪᐅᓂᑦ ᐊᒻᒪᓗ ᓇᓕᐅᑦᑕᑭᑕᐅᓄᓕᕐᕕᐅᔪᓂᑦ <ᕿᓇᐅᑎᒥ. ᓇᓕᐅᑦᑕᖅᑕᐅᔪᑦ ᓇᓴᐅᓄᓵᕆᐅᖅᓯᖅᑕᖅᑐᑦ ᐊᑐᖅᓴᑎᒃ ᖃᓄᐊᖅᔪᓂᑦ ᐃᓄᒻᒪᑎᐅᔪᓂᒃ ᓄᐅᓪᓕᖅᑎᑦ ᐃᓇᓱᒋᐊᖅᑐᖅ <ᕿᓇᐅᑎᒧᑦ ᐃᓕᑎᕐᔪᐅᔪᓂᑦ ᐊᒻᒪᓗ ᐱᑭᑎᑦᑎᐅᓂᑦ ᐱᒻᒪᕆᐅᔪᓂᑦ <ᕿᓇᐅᑎᒧᑦ ᐃᓕᑎᕐᔪᐅᔪᓂᑦ ᐊᒻᒪᓗ ᐱᓕᕆᔨᐅᔪᓂᑦ ᐊᐳᑦᑐᖅᓴᓕᐅᑦᑕᖅᑐᑦ ᐱᒻᒪᕆᐅᔪᓂᑦ ᐊᐳᑦᑐᖅᓴᓕᐅᑦᑕᖅᑐᑦ ᐃᓇᓱᒋᐊᖅᑐᖅ ᐊᑐᖅᓴᑎᒃ ᐱᓕᕆᔨ

ᐱᐊᓂᔪᑎᑭᓪᓚᔪ

2025 ᐊᓂᔪᐃᐟᕃᐅᑦᑎᐊᖅᓯᓂ ᐅᑭᐅᖓᔪᓕᐅᖅᑐᖅ NEBS-ᓄᑦ ᐸᖏᓕᐅᑎᖓᑦ ᐊᐅᓪᓗᑎᐊᑭᓐᓇᖅᓯᓂ ᐊᒻᒪᓗ ᐊᖏᑦᓚᒋᐊᕐᓗᐊᖅᑎᓪᓗᒍᑦ ᐃᖏᓂᖏᓂᖏᓕᒍᑦ ᓇᓴᐅᑎᑦ ᐊᒻᒪᓗ ᐊᑭᑐᑐᖅᐸᓪᓚᐊᓂᖅ, ᐸᖏᓕᐅᑎ ᑭᓕᐅᕆᖃᐅᑎᑕᐅᖏᓐᓇᓐᓇᖅᓯᒪᔪᖅ ᐊᒻᒪᓗ ᐃᓕᓴᐅᕐᓇᖅᓯᓂᑦ. ᑭᓕᐅᕆᓂᵝ ᐊᐅᓪᓗᑎᒃᓴᑎᓄᑦ ᖃᓄᐃᓕᓚᖅᑐᐅᑦ 2026-ᒥᑦ ᐊᐅᓯᑐᖓᓐᓂᑦ, ᑭᓯᐊᓂ NEBS-ᓄᑦ ᐱᓕᕆᐊᓂᵝᑐᓄᑦ ᑭᓕᐅᕆᓕᕆᐊᖅᓄᑦ ᑲᑎᒪᔨᕋᓱᒃᑐᓄᑦ ᐱᓕᕆᔨᓴᓕᐅᑎᓄᑦ ᐊᐅᓯᑐᖓᓕᒫᓄᑦ

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ᐃᐅᓪ ᒪᐅᒡᓗᓂᑦ

ᐃᑦᑐᖃᓯᐅᑎᓄᑦ/ᓂᖏᑎᐅᖃᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕋᓱᒃᑐᓄᑦ ᐃᐅᓯᕿᐅᑕᖃᖅ

ᐊᐅᓪᓗᓂᒪᓕᐅᕐᓴ ᐅᓂᒃᑲᖏᑦ

ᐊᑦᔨᑭᖅᑭᑉᓯᖏᓐᓄᑦ ᒪᓕᒪᓪᓚᓂᕐᓗᑦ ᖃᓄᐃᓪᓕᐅᑎᓂᖅᑕᖃᕋᓗᐊᖅᑎᓪᓗᒍ ᐅᓪᒪᕆᐊᓪᓗᓂᑦ ᓂᐅᐃᕕᐊᑦᑎᐊᖅᐸᒃᑐᓂᖅ, 2025-2026 ᐊᖏᕐᕕᒋᑎᐊᓕᐅᓪᓚᐅᖅᓴᖅ ᑭᓇᐅᔨᓪᓚᐅᑕᐅᒃᑲᓂᕐᓂᕆᔨᒃᑐᓂᓪᓗ ᑭᓇᐅᔨᖏᑎᒋᔭᐅᔪᓂᑦ ᐱᐅᔪᓂᑦ ᐅᑎᖏᐃᐅᔪᓐᓇᖅᓯᒪᒃ ᑕᒪᐃᓐᓄᑦ ᐱᖏᓂᒋᐅᔪᓂᑦ. ᑭᓇᐅᔨᖅ ᐊᖏᕐᕕᒋᑕᒫᑦ ᐅᑎᖏᐃᐅᓪᓚᓂ 17.67%-ᒥᑦ. NEBS-ᓂᑦ ᑭᓇᐅᔨᓪᓚᐅᑕᐅᓇᓂᖅᑐᑦ ᖃᒃᖁᑭᐅᑎᓪᓚᐅᖅᑐᑦ $600 ᒥᓪᓚᐃᓂᑦ 2025-ᒥᑦ ᐊᓕᒪᓂ $646 ᒥᓪᓚᐃᖅᓯᒪᓚᐅᖅᑐᑦ ᐃᓇᐊᓂᑦ ᓇᓂᓪᓕᑦ ᐱᖓᓱᓇᑦ ᑕᖅᑭᑦ 2026-ᒥᑦ. ᑕᒪᓐᓇ ᑕᐃᒪᐃᔨᔪᑎᖃᖅᐳᖅ ᐊᑦᔨᑭᖅᑭᑉᓯᖏᓐᓄᓂᑦ ᐱᔨᔪᑕᐅᔪᓂᑦ, ᐃᓕᒥᔨᐅᓪᓚᓂ ᐅᔨᖅᓇᓂᑕᐊᖅᓂᓂᑦ ᐃᓇᒪᓴᖅᓇᐅᓂᑕᖅᓇᒪᓂᖅᓂᓪᓚᓗ ᑎᑎᕋᖅᓇᒪᔪᑦ ᑭᓇᐅᔨᓪᓚᐅᑕᐅᓇᓂᖅᑐᓂᑦ ᐊᑐᐊᒃᑎᒥᑦ, ᐱᐅᔪᒪᓕᖓᓂᑦ ᑐᓴᐅᒪᑎᑕᐅᓂᕐᑎᐊᖅᑐᓂᓗᓪᓚᓗ ᐅᖃᐅᓕᖅᓯᓇᖅᑕᐅᓂᖅᓯᒪᓕᐅᖅᑐᓂᑦ ᑭᓇᐅᔨᓪᓚᐅᕋᓇᐊᖅᑎᐅᓂᖅᓯᒪᓕᐅᖅᑐᓂᓗᓪᓚᓗ ᐅᖃᐅᓕᐊᔪᒥᔨᑎᑎᒋᓂᖅᓯ <ᕐᓇᑲᑕᐅᓇᒪᔪᓪᓚᓗ ᑭᐅᓂᓇᓂᐊᖅᑎᓂᓪᓕ, ᖃᐅᔨᒪᓂᖃᑎᒋᐊᖅᑐᓂᓪᓗ ᑐᐊᒃᑎᒥᑦ ᐃᓕᑦᑐᖅᓇᓂᐊᖅᑎᓂᓪᓕ/ᓂᖓᒋᐅᖅᓇᐅᑎᓂᓪᓕ ᑲᑎᒪᔨᕋᓱᓂᓪᓗ ᑲᑎᒪᔨᓂᓪᓚᓗ, ᐱᓕᕆᑎᐊᖅᑐᑦᓯᓂᓪᓚᓗ CC&L–ᓂᑦ ᐃᓕᐅᖅᑲᐃᓂᕐᒪᓪᓚᓗ ᐊᐅᓚᑦᑎᐊᓕᐅᕐᓴᐅᑎᓂᓕᕐᓂᑦ.

ᐊᐃᑦᓚ 2025–ᒥ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖖᓂᓂᑦ ᐱᔨᑎᑎᕋᖅᑎᑦ ᐃᓕᑐᖅᓯᐅᑎᓂᓕᓂᖅᓯᒪᓕᐅᖅᑐᓂᓂᖅᑕᖅᐸᒃᑐᑐᓂᑦ ᑲᑎᒪᔨᕋᓱᓕᑦ ᐊᑲᖅᓯᒪᓕᓪᓚᐅᖅᑐᑦ ᐱᐅᓯᔪᓕᓪᓚᑐᓂᑦ ᐱᑕᖅᓯᐃᓇᖅᑐᒃ ᐱᓕᕆᔨᒃᑲᓂᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᑐᓴᐅᒪᑎᑕᐅᓂᕐᑎᐊᖅᑐᑦ ᑐᓴᐅᒪᑎᑕᐅᓂᕐᑎᐊᖅᑐᓂᓪᓗ ᐃᓕᑐᖅᓯᐅᑎᓂᓕᓂᖅᓯᒪᓕᐅᖅᑐᓂᑦ ᐱᓕᕆᔨᒃᑲᓂᖅ ᐃᓕᑐᖅᓯᐅᑎᓂᓕᓂᖅᓯᒪᓕᐅᖅᑐᓂᑦ ᑲᑎᒪᔨᕋᓱᓕᑦ ᐅᖃᐅᓕᖅᓯᓇᖅᑕᐅᓂᖅᓯᒪᓕᐅᖅᑐᓂᑦ ᐱᓕᕆᔨᒃᑲᓂᖅ ᐃᓕᑐᖅᓯᐅᑎᓂᓕ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᑦᓯᓂᑦ
ᐱᔨᑦᑎᕋᖅᑎᑦ ᖃᓄᐃᓇᐃ, ᓄᓇᑦᓯᐊᖅ

ᐊᖏᕐᒋᔭᑕᒪᖅᓯᐅᑦ ᑭᓇᐅᑉᖃᓄᑦ ᐅᓂᒃᑲᖅ,
ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᖏᑕᖅᓯᐅᑎᑕᖅᑭᒃᑐᑐᒍ
ᓄᑦ ᐸᖏᓇᒃᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ
ᑭᓇᐅᑉᖏᕐᓂᑎᑕᐅᔪᑦ

ᐅᑭᐅᖏᒧᑦ ᐃᓱᓕᓪᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓇᓗ 31,
2025-ᒥᑦ

NORTHERN EMPLOYEE BENEFITS SERVICES | ᐅᑭᐅᖅᑕᖅᑐᒥᓂᕆᔨᒃᑯᑦ ᐃᑲᔪᕐᓇᖅᑕᕐᒪᑐᐊᖅᑐᒥᓂᕆᔨᒃᑯᑦ ᐱᓕᕆᔨᖅᓯᒃ

2025–ᒥ ᐊᐅᓪᓚᕆᑎᓕᓂᐅ ᐅᖃᐅᔪᓐᓇᑦ ᖃᐅᔨᓴᖅᓯᓪᓗ

ᐃᑦᑐᖃᔪᐅᑎᓂᑦ/ᓂᕿᕋᐅᖃᔪᐅᑎᑕᖃᖅᑐᑐᒃᓂᑦ ᐸᖅᓂᑕᐅᔪᓚᐅᓂᑦ

ᐸᐸᑕᐅᔨᓂᑦ ᑭᓇᐅᓴᖅᑯᑎᑦᓴᐅᔨᑦ

ᐊᖅᑭᒍᑕᒫᓂᖅ ᑭᓇᐅᓴᑦ ᒥᐅᓴᓂᑦ ᐅᓂᐅᑲᖅ ᐅᑭᐅᖅᓗᑦ ᐃᓱᓕᓚᐅᖅᑐᓗᑦ ᑎᓱᓚ 31, 2025-ᓗᑦ ᐊᑐᖅᑐᖅ NEBS-ᑯᑦ ᓴᓇᖅᑕᐅᔪᓱᒪᓕᕐᓂᓂᑦ ᐊᖅᑭᒍᑕᒫᑦ ᑭᓇᐅᓴᐃᑦ ᒥᐅᓴᓂᑦ ᑎᑎᖅᑲᐅᑎᒪᕐᓂᓂᑦ ᐅᑭᐅᖅᓗᑦ ᐃᓱᓕᓚᐅᖅᑐᑐᒃᓂᑦ. ᐱᒃᑲᐃᐅᑎᕆᐅᔨᖅ ᐱᓕᓚᐊᓚᐅᓂᒪᕐᓂᑦ ᐊᖅᑭᒍᑕᒫᓂᖅ ᑭᓇᐅᓴᐃᑦ ᒥᐅᓴᓂᑦ ᐅᓂᐅᑲᖅ NEBS-ᑯᓕᓂᑐᐃᓗᓐ ᐊᓪᒪᓗ ᓴᓪᒪᕆᔨᐅᔪᓚᓪᓗᓂ NEBS-ᑯᑦ ᐱᓕᓚᐊᓂᐅᑐᑐᓂᑦ ᑭᓇᐅᓴᐃᑦᓴᓚᐊᓂᑦ ᑲᑎᒪᔨᐊᑦᓴᑯᓕᒃᑐᓂᑦ.

ᓇᓗᓇᐃᖅ
ᑕᐅᓂᐅᔨᑦ

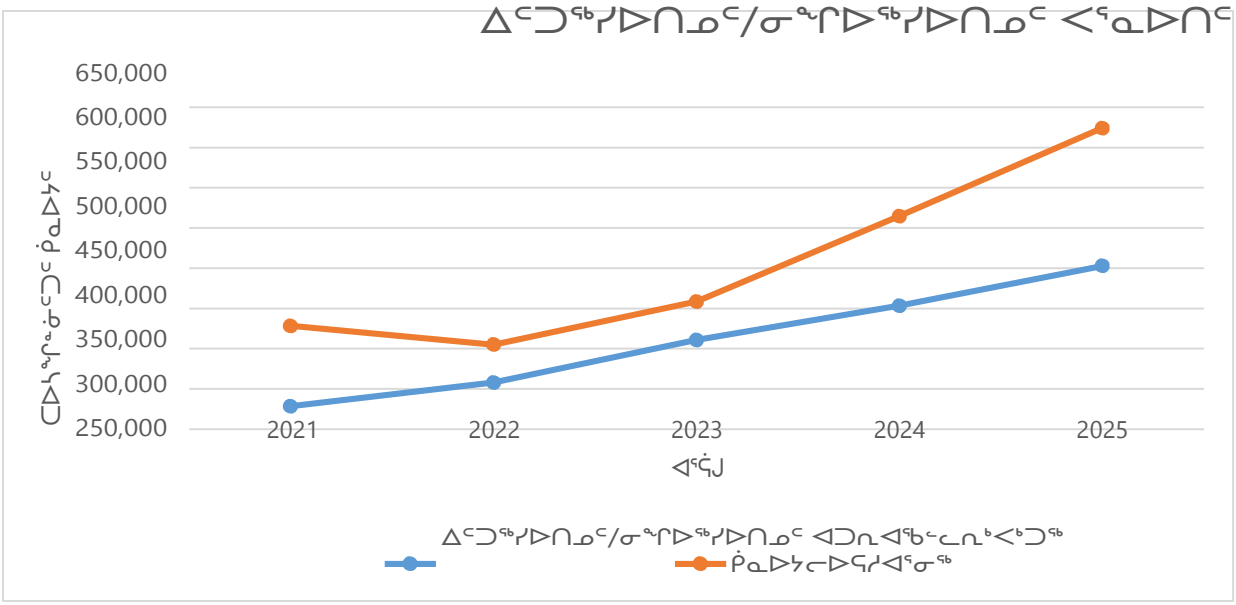
- ᑕᓪᓕᖅᓱᒪᒋᑐᒃ ᑕᓪᓕᖅᓱᓕᔪᖅᓱᐅᑦᓂᔪᑦ ᐃᔨᒪᑎᕆᔨᖅ
- ᐃᑦᑐᖃᔪᐅᑎᒧᑦᓂᖅᓱᐅᑎᒧᑦ ᑭᓇᐅᔨᑎᒧᑦ ᑐᖃᐃᐃᓐᑦ ᐊᒥᐊᖅᓂ $175,470,000-ᖃᓄᑦ 2025–ᒧᑦ, ᐅᓇᖅᓱᓕᐊᖅᓱᓕᔪᑦ 49%–ᒥ $117,707,000-ᖃᓄᐅᓇᓗᒃ 2024–ᒥᑦ
- ᐊᖅᑭᑎᓕᐊᖅᑐᖅ ᐱᓕᓚᓛᓐᓂᑦ ᓄᖅᖃᑐᓂᑦ ᑭᓇᐅᔨᓕᐊᕐᓴᖅ ᐃᓱᖅᓴᐃᓇᖅᖃᖅᑎᑦᓴᑦ ᐱᒋᐅᔨᑦ $107.406,000-ᖃᓄᑦ, ᐊᒥᓱᓕᓚᐊᖅᑐᖅ 2%-ᒥᑦ ᐊᖅᑭᑎᓕᐊᓯᐅᖅᑐᒥᑦ 105,389,000 2024–ᒧᑦ
- ᑭᓇᐅᔨᓕᐅᕕᑕᐅᓚᐊᖅᑐᑦ ᑲᑎᒪᓂᒧᑦ $624,138,000-ᖃᓄᐅᓇᓕᒃ, ᐊᒥᐅᕐᓚᐊᖅᑐᑦ 21%-ᒥᑦ $514,561,000-ᓂᑦ 2024-ᒧᑦ
- ᑭᓇᐅᔨᓕᐅᕕᑕᐅᓚᐊᖅᑐᓄᑦ ᑭᓇᐅᔨᓕᐊᖅ $86,797,000-ᖃᓄᐅᓇᓕᒃ, ᐊᒥᐅᕐᓚᐊᖅᑐᖅ 3%-ᒥᑦ $83,957,000-ᓂᑦ 2024-ᒧᑦ
- ᐱᓕᓚᐊᓄᑦᑐᓂᑦ ᑭᓇᐅᔨᓕᐊᓂᑦ ᐱᒃᓴᐱᐅᑎ $452,945,000-ᖃᓄᖅ, ᐊᒥᓱᓕᓚᐊᖅᑐᖅ 12%-ᒥᑦ $403,303,000-ᓂᑦ 2024-ᒧᑦ
- ᑭᓇᐅᖅ ᐊᐅᓪᓚᕆᐊᑎᓂᑦ $91,389,000-ᖃᓄᖅ, ᐊᒥᓱᓕᓚᐊᖅᑐᖅ 29%-ᒥᑦ $70,853,000-ᓂᑦ 2024-ᒧᑦ
- ᓄᑕᓂᒃ ᓴᐃᐅᓱᓚᓂᒧᑦ ᐊᑐᖅᑕᐅᔪᓂᒃ ᐊᑐᓕᖅᑕᐅᔪᖃᓕᐅᖅᑎᑦᓴᑦ 2025-ᒥᑦ
- ᐃᑦᑐᖃᔪᐅᑎᑕᑦᓂᔪᑦᓴᐅᑎᑕᑦ ᑐᓂᓂᖃᑕᐅᔫᑦᑐᑦ $42,229,000-ᖃᓄᑦ, ᐊᖅᑭᑎᓕᐊᖅᓱᒪᓕᒃᑐᓂ 4%–ᒥᒃ $40,596,000-ᖃᓄᐅᓇᓗᒃ 2024–ᒧᑦ

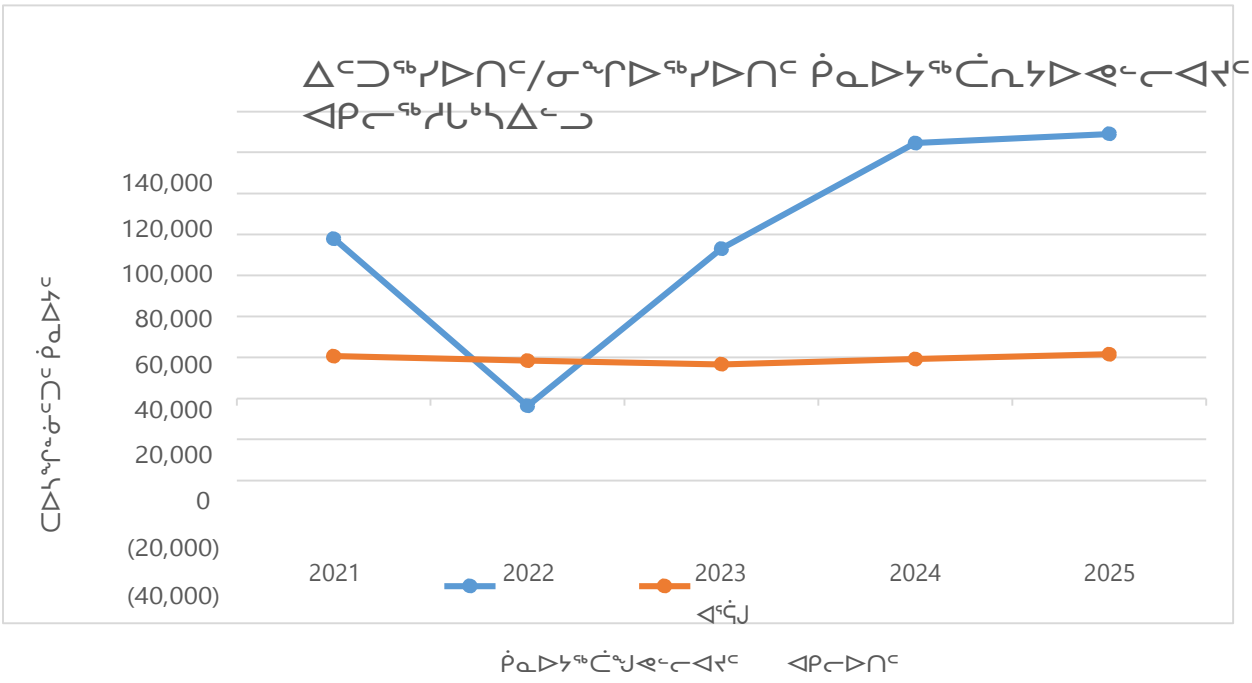
ᖃᐅᔨᓴᖅᑕ
ᐅᕙᓕᓕᐊ
ᔪᑦ

ᐃᖅᑲᓇᐃᔪᓚᖅ ᓴᓴᐃᔨᐅᐸ ᐅᓂᐅᑲᖅᓗ ᐅᓪᓗᖅᑐᖅᑐᑦ ᐊᐃᓚᓪ 16, 2026-ᒥᑦ, ᐅᓪᓗᖅᑐᑦ NEBS-ᑯᑦ ᐱᓕᓚᐊᓂᒃᑐᓂᑦ ᑭᓇᐅᔨᓕᐊᓂᑦ ᑲᑎᒪᔨᐊᑦᓴᑯᓕᒃᑐᓂᑦ ᓴᓴᕆᔨᐅᑎᒪᒃᑐᑦ ᐊᖅᑭᒍᑕᒫᓂᖅ ᑭᓇᐅᔨᓴᐃᑦ ᒥᐅᓴᓂᑦ ᑎᑎᖅᑲᐅᑎᒪᕐᓂᓂᑦ ᐅᑭᐅᖅᑦ ᐃᓱᓕᓚᐅᖅᑐᓗᑦ ᑎᓱᓚ 31, 2025-ᒥᑦ.

ᐊᖅᑭᔨᒥᐅᑦ ᐊᓯᔪᓵᓂᐅᔨᓂᐅᑦ ᐱᑕᖃᖅᖁᑎᑦᑐᑦ ᐅᑦᓭᓗᓴᓂᐅᑎᒪᑎᑦᑕ ᐅᑦᓭᓗᓴᓂᐅᑎᒪᑎᑦᑕ ᐊᖅᑭᒍᑕᒫᑦ ᑭᓇᐅᔨᓕᐊᓂᑦ ᐱᒃᓴᐱᐅᑎ ᒥᐅᓴᓂᑦ ᑎᑎᖅᑲᐅᑎᒪᕐᓂᓂᑦ ᐅᑭᐅᖅᑦ ᐃᓱᓕᓚᐅᖅᑐᓗᑦ ᑎᓱᓚ 31, 2025-ᒥᑦ.

$49,642,000-ᒧᑦ ᐅᕐᓂᓕᓐᓂᒃ 12% 2024-ᒥᑦ. ᐊᖏᑭᓪᓗᐊᖅᑐᖅ ᐱᔨᔪᑕᐅᓗᐊᖅᑐᖅ ᐃᑲᔪᐃᑎᑦ ᑲᑎᕐᕕᓪᓗᐊᔪᓂᑦ, ᐃᖃᓗᐅᕈᑎᓂᑦ ᑲᑎᕐᕕᓪᓗᐊᔪᑦ ᐃᑲᔪᐃᑎᓂᑦ, ᐊᓚᒪᓗ ᓄᑖᓂᒃ ᐃᓕᐅᓪᓗᖅᑐᓄᑦ.



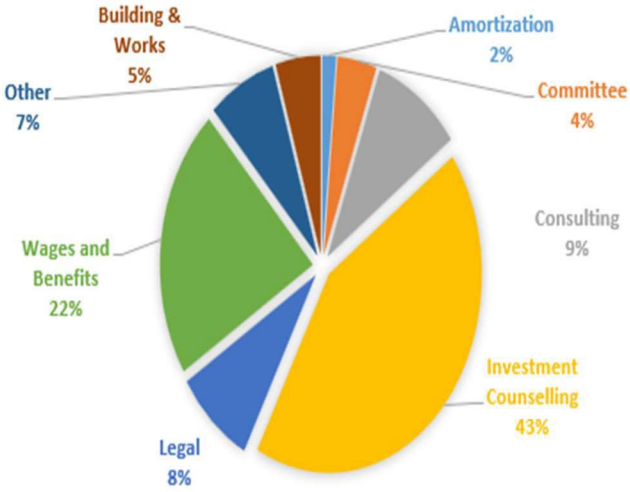


ᑭᓇᐅᔪᓕᐊᑦ 2025-ᒧᑦ ᐃᓕᐅᔨᑦ ᐱᖓᔪᐅᓚᑲᖏᖅᑐᖅᓂᖅ, ᓄᖅᓱ ᑐᓂᖅᑕᐅᔨᔪᓂᑦ $42,229,000-ᓂᑦ (2024 - $40,596,000), ᑭᓇᐅᔪᓕᐅᖅᑕᐅᔨᔪᓄᑦ ᑭᓇᐅᔪᓕᐊᑦ $86,797,000 (2024 – $83,957,000), ᐊᓯᖏᓐᓂᔪᓱ ᑭᓇᐅᔪᓕᐊᑦ $31,000 (2024 –ᒧᑦ- $34,000). ᑲᑎᕐᓚᑦ ᑭᓇᐅᔪᓕᐊᑦ $129,056,000-ᖓᔪᑦ (2024 - $124,586,000), ᐅᓄᖅᓯᑎᐊᖅᑐᑦ 4%-ᒥᑦ. ᐃᓕᐅᖏᑦᓴᓂᑲᑦ ᑭᓇᐅᔪᓕᐅᖅᑕᐅᓇᓯᐊᖅᑐᓄᓕᒃ ᑭᓇᐅᔪᓕᐊᑦ, ᑲᑎᕐᓚᑦ ᑭᓇᐅᔪᓕᐊᖓᓚᐅᖅᑐᑦ 2025-ᒥᑦ $42,259,000-ᖓᔪᓚᐅᖅᑐᑦ (2024–ᒥ - $40,630,000–ᖓᔪᓚᐅᖅᓴᓂᑲᑦ), ᐊᖏᕐᓀᓕᑎᐊᖅᑐᖅ 4%-ᒥᑦ 2024-ᒥᑦ.

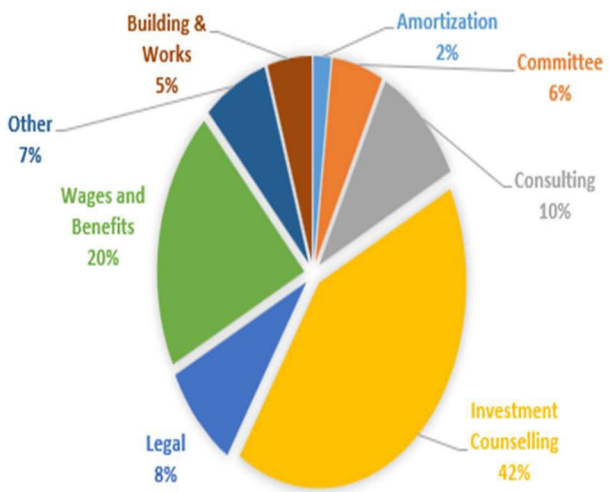
ᐃᓕᐅᔪᑦ ᑐᓂᖅᑎᓂᑦ ᐅᑭᐅᖕᒪᑦ $42,229,000 (2024 - $40,596,000) $86,000 ($2024– $ᑭᓇᖅᑲᓱ) ᓄᖅᑲᖅᑐᑐᓂᑦ ᐃᓕᑎᕐᐅᔪᑦ ᓂᐅᕕᖅᑕᐅᔪᓂᑦ. ᑕᒪᓐᓇ ᑭᓱᖅᑐᐃᓐᓇᖅ ᐃᓕᖏᓐᓂᑦ ᐃᑕᑐᖅᓯᐅᑎᑦ/ᓂᖏᑎᐅᖃᓯᐅᑎᑦ ᕿᖏᓄᑕᐅᔪᓚᔪᓂ

ᐱᑕᖅᑭᓂᖅᑎᑎᕐᓭᓪᓕᐊᓂᖏᑦ ᓇᒪᓐᓕᕆᓂᐅᑕᐅᔪᓂᐅ ᐊᑭᑦᑐᑦᓴᖅᐅᔪᓂᐅ ᐱᖅᓯᔾᔨᖅᓭᐅᖅᑎᓪᓗᒍ ᐃᓕᓴᐅᓂᖏᑦ ᒪᓕᒃᑐᖅᖢᓗᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᓐᖅᓇᐃᔪᖅᑎᑦ ᐃᖅᑲᐅᐊᖑᓂᓄᑦ ᐱᔨᑦᑎᕐᕿᖅᑎᑦ ᐃᓕᓴᐅᓕᕐᓂᖏᑦ ᓄᖅᖅᑎᑦᑎᓂᖏᑦᓯᓇᓂᑦ ᐃᓕᓴᐅᓂᖏᑦ ᐊᑐᐊᖏᓱᖅᐅᔪᕆᒃ. ᐊᐅᓕᑦᑎᔨᖅᑦ ᖃᐅᔨᒪᔪᑦ 0-ᓂᒃ ᐃᓕᓴᐅᔪᓂᐅᒃ ᐃᓕᓴᐅᔪᖏᓐᓂᖏᓂᐊᖏᓂᖅᐸᓄᑦ ᐅᑕᖅᑭᖅᐅᔪᓂᑦ.

2025 ᐊᖏᓪᓗᕆᓂᖅᓯᒪᔪᑦ ᐊᑭᓕᖅᑕᐊᓂᒃ



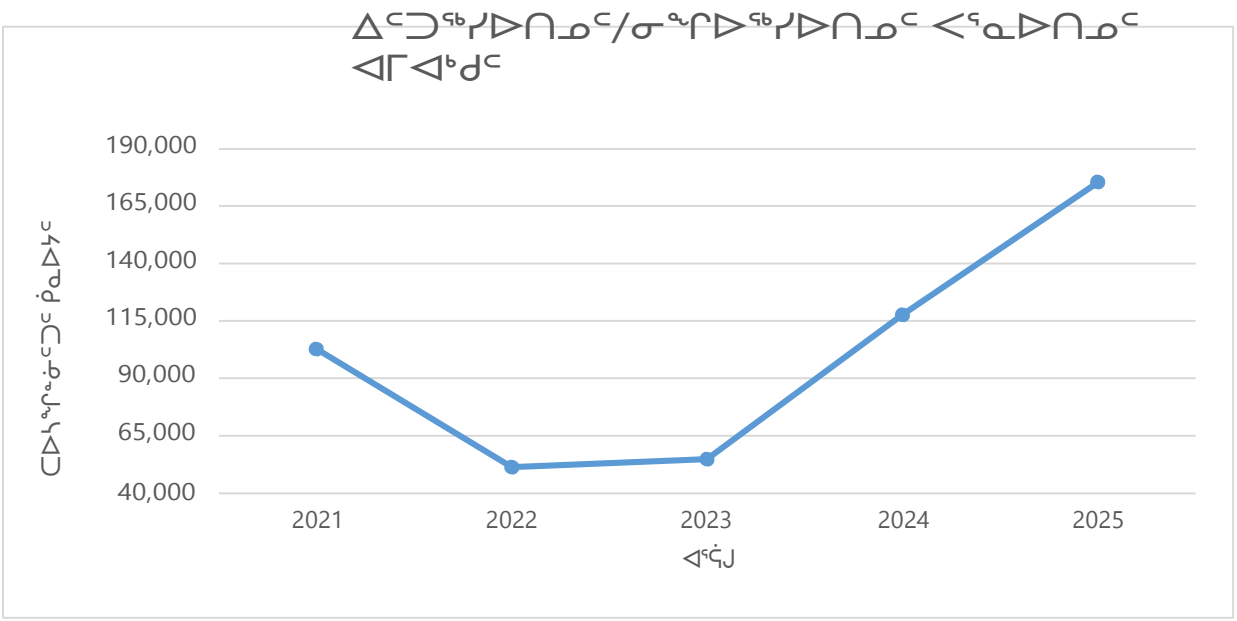
2024 ᐊᖏᓪᓗᕆᓂᖅᓯᒪᔪᑦ ᐊᑭᓕᖅᑕᐊᓂᒃ



ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦ 2025-ᒥᑦ ᑲᑎᒪᔨᒥᑦ $21,650,000-ᖁᓱᑦ (2024 - $19,197,000), ᐅᓄᖅᓯᑎᐊᖅᑐᑦ 13%-ᓂᒃ. ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦ ᑕᓄᖏᑎᑦᑎᓱᑦ 51% (2024 – 47%) ᑲᑎᓗᒃᑑᖅᓯᒪᔨᑦ ᑭᓇᐅᔭᓕᐊᓂᑦ ᐃᓕᐅᖕᒪᓯᒪᔨᑦ ᐱᑕᖅᑐᖅᓯᒪᔪᑦ ᑭᓇᐅᔭᓕᐊᑦ ᐅᐸᓂᖅᓴᓂᒃ ᐊᓯᐅᔨᓂᒃ. ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᒃᓄᓂᒃ ᐃᓕᐅᔨᑦ ᐃᑲᔪᑎᓄᑦ ᐊᑭᓕᐅᑎᑦ $18,433,000-ᖁᓕᐅᖅᓴᑦ (2024 - $16,308,000), 13%-ᒥᑦ ᐊᖏᓕᓕᐊᖅᑐᖅ 2024-ᒥᑦ, ᑕᓄᖏᑎᑦᑎᓱᖅ 44%-ᐸᓗᖏᓂᑦ (2024 – 40%) ᑲᑎᓗᒃᑑᖅᓯᒪᔨᑦ ᑭᓇᐅᔭᓕᐊᓂᑦ ᐃᓕᐅᑎᑕᐅᖕᒪᓕᓂᒃ ᑭᓇᐅᔭᓕᐅᑦᑕᐅᓇᓱᖅᑐᑦ ᑭᓇᐅᔭᓕᐊᓂᒃ ᐅᓄᖅᓯᑎᐊᖅᑐᑦ ᐊᓱᐅᔨᔪᓂᒃ.

ᐱᓕᕆᐊᓂᒃᑐᓄᑦ ᑭᓇᐅᔭᓕᐊᓂᑦ ᐊᑭᓕᖅᑐᐃᐅᓂᑦ $10,732,000 (2024 - $9,791,000) ᐊᖏᓪᓕᓕᐊᖅᑐᑦ $941,000-ᓂᑦ ᐅᓄᖅᓯᑎᐊᖅᑐᓂᑦ 10%-ᒥᑦ 2025-ᒥᑦ, ᑕᒪᓐᓇ ᓂᕆᐅᑎᓪᓗᐊᓕᖅ ᑕᓄᖏᑎᑦᑎᓱᖏᒪᑦ 25%-ᒥᑦ (2024 – 24%) ᑲᑎᓕᓄᑦ ᑐᓂᔾᔪᑕᐅᔨᓂᑦ. ᓄᖅᑲᖅᑎᑕᐅᓂᖏᓐᓂᓄᑦ ᐊᑭᓕᐅᑎᑦ $7,701,000 (2024 - $6,517,000) ᐊᖏᓪᓕᓕᐊᓪᓚᐅᖅᑐᑦ $1,184,000-ᓂᑦ, ᐅᓄᖅᓯᑎᐊᖅᑐᓂᑦ 18-ᒥᑦ 2025-ᒥᑦ ᐊᖏᓚᓗ 18% (2024 – 16%) ᑲᑎᓕᓄᑦ ᑐᓂᔾᔪᑕᐅᔨᓂᑦ.

ᑲᑎᓕᓄᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦᓂᑦ ᐃᓕᐅᖏᒥᔨᑦ ᐊᐅᓪᓚᑎᓂᖅᓯᒪᔪᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦ $3,217,000-ᓂᑦ (2024 - $2,890,000), ᑎᑭᖅᑕᒍ 11%-ᒧᑦ 2024-ᒥᑦ, 8% (2024 – 7%) ᑲᑎᓕᓄᑦ ᑐᓂᔾᔪᑕᐅᔨᓂᑦ. ᐊᑭᑦᑐᓚᐊᖅᓂᖏᓐᓂᓄᑦ ᐊᐅᓪᓚᑎᓵᕐᒪᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦᓂᑦ 2025-ᒥᑦ ᐱᓵᔪᑕᐅᔭᓕᐊᓪᓚᐅᖅᑐᖅ ᐊᑭᑦᑐᓚᐊᖅᓂᖏᓐᓂᓄᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦᓂᑦ ᐃᓕᐅᖕᒪᓯᒪᔪᑦ ᑭᓇᐅᔭᓂᒃ ᐃᓕᐅᖕᒪᓯᒪᔪᑦ ᐊᓯᐅᔨᓂᒃ ᐊᖏᓪᓕᓕᐊᖅᑐᑦ ᐊᑭᓕᖅᑐᐃᐅᓂᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦ 90%-ᖁᓕᐅᖅᑐᖅᑐᑦ ᑭᓇᐅᔭᖅᑐᑎᓂᒃ, ᑲᑎᒪᔨᕿᓕᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦᓂᑦ 72%-ᖁᓕᐅᖅᑐᖅᑐᑦ ᑭᓇᐅᔭᖅᑐᑎᓂᒃ, ᖃᐅᔨᓕᐊᖃᕐᑕᓂᓕᓪᓚᑦ ᐊᑭᐅᔨᑦ 72%-ᖁᓕᐅᖅᑐᖅᑐᑦ ᑭᓇᐅᔭᖅᑐᑎᑎᑦ, ᑭᓇᐅᔭᓕᐅᑦᑕᐃᑭᑐᓂᒃ ᐃᓕᐅᓕᕆᔨᐅᓂᓪᓚᑦ ᐊᑭᐅᔨᑦ 105%-ᖁᓕᐅᖅᑐᖅᑐᑦ ᑭᓇᐅᔭᖅᑐᑎᑎᑦ, ᐸᐸᑦᑎᓵᐊᖏᓚᓗ ᐱᓕᐅᓕᓂᖅᑐᓂᒃ ᐊᑭᐅᔨᑦ 106%-ᖁᓕᐅᖅᑐᖅᑐᑦ ᑭᓇᐅᔭᖅᑐᑎᑎᑦ, ᒪᓕᓕᓕᕆᔨᓪᓚᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦ 106%-ᖁᓕᐅᖅᑐᖅᑐᑦ ᑭᓇᐅᔭᖅᑐᑎᑎᑦ, ᐊᖏᓚᓗ ᑭᓇᐅᔭᓕᐊᑦ ᐃᑲᔪᑕᐊᓕᓐᓗ ᑭᓇᐅᔭᓂᑦ ᐊᑐᖅᓂᓄᑦ 89%-ᖁᓕᐅᖅᑐᖅᑐᑦ ᑭᓇᐅᔭᖅᑐᑎᑎᑦ. ᑕᒪᐃᓐᓂᒃ, ᑕᓄᖏᑎᑦᑎᓱᖏᒪᑦ ᖃᓄᐃᓂᒃ ᓇᓗᓇᐃᖅᓯᒪᔨᑦ, ᑲᑎᓕᓄᑦ ᐊᐅᓪᓚᑎᓂᖅᓯᒪᔪᑦ ᑭᓇᐅᔭᓂᒃ ᐊᑐᖅᓂᓄᑦ 2025-ᒧᑦ ᓂᕆᐅᑎᐅᔨᔪᓂᑐᓂᒃ, 91%-ᖁᓱᖏᒃ ᑭᓇᐅᔭᖅᑐᑎᑎᑦ.



ᐃᓕᑐᖃᓯᐅᑎᓄᑦ/ᓂᖅᑭᐅᖃᓯᐅᑎᓄᑦ ᐸᖁᓕᐅᑎᑦ ᐊᒥᐊᐅᓗᑦ (ᐊᒥᐊᐅᓗᑦ ᐱᖁᓗᑦ ᐊᑐᐃᓐᓇᐅᔪᑦ ᐃᑲᔪᓯᐊᓄᑦ ᐋᖃᓯᒪᓂᓪᓕᑦ ᐃᓕᑐᖃᓯᐅᑎᑦ/ᓂᖅᑭᐅᖃᓯᐅᑎᓂᓪᓗ ᐱᓵᓚᐊᖅᓭᓚᐅᖅᐸᐅᑐᑦ) ᐃᓕᑐᖃᓯᐅᑎᑦ/ᓂᖅᑭᐅᖃᓯᐅᑎᑦ ᐸᖁᓖᑦᑕᐅᓯᒪᔪᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ ᑭᓇᐅᔨᔪᓐᓇᑎᑲᐅᔪᑦ $175,470,000–ᖃᓯᓕᐅᖅᐳᑦ ᑎᓯᐱᓚ 31, 2025–ᒥ, ᐊᐅᓚᖅᖁᓪᓗᓂᓗᐅᐅᖅ $117,707,000–ᒧᑦ ᑎᓯᐱᓚ 31, 2024–ᒥ, ᐊᖏᑎᓕᒥᐊᖅᑐᖅ $57,763,000 ᐅᕐᖤᔭᓂᓕᑦ 49%–ᐸᓗᖏᒃ. ᐅᓄᖅᓯᒥᐊᖅᑐᑦ ᐊᒥᐊᐅᓗᑦ ᐋᓴᐃᕐᕆᐅᓕᐅᖅᑎᓪᓗᓯᑦ ᐱᔪᓐᓇᑦ 2025–ᒥ ᐱᓱᐊᑎᖃᓪᓗᐊᑕᖅᐳᖅ ᐅᐅᔪᓐᓇᖅᑐᓂᓗ ᐱᖓᓱᓕᓕᒫᓂᖅ ᖃᐅᔨᔪᐅᓯᒪᔪᓂᓗ ᐊᓐᓂᓕᕆᓂᐅᑕᐅᓯᐊᖅᑐᓂᓗ.

ᐊᒥᐊᐅᓯᖏᑦ ᐱᔪᓐᓇᑦ ᐃᓗᓕᖅᖁᓪᓗᑦ ᐃᓗᓕᖏᓐᓂᑦ ᓇᓗᓇᐃᔨᖅᓯᒪᔪᓂᑦ ᑎᑎᕋᖅᓯᒪᔪᒥᑦ 10 ᑕᐃᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᓯᒪᔪᓂᑦ ᐊᖁᕐᒋᐊᑦᓯᐅᑦ ᑭᓇᐃᓕᖅ ᐅᓂᒃᖃᖏᓐᓂᑦ ᑎᓯᐱᓚ 31, 2025–ᒥᑦ ᐃᓕᖅᖁᓪᓗᑦ ᐊᒥᐊᐅᓯᖏᓐᓂᓪᓗ ᐱᔪᓐᓇᑦ ᑭᓇᐃᓕᖅᓭᐅᑕᐅᓯᒪᔪᑦ ᐱᔪᓐᓇᖁᔨᔪᐊᓂᑦ ᐊᐃᒪᓗ ᐊᑭᑐᐊᑦᑎᓂᑦ ᑭᓇᐃᓕᖅᓭᐅᑕᐅᓯᒪᔪᑦ ᐱᔪᓐᓇᖁᔨᔪᐊᑎᓂᑦ (EITCA) $205,000 (2024 - $140,000) ᑭᓇᐃᓕᖅᖁᖅᑎᑕᐅᖅᓴᓕᑐᑦᑐᓂᑦ ᓄᖅᑲᖅᑐᓄᑦ ᐊᑭᓕᓚᐅᑎᑦ ᐊᑭᓕᓚᐊᓪᓕᑦ $(157,000) (2024 - $(132,000)), ᑭᓪᓕᖅᖁᓕᓴᐅᓗ ᐊᒥᐊᐅᓗᑦ $175,423,000 (2023 - $117,700,000).

ᐅᓗᓚᐊᓇᖅᓱᓕ
ᐊᐃᒪᓗ
ᖃᓄᐃᖓᓕᖓ

ᐃᓕᑐᖃᓯᐅᑎᓄᑦ/ᓂᖅᑭᐅᖃᓯᐅᑎᓄᑦ ᐸᖁᓖᐅᑎ ᖃᓴᓯᑲᓪᓚᖅᓂᑦ ᑭᓇᐃᓕᓪᓕᐅᕆᔨᖃᖅᓯᒪᔪᓂᑦ ᓂᐅᕐᕈᑎᓴᓴᖅᑎᓂᓕᒫᑦ. ᑭᓇᐃᓕᓪᓕᐊᖅᖃᖅ ᑭᓇᐃᓕᓪᓕᐅᑕᐅᓯᒪᔪᖃᖅᑐᓂᑦ ᑕᑎᖃᖅᑕᑕᖅᓴᒪᒃᑕ ᓂᐅᕐᕈᑕᐅᔨᓪᓚᐊᓂᑦ ᐊᑭᓕᑐᒪᓇᐊᖅᑐᓪᓗᑦ ᐊᐅᓚᑦᑎᓪᓚᐊᓂᑦ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᓕᖅᑎᑦ ᐃᑲᔪᓯᐊᓕᖅᑐᓄᑦ ᐱᓕᕆᑎᑦᑎᓂᑦ ᐊᐅᓚᓕᕐᓂᐊᓕᒫᓂᑦ ᑕᑯᓂᓗ ᐊᓯᔾᔨᓂᐅᔪᓂᑦ ᑭᓯᐊᓂᓗᓕᒫᓂᑦ ᐊᑭᓕᓚᐅᑎᓕᖅᑐᓂᑦ ᐱᔪᓐᓇᖁᔨᔪᐊᓂᑦ ᐊᓕᓚᐅᖅᑕᐅᓯᒪᔪᓂᑦ ᒥᑭᓯᓚᐅᖅᑎᓂᑦ ᐊᑭᓕᓚᐅᑎᓕᖅᑐᓂᑦ. ᖃᓄᐃᓐᑐᖅᑎᒥᑦ ᐃᓕᐅᔪᓂᑦ ᖃᐅᔨᔪᖅᑕᐅᖅᓯᒪᔪᓂᑦ ᐊᑭᓕᓚᐅᑎᑦ ᐱᔪᓐᓇᖁᓕᕐᓂᐊᓕᒫᓂᑦ ᐃᓕᐅᔪᓂᑦ ᐊᑭᓕᓚᐅᑎᓕᖅᑐᓂᑦ ᐃᓕᐅᔪᓂᑦ ᐊᑭᓕᓚᐅᑎᓕᖅᑐ

ᑎᓯᐱᓗ 31, 2025-ᒥᑦ, NEBS-ძᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᑕᖅᓯᐅᑎᓄᑦ ᕿᖏᐅᑎᖏᑦ ᑭᓇᐅᔪᖅᑎᑕᐅᖅᖏᑦᑐᒥᑦ ᐊᑭᓕᑲᔪᖅᑐᓂᑦ ᐃᓕᐅᔾᔪᑦ ᑐᖅძᖅᓯᓯᒪᕐᓇᖅᓂᑦ ᐱᓕᓕᔪᓐᓂᖅᕿᑕ ᐊᓯᐊᓄᑦ ᐱᓕᓕᐊᖏᑦᒧᐊᖏᐊᖅᑐᓄᑦ ᐊᑭᓕᖅᑕᐅᔾᔪᑎᐅᓂᐊᖅᑐᑦ ᑲᑎᒪᔨᑦ $157,000-ᖏᓚᔪᑦ (2024 - $132,000). ᒪᓕᒃᓴᓂᑦ ᐊᑐᖅᑕᖅᑕᖏᓚᑦ ᐱᓕᓕᑎᑎᓂᖏᑦᒧᑐᓄᑦ, NEBS-ძᑦ ᓇᓕᐅᑦᑕᖅᓯᒪᔪᑦ ᐊᑭᖏᓂᑦ ᐊძᓂ ᐱᓕᓵᓐᓇᖅᑐᑦ ᐱᓕᓕᔨᓄᑦ, ᓯᑕᒪᓂᒃ ᐊᒥᓯᓂᖅᓴᓕᒃᓕᓪᓗᓂᑦ ᑲᔪᓯᔪᒥᒃ ᐱᓕᓕᔾᔪᑎᒃ, ᐊᑐᖅᓴᓂᑦ ᐊᑕᐅᓯᖅ ᐱᓇᓯᐊᕐᓯᓪᒪᑦ ᐊᑭᓕᖅᑕᐅᔾᔪᑎᖏᑦ ᐊᒥᓯᐃᖅᑕᖅᑕᐅᔨᓪᓗᓂ ᖃᔨᓯᓂᒃ ᐅᑭᐅᓄᑦ ᐱᓕᓕᓂᖓᓄᑦ. ᐱᓕᓕᔾ ᐃᖏᒥᓂᒃ ᐱᓕᓕᐊᒥᓂᑦ ᓄᖅᖃᖅᐸᑦ, ᐅᖃᖅᑕᐅᔨᖅ ᖁძᓪᓕᓂᑦ ᐊᒥᓯᐃᖅᓯᒪᔨᖅ ᓇᐸᖅᑐᖅᐅᔨᖅ ᓇᔭᐅᑎᒪᑦ. ᐊᐅᓪᓕᑦᑎᔾᔨძᑦ ᐊᑐᖅᑕᖅᑕᑐᑦ 50%/50%-ᒥᑦ ᐱᑐᐃᓵᓇᓕᐊᖃᖅᑐᒥᒃ ᐱᓕᓕᔾ ᓄᖅᑲᖏᖅᐸᑦ NEBS-ძᓵᓂᑦ ᐃᓵᓇᐅᓪᓂᖅᓴᓄᑦ ᐱᓕᓕᔨᓂᓵᖅᓴᓂ, ᓄᖅᑲᖅᑎᑕᐅᔨᐸᑦ ᐅᕝᕙᓚᓵᓂᑦ ᐋᓵᓂᐊᖏᓂᒪᑦ, ᑕᐅᑐᓰᓪᓚᔪ ᐃᓕᒥᓂᒃ ᓄᖅᑲᖏᖅᐸᑦ

ᓇᖏᒥᓂᖅ ᓄᖅᑲᒪᓂᖅ. ᐊᐅᓪᓕᑎᑦᓴᓂᐅᖅᑕᖅᑐᑦ ᑕᒪᑐᒥᖏᑦ ᐊᖏᔪᒪᓂᒃᑯᓂᖅᓴᓂᐅᖅᑐᑦ ᐊᑐᖅᑕᐅᔪᓂᒃ ᐊᑐᖅᑕᐅᔪᑎ

ᐊᐅᓪᓗᓂᐧᔪᓄᑦ ᐱᓕᕆᐅᑎᓐᓄᑦ ᑭᓇᐅᔭᓕᑦ ᒥᐅᓴᓄᑦ ᐅᓂᐅᒃᓯᐅᓛᓂᕐᒧᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᖏᓪᓗᖅᓴᓂ ᐱᔨᑎᑎᖅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᒥᐅᖅᓯᐅᑎᓄᑦ ᐸᕐᓇᐅᑎ ᑐᖅᑯᑕᐅᓯᓪᓚᕐᓂᖅ ᐊᐅᓪᓗᓂᑦ ᐱᓪᓚᐊᕐᓴᖅᓗᓄᑦ ᐊᒪᓕ ᐊᐳᔨᕐᑎᑦᑎᓐᓄᕐ ᑭᓇᐅᔨᑦ ᐅᓂᐅᑲᕐᓂᓂᖅ. ᑭᓇᐅᔨᑦ ᐅᓂᐅᑲᕐᑦ ᐱᓚᑭᕆᖅᑕᐅᓇᐅᖅᓴᑦ ᑲᓇᑕᒥ ᑭᓇᐅᔨᓕᓪᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕐᓚᐊᓕᑦ ᒪᓕᓪᓚᕐᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᒥᐅᖅᓯᐅᑎᓄᑦ ᐸᕐᓇᐅᑎᕐᒥᓂᓄᑦ ᐊᑐᖅᑕᐅᓚᐅᑦᑐᑦ ᐱᓚᑭᕆᖅᑎᓕᓪᓂᑦ ᑭᓇᐅᔨᑦ ᐅᓂᐅᑲᕐᓂᓂᖅ ᐊᒡᒻᒪᖅᑕᐅᓇᐅᖅᓴᑦᑐᖅᓗᓂ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᖏᓪᓗᖅᓴᓂ ᐱᔨᑎᑎᖅᑎᑦ ᑲᑎᒪᔨᖅᑎᒃᓴᓂ. ᓇᓗᒪᓇᕐᖏᓐᓂ, ᐱᓚᑭᕆᖅᑕᐅᕐᓴᑦ ᑭᓇᐅᔨᓕᓪᓂᕐᒧᑦ ᑐᑭᓚᐅᑦᑐᑦᑕᐅᕐᓴᑦ ᐱᓚᑭᕆᐅᕐᓴᖅᑎᑦᑕᖅᓴᖅ ᓇᓕᐅᑦᑕᖅᑕᐅᓯᒪᔨᓂᑦ ᖃᓄᖅᑐᑎᑦᑕᐅᓯᓂᓪᓕᐅᑦ’ ᐃᓯᒪᓕᖏᓐᓄᕐᓯᐅᑐᑦᑕᐅᑎᑦᑎᓐᓄᑦᓯᓯᒪᔨᓴᑦ ᑐᙵᑲᒪᓕᐅᓪᓚᑐᑦ ᑐᑭᓯᓯᐊᕐᑎᖏᓐᓄᑦ ᐊᐅᓪᓗᓂᑦ ᐊᑐᐃᓐᓇᐅᔨᓴᑦ. ᐱᓪᓗᑎᒃ ᐊᒡᒻᒪᖅᑕᐅᔨᓴᑦ ᐸᐳᔪᓐᓇᖅᑐᓂᑦ ᑐᓴᕐᓯᐅᑦ ᐅᓂᐅᑲᕐᓂᓂᖅ ᐊᑐᖅᑕᐅᕐᓴᑦ ᐊᐅᓪᓗᓂᑦ ᐃᑲᔪᖏᓪᓗᖅᓴᓂ ᐱᔨᑎᑎᖅᑎᑦ ᐃᓐᓇᖅᑐᑎᑦᑕᐅᓯᒪᔨᓂᑦ ᐱᓚᑭᕆᐅᕐᓴᑦ ᐊᐅᓪᓗᓂᑦ ᐃᑲᔪᖏᓪᓗᖅᓴᓂ ᐱᔨᑎᑎᖅᑎᑦ ᐃᓐᓇᖅᑐᑎᑦᑕᐅᓯᒪᔨᓂᑦ ᐸᕐᓇᐅᑎᓄᑦ ᑐᙵᑲᒪᓕᐅᓪᓚᑐ



ᐊᐅᓪᓕᑎᒍᓱᒃᑲᓪᓚᕆᔨᒃ

ᐊᐃᑕᓪᓗ 16, 2026

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ᐃᓕᓴᕐᓂᖅ ᑕᓪᓕᖅᓯᓚᕐᓂᖅ ᐅᓂᐊᖅ

ᑐᖅᑐᖅ
ᐃᓚᒋᐅᕐᕕᒃ
ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᐃᔪᖅᑎᑦ ᐃᑲᔪᕐᓗᒍ
ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕆᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᑦ

ᐃᓱᒪᑎᓴ
ᓄᑦ
ᓇᓴᒋᐅᖅᑕᕐᓄᑦ ᑭᓇᐅᔪᑦ ᒥᑦᓴᓄᑦ ᑎᑎᖅᑲᐅᑎᖅᓯᒪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐱᓕᕆᔨᓄᑦ ᐃᑲᔪᖅᑎᓂᖅ ᐱᔨᑦᑎᕿᐅᑦᑎᓂᖅ ᑭᓇᐅᔪᖅᑕᓕᕆᖅᑕᕐᓯᓕᕆᖅᑕᕐᓂᓕᕆᓂᖅ <ᕐᓇᐅᑎᒧᑦ ᑭᓇᐅᔪᖅᓯᒃ (“ᐊᐅᓚᑦᑎᐊᓕᓴᐅᑦ ᑲᑐᔨᖅᑎᑎᓴᐅᑦ”), ᑎᑎᖅᑲᐅᑎᐅᔪᖅ ᓇᓂᕐᓂᓕᕆᓴᓚᓄᑦ ᑎᓯᐱᓗ 31, 2025-ᒥᑦ, ᐊᓪᓚᓗ ᑎᑎᖅᑲᑦ ᐊᓯᐊᓯᖏᖅᑐᓄᑦ ᑭᓇᐅᔪᐃᑦ ᐊᒥᐊᐅᓂᕐᓂᑦ, ᐄᖅᓯᐸᐃᐅᖅᑲᖅᑎᓇᒥᑦ ᐱᑎᔪᐅᔪᑦ ᒪᓂᒪᔪᑦ ᐃᑲᔪᖅᑎᓂᖅ, ᐱᓕᕆᐊᓂᑐᑦ ᑭᓇᐅᔪᖅᓕᐊᖅᓄᑦ ᐱᔨᖅᓴᐅᑎᖅᑐᐅᔪᑦ, ᐊᓪᓚᓗ ᑭᓇᐅᔪᖅᑕᒃᖏᖅᑲᑦᑐᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ, ᐊᓪᓚᓗ ᑎᑎᖅᑲᐅᑎᖅᓯᒪᑦ ᑭᓇᐅᔪᖅᑐᑦ ᒥᑦᓴᓄᑦ, ᐃᓕᐅᓪᓗᑎᑉ ᓇᐃᓇᖅᓯᒪᔪᑦ ᑕᒪᐃᓕᓂᖅᑐᑦ ᓇᓴᐅᔪᓂᕐᒧᑦ ᐊᑐᐊᖏᐃᑦ (ᐊᑕᐅᑦᑎᑉᓯᑦ ᐅᑯᐊᖓᔪᑦ “ᑭᓇᐅᔪᐃᑦ ᒥᑦᓴᓄᑦ ᑎᑎᖅᑲᐅᑎᑦ”).

ᐅᖅᑲᐅᓴᐱᓇᓱᒃᑐᑦ, ᑭᓇᐅᔪᐃᑦ ᐅᓂᒃᑲᓴᓚᕐᓂᑦ ᓇᓪᒃᑐᑐᒥᑦ, ᑕᒪᖏᑉ ᑭᓇᐅᔪᓕᓂᓴᓚᔪᑦ, ᑭᓇᐅᔪᐃᓕᓐᓄ ᖃᓄᐅᓕᕐᓴᓚᕐᓂᕐᓂᑉ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᑲᔪᖅᑎᓂᖅ ᐃᑲᔪᕐᓴᐅᑎᖅᑐᓂᖅ ᐱᔨᑦᑎᖅᑐᑦ <ᕐᓇᐅᑎᑦ ᑐᖃᐅᖅᑕᐅᓴᓚᔪᑦ ᑭᓇᐅᔪᐃᑦ ᑎᓯᐱᓗ 31, 2025 ᑎᑭᓕᓐᓄᑐ, ᐊᓪᓚᓗ ᓴᖅᑭᑕᐅᔪᑦ ᐊᐅᓚᓂᖓᓂ ᐊᓪᓚᓗ ᑭᓇᐅᔪᐃᑦ ᐊᐅᓚᓂᖓᑕᓂᑦ ᐊᖏᖅᑐᒍᒪᑦ ᐃᓱᓕᓂᖓᓂᕐᓂᑦ ᒪᓕᓐᓄᑦ ᑲᓇᑕᒥ ᑭᓇᐅᔪᖅᓕᓂᓴᓚᔪᑦ ᒪᓕᓚᐃᑦ ᐃᓕᓴᖅᓯᐅᑎᐱᓇᓄᑦ <ᕐᓇᐅᑎᓄᑦ ᐱᓵᕐᑎᓐᓄᑦ ᐊᖏᖅᑐᒍᒪᑦ ᑲᖅᑭᑕᐅᓱᓂᖓᓂᑦ ᑭᓇᐅᔪᐃᑦ ᐅᓂᒃᑲᓂᖅ ᑲᑎᒪᔨᑦ.

ᑐᙵᓱᓀᓕᐊᓕᓚᕐᓂᑦ
ᐃᓱᒪᑎᓴᐅᔪᓄᑦ
ᑕᒪᓕᖅᓯᓚᖅᓯᐅᓕᐅᖅᑐᒍᒪᔪᑦ ᑲᓇᑕᒥ ᐊᖏᕐᓂᑕᐅᓱᓚᔪᑦ ᑕᒪᓕᖅᓯᓚᖅᓯᐅᖅᓯᐅᖅᓴᓕᒪᑦ ᒪᓕᓚᐃᑦ ᒪᓕᓐᓄᑦ. ᐱᓴᓇᐅᑎᒋᓴᐅᓂᒃ ᒪᓕᓐᓄᑦᑐᑦ ᐊᑐᖅᑕᐅᓱᓕᒃ ᐅᖅᑲᐅᓴᓇᓂᕐᖅᓯᓚᔪᑦ ᓇᔪᓚᐃᔨᐅᓐᓂᑦ ᓇᔪᓚᐃᓕᓴᒪᑦ ᑭᓇᐅᔪᐃᑦ ᐊᖏᕐᓂᑕᐅᓱᓂᖓᓂᑦ ᓇᓗᓇᕐᓂᐊᕐᓂᖅᓴᓕᒪᑦ ᓇᓗᓇᕐᓂᐊᕐᓂᖅᓴᓕᒪᑦ ᑭᓇᐅᔪᐃᑦ ᐊᖏᕐᓂᑕᐅᓱᓂᖓᓂᑦ ᐃᓱᓕᓂᖓᓂᕐᓂᑦ ᐊᖏᕐᓂᑕᐅᓱᓂᖓᓂᑦ ᐊᑐᖅᑕᐅᓱᓂᖓᓂᑦ ᐊᖏᕐᓂ

ᐊᐅᓪᓕᑎᓂᒃ ᑲᒪᒋᔭᖅᑎᓂᐊᖅᑐᖅ ᐊᓯᖏᑐᓂᒃ ᑐᓴᐅᒪᔨᔾᔪᑎᓂᒃ. ᐊᓯᖏᑦ ᑐᑭᓯᓂᐊᒃᑲᓇᑦ ᐃᓗᓕᖅᐸᑦ ᐊᐅᓪᓕᑎᓂᒃᓂᖅ
ᐅᖅᖅᑎᒋᔭᖅ
ᖃᐅᔨᖅᑕᐅᓵᕐᓕᐊᔪᑦ.

ᐃᓯᒪᒋᔪᓐᓕᒃ ᑭᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓯᒪᔪᐅᓂᖏᓐᓄᑦ ᐊᓯᖏᑐᓂᒃ ᑐᓴᐅᒪᔨᔾᔪᑎᓂᒃ ᐱᖃᓯᐅᑦᓴᖏᑦᓱᒪᑦ ᐊᓚᒪᓗ ᐅᖃᐅᓯᖃᑦᔨᖏᑦᑐᐃᔪᑦ ᑕᔪᓇᓂᒍᓐᓇᕐᓂᐅᓪᓚᓄᑦ.

ᐃᓕᓴᕐᔪᐊᖅ ᑕᓪᓕᖅᓯᓚᕐᓂᐅᖅ, ᐅᐃᒍᖓ

ᐊᑐᑐᓂᖅᑐᑐᖅ ᑭᓇᐅᔭᓕᕆᓚᒃᑐᑦᑐ ᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ, ᑲᓚᑎᕆᓚᐃᖅᖃᑦᑕᒪᓂᑦ ᐊᓯᖏᓐᓂ ᑐᓴᒪᔨᔾᔪᑎᓂ ᐅᖅᑲᓚᑦᑎᓐᓂ ᖃᓄᐃᓕᐅᔪᓂ ᕿᓂᓕᓂᑐᑦ, ᑕᐃᓚᐃᓕᓕᐅᑎᑦᑐᑦ, ᐃᓯᓚᑎᑕᐃᓕᖅᖃᑦᑕᒪᓂᑦ ᐊᓯᖏᓂ ᑐᓴᒪᔨᔾᔪᑎᓂ ᐊᑦᔨᑎᑎᑐᕆᔭᐊᓕᖏᓚᑎᓗᑕ ᑭᓇᐅᔭᓕᐃᓂ ᐅᓂᒃᑲᐅᔪᓴᐅᓂᖏᓐᓄᑦ ᐅᐸᒃᓴᓂᖅ ᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ, ᐅᐸᒃᓴᓂᖅ ᐊᓯᐊᔪᓂ ᓴᖅᑭᓐᓂᐸᕐᐅᖃᓕᖏᓚᑦᑐᓂᓪᓗᑎᒃ ᐃᓕᓴᕐᔪᐊᖅ ᑭᓇᐅᔭᓕᕆᓚᖅᓂᕐᓂᓄᑦ, ᐅᐸᒃᓴᓂᖅ ᐊᓯᐊᔪᓂ ᓴᖅᑭᓐᓂᐸᕐᐅᖃᓕᖏᓚᑦᑐᓂᓪᓗᑎᒃ.

ᐱᓯᒪᔨᒃᓴᓂ ᐊᐅᓪᓚᕐᑎᓄᑦ ᐅᖃᐅᓯᕆᔨᐅᖃᖅᑕᖅᓯᓯᒪᔪᖅ ᐊᓕᒪᓗ ᖃᐅᔨᓴᖅᐅᓯᒪᔪᓪᓗᓂ ᐃᓕᓴᕐᔪᐊᖅᑐᑦᑐᖅᓯᓯᒪᔪᖅ ᑲᓇᑕᖅᑐᑦᑎᓐᓂᒪᓕᒪᓪᓚᒍᓂ ᐅᓂᒃᑳᖅ ᐅᖃᐅᔨᐅᓂᐊᓕᖅᑐᑦ ᐅᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ ᐃᓕᓴᕐᔪᐊᖅᑐᑦᑐᖅᓯᓯᒪᔪᖅ ᐅᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ, ᐅᐸᒃᓴᓂᖅ ᐊᓯᐊᔪᓂ ᓴᖅᑭᓐᓂᐸᕐᐅᖃᓕᖏᓚᑦᑐᓂᓪᓗᑎᒃ ᐃᓕᓴᕐᔪᐊᖅᑐᑦᑐᖅᓯᓯᒪᔪᖅ ᐅᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ, ᐅᐸᒃᓴᓂᖅ ᐊᓯᐊᔪᓂ ᓴᖅᑭᓐᓂᐸᕐᐅᖃᓕᖏᓚᑦᑐᓂᓪᓗᑎᒃ.

*ᑲᓇᐅᔭᓴᓕᐅᔨᓂ ᐊᐅᓪᓚᕐᓂᐊᓪᓚᓂᑦ ᑕᐃᑲᓚᓄᓗᓪ ᑲᓇᐅᔭᓴᓕᖅᓯᑎᐅᔨᓂᑦ ᐊᐅᓪᓚᕐᓂᐊᓪᓚᓂᑦ ᐅᓪᓚᒃᑲᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ ᐃᓕᓴᕐᔪᐊᖅᑐᑦᑐᖅᓯᓯᒪᔪᖅ ᐅᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ ᐊᐅᓪᓚᕐᓂᐊᓪᓚᓂᑦ ᐃᓕᓴᕐᔪᐊᖅᑐᑦᑐᖅᓯᓯᒪᔪᖅ ᐅᓪᓚᒃᑲᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ ᐅᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᓚᖅᓂᕐᓂᓄᑦ ᐃᓕᓴᕐᔪᐊᖅᑐᑦᑐᖅᓯᓯᒪᔪᖅ ᐅᓪᓚᒃᑲ

ᐃᓕᓴᕐᔪᑐᑦ ᑕᓪᓕᕐᓂᕐᒥᐅᕐᓂᐅᑉᐳ ᐅᓂᖅᑲᓕᖏᓐ, ᐅᐃᒍᖏᓐ

ᑕᓪᓕᕐᓂᕐᒥᑕᖅᑎᓂᕐᓂᑦᓴᒍ ᐱᕆᔭᖅᑕᐅᓂᖅᓯᑦ ᑕᓪᓕᕐᓂᕐᒥᕐᓂᐅᑕᐅᓂᕐᒥᑦ ᐱᔭᕆᑐᓂᕐᒥᐅᓯᖏᓪᓗᑦ ᑕᓪᓕᕐᓂᕐᒥᑦ ᐱᔭᕆᐊᑭᓐᓂᕐᓴᐅᑎᖅ, ᐱᕆᔭᖅᑕᐅᓂᕐᒥᑦ ᐊᖏᑕᖅᑎᑎᒍᑕᐅᓂᕐᒥᓯᑕᑐᐃᓐᓇᐅᑉᐊᖅᑎᓂᕐᒥᓐᓇᓂᑦ, ᐊᑎᓕᐅᕐᓂᖅ ᐃᓐᓇᐊᖅᑕᐅᓗᓂ ᐊᑎᓕᐅᖅᓂᕐᒥᓗᐃᓐᓇᐅᑉᐊᖅᑎᓂᕐᒥᓐᓇᓂᑦ, ᐳᑎᓐᓇᐅᓂᕐᒥᑦ ᑕᓪᓕᖅᓂᕐᓂᑦ, ᐱᓕᕆᔨᖅᑐᑦ ᐊᐅᓕᑕᐅᓂᕐᒥᑦ ᖃᓄᖅᑐᐊᓂᕐᓂᑦ, ᐅᓂᐊᐅᓂᕐᒥᑦ ᑕᓪᓕᖅᓂᕐᓗᑎᑦ, ᐱᓕᕆᔨᖅᓯᒪᔨᓴᓐᓂᑦ ᐊᐅᓕᑕᐅᓂᕐᒥᑦ ᖃᐅᔨᓴᐅᑎᓂᕐᓗᑎᑦ.

- ᖃᐅᐅᔨᕿᓂᐊᖅᑎᓯᓗᑦ ᑕᓪᓕᖏᑦᐳᓗᐊᖅᓗᓐᓂ ᐊᐅᓕᑕᐅᓂᐊᓂ <ᕐᓇᐳᑕᐅᓂᕐᓚᕆᓚᐊᖅᖃᖅᑐᑦ ᐅᑎᓚᐅᓄ ᐃᓂᓚᕆᓚᐊᖅᖃᖅᑐᓂᐳ ᓇᔨᐃᐅᔨᓚᓚᐅᐳᑦ ᐱᔨᐊᓂᖏᓐᓄᑦᓯᓐᓄᓗᓚᐊᓕᓚᐊᓕᓚᑦ, ᐸᓂᐊᓂ ᓇᓗᓇᐃᑦᑎᐊᓚᐊᓕᓚᑦ ᐃᓂᓚᕆᓚᐊᖅᖃᖅᑐᓂᕐᓚᕆᓚᐊᓕᓚᑦ.

- ᖃᐅᐅᔨᕿᓂᐊᖅᑎᓯᓗᑦ ᓇᓚᒪᓂᕐᓂᑦ ᐸᓇᐅᔭᓕᓚᓵᐊᑎᓂᕐᒥᑦ ᐊᑐᐊᖏᑦ ᐊᑐᖅᑕᐅᓂᕐᒧᑦ ᓇᓚᒪᓂᕐᓂᓚᓵᐊᑎᓂᕐᒥᑦ ᐸᓇᐅᔭᓕᓚᓵᐊᑎᓂᕐᒥᑦ ᒥᓴᐱᐅᑎᑎᒍᑦ ᐊᐅᑐᐊᓂᕐᓕᓗ ᓴᖅᑭᑕᐅᓂᕐᒥᑦ ᐊᐅᓕᑦᑎᐅᓂᕐᒥᑦ.

ᐃᓕᓴᕐᔪᑐᑦ ᑕᒪᖅᓯᒪᔭᖅᓯᐅᑦᑎᐅᑦ ᐅᓂᒃᑲᓕᕐᓗᒍ, ᐅᐃᒍᓗᒍ

- ᖃᐅᔨᓴᖅᓯᑦ ᐊᐅᓪᓕᑎᔨᒍᑦ ᐊᑐᖅᑕᐅᓵᑦ ᓄᓪᒪᓂᕐᒥᑦ ᒪᓕᖅᓯᑦ ᐃᓱᒪᓄᑕᐅᔪᑦ ᑐᓴᐅᔨᓕᕆᔨᕐᓗᑎᓂᒃ ᐊᓪᒪᒪ, ᑐᙵᓚᐃᕐᓯᑦ ᑕᒪᖅᓯᒪᔭᖅᓯᐅᑦᑎᐅᑦ ᐱᒃᐅᔨᓕᔨᒥᑦ, ᑕᒪᖅᓯᒪᔭᖅᓯᐅᑦᑎᐅᓯᒪᔭᑦ ᓇᓗᓇᖅᐸᑕ ᐱᑕᖅᖃᐸᑦᑐᓄᑦ ᖃᓄᐃᑦᑐᓂᕐᒧᓐᓇᓐᓂᑦ ᐅᑭᐅᓇᖅᑐᒥᑦ ᐱᓕᕐᓂᑕᐅᔪᑦ ᐱᓕᓀᐃᐅᔪᑦ ᐱᔨᓇᖅᓂᓕᒃᐅᔪᑦ ᐃᓱᒪᓕᑕᐅᔪᒍᑦ ᐱᓕᓀᐊᖅᐱᐅᓇᓇᓕᔨᓗᑎᒍ. ᐊᑲᖅᑭᔪᑕᑦ ᑕᒪᖅᓯᒪᔭᖅᓯᐅᑦᑎᐅᑦ ᓇᓗᓇᐃᓐᓇᓗᑎᒃ, ᑕᒪᖅᓯᒪᔭᖅᓯᐅᑦᑎᐅᑎᑦ ᐅᓂᒃᑲᖅᑕᑦᑕᔪᕆᐅᒪᑦ ᐊᒃᑐᐊᓂᓕᑦ ᓴᖅᑭᑕᐅᔪᓕᑦ ᑭᓇᐅᕆᑦ ᐅᓂᒃᑲᓂ ᐅᓐᓂᒃᑲᖅᑕᐅᔪᑦ ᓴᖅᑭᑕᐅᔪᓕᑦ ᐃᓕᓐᓂᐅᑎᓪᓗᑎᒃ ᐃᓱᒪᓕᑕᐅᔪᒍᑦ. ᐊᑲᖅᑭᔪᑕᒪᒃᑯᑦ ᑐᙵᓚᖅᑲᓇᕐᓂᑦ ᖃᐅᔨᓴᖅᓯᑦ ᐱᓕᕐᓂᑕᐅᔪᒍᑦ ᐅᓂᒃᑲᓕᕐᓂᑕᐅᔪᑦ ᐊᑐᖅᑕᐅᓵᑦ ᐱᓕᕐᓂᑕᐅᔪᒍᑦ ᓄᓇᕗᑦ. ᑭᓱᐊᓂ, ᓱᓕᓂᒃᑲᑎᒥᓂ ᐱᓕᓀᐊᖅᐱᐅᓇᓇᓕᔨᓗᑎᒃ ᐊᑐᖅᑕᐅᔪᑦ ᐱᓕᓀᐊᖅᐱᐅᓇᓇᓕᔨᓗᑎᒃᓴᑦ ᐃᓱᒪᓕᑕᐅᔪᓂᕐᒧᑦ ᐱᓕᓀᐊᖅᐱᐅᓇᓇᓕᔨᓗᑎᒃᓴᑦ ᐃᓱᒪᓕᑕᐅᔪᒍᑦ.

- ᖃᐅᔨᓴᖅᓯᑦ ᐊᑕᖏᕐᓯᒍ ᐅᓂᒃᑲᐅᓱᐅᔪᑦ, ᐊᑲᑭᒃᓱᒪᓂᖓ ᐃᓗᓪᓕᑕᖅᑕᖏᕐᓗᓗ ᑭᓇᐅᔭᑦ ᐅᓂᒃᑲᓕᕐᓂᑕᐅᓂᒃ, ᓴᖅᑭᑕᐅᔪᓕᑦ, ᑕᒃᑯᐊᒪᓗ ᑭᓇᐅᔭᑦ ᐅᓂᒃᑲᐅᓱᐅᔪᑦ ᒪᓕᓂᒃᓗᐊᖅᓯᒪᔪᑦ ᓄᓇᕗᐃᖅᑲᓇᕐᓂᑦ ᓄᐊᖅᑐᕐᑕᐅᓯᒪᔪᑦ ᐃᓕᓐᓂᐅᑎᓪᓗᑎᒃ ᐊᑐᖅᑕᐅᓵᖅᑲᐃᖅᑐᓂᒃ ᐊᐅᓱᐊᕐᓂᒃ ᐊᐅᓚᑦᑎᓐᓂᒃᑲᓐᓂᕐᒥᑦ ᐃᓕᓐᓂᐅᑎᓪᓗᑎᒃᓴᑦ ᐱᓕᕐᓂᑕᐅᔪᒍᑦ ᓄᓇᕗᑦ ᐃᓕᓐᓂᐅᑎᓪᓗᑎᒃᓴᑦ ᐱᓕᕐᓂᑕᐅᔪᒍᑦ ᓄᓇᕗᑦ ᐃᓕᓐᓂᐅᑎᓪᓗᑎᒃᓴᑦ ᐱᓕᕐᓂᑕᐅᔪᒍ

ᑭᓇᐅᔨᕋᑎᖓᑦ ᖃᓄᐃᓕᖅᓯᒪᔨᖅᑕ ᑎᑎᕋᖅᓯᒪᔪᑦ
ᑎᓯᐱᓇᓗ 31, 2025

	2025	2024
ᐱᖓᓱᑦ		
ᐃᓕᓴᐅᔪᖅ		
ᑭᓇᐅ	$ 4,749,768	$ 6,265,700
ᓴᐃᑦ		
ᐃᑲᔪᑎᑦ ᑭᓇᐅᔨᖅᑕᐅᔪᑦ (ᑎᑎᕋᖅᓯᒪᓂᕐᒧ 8)	616,733	1,452,300
GST–ᒧᑦ ᐅᑎᖅᑐᑦᓴᑦ	42,869	34,909
ᐊᑭᓕᖅᑕᐅᓴᐃᖅᓯᒪᔪᑦ ᐊᑭᓕᓵᑦ	30,745	18,994
	5,440,115	7,771,903
ᑭᓇᐅᔨᓕᐅᕆᔨᐊᕐᓂᖅ (ᑎᑎᕋᖅᓯᒪᓂᕐᒧ 3)	624,137,966	514,560,992
ᐊᑭᑐᔪᑎᑦ ᐱᕐᔪᑎᑦ (ᑎᑎᕋᖅᓯᒪᓂᕐᒧ 2 (e) ᐊᒻᒪᓗ 4)	16,988	10,298
ᑕᖅᑭᖅᖁᓕᑦᑐᑦ ᐱᕐᔪᑎᑦ (ᖁᐅᓴᒪᔭᔪᑎ 2(e) ᐊᒻᒪᓗ 4)	951,673	516,566
	$ 630,546,742	$ 522,859,759
ᐊᑭᓕᖅᓯᓱᓕᐊᓕᑦ		
ᐃᓕᓴᐅᔪᖅ		
ᑭᓇᐅᔨᓕᐊᑦ ᐊᒻᒪ ᐃᑲᔪᑎᑦ ᐊᑭᓕᐅᑕᐅᔨᖅᓱᓕᐊᓕᑦ	$ 189,988	$ 164,973
ᐊᑭᓕᖅᑕᐅᔭᕐᓂᑦ ᐊᒻᒪ ᓄᐊᕐᑐᓕᓕᐊᔪᑦ ᐊᑭᓕᖅᓯᓱᓕᐊᓕᑦ	489,814	450,428
ᓂᓕᖅᓴᐅᑕᐅᓯᒪᔪᑦ ᐃᑲᔪᑎᑦ	436,491	613,242
Penad ᐊᑐᖅᑐᐊᕐᖏᖅ (ᖁᐅᓴᒪᔨᖅᓱᓕᐊᓕᒥᐅ 5)	752,081	371,685
ᐊᑭᑐᔪᑎᓄᑦ ᐊᑐᖅᑐᐊᕐᓂᓕᒧᑦ ᐊᑐᑦᓯᒪᓕᐊᑭᖅᑕᖅᑐᖅ (ᑎᑎᕋᖅᓯᒪᓂᕐᒧ 6)	4,949	4,949
ᐊᑭᓯᓱᓕᐊᓕᑦ ᐊᓇᓂᐊᖅᓂᖓᓯᑐᑦᑐᓱᓂᓕᒧᑦ ᐊᒻᒪ ᑲᒪᑦᑎᐊᕐᓂᓕᒧᑦ	251,371	234,601
	2,124,694	1,839,878
ᐊᑭᑐᔨᓂᒃ ᐊᑐᖅᑐᐊᓱᖅᓂᕐᓕᒧᑦ ᐊᑐᑦᓯᓱᑭᖅᖅᑐᖅᑐᑦ (ᖁᐅᓴᒪᔨᖅᑎᑎᒃ 6)	6,921	10,406
	2,131,615	1,850,284
ᐱᔨᐃᐸᐃᓯᓱᖅᑎᑦᓯᓚᑦ ᐊᒥᐊᑲᓕᑦ ᐱᕐᔪᑎᑦ ᐊᑐᐃᓇᓱᓕᔨᖅᑕ ᐃᑲᔪᑎᓄᑦ	628,415,127	521,009,475
ᐃᓇᓇᖅᓯᐅᑎᑕᖅᑕᓴᓂᕐᓕᒧᑦ ᐊᑐᑕᓱᖅᑭᓯᓱᑲᑦᑐᖅᑐᑦ (ᖁᐅᓴᒪᔨᖅᑎᑎᒃ 7)	452,944,800	403,302,500
ᐱᔨᐃᐸᐃᓯᓱᐅᓯᖅ ᑎᑭᓚᑦᑐᑦ ᐊᒥᐊᑲᓕᑦ ᐱᕐᔪᑎᑦ		
ᐃᑦᑐᖅᓯᐅᑎᓄᑦᓂᓂᖅᓯᓚᑦᑐᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ	$ 175,470,327	$ 117,706,975
ᑕᕐᓇᐅᑎᓄᑦ ᐊᒥᐊᑲᓕᑦ (ᖁᐅᓴᒪᔨᖅᑎᑎᒃ 10)		

ᓄᓖᒪᑎᐅᔨᖅᓴᖅ ᐊᒻᒪᓗ ᐱᔨᓂᓇᖅᑎᑕᐅᔨᖅᓴᖅ ᑐᓂᔨᐅᑎᓂᐅᔭᕆᐊᖃᖅᑐᑦ ᐱᔨᔪᑎᑎᑦᓯᓚᑦ ᐱᓕᕆᔨᐊᖃᖅᑐᑦ ᐅᖃᓕᒫᓂᖅ ᐅᑎᒪᔨᐊᓯᐅᓴᒃᑯᑦ ᐊᒻᒪᓗᓕ 16, 2026-ᒥᑦ:

 Director  Director

ᑕᑯᓗᒃᑐᑦ ᑎᑎᖅᑲᑦ ᐅᐃᒍᓕᐅᑎᕐᓂᒪᔪᑦ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖅᑭᓐᓂᒃ
ᐱᔨᑦᓯᕆᖅᑎᑦ

ᐅᓂᒃᑲᖅᓯᒪᔪᑦ ᐊᓯᔪᓐᓇᖅᑐᔪᑦ ᑭᓇᐅᔨᑦ ᐊᒥᐊᒃᑯᔪᑦ ᐊᖏᖅᑕᒍ
ᐃᓕᓴᕐᓂᓪᓗᒍ ᑎᓯᐱᓇᓱ 31, 2025–ᒥ

	2025	2024
ᑭᓇᐅᔨᑦ ᐊᒥᐊᒃᑯᐊ, ᐊᖏᖅᑲᒍᓱᑦ ᐱᑎᐊᖏᓂᖓᓂᑦ	$ 117,706,975	$ 54,738,973
ᐊᒥᓯᕐᓗᐊᖅᑕᐅᔪᑦ ᐃᓚᓇᖅᓯᐅᑎᑕᖅᑳᓂᖅᓴᓂᑦ ᐊᖓᕐᖅᑎᑎᒍᑦ	(49,642,300)	(42,420,700)
ᐊᒥᓯᕐᓗᐊᖅᓯᒪᔪᑦ ᐄᓴᐃᖅᓄᐅᓕᐅᖅᑎᓪᓗᓂᑦ ᐊᒥᐊᒃᑯᑦ ᐱᖏᖅᑎᑎᒍᑦ ᐃᑐᐃᓇᓕᐅᔪᑦ ᐃᑲᔪᑎᓇᑦ	107,405,652	105,388,702
ᐊᒥᐊᒃᑯᑦ ᐄᓴᐃᖅᓄᐅᓕᐅᖅᑎᓪᓗᓂᑦ ᐊᓯᔪᖅᑐᑦ	57,763,352	62,968,002
ᑭᓇᐅᔨᑦ ᐊᒥᐊᒃᑯᑦ, ᐊᖏᖅᑲᒍᓱᑦ ᐃᓯᐊᓂᑦ	$ 175,470,327	~~$ 117,706,975~~

ᑕᑯᓗᓂᑦ ᑎᑎᖅᑲᑦ ᐅᐃᒍᓕᐅᑎᓯᒪᔪᑦ.

ᐅᑭᐅᖅᑕᖅᑐᑐᒃ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᖏᓪᓗᒍᑦ
ᐱᔨᑦᓯᔪᖅᑎᑦ

ᐅᓂᒃᑲᖅᓯᒪᔪᑦ ᐊᓯᔪᕐᓂᐅᔪᑦ ᐊᒥᐊᒃᑯᔪᑦ ᐱᖏᑎᑦ ᐊᑐᐃᓐᓇᐅᔪᑦ ᐃᑲᔪᑎᓄᑦ ᐊᖏᕐᕋᒍ
ᐃᓕᓴᕐᔪᐊᓗᒍ 31, 2025

	2025	2024
ᐊᒥᓱᑕᐃᓐᓇᖅᓯᒪᔪᑦ ᐱᖏᒪᖓᓕᑦ		
ᐃᑲᔪᑎᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓂᑦ (ᖃᐅᔨᓪᓚᑦᔪᓐ 8)	$ 22,511,567	$ 22,518,636
ᐃᑲᔪᑎᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓂᑦ (ᖃᐅᔨᓪᓚᑦᔪᓐ 8)	19,716,977	18,077,137
ᖃᑐᖏᓕᐅᑕᑦ ᐊᓪᓚ ᓇᖏᒥᓂᑦ ᑭᓇᐅᔨᓕᐊᖏᑦ (ᖃᐅᔨᓪᓚᑦᔪᓐ 9)	62,399,592	46,642,758
ᑭᓇᐅᔨᓕᐅᑕᐅᔨᔪᑦ ᓂᐅᖏᑕᐅᓂᖏᓕᒃᓂᑦ ᑭᓇᐅᔨᓕᐅᑕᐅᓇᓱᒃᑐᑦ	7,630,335	3,898,419
ᒧᓐᓇ ᐊᓯᔪᖅᑕᐅᔨᓯᒪᔪᑦ ᐱᓕᕆᔨᑐᑐᖅ ᐊᑭᖏᑦ ᑭᓇᐅᔨᓕᐅᑐᕋᓯᐊᕐᑎᑦ (ᖃᐅᔨᓪᓚᑦᔪᓐ	16,766,657	33,415,568
ᐊᓯᖏᑦ ᑭᓇᐅᔨᓕᐊᑦ	30,905	33,564
	129,056,033	124,586,082
ᐅᓄᑭᓐᓂᖅᓱᓕᕆᑐᖅᑐᑦ ᐱᖏᒥᑦ		
ᐱᓵᓕᕆᑐᑦ		
ᐃᓐᓇᖅᓯᐅᑎᓄᖕᓂᖅᓱᒪᔪᑦ ᐊᑭᓕᐅᑕᐅᔨᔪᑦ	10,732,265	9,790,769
ᓄᖅᑲᖅᑎᑕᐅᓂᖅᓱᒃ ᐊᑭᓕᐅᑕᐅᔨᔪᑦ	7,700,963	6,516,810
	18,433,228	16,307,579
ᑎᑎᕋᖏᓕᕆᓚᓂᕐᒧᑦ		
ᑎᑎᕋᖏᓕᕆᓚᓂᕐᒧᑦ	51,038	50,187
ᐊᑭᖅᑕᐅᓄᑭᓐᓂᖅᓱᓕᕆᔨᔪᑦ ᐊᓯᐅᓴᓴᐅᔨᔪᓕᓗ (ᖃᐅᔨᓪᓚᑦᔪᓐ 4)	45,777	54,437
ᐃᒡᓗᒧᑦ ᐊᒥᓚ ᐱᓕᕆᓚᐊᕐᓱᓄᑦ	152,607	139,561
ᑲᑎᒪᔨᕋᓕᒃᑲᑦ	132,737	160,676
ᑐᕌᒃᖏᓕᕆᔨᑦ	14,493	12,960
ᖃᓄᑕᐅᓴᒃᑯᑦ ᐱᓕᕆᓚᐅᖅᓯᒪᓂᖅᓂᑦ ᐱᓵᓕᓕᐊᓂᖅ	393	11,237
ᐅᖅᖃᖅᑎᑦᓯᓂᖅ	301,996	289,536
ᑭᓇᐅᔨᓕᐅᑕᐅᓇᖅᑎᓄᑦ ᐃᓄᓐᓕᓕᓇᔨᐅᓂᖅ	1,377,364	1,201,086
ᒪᓕᒐᓕᓇᓂᖅ	265,465	245,253
ᓂᐅᑦᑐᑲᓕᓇᓂᖅ	12,496	13,602
ᐱᓕᕆᔨᒪᓱᓂᓄᑦ ᐊᑭᓕᑲᑦᑦ	20,474	22,659
ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐊᐅᓪᓕᖅᑕᑦᓂᖅᓯᒪᓂᑦ ᐊᒥᓚ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ	33,568	17,086
ᐱᖏᒥᑦ ᐃᓕᑲᐃᐅᓪᓚ	7,114	4,988
ᑭᓇᐅᔨᓕᓇᔨ ᐊᒥᓚ ᓴᓪᒪᖅᓴᐃᔨᓄᑦ ᐊᑭᓕᓇᐊᓪᓕᑦ	90,330	72,195
ᑭᓇᐅᓵᑲᑦ ᐃᑲᔪᑎᓪᓚᓗ	711,301	594,338
	3,217,153	2,889,801
	21,650,381	19,197,380
ᐊᒥᓱᑕᐃᓐᓇᖅᓯᒪᔪᑦ ᐋᓴᐃᖅᓄᐊᓕᐅᖅᑎᓪᓗᓂᑦ ᐊᒥᐊᐅᑯᑦ ᐱᖏᒥᑦ ᐊᑐᐃᓐᓇᐅᔨᔪᑦ ᐃᑲᔪᑎᓄᑦ	107,405,652	105,388,702
ᐋᓴᐃᖅᓄᐊᓕᐅᖅᑎᓪᓗᓂᑦ ᐊᒥᐊᐅᑯᑦ ᐱᖏᒥᑦ ᐊᑐᐃᓐᓇᐅᔨᔪᑦ ᐃᑲᔪᑎᓄᑦ, ᐊᖏᕐᕋᒍ ᐱᑎᐊᓵᖅᑎᓪᓗᒍ	521,009,475	415,620,773
ᐋᓴᐃᖅᓄᐊᓕᐅᖅᑎᓪᓗᓂᑦ ᐊᒥᐊᐅᑯᑦ ᐱᖏᒥᑦ ᐊᑐᐃᓐᓇᐅᔨᔪᑦ ᐃᑲᔪᑎᓄᑦ, ᐊᖏᕐᕋᒍ ᐱᑎᐊᓵᖅᑎᓪᓗᒍ	$ 628,415,127	$ 521,009,475

ᑕᑯᓗᑎᑦ ᑎᑎᖅᑲᑦ ᐅᐃᒍᓕᐅᑎᕆᓚᐅᔪᑦ.

ᐅᑭᐅᖅᑕᖅᑐᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖅᑭᓴᓐᓂᒃ
ᐱᔨᑦᓯᕆᖅᑎᑦ

ᐅᓂᒃᑲᖅᓯᒪᔨᑦ ᐊᓯᔪᓕᕐᓂᐅᔨᑦ ᑭᓇᐅᔨᒃᑦ ᐊᒥᐊᐸᑯᔨᑦ ᐊᖏᖅᒍ ᐃᓯᓕᑎᓪᓗᒍ
ᑎᓯᓚᐅᖅ 31, 2025–ᒥ

	2025	2024
ᐊᒥᓯᕐᓗᐊᖅᑕᐅᔨᑦ ᐃᓕᓇᖅᓯᐅᑎᑦᑕᖅᑲᓇᕐᓂᒪᑦ		
ᐊᖏᕐᕈᑎᑭᒍᑦ		
ᖃᑐᖅᓯᐅᕈᑎᑦ ᓄᐊᖅᑲᓪᓚᐊᔨᑦ	$ 25,882,100	$ 23,009,600
ᐃᑲᔪᑎᓂᑦ		
ᐊᓯᐅᓕᖅᐅᓂᔪᑦ	3,066,100	-
ᐊᓯᖏᑦ ᑭᓯᑐᐃᓇᓇᑦ ᐊᓯᐅᓕᖅᐅᔨᑦ	-	527,800
ᓇᓗᓇᐃᔪᑎᖅᓯᐃᓂᕆᒪ ᐱᓕᓴᖅᑕᖅᓯᒪᓂᔪᓂᖅ	-	2,051,200
ᐃᑲᔪᑎᑦ ᓄᐊᖅᑲᓪᓚᐊᔨᑦ	34,063,900	29,347,000
COLA ᐊᑐᖅᑕᐅᔨᖅ ᐃᓇᓴᖅᓯᐅᑎᑦᑕᖅᑲᑐᑐᓄᑦ ᐊᓪᒪ ᓴᓂᕐᓂᖅᑕᐅᓯᒪᔪᓄᑦ ᐃᓕᑎᕐᐅᔨᓄᑦ	3,885,700	3,546,800
ᓄᑦᑦ ᐃᓕᐅᓕᓴᖅᑐᑦ	2,237,800	3,886,100
	69,135,600	62,368,500
ᖃᓄᐃᓇᓇᕈᑎᐊᖅᑐᑦ ᐃᓇᓴᖅᓯᐅᑎᑦᑕᖅᑲᓇᕐᓂᒪᑦ ᐊᖏᕐᖃᑎᑭᒍᑦ		
ᐊᓯᖏᓇᓂᑦ ᑭᓯᑐᐃᓇᓇᓄᑦ ᑭᓇᐅᔨᖃᖅᑕᓚᕆᐅᔨᑦ	548,500	–
ᐱᓕᓚᖅᑕᖅᓯᒪᓂᔪᑦ ᐱᓴᐅᔨᑦ	-	3,644,100
ᓇᓗᓇᐃᔪᑎᖅᓯᐃᓂᕆᒪ ᐱᓕᓚᖅᑕᖅᓯᒪᓂᔪᓂᖅ	498,200	–
ᐃᑲᔪᑎᑦ ᐊᑭᓕᖅᑕᐅᔨᑦ	18,446,600	16,303,700
	19,493,300	19,947,800
ᐊᒥᓯᕐᓗᐊᖅᑕᐅᔨᑦ ᐃᓇᓴᖅᓯᐅᑎᑦᑕᖅᑲᓇᕐᓂᒪᑦ ᐊᖏᕐᖃᑎᑭᒍᑦ	49,642,300	42,420,700
ᐃᓇᓴᖅᓯᐅᑎᑦᑕᖅᑲᓇᕐᓂᒪᑦ ᐊᖏᕐᖃᑎᑭᒍᑦ, ᐊᖏᖅᒍ ᐱᑎᐊᖅᑎᓪᓗᒍ	403,302,500	360,881,800
ᐃᓇᓴᖅᓯᐅᑎᑦᑕᖅᑲᓇᕐᓂᒪᑦ ᐊᖏᕐᖃᑎᑭᒍᑦ, ᐊᖏᖅᒍ ᐃᓯᓕᑎᓪᓗᒍ	$ 452,944,800	$ 403,302,500
ᑭᓱᖃᓕᖅᑕᐅᔨᖅ ᐅᖏᓀᓐᓃᑦ:		
ᑲᔪᓯᔪᑦ/ᓄᖅᑲᖓᓕᓪᓕᖅᑐᑦ	$ 266,148,400	$ 232,504,000
ᐃᓕᑎᕐᐅᔨᑦ		
ᓴᓂᕐᓂᖅᑕᐅᓯᒪᓕᐅᑲᖅᑐᑦ ᐃᓇᓴᖅᓯᐅᑎᑦᑕᖅᑲᑐᑐᓄᑦ	69,474,200	65,385,200
ᐃᓇᓴᖅᓯᐅᑎᑦᑕᖅᑐᑦᑕᖅᑐᑦ	117,322,200	105,413,300
	$ 452,944,800	$ 403,302,500

ᑕᑯᓗᒋᑦ ᑎᑎᖅᑲᑦ ᐅᐃᔪᓕᐅᑎᓂᒪᔪᑦ.

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᕈᓯᖅᑐᓂᓕᕆᔨᒃᑯᑦ
ᐃᓕᓇᑐᖅᑐᐅᔪᕈᓯᐅᒃᓴᒧᑦ <ᖁᓇᐅᑦ

ᐅᓂᒃᑲᓕᐊᖅ ᑭᓇᐅᔨᑦ ᐃᓕᖁᕐᕋᓂᓇᖅᓂᑦ
ᐅᑭᐅᖁᔭᒧᑦ ᐃᑦᑐᓕᕆᓂᖓᓂᒃ ᑎᓯᐱᓇ 31, 2025-ᒥᑦ

	2025	2024
ᑭᓇᐅᔨᑦ ᐃᓕᖁᕐᕋᓂᓇᖅᓂᑦ ᐊᐅᓪᓚᑦᑎᓂᖁᔭᒧᑦ ᐱᓪᓂᓇᐊᖓᓂᑦ		
ᑭᓇᐅᔨᑦ ᓇᓪᓂᖅᑲᖓᑦ ᐃᑲᔪᑎᓂᕐᓰᓴᐅᓂᑦ	$ 42,887,360	$ 40,266,508
ᑭᓇᐅᔨᑦ ᓇᓪᓂᖅᑲᖓᑦ ᐊᓯᖏᑐᓂᑦ ᑭᓇᐅᔨᖅᑕᖓᔪᓂᓪᓚᕆᔨᓂᑦ	30,905	33,564
ᑭᓇᐅᔨᑦ ᓇᓪᓂᖅᑲᖓᑦ ᑭᓇᐅᔨᓪᐅᑕᕐᓯᐊᑕᑎᐅᓵᖅᑐᓂᑦ ᑭᓇᐅᔨᖅᑕᖓᔪᓵᓪᓚᕆᔨᓂᑦ	70,029,927	49,738,749
ᑭᓇᐅᔨᑦ ᐊᑭᓪᐅᑕᐅᔨᑦ ᐃᓵᓇᖅᓯᐅᑎᑕᖅᑭᔪᑐᓂᑦ ᐊᓕᒪ ᓄᖅᑲᖅᑎᑕᐅᔨᑦ ᐃᓵᓇᖅᓯᐅᑎᑕᐅᓴᓇᓚᖓᑦ	(18,433,228)	(16,307,579)
ᑭᓇᐅᔨᑦ ᐊᑭᓪᐅᑕᐅᔨᑦ ᐃᓕᖁᕐᕋᓂᓇᖅᑎᓄᑦ ᐊᓕᒪ ᐃᑲᔪᑎᑦ	(686,286)	(582,893)
ᑭᓇᐅᔨᑦ ᐊᑭᓪᐅᑕᐅᔨᑦ ᐊᓯᖏᑐᓵᓄᑦ ᑎᑎᕋᖅᓚᓪᓚᓂᕐᒥᑦ ᐊᑭᓪᓯᓇᐊᓪᓕᑦ	(2,440,400)	(2,295,463)
	91,388,278	70,852,886
ᑭᓇᐅᔭᓪᓕᑦᑕᑦ ᐊᑐᖅᑐᑦ ᑭᓇᐅᔭᓇᓪᓴᐊᑎᓄᑦ ᐱᓪᓂᓇᐊᓄᑦ		
ᓂᐅᕕᐅᑎᑦ ᑕᖏᕐᖃᖓᑦᑐᑐ ᓄᑦ ᐱᕐᔪᑎ ᓄᑦ	(487,573)	(175,957)
ᐊᒥᓱᑕᓇᕐᓂᖓᑦ ᑭᓇᐅᔭᓪᓕᐅᑕᓱᓯᐊᑕᑎᑦ	(92,810,318)	(71,426,909)
	(93,297,891)	(71,602,866)
ᑭᓇᐅᔨᑦ ᐃᖏᕐᕋᓂᓇᖅᓂᑦ ᑭᓇᐅᔭᓂᑦ ᐊᑐᖅᑐᐊᖅᑎᑦᑎᓂᕐᓰᑦ ᐱᓪᓂᓇᐊᖓᓂᑦ		
ᐊᑐᖅᑐᐊᕐᓂᕐ ᐃᑦ ᐊᑭᓪᓕᐅᑕᓵᑦᓴᓂᑦ	380,396	168,976
ᐊᑭᓪᓚᐊᓪᓕᑦ ᐊᓵᓂᐊᖅᓇᖏᑦᑐᓪᓚᕆᓂᕐᓰᑦ ᐊᓕᒪ ᑲᒪᑦᑎᐊᕐᓂᕐᓰᑦ ᑭᓇᐅᔨᑦ	16,770	90,732
ᐊᑭᓪᑕᐅᔭᓴᑦ ᐊᑭᑐᔪᓂᑲ ᐊᑐᖅᑐᐊᑕᑎᓄᑦ ᐊᖏᕐᖅᑎᑦᑐᒧᑦ	(3,485)	(3,114)
	393,681	256,594
ᐅᓄᖅᓱᑎᐊᖅᑐᑦ ᑭᓇᐅᔨᓪᓚᑦᑎᓂᕐᓰᑦ	(1,515,932)	(493,386)
ᑭᓇᐅᔨᑦ, ᐅᑭᐅᖅ ᐱᑎᐊᖅᑎᓪᓗᒍ	6,265,700	6,759,086
ᑭᓇᐅᔨᑦ, ᐅᑭᐅᓴ ᓄᖓᔪᐊᓂ	$ 4,749,768	$ 6,265,700

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓪᓗᒃ ᐱᔨᑎᑎᕐᖅᑎᑦ ᐃᓕᓴᖅᓯᐅᑎᕐᓂᓕᒃ ᕿᙳᐊᑎᑦ

ᑎᑎᕐᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖓᓕᒫᑦ ᐅᓂᐲᑦᓕᐊᓂᕐᒥᑦ
ᐅᑭᐅᖓᒪᑦ ᐃᓯᓕᓭᐅᖅᑐᒪᑦ ᑎᓯᐱᓇ 31,

1. ᖃᓄᐃᑦᑐᓂᖏᑦ ᕿᙳᐅᑎᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐱᓕᕆᔨᓄᑦ ᐃᑲᔪᑎᓂᒃ ᐱᔨᑎᑎᕐᖅᑎᐅᓯᑦ ("ᐊᐅᓪᓚᑦᑎᔨᓯᑦ ᑲᑐᔪᖃᑎᒋᐊᓯᑦ ᐅᐸᒃᖢᓂᕐᓂ "NEBS") ᐊᑎᓕᐅᖅᓯᒪᔪᑦ ᓴᖅᒪᑐᖃᓯᑦ ᒪᓕᒪᓐᓂᐅᓪᓚᑦ ᐊᒻᒪᓕᖅᑎᑦ ᐱᓕᕆᔨᓂᒃ ᐃᓕᓴᖅᑎᑦᑎᓂᒃ ᐅᓇᓱᓂᒃ ᐃᓕᓴᐃᓂᐅᓂᖅᓯᒪᔪᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐅᓇᓱᓂᒃ ᐃᓕᓴᐃᓂᐅᓂᖅᓯᒪᓕᒫᓂᒃ ᐊᐅᓚᑦᑎᔨᓯᑦ ᑲᑐᔪᖃᑎᒋᐊᓯᑦ ᐊᐅᓚᑦᑎᔨᓯᑦ ᑲᑎᒪᓐ ᐱᒻᔪᖅᑎᑕᐅᓚᐅᑦᑐᑦ ᐅᓇᓱᓂᒃ ᐃᓕᓴᐃᓂᐅᓂᖅᓯᒪᔪᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᓕᓴᐃᓂᐅᓂᖅᓯᒪᔪᓂᒃ ᐊᐅᓚᑦᑎᔨᓯᑦ ᑲᑐᔪᖃᑎᒋᐊᓯᑦ ᐃᓕᓴᐃᓂᐅᓂᖅᓯᒪᔪᓂᒃ ᐊᐅᓚᑦᑎᔨᓯᑦ ᑲᑎᒪᓐ ᐱᒻᔪᖅᑎᑕᐅᓚᐅᑦᑐᑦ ᐅᓇᓱᓂᒃ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖓᔪᓂᒃ ᐱᔨᑦᑎᕆᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᕐᓴᓂᒃ ᕿᖏᐅᑎᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᓕᒫᓂᖏᑦ ᐅᓂᕐᑲᓕᐊᓂᒃ
ᐅᑭᐅᖏᑦ ᐃᓱᓕᓪᓕᐅᖅᑐᒥᑦ ᑎᓯᐱᓇ 31,
ᐱᖏᓂᐃᑦ ᐊᑐᓕᖅᑎᑕᐅᓪᓕᐅᖅᑐᑦ ᐃᒡᓗ 12, 2009–ᒥ. ᑕᒪᓐᓇ ᒪᓕᑎᐅᔪᖅ ᓴᖅᑭᑦᑎᕐᔪᑕᐅᑉᓗᓂ ᐊᑐᐊᒃᐅᔪᓂᕐ ᓴᓗᕐᖏᐅᔨᓂᖅᓯᒪᓂᒃ ᐸᖏᓐᓇᖅᑐᒥᑦ ᐃᓕᑭᕐᔪᔪᑦ ᑭᓇᐅᕐᓴᖅᑐᑦ.

2015-ᒥ ᐊᖏᕐᕿᒧᒥ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖓᔪᓂᒃ ᐱᔨᑦᑎᕆᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᕐᓴᓂᒃ ᐸᖏᓐᓇᖅᑐᑦ (ᓄᓇᕐᔪᐊᖅ) ᐊᑲᑭᑦᐊᖅᑕᐅᓪᓕᐅᖅᑐᖅ ᓄᓇᕐᔪᐊᒥ ᒪᓕᒐᓕᐅᖏᓐᓇᖅᒥ. ᐅᑐᐱᓗ 2015, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦᑎᑎ ᐃᑲᔪᓯᐊᖓᔪᓂᒃ ᐱᔨᑦᑎᕆᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᕐᓴᓂᒃ ᐸᖏᓐᓇᖅᑐᑎ (ᓄᓇᓕᒃ) ᐊᑐᓕᓪᓕᐅᖅᑐᖅ.

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓪᓗᓄᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᓕᓴᖅᓯᐅᑎᕐᓂᓄᑦ <ᖏᓇᐅᑎᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖏᓐᓇᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖏᓐᓇᑦ ᐃᓯᓕᓕᐅᖅᑐᓐᓇᑦ ᑎᓯᐱᓇ 31,

1. ᖃᓄᐃᑦᑐᓂᖏᑦ <ᖏᓇᐅᑎᑦ, ᐅᐃᒍᖏᓐ

(b) ᐅᔪᐊ ᐅᖃᐅᔨᖃᖅᑐᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐱᓕᕆᔨᓄᑦ ᐃᑲᔪᑎᓂᑦ ᐱᔨᑎᑎᕐᐅᑎᑦ ᐱᓕᕆᐊᓂᒃᓯᒪᔪᑦ ᑭᓇᐅᔨᖅᑕᓚᖃᑦᑕᖏᓂᖅᐊᓂᖅᑕᖏᓐᓄᑦ <ᖏᓇᐅᑎᒪᑦ ᑭᓇᐅᔨᖏᑦ ("ᐱᓕᕆᐊᓂᒃᑐᐃᓄᑦ ᑭᓇᐅᔨᓕᐊᒃᓴᖅ") ᓇᐃᔅᖃᓯᒪᔪᑐᐃᓂᓇᐅᔪᖅ. ᐃᓗᐃᑦᑐᑐᓗᒍ ᐅᖃᓕᒫᖅᑕᐅᔪᒃᓴᑕ ᑕᔪᓯᐊᖅᑕᐅᔪᓂᓇᖅᑐᑦ ᑎᑎᕆᖅᑕᐅᓯᒪᔪᑦ <ᖏᓇᐅᑎᑦ ᑲᓇᑕᒥ ᐃᓂᒪᑕᓱᓯᓕᕆᓂᖏᓐᓂᒃ.

1)
ᑭᓇᐅᔨᖃᖅᑎᑕᑎᓂᕐ
ᒧᑦ ᐊᑐᐊᓚᖅ

<ᖏᓇᐅᑎᓄᑦ ᐊᐅᓪᓚᑦᑎᔨ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᑎᓂᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᓂᒪᑕᖅᓯᐅᑎᕐᓂᓄᑦ ᑲᑎᒪᔨᑦ, ᑭᓇᐅᔨᖃᖅᑎᑕᑎᓂᕐᑎᕗᓚᖃᖅᖃᑦᑕ ᐃᑲᔪᑎᓂᒪᓂᑉ ᒪᓕᒃᓗᑎᒃ <ᖏᓇᐅᑎᑦ. ᖃᓄᑎᒋ ᑭᓇᐅᔨᖃᖅᑎᒋᔭᐊᓘᓐᓚᖓ ᐃᑲᔪᑎᓂᒪᓂᑉ ᒪᓕᒃᓴᒪᓕᖅᑐᑦ ᓇᓕᓕᐅᓂᒍᒪᔪᓂᑉ ᑭᒃᑯᓕᔭᓂᐊᕐᓇᖅᑐᓂᒃᑐᓄᑦ ᖃᓄᐃᓕᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᑭᓇᐅᔨᑦ.

ᐃᓂᒪᑕᖅᓯᐅᑎᓂᒃᓴᓄᑦ <ᖏᓇᐅᑎᑦ ᑎᑎᕆᖅᓯᒪᔪᑦ ᒪᓕᒃᓗᑐᒍ, ᐊᑐᓂ <ᖏᓇᐅᑎᓄᑦ ᐃᓕᓐᓂᐅᔪᖅ ᑐᓴᕐᓗᒍ 8-ᓗᓂᑎᒃᓴᓂ ᐊᑭᓕᖅᑕᐅᓂᒃᓴᓂᑦ <ᖏᓇᐅᑎᒪᑦ. ᐃᖅᑲᓇᐃᔨᖃᐃᐅᔪᑦ ᑐᓂᓯᔪᓕᐊᖅᑕᐅᓂᒃᓴᓂᑦ ᐊᑭᓐᓗᓕᐊᓂᒃ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᑦ ᓇᓕᓕᐅᓂᒍᒪᔪᓂᑉ ᑭᒃᑯᓕᔭᓂᐊᕐᓇᖅᑐᓂᒃᑐᓄᑦ ᐱᓕᕆᔨᖃᖅᑎᓂᖅᑐᑦ ᐊᒃᓱᕈᓐᓇᖅᑐᑦ ᓴᓇᔨᓄᑦ ᐊᑭᓐᓗᓕᐊᓂᒃ <ᖏᓇᐅᑎᓂ ᑲᑎᒪᓂᕐᓂᖅᑐᑦ <ᖏᓇᐅᑎᒪᑦ, ᐃᓕᓴᕐᓚᐅᑎᓂᒃ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐊᑭᓕᖅᑕᐅᓂᒃᓴᓂᑦ ᐃᓕᓐᓂᐅᔪᖅ. ᓇᓕᐊᑐᐃᓇᖅᑐᓂᒃ ᐊᑭᓐᓗᓕᐊᓂᒃ ᐱᓕᕆᔨᖃᖅᑎᓂᖅᑐᑦ ᐊᑭᓐᓗᓕᐊᓂᒃᑐᖅ ᒪᓕᒃᓴᒪᓕᖅᑐᑦ ᓇᓕᓕᐅᓂᒍᒪᔪᓂᑉ ᑭᒃᑯᓕᔭᓂᐊᕐᓇᖅᑐᓂᒃᑐᓄᑦ ᐱᓕᕆᔨᖃᖅᑎᓂᖅᑐᑦ ᐊᑭᓐᓗᓕᐊᓂᒃᑐᖅ ᐃᓕᓴᕐᓚᐅᑎᓂᒃ ᐊᑭᓐᓗᓕᐊᓂᒃᑐᖅ ᐃᓕᓐᓂᐅᔪᖅ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓂᒃ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᕐᓴᒃᑦ ᕿᖏᓇᐅᑎᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔭᓕᕆᓂᖏᓐᓇᒃ ᐅᓂᕐᑲᓕᐊᓂᒃ
ᐅᑭᐅᖏᓐᓇᒃ ᐃᓯᓕᓕᐅᖅᑐᓇᒃ ᑎᓯᐱᓇ 31,

5) ᐊᖅᓯᓂᖏᓐᓇᒃ
ᐅᑎᖅᑎᑕᐅᕙᕐᑐᑦ

ᐅᑎᖅᑎᑕᐅᔪᑦ ᐃᓕᓴᖅᓴᑦ ᖃᐅᔨᐅᓂᒡᓂᒃ ᓇᓕᒧᑎᔭᖅᑎᓕᕆᓂᖅᑕᐅᔪᖏᓐᓇᒃ ᖃᐅᔨᐅᓂᒡᓂᒃ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᓐᓇᖅ ᐃᓕᒥᔭᐅᔪᓐᓇᖅ ᐊᑭᓕᓂᓯᑎᓕᕆᓂᖅᓴᖅᓂᒡᓂᒃ ᐱᙵᓕᓂᑐᑎᓕᕆᓂᖅᓴᖅᑕᓐᓇᓂᒃ ᑭᓱᓯᒪ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓐ ᒪᓕᑲᓂᖅ ᐊᖏᖅᑲᔪᓂᖅ ᖃᖅᑎᐅᑎᓯᒪᖅᓴᖅ. ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓐ ᐱᔨᑎᑎᖅᓯᒪᓂᖅᓴᖅ ᐊᖏᖅᑲᔪᓐ ᒪᓕᑲᔪᖅ ᑐᖅᓱᓂᓴᓐ, ᑭᓐᓇ ᐅᑎᖅᑎᑕᐅᔪᖅ ᓇᓕᒧᑦᓯᖅᓴᐅᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓐ ᑐᓂᓯᒪᔭᖅᑐᓂᒃ ᑕᒪᓐᓇ ᐃᓕᓯᒪᓕᒃᓗᓂ ᐃᖏᓂᐅᑐᑎᓂᖅᓴᖅ.

6) ᐃᓐᓇᑲᑦᓯᓂᒃ

ᕿᖏᐅᑎ ᐊᑎᓕᐅᖅᓯᒪᔨᓗᓂ ᐱᓕᓕᐊᓂᑦᑐᑦ ᑭᓇᐅᔭᓕᐊᑦᓴᓂᒃ ᕿᖏᐅᑎᐅᐅᔪᖅ ᑐᑭᓕᐅᖅᓯᒪᓂᖅᓴᑐᑦ ᑲᓇᑕᒥᑦ ᑭᓇᐅᔭᓕᐊᓂᒃ ᑦᑲᔪᔭᐅᑎᓂᒃ ᐱᖁᔭᖏᒥᑦ ᐊᒻᒪᓗ ᐊᑐᖓᓕᑐᑦ ᑭᓇᐅᔭᓕᐊᓂᒃ ᑦᑲᔪᔭᐅᑎᓂᒃ.

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᖅᑲᓕᐊᓂᐅ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓯᓕᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓚ 31,

2. ᐅᓐᓴᖁᓂᓗᒋᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᐊᕐᑐᑦ

ᑲᑐᓴᖅᑎᑎᒍᓱᒃᑯᑦ ᑭᓇᐅᔨᓇᓂᐅ ᐅᓂᖅᑲᐅᓯᕆᔨᐅᓂᒋᒋᑦ ᐱᓂᕐᕿᑦᑕᐅᓂᕐᓂᖅᑐᑦ ᒪᓕᒡᓕᐅᑦᑐᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᐊᕐᑐᑦᑕᐅᓂᖅᓴᒧᑦ ᐃᑦᑐᖅᓯᒋᐅᑎᓇᑦ/ᓂᒋᐅᖅᓯᐅᑎᑦᑕᖅᑯᓴᑐᑐᓇᑦ ᑯᖁᑲᐅᕐᓯᓚᕐᓇᑦ.
ᐅᓐᓴᖁᓇᖅᑐᒪᓱᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᐊᖏᐃᑦ ᐃᒪᐃᓕᓂᖏᓐᓄᑦ:

(a) ᑐᙵᖏᕐᖁᖅᑎᑕᐅᓂᒋᑦ ᐅᓂᖅᑲᐅᓯᐅᓂᒋᓐᓇᓇᑦ

ᐃᑦᑐᖅᓯᐅᑎᓇᑦ/ᓂᒋᐅᖅᓯᐅᑎᓇᑦ ᑯᖁᓇᑕᐅᓯᒪᔪᖅ ᐅᓂᖅᑲᖏᐃᐅᓂᕐᓂᑦ ᐃᓱᓇᑦᓯᑐᓂᑲᑦ ᐱᖅᖅᑎᑦᑎᔪᑦ ᑯᖁᑲᐅᕐᓯᒪᔪᕆᓚᑦ ᐃᓱᓕᐅᔪᓂ ᐊᑐᐊᕐᑐᖅᑐᑦᑕᐅᓂᖅᓴᒧᑦ ᐃᓱᓕᓕᑦᑐᖅᑐᑦ ᑐᙵᖏᕐᖁᖅᑎᑕᐅᓂᖅᓴᒧᑦ ᐅᓂᖅᑲᐅᓯᕆᔨᐅᓂᒋᓐᓇᓇᑦ ᑲᑎᒪᔨᖅᑎᑎᒍᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᖃᓄᐃᓕᓴᕐᓂᖅᓴᒧᑦ ᑯᖁᑲᐅᕐᓯᒪᔪᕆᓚᑦ ᑯᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐃᓱᓕᓕᑦᑐᖅᑐᑦ, ᐃᓱᓇᑦᓯᑐᓂᑲᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᐊᕐᑐᖅᑐᑦᑕᐅᓂᖅᓴᒧᑦ.

ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᖅᑲᐅᓯᕆᔨᐅᓂᒋᓐᓇᓇᑦ ᐊᑲᓯᐊᖅᑕᐅᓯᓴᖅ ᐃᑲᔪᑎᖃᖅᑎᓕᖅᑕᐅᓯᒪᓂ ᐃᓕᓴᕐᕿᑦᑕᐅᓯᒪᔪᖅ ᐃᓐᓇᖅᑐᖅᓯᒪᔪᓂ ᐊᑐᐊᕐᑐᖅᑐᑦᑕᐅᓯᒪᔪᓂ ᐃᓕᓴᕐᕿᑦᑕᐅᓯᒪᔪᓂ ᐊᒻᒪᓗ ᐊᓯᖏᓐ ᖃᑎᖅᑭᑦᓴᐅᓕᕆᓂᖅᓴᒧᑦ ᐃᓕᓴᕐᕿᑦᑕᐅᓯᒪᔪᓂ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᐊᕐᑐᖅᑐᑦᑕᐅᓯᒪᔪᓂ ᐃᓕᓴᕐᕿᑦᑕᐅᓯᒪᔪᓂ ᐱᓕᕆᔨᒃᑯᑐᓂᒋᓐᓇᓇᑦ ᐃᓕᓴᕐᕿᑦᑕᐅᓯᒪᔪᓂ ᐊᑐᐊᕐᑐᖅᑐᑦᑕᐅᓯᒪᔪᓂ ᐃᓕᓴᕐᕿᑦᑕᐅᓯᒪᔪᓂ ᐊᑐᐊᕐᑐᖅᑐᑦᑕᐅᓯᒪᔪᓂ ᐃᓕᓴᕐᕿ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓱᐊᖏᓐᓄᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᕐᓴᓄᑦ ᓴᖅᓚᐅᑎᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᓚᖅᓂᒃᒪᑦ ᐅᓂᕐᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᒪᑦ ᐃᓱᓕᓕᐅᖅᑐᒪᑦ ᑎᓯᐱᓚ 31,

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓱᐊᖏᓐᓄᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᓱᒪᕐᔨᖅᖅᓴᑦ ᑕᒪᖅᑎᑎᕆᐊᖅ ᐊᓯᔾᔨᖅᓴᕆᐃᑦᑐᑦ ᑭᓇᐅᔨᓕᐅᑕᐅᓇᓱᐅᑐᑦ ᐱᑕᖅᓴᓂᖅᖅᓴᐅᑎᒃ ᑕᖅᑭᓇᓄᑦ ᐱᖓᓱᓇᓄᑦ ᑐᓴᐃᓇᓪᓗᓂᑦ, ᐊᓯᔾᔨᑦᓴᕐᕕᐅᑎᒃ ᖃᐅᔨᒪᔨᐅᕐᓯᓇᓄᑦ ᖃᓄᐊᓕᓂᖅᓂᓇᓄᑦ ᑭᓇᐅᔨᓪᓚᑲᓂᑦ, ᑕᒪᑲᑯᐊᓗ ᐅᑦᔨᖏᓪᓗᐊᖓᑦᑐᒥᑲᒃ ᐊᑦᑕᖏᑐᖅᑐᐃᓐᓇᓚᐊᖅᖅᓴᒃᑐᒃ ᐊᓯᔾᔨᖏᓂᖅᖅᓴᓄᑦ ᖃᓄᐊᓕᓂᓚᖓᑦᑎᑦ, ᑭᓇᐅᔨᐅᓗᓂᒃᑐᒃ.

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᖅᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓯᓕᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓇ 31,

2. ᐅᓪᓴᕐᓇᖅᑐᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᐊᖏᐃᐃᑦ, ᐅᐃᒍᖏᑐ

(c) ᐊᓪᓴᑭᖅᑎᑎᓂᖅᓴᒧᑦ ᐊᑭᖏᓂᓂᖅ ᖃᓄᑎᖅᓯᓚᓕᐊᓂᖅ

ᑕᕐᓇ ᑲᑐᔪᑲᑎᑭᖅ ᐊᖅᑭᖅᓯᐃᓚᐅᖅᓴ ᑭᓇᐅᔨᓗᑦ ᐱᖓᓕᑎᔨᒥᓂᖅ ᐊᑭᓕᖅᓯᓇᐊᖅᑕᖅᑕᒥᓂᓗ ᐊᓪᓴᑭᖅᑎᑎᓂᖅᓴᒧᑦ ᐊᑭᐊᓂᖅ ᐊᑐᖅᑐᖅᓴᓂᖅᓴᒧᑦ ᐊᑭᐊᓗᑦ ᖃᓄᑎᖅᓯᓚᓕᐊᓂᖅᐅᓚᖅᑐᑦ ᑕᕐᓇᓗᓂ ᐱᖓᓱᐃᓕᓕᖅᑐᓂᓗᓂ ᒪᓕᓐᑐᓴᓗᓂ ᐃᓕᐅᖅᑐᑦᑕᐅᓯᒪᔪᓂᖅ ᐊᑐᖅᑐᖅᓴᓂᖅ ᐅᓐᑐᖅᑐᖅᓴᓂᖅ.

ᖃᓄᑎᖅᓯᒪᓂᖅ 1: ᑕᕐᓇ ᓇᓂᕐᓂᓕᕆᖓ ᐃᓕᓴᖅᓴᒃ ᐱᖓᓱᐃᓕᐅᖅᑐᑦ ᐊᑭᓕᖅᓯᓇᐊᖅᑕᖅᑕᒥᓂᓗ ᐅᓐᑐᖅᑕᐅᔨᒪᔪᓂᖅ ᐊᓪᓴᑭᖅᑎᑎᓂᕐᓗᓂ ᖃᓄᓯᐅᓂᕕᓕᕆᖓᓂᖅ ᑕᒪᕐᓇ ᑐᙵᖓᓴᓇᖅᑎᑎᑕᐅᕐᓗᓂ ᐊᑭᖏᑕᕐᓂᖅ ᐊᓪᓴᑭᖅᑎᑎᓂᖅᓴᒧᑦ ᐊᑭᖏᑕᕐᓂᖅ ᐊᑭᐊᓂᖅ ᐱᖓᓱᐃᓕᐅᖅᑐᑦ ᐊᑭᓕᖅᓯᓇᐊᖅᑕᖅᑕᒥᓂᓗ ᐃᓕᓴᖅᓴᒃ ᐱᖓᓱᐃᓕᐅᖅᑐᑦ ᐊᑭᓕᖅᓯᓇᐊᖅᑕᖅᑕᒥᓂᓗ ᐅᓐᑐᖅᑕᐅᔨᒪᔪᓂᖅ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓂᓪᓗᒍ ᐱᔨᑎᑎᕐᖅᑎᑦ
ᐃᓐᓇᖅᓯᐅᑎᑲᓂᓪᓗᒍ ᕿᖏᓐᓇᐅᑎᑦ

ᑎᑎᕐᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᓚᐅᓂᖏᓪᓗᑦ ᐅᓂᖅᑲᓕᐊᓂᒃ
ᐅᑭᐅᖏᓪᓗᑦ ᐃᓯᓕᓕᐅᖅᑐᓗᑦ ᑎᓯᐱᓚ 31,

2. ᐅᔨᔪᓇᖅᑐᑦ ᑭᓇᐅᔨᓕᓚᐅᓂᖏᓪᓗᑦ ᐊᑐᐊᒐᐃᑦ, ᐅᐃᒍᖏᑕ
(e) ᐊᑭᑐᔨᑎᓂᒃ ᑕᖏᕐᖅᖏᑦᑐᓂᓕᕆᓪᓚ ᐱᖏᓂᑎᕐᐳᐅᔨᓂᒃ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᐅᓂᖏᓪᓗᑦ ᐱᓵᓕᓕᕐᑕᐅᓵᖅᑐᓂᒃ ᐱᔪᑎᑎᖏᓐᓄᑦ ᑎᑎᕐᖅᓯᓵᖅᓄᑦ ᐱᖏᓂᑎᕐᐳᐅᔨᓂᒃ ᐊᑭᓕᓚᖏᑦᑐᑎᒍᑦ ᑕᒪᓐᓇ ᓴᓂᖏᓵᑕᐅᓵᖅᓕᓕᐊᓵᖅᓂᒃᓴᓂ ᓇᓕᒧᑦᓴᑎᑕᐅᓕᓪᓚᓂ ᐃᓐᓇᖅᓯᐅᑎᑕᓚᐅᑦᓴᓕᓪᓚ ᑭᓇᐅᔨᓕᖅᑎᑎᕐᖅᓴᓂᒃ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓂᓪᓗᑦ ᐱᔪᑎᑎᖏᓐᓄᑦ ᐃᓯᒪᒋᔨᖅᖢᓂᒃ ᐃᓕᓴᐲᑦᑐᓂᓄᑦ ᐊᑭᑐᔨᓂᒃ ᐱᖏᓂᑎᕐᐳᓂᓄᑦ ᐊᑭᖏᑐᓂᓄᑦ
$10,000 ᐅᓚᒋᓇᓕᓵᓂᒃ ᐊᑭᑐᔨᑎᓂᒃ ᐱᖏᑎᐅᓪᓚᑎᑦ. ᐊᑭᐅᐳᔨᓂᒃ ᐃᓕᓇᐅᔨᓂᒃ ᐃᓕᑎᕐᖅᑎᓂᒃ ᑕᑦᓯᔨᕈᑎᓂᒃ (GST) ᐅᑎᖅᑎᑕᐅᓂᖅ ᐊᐳᖅᓴᑎᑦ. ᑕᒪᓐᓇ ᑲᑐᔨᖅᑎᑎᑦ ᐱᑎᑎᖏᓐᓄᑦᖢᖅ ᐱᑕᖅᕈᓵᓂᖅᑎᑎᓄᑦᓕᓕᐊᓂᖅᑎᑦ ᑕᒪᓐᓇ ᓴᓂᖏᓵᑕᐅᓵᖅᓕᓕᐊᓵᖅᓂᒃᓴᓂ ᑕᑦᓯᒪᓂᖅ ᐱᓕᒪᓐᓇᖅᓯᐅᑎᑕᓚᐅᑦᓴᓕᓪᓚ ᑭᓇᐅᔨᓕᖅᑎᑎᕐᖅᓴᓂᒃ ᐃᓚᓇᖅᓯᐅᑎᑕᑦᓴᓕᓪᓚ ᑭᓇᐅᔨᓕᖅᑎᑎᕐᖅᓴᓂᒃ ᐊᑐᖅᑐᖅᓴᓂ ᑐᕈᓂᖅᑐᑦ ᐊᑐᖅᑕᐅᓕᓵᖅᑐᑦ ᐅᔪᒥᔨᓇ ᐊᔪᓂᐅᑎᑎᑕᐅᓕᓵᖅᓂᒃ:

ᑎᑎᕐᖅᓘᓪᒥ ᐱᖏᑎᑦ	ᐅᑭᐅᓂᒃ ᑕᓪᓕᒪᓂᒃ
ᖃᓄᐱᐅᓴᑦ ᐅᑭᐅᑦ ᖁᔪᓕᑦ	3 - 6 ᐅᑭᐅᑦ ᑕᖏᕐᖅᖏᑦᑐᑦ ᐱᖏᑎᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖓᓕᒫᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ
ᐃᓕᓇᖅᓯᐅᑎᕐᓴᓄᑦ ᕿᖏᓚᐅᑎᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᓚᓂᖏᓪᓗᑦ ᐅᓂᕐᑲᓕᐊᓄᑦ
ᐅᑭᐅᖏᓪᓗᑦ ᐃᓯᓕᓕᐅᖅᑐᓗᑦ ᑎᓯᐱᓇ 31,

2. ᐅᓐᓴᖏᓇᖅᑐᑦ ᑭᓇᐅᔨᓕᓚᓂᖏᓪᓗᑦ ᐊᑐᐊᒃᐃᑦ, ᐅᐃᒍᖏᒃ

(e) ᐊᑭᑐᔨᑎᓄᑦ ᑕᖓᕆᖏᖅᑎᑕᑐᓄᓕᓪᓚ ᐱᖏᔨᑎᓄᑦ, ᐅᐃᒍᖏᒃ

ᑕᔨᕼᐃᐅᖅᖏᑦᑐᑦ ᐱᑎᕆᐅᔨᑦ, ᐅᔨᔨᐊᖏᔨᑦ ᖃᓚᑕᐅᔭᓄᑦ ᐃᓕᑎᕆᐅᔨᓄᑦ ᓕᐃᓴᓀᔨᑦ ᐊᑐᖅᑕᐅᓂᖏᓪᓗᑦ C-DAT ᐱᓕᓚᐊᓂᐅᑐᓄᑦ ᑭᓇᐅᔭᐊᕼᓄᑦ ᐊᓴᒪᓗ ᐋᓂᓂᐊᖃᖅᑕᐃᓕᓚᓂᖏᓪᓗᑦ ᐃᑲᔪᑎᓄᑦ ᐃᓕᓚᐅᔨᔪᓕᐊᓂᖏᓪᓗᑦ ᐋᐱᖃᓚᐊᓂᐅᑐᓄᑦ ᐋᓐᓂᐊᖃᖅᑐᑦ (PHBIS), ᐊᔨᓂᐅᔨᔪᓗᑦ ᐊᑭᓚᖅᑐᒃᓴᕼᐅᑎᑕᐅᔨᖅᖃᖅ ᐊᓴᒪᓗ ᐃᓕᓚᐅᔨᔪᓕᐊᖃᖅᖃᖅ ᐱᓕᓚᐊᓂᐅᑐᓄᑦ ᑭᓇᐅᔭᐊᕼᓄᑦ ᐊᓴᒪᓗ ᑲᑎᕐᓕᖅᖃᖅ ᑎᑦᔨᓂᐊᖅᓕᓚᖅᑐᔨᓂᑦ ᓇᓕᐅᑦᑕᖅᑕᐅᓕᓚᓂᖏᓪᓗᑦ ᐊᑐᖅᑕᐅᔨᓐᓇᖅᓯᓂᐊᓕᖅᑐᓂᖏᓪᓗᑦ ᑐᔨᒃᓂᓪᓗᑦ ᐅᑭᐅᓄᑦ ᓂᔨᓂᓄᑦ ᐅᑭᐅᓂᑦ. 2018–ᖁᑎᓪᓗᒍ ᖃᓚᕼᐅᑦᓯᓚᓐᓇᖅᑐᓄᑦ ᐱᔨᓐᓇᐅᑎᑕᑦᓂᖅ ᓂᐅᕐᔪᖅᑕᐅᑕᖅᑐᑦ ᐃᓐᓇᐅᑎᑕᐅᑕᖅᑐᑦ ᐊᑕᖅᑎᑕᐅᑕᓪᓗᑎᒃ ᐊᓕᓚᐅᔨᓄᑦ ᐅᑭᐅᖏᓪᓗᑦ ᐃᓐᓇᐅᑎᑕᐅᑕᖅᑐᑦ ᐃᑲᔪᑎᓄᑦ ᐃᓕᓴᐅᔪᖅᑐᑦ ᐃᓐᓇᐅᑎᑕᐅᑕᖅᑐᑦ ᐊᑭᓚᖅᑐᒃᓴᕼᐅᑎᑕᐅᔨᖅᖃᖅ ᐊᑭᓚᖅᑐᒃᓴᕼᐅᑎᑕᐅᔨᖅᖃᖅ ᐊᑐᖅᑕᐅᔨᓐᓇᖅᓯᓂᐊᓕᖅᑐᓂᖏᓪᓗᑦ ᐊᑭᓚᖅᑐᒃᓴᕼᐅᑎᑕᐅᔨᖅᖃᖅ ᐊᑭᓚᖅᑐᒃᓴᕼᐅᑎᑕᐅᔨᖅᖃᖅ ᐊᑐᖅᑕᐅᔨᓐᓇᖅᓯᓂᐊᓕᖅᑐᓂᖏᓪᓗᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓯᒪᑦ ᐅᓂᖅᑲᓕᐊᓂᑦ
ᐅᑭᐅᖅᓯᒪᑦ ᐃᓱᓕᓕᐅᖅᑐᒪᑦ ᑎᓱᐱᓇ 31,

2. ᐅᐠᔨᓇᖅᑐᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓯᒪᑦ ᐊᑐᐊᖏᐃᑦ, ᐅᐃᒍᖏᑐ
ᐊᓕᓇᓱᐅᑎᓪᓗᖅᓯᒪᑦ ᑕᕝᕙᒪᓕᐅᓂᖅᓚᓂᑦ ᐊᑭᖏᓚᓂᑦ ᐅᓂᖅᑲᓕᐊᖓᔪᒥ. ᐃᖅᑲᓇᐃᔨᖅᕕᑎᔨᐅᓪᓚᑦ ᑐᓂᔨᖅᑎᑦ ᑭᐳᔪᓂᕆᓂᖅᓴᐅᔨᓯᒪᑦ ᑎᑎᕆᖅᑕᐅᕙᒃᓴᑦ ᐊᖅᑏᓂᕆᔨᒪᓂᖅ ᐱᔨᑎᑎᕆᓂᓕᕆᔨᐅᔪᓯᒪᑦ ᑎᑎᕆᖅᑕᐅᕙᒃᓴᑦ ᐊᖅᑏᓂᕆᔨᒪᓂᖅ.

(h) ᐃᓕᓇᖅᓯᐅᑎᑦᑕᖅᓯᓐᓂᖅᓯᒪᑦ ᐃᖅᑲᓇᐃᔨᕈᓐᓂᖅᓂᖅᓯᒪᓪᓗ ᐱᙵᓪᓕᕐᕈᑕᐅᙵᐅᑐᑦ

ᐃᓕᓇᖅᓯᐅᑎᑦᑕᖅᓯᓐᓂᖅᓯᒪᑦ ᐃᖅᑲᓇᐃᔨᕈᓐᓂᖅᑎᑕᐅᓂᖅᓯᒪᓪᓗ ᐱᙵᓪᓕᕐᕈᑕᐅᙵᐅᑐᑦ ᑕᑯᐱᐅᑎᑕᐅᕐᓗᑦ ᐊᑭᓕᑦᑎᐊᐅᑎᑕᐅᓪᓗᑎᒃ ᐊᖅᑎᖓᔪᓐᓇᓂᖅ ᐊᖅᑭᓕᕐᕈᑕᐅᓂᓚᖅᓗᒃᑕ.

(i) ᓴᓂᖅᙵᐅᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᓂᖅᓯᓇᐊᓪᓕᑦ

ᑭᓇᐅᔨᓂᐅ ᐊᑐᖅᓂᓀ ᐱᖃᑦᑕᖅᑐᖅ ᐊᑭᐅᔪᒥᐅ-ᐊᑐᖅᑎᑎᓴᓂᐊᖅᖢᓂᑎᒃ ᐋᖅᑭᐅᔨᓂᐅᓀᑦ ᐊᑐᖅᑕᐅᖅᑦᑕᖅᑐᑦ ᐊᐅᓪᓚᑕᑎᓂᖅᓗᐅᑎᒃ NEBS-ᓀᑦ ᒪᖅᑲᐅ ᑭᓇᐅᔨᖏᓂᓂᑦ ᐊᐅᔨᓴᐅᓀᑦ ᐃᓕᓴᐅᖅᑦᑕᖅᑐᑦ ᐊᐅᔨᓴᐅᓪᓚᑎᒃ ᐊᖅᑭᐳᒍᒪᒻᒪᑦ.

(j) ᑭᓇᐅᔨᐃᑦ ᓇᒧᓏᖅᓯᓪᓕᐊᓂᖏᑦ

ᐱᑎᑦᑎᐊᒪᓂᖅᓗᑦ ᐊᐅᑐᐊᓂᖅᑲᓂᖅᓴᐅᔨᓂᐅᒃ ᑐᓴᖅᑕᐅᔨᓂᓴᓂᐅᒃ ᓇᒧᓏᖅᓯᓪᓕᐊᙳᓂᖏᑦ ᐱᔨᐅᙳᐅᓪᓚᑎᒃ ᐊᓂᑎᑕᐅᙳᐅᓪᓚᑐᒃᓴᓂ ᑲᑐᐅᖅᑐᑎᓂᖅᓴᐅᓂᖅᓂᐅᒃᑐᓂ ᐅᑯᑎᒍᓇᖅ, ᑲᓇᑕᒥᐅᓇᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓯᒪᑦ ᐊᑐᖅᑕᐅᙳᐅᑐᓇᓂᑦ ᐃᓕᓇᖅᓯᐅᑎᑦᑕᖅᑐᑦ ᕿᑎᓴᑕᐅᓯᒪᔪᓇᑦ, ᑕᕐᓇ ᑲᑐᐱᓴᑎᒍᖏᓐᓇᖅ ᓂᕈᐊᓚᖅᑕᖅᓯᒪᓕᕐᓂᖅ ᐃᓕᓴᐅᑎᓕᓚᖅᑐᑦ ᐃᓕᑎᐅᔨᓕᓚᓪᓚᑕᒍᓗ ᑕᒪᑲᐊᑭᓇᐅᔨᓕᕆᓂᖅᓯᒪᑦ, ᐅᓂᖅᑲᐅᖅᓯᒪᔪᓂ ᑭᓇᐅᔨᓕᕆᓂᖅᓯᒪᓪᓗ ᓇᒧᓏᖅᓯᓪᓕᐊᓂᖏᑦ ᑕᒪᐃᓐᓇᓂᖅᓯᒪᑦ ᐅᓂᖅᑲᐅᖅᓯᒪᔪᑦ.

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᖅᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓯᓕᓴᐅᖅᑐᒧᑦ ᑎᓯᐱᓇ 31,

2. ᐅᓱᔨᓇᖅᑐᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᐊᖏᐃᑦ, ᐅᐃᒍᖏᑐ

(j) ᑭᓇᐅᔨᐃᑦ ᓇᒧᖏᑲᖅᐸᑦᓕᐊᓂᖓᓂᑦ, ᐅᐃᒍᖏᑐ

ᑐᕀᖅᑕᐅᔪᖏᑦ ᑲᑐᔨᖅᑎᑎᑦᓱᔪᑉ ᖃᖏᑲᑯᔪᖅᑎᑕᖏᓚᓄᑦ ᑭᓇᐅᔨᐃᑦ ᐱᓚᐅᓂᓂᖓᓂᔭᓄᑦ ᑭᓇᐅᔨᐃᑦᓗ ᐊᑭᓕᐅᑕᐅᓂᓂᖓᓂᔭᓄᑦ ᑕᒪᐃᓂᓂ ᑭᓇᐅᔨᕐᔪᑎᑦᑎᑲᐅᔪᓂ ᑲᑐᔨᖅᑎᑎᑦᓱᔪᑉ ᐊᐅᓚᑦᓂᖏᖏᑐᓂᖅᓴᒧᑦ ᑲᑐᔨᖅᑎᑎᑦᓱᔪᑉ ᑲᓇᖏᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖅᑭᓗᓂᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ
ᐃᓕᓇᖅᓯᐅᑎᕐᓴᓂᑦ ᕿᖏᓐᓂᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖏᓪᓗᑦ ᐅᓂᕐᑲᓕᐊᓂᑦ
ᐅᑭᐅᖏᓪᓗᑦ ᐃᓯᓕᓕᐅᖅᑐᓗᑦ ᑎᓯᐱᓇᑦ 31,

2. ᐅᓐᓴᖏᓇᖅᑐᑦ ᑭᓇᐅᔨᓕᕆᓂᖏᓪᓗᑦ ᐊᑐᐊᖃᐃᓇᑦ, ᐅᐃᒍᖏᑲ ᓯᓚᑦᓂᓕᕆᓕᖅᑲᑦ ᑭᓇᐅᔨᖏᑎᒍᑦ ᑐᑭᓕᐅᖅᑕᐅᕐᑲᖅᓂᖅᐸᕐᑦ ᑕᐅᖅᓯᓂᖏᓪᓗᑦ ᐊᑭᑎᔨᐅᕙᑦᑐᑦ ᐊᑐᖅᑕᐅᔪᒥ ᐅᓂᕐᑲᖅᑲᐃᐅᕐᓴᑦ ᐅᓚᓪᓕᖅᓯᓗᒃ. ᑭᓇᐅᔨᓕᕆᓂᖏᓪᓗᑦ ᐃᓐᓇᑭᖅᓂᓂᑦ ᐃᓕᓴᕆᓇᐅᕙᓪᓕᖅᑐᑦ ᑭᓇᐅᔨᓕᕆᓂᑭᑐᑦ ᑕᐅᖅᓯᓂᖏᓪᓗᑦ ᐊᑭᑎᔨᐅᕙᒥ ᐅᓚᓪᓕᖅᓯᓗᒃ ᑕᐅᖅᓯᐅᔨᕐᓂᓪᓗᒍ. ᑕᐅᖅᓯᓂᖏᓪᓗᑦ ᐊᓐᓇᑭᖅᓂᓂᑦ ᐃᓕᓴᕆᓇᐅᕙᓪᓕᖅᑐᑦ ᑭᓇᐅᔨᓕᕆᓂᑭᑐᑦᑕᐅᕙᒥᓂᖅ ᐊᓯᐅᓇᖅᐅᕙᒥᓂᓚᓐᓂᑦ ᓴᖅᑭᒃᐸᑦᓕᐊᑎᓕᒍᑦ.

3. ᑭᓇᐅᔨᓕᕆᐅᕋᓯᐊᖅᓂᑦ

ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᑦ ᐸᖅᓇᑦᑕᐅᓯᒪᔨᑦ ᑭᓇᐅᔨᓕᕆᐅᕋᓯᐊᑕᑎᑦ ᖃᓄᐃᑦᑐᓂᕐᒥᑦ ᐊᖏᖅᑯᓄᑦ ᐊᐃᔨᐅᓂᑎᓂᓪᓗᑦ ᐊᑭᖓᓄᑦ ᕋᔭᕋᖅᐸᑦᓕᐊᕙᖅᓯᒪᔪᒃ ᐃᒪᓐᓇᑦ:

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒥᑦ ᐅᓂᒃᑳᓕᕐᕕᓂᒃ
ᐅᑭᐅᖅᓴᒥᑦ ᐃᓕᓴᕐᓂᐅᖅᑕᒥᑦ ᑎᓯᐱᓇᑦ 31,

3. ᑭᓇᐅᔨᓕᐅᕆᓯᐊᕐᑕᑎᑦ, ᐅᐃᒍᖏᑐᒃ

	2025		2024	
	ᐊᑭᖏᑐᒃ	ᓂᐅᕿᑕᑎᕙᓪᓕᑦ	ᐊᑭᖏᑐᒃ	ᓂᐅᕿᑕᑎᕙᓪᓕᑦ
ᖃᓄᑎᖓᓂᖏᑐᒃ 1				
ᑲᓇᑕᒥ ᓇᖏᒥᓂᖅᑲᖏᑕᐅᓂᖃᓕᑦ	$ 97,506,091	$ 111,707,445	$ 85,155,835	$ 90,719,912
ᑲᓇᑕᐅᔪᓯ ᓯᓚᑕᔾᓂᑦ ᓇᖏᒥᓂᖅᑲᖏᑕᐅᓂᖃᓕᑦ	202,827,080	238,144,368	192,942,796	218,531,440
	300,333,171	349,851,813	278,098,631	309,251,352
ᖃᓄᑎᖓᓂᖏᑐᒃ 2				
ᐊᑦᑭᓱᓯᒪᓕᕆᔨᖅᑐᑦ ᑭᓇᐅᔨᓕᐊᓇᑦ	234,240,27	200,648,98	162,081,11	172,713,08
ᑲᑎᖏᓴᑦ ᑭᓇᐅᔨᑦ	1,335,777	1,335,77	2,333,637	2,333,637
	235,576,04	201,984,76	164,414,75	175,046,72
ᖃᓄᑎᖓᓂᖏᑐᒃ 3				
ᐃᓱᒪᓂᑦ ᓄᓇᒧᑦᓗ	28,090,01	30,929,410	27,059,989	30,262,919
ᐊᐅᓚᐅᓇᓂᐅᑎᓂᑦ ᑭᓇᐅᔨᑦ	38,000,00	41,371,981	-	-
	66,090,01	72,301,391	27,059,989	30,262,919
	$ 601,999,236	$ 624,137,966	$ 469,573,373	$ 514,560,992

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓪᓗᓂ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᓕᓴᖅᓯᐅᑎᕐᓴᓂᑦ ᕿᑎᓄᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᕐᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓯᓕᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓇ 31,

3. ᑭᓇᐅᔨᓕᐅᕆᓯᐊᕐᑐᑎᑦ, ᐅᐃᒍᖏᑐᒃ

ᖃᐅᓪᓂᑦ ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᐅᕈᑕᐅᓯᒪᔪᑦ <<ᑕᐅᓯᒪᓯᖏᓐᓄᑦ ᑲᓇᑕᒥᑦ ᑭᓇᐅᔨᐅᑯᐊᓘᓂᓄᑦ ᐊᖏᒪᓗ ᐱᔨᐅᑦᓴᖅᑎᑦᑐᑦ ᑭᒍᐱᔪᑦ ᐅᓪᓗᓂᔨᐅᔪᑦ.

ᐊᐃᔨᑦᑎᑦᑎᓗᓂ ᐊᑭᖏᓐᓄᑦ ᖃᑯᐊᓪᓚᕆᐊᓂᓕᖏᓐᓄ ᐅᓂᐊᐅᔨᐅᓯᒪᑎᓪᓗᔭ ᑎᑎᕆᖅᓯᒪᓂᖏᓐᓄᓂ 2(c–ᒥ) ᐊᑐᓕᐊᖅᐳᖅ ᑕᐅᑐᐃᓴᕈᐅᓗᑎᑦ ᓂᐅᖅᑭᑎᖅᑎᓂᒧᑦ ᐃᓕᓐᐅᖅᖅᑕᐅᓯᒪᔪᓂᑦ ᑕᐃᒪᐃᑦᑐᑦ ᐃᓕᓐᐅᖅᖅᑕᐅᓯᒪᔪᑦ ᐱᑕᖅᑦᖏᓐᑕ. ᑭᓇᐅᔨᓕᓕᔪᐊᑎ ᓇᓂᓂᓕᓕᖏᓐᓄ ᐊᑎᑎᑲᑎᒋᔭᖏᑐᑕᐅᓂᐳᖅᐳᖅ ᖃᓄᐃᓕᓴᕐᓕᐊᓕᒪᔪᓂᓂᓂ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖅᑭᓐᓂᒃ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᓐᓇᖅᓯᐅᑎᕐᓴᓂᒃ ᕿᖏᓇᐅᑎᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖏᓪᓗᑦ ᐅᓂᕐᑲᓕᐊᓂᒃ
ᐅᑭᐅᖏᓪᓗᑦ ᐃᓯᓕᓕᐅᖅᑐᓗᑦ ᑎᓯᐱᓇᓗ 31,

3. ᑭᓇᐅᔨᓕᐅᕆᓯᐊᕐᑭᑎᑦ, ᐅᐃᒍᖏᑐ
- ᐃᒡᓗᓇᓂᒃ ᓄᓇᒧᓕᓗ ᑭᓇᐅᔨᖏᓂᑎᑎᐅᔨᔪᑦ ᐅᑯᐊᖏᑲᓂ, BGO Prime Canadian Property Fund. ᓯᓂᓕᖅᑎᑐ, ᒪᑐᐃᓐᖏᒍᑐᖅ ᐃᒡᓗᓇᓂᑲ ᓂᐅᕐᐊᕐᓴᖅᑐᓂᔪᓐᓇᖅᑐᑦ ᖃᓄᐃᓕᓕᐅᕐᑕᐅᔪᒪᔪᖅ ᐊᐅᓪᓚᑕᐅᓪᓗᓂᓂ BentallGreenOak (BGO), ᑭᓇᐅᔨᓕᐅᕆᓯᐊᖏᓂᖅ ᐊᐳᔨᑦᓯᕐᒥᔨᖅᑐᑐᓂᒃ ᐱᓕᓚᐊᕐᓴᓂᒃ ᐱᐅᑎᑕᐊᖅᑐᑐᓂᒃ ᑲᓇᑕᒥ ᓴᓇᓐᖓᓂ, ᖃᓴᓯᒃᓕᓐᓄᑦ ᖃᑕᖅᓯᒪᑎᑦᓄᑦ, ᓂᐅᕐᐃᓐᖓᓂ ᐊᓪᒪᒪ ᑎᑎᕆᖏᓐᖓᓂ ᓇᖅᒥᓂᓚᐅᔪᓂᒃ. ᑲᒪᒋᔨᖃᓯᖅᓂᒃ ᑲᔪᓯᓄᓇᕗᓇᖅᑐᓂᒃ, ᖏᓂᑎᓪᓗᓂᒃ ᐱᖏᑎᒃᓂᒃ ᐊᖏᕐᓴᓂᒃ ᓂᐅᕐᓴᐅᑎᓂᖅᑐᑐᓂᒃ ᐊᑐᐅᓂᖅᑐᑦ ᐊᐳᔨᑦᓯᕐᒥᔨᖅᑐᑐᓂᒃ ᐊᑭᐅᓯᑎᓂᓪᓗ ᓴᓐᓂᒥᐊᖅ, ᓵᓐᓂᐊᖅᒥ, ᒪᓐᑐᓚᐊᒥᓗ, ᑐᖏᓚᒃᖃᖅᓴᑎᒃ ᑭᓇᐅᔨᓕᐅᕆᑎᐊᓂᕐᒥᒃ ᐊᑭᑐᓯᑎᓂᓪᓗ ᐱᓵᓕᓕᖅᑎᓂᕐᑎᓂᕐᒥᒃ. ᑕᒃᓂᐊ ᑭᓇᐅᔨᑦ ᐊᑭᖃᖅᑎᑕᐅᓵᔪᑦ ᓇᓕᐅᑦᑕᖅᑕᐅᓂᕐᓂᒃ ᐊᐳᔨᑦᑎᑎᕆᓂᓪᓗᑎᒃ ᐊᑭᖏᑦᓂᒃ ᒪᓕᒃᐸᒃᓴᑎᑦᓗ ᐃᒡᓗᓇᓂᑲ ᓄᓇᒧᓕᓗ ᖃᐅᔨᓴᖅᑎᑕᐅᓂᖅᑐᑦ ᐃᓕᓴᒃᓂᖅᑐᓂᑲ ᐃᓕᑕᒪᔨᐅᓂᕐᓂᓪᓗ ᖃᐅᔨᓴᖅᑎᓂᒃ ᐃᓪᓚᖃᓐᓇᖅ ᐊᑐᖅᐸᒃᓴᑦ ᐊᑕᐅᓂᕐᓴᖅᑐᑦ ᐅᖓᑖᓄᓕᒻᒥᓂᓪᓗ ᐱᖓᓱᓂᕐᓂ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᓂᕐᓂ ᖃᐅᔨᔪᓴᐅᑕᐅᓴᖅᑐᓂᕐᓂ ᐊᑭᖏᑦᓂᒃᓯᕐᒪᑦ: ᐃᓇᖅᑲᓂᔪᓂᕐᒪᑦ ᐊᑭᖏᑦᓂᕐᓂ, ᑭᓇᐅᔨᓕᐊᓂᒃ ᐊᑐᑕᐊᑭᑎᒃ ᐊᒻᒪ ᐊᐳᔨᑦᑎᖅᓂᖅᑐᓂᕐᓂᒃ ᖃᐅᔨᔪᓴᓂᔪᓐᓇᖅᑐᑦ.

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒍᑦ ᐅᓂᖅᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒍᑦ ᐃᓯᓕᓕᐅᖅᑐᒍᑦ ᑎᓯᐱᓇᕆ 31,

4. ᐱᖅᑎᖅᔪᐊᑦ ᐊᒻᒪᓗ ᐱᖅᑎᖅᔪᐊᑦ

ᐊᐳᔨᒋᓕᖅᑎᑎᓂᖅ ᑲᔪᓯᑎᑕᐅᔪᓄᑦ ᖃᐅᔨᓯᐅᓂᖓᓕᒫᑦ ᐊᑭᑐᔪᓂ ᐱᖅᑎᑎᕐᕿᐅᔪᓂ ᐱᑎᐊᖏᓐᓇᓂ
ᐃᓯᓕᖏᓐᓄᑦᓂᓗ ᐊᖅᑏᔨᑎᕿᐅᔪᓄᑦ ᐃᒪᐃᓕᖏᓐᓄᑦ:

	ᐊᓕᓐᓂᖏᓐ ᐱᖅᑎᑦ	ᖃᓄᑕᐅᕿᖅ ᐱᖅᑎᑦ	ᐱᖅᑎᖅᔪᐊᑦ ᐱᖅᑏᑦ	ᑲᑎᒪᔨᑦ
ᐊᑭᐊᒃᓯᖏᓐᓄᑦ:				
ᐊᒥᐊᒃᓯᖏᓐᓄᑦ, ᐊᖅᑏᒍ	$ 5,183	$ 47,028	$ 913,267	$ 965,478
ᐃᓕᑭᐊᑭᑎᑦ	-	20,518	467,055	487,573
ᐊᒥᐊᒃᓯᖏᓐ, ᐊᖅᑏᒍᑉ ᓄᖅᓴᐊᓂ	5,183	67,546	1,380,322	1,453,051
ᑲᑎᕿᓚᓕᐊᑦ				
ᐊᒥᐊᒃᓯᖏᓐᓄᑦ, ᐊᖅᑏᒍ	(5,183)	(36,730)	(396,701)	(438,614)
ᐊᑭᖏᑕᓂᓕᖅᓯᓚᓕᐊᓂᖏᓐ	-	(13,828)	(31,948)	(45,776)
ᐊᒥᐊᒃᓯᖏᓐ, ᐊᖅᑏᒍᑉ ᓄᖅᓴᐊᓂ	(5,183)	(50,558)	(428,649)	(484,390)
ᐊᒥᐊᒃᓯᑦ ᐋᔪᐃᖅᐳᓕᐅᖅᑎᓚᓕᑦ	$ -	$ 16,988	$ 951,673	$ 968,661

ᐃᓕᓚᐅᔪᕐᓕᐅᓕᔪᑦ ᐊᑭᑐᔪᓂ ᐱᖅᑎᑎᕐᕿᐅᔪᓂ ᖃᓄᑕᐅᕿᖅᐳᓕᐅᖅᓂᑦ ᐱᓚᓗᒃᔪᕆᐅᐳᖅᑐᑦ ᐊᑭᑐᔪᕐᒪᔪᑦ
ᐊᑐᖅᑐᐊᖅᑕᐅᓕᒫᓚᓗᑎᒃ ᐊᑭᖅᑲᓗᑎᒃ $20,846–ᓂᒃ (2024–Γ
- $20,846), ᑲᑎᓕᔪᑦ ᐊᑯᓂᐅᔪᒍᑦ ᐊᑭᓚᖅᑐᐃᓂᖅᓴᒍᑦ $17,355-ᓂᑦ (2024 - $10,413), ᐊᒻᒪᓗ ᐱᓕᐅᓕᔪᑦ
ᐊᑭᖓ $3,491-ᓂᑦ (2024 - $10,433).

5. PENAD-Γᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ

NEBS-ᓄᑦ ᐅᑎᖅᑕᕐᓂᑦᑐᒥᑦ ᐱᖅᓄᐅᔪᐸᒃ ᐊᐃᒃᑐᖅᓕᔪᓴᓄᑦ ᐊᑐᖅᑐᐊᖅᑐᑦ; ᓇᓗᓇᐃᓕᖅᓕᓕᔪᑦ ᐃᒪᓐᓇᑦ:

	2025	2024
Canada Imperial Bank of Commerce ᖃᓄᐱᐅᓕᓚᑦᔪᓂᑦ $1,000,000 ᐅᑎᖅᑕᕐᓂᑦᑐᒥᑦ ᐊᑭᓕᐅᔪᓕᓄᑦ ᐊᑐᖅᑐᐊᒐᖅ - ᐱᓪᓗᐊᑕᖅ + 1%, ᑕᖅᑭᑕᒻᒥᑦ ᐊᑭᓕᐅᑎᑦ $16,666.62 ᖃᑐᐱᔪᐅᑎᒍᓚᓗ ᐃᓕᓕᐅᑎᓗᒍ. ᖃᑐᐱᔪᐅᖃᑎᑐᐊᓄᑦ ᐊᑭᓕᐅᑎᑦ ᑭᔪᐊᓂ ᐱᓕᓓᖅᓴᖅ ᔪᐊᒻᒪᓴᑎᖅᑕᐅᑎᐊᖅᐸᑦ.	$ 371,685	$ 752,081

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒍᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒍᑦ ᐃᓯᓕᓕᐅᖅᑐᒍᑦ ᑎᓯᐱᓇ 31,

5. PENAD-ᒥᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ, ᐅᐃᒍᖏᑲ

ᓴᓗᓵᕆᐅᔪᖅ
ᐅᔨᓄᖏᑲ:

1. ᐊᑐᖅᑕᐅᓯᒥᒃ ᒥᐊᓂᖅᓯᓂᓴᑦ ᐊᖏᕐᖃᑎᑎᒋᔭᑎᑎᒍᑦ ᐱᔪᓇᖅᑎᑦᑎᔪᒥᒃ ᓯᓚᕐᓂᖅ ᒥᐊᓂᖅᓯᓂᕐᒥᑦ ᐃᖏᓂᐅᑕᑎᒥᑦ ᑕᒪᐃᓐᓄᓵᑦᑦ ᐅᓪᓗᒥᑦ ᐅᓂᓗᒥᐅᔪᓴᑦ ᐊᒻᒪᓗ ᑭᖑᓂᐊᔪᑦ ᐱᓕᕆᐊᓂᖅ ᓇᖏᒥᓴᑦ ᐱᑎᕆᐅᔪᒥᑦ.

2. ᐊᑭᑦᑐᓴᑦ ᐱᔨᑎᑎᕿᑎᓴᑦ ᐊᖏᕐᖃᑎᑎᒋᔭᑎᑎᒍᑦ 1.25-ᒥᑦ 1.00-ᓴᑦ
ᐅᖓᑖᓄᓪᓚᓂᑦ. ᒪᓕᒐᑎᐊᖅᑐᖅ.

ᖃᓄᑕᐅᕆᓕᕐᓗᒋᑦ ᐊᓯᔾᔨᖅᑕᐅᔪᑦ ᓂᓇᐅᑭᕆᐅᐳᑦ ᐊᑐᐃᓐᓇᐅᓕᓕᕋᓯᑎᕆᐅᓪᓚᑎᒃ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᓯᓚᑎᒃ ᐊᑐᖅᑐᐊᕐᓂᖅᑐᐃᓐᓇᖅᑐᑦ 2026 ᐊᑐᖅᑎᓪᓚᐃᔪ.

6. ᐊᑭᑐᔪᓂᒃ ᐊᑐᖅᑐᐊᓇᐊᖃᖅᓂᓴᑦ ᐊᑐᓇᐊᖃᖅᓪᓚᓇᒃᑐᑦ

ᐱᖅᑎᕆᔪᐊᓂᒃ ᐊᑐᖅᑐᐊᖅᓂᖅ Xerox Canada Ltd.-ᑯᓂᑦ ᐊᒥᓯᓕᐅᕈᑎᒍᑦ ᐊᓕᓚᓇ ᐊᐅᓕᐅᕈᑎᒍᑦ ᐱᔨᐅᓯᒪᔪᒥᒃ ᐊᑭᖃᖅᓴᓂᓂ $3,492-ᓂᑦ (2024 - $10,434), ᑎᑎᕆᐅᓯᐅᓯᒪᔪᑦ ᐊᐅᐅᖅᓄᓂᑦ ᐅᓪᓗᒥᐅᔪᑦᑦ ᐊᑭᐅᐅᔪᒍᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᒥᒃ ᐊᑭᓕᖅᑐᐃᓂᓴᑦ ᐊᑐᖅᓴᓂᑦ ᐃᖏᓂᐅᑕᑎᓄᑦ ᓄᓇᕗᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ. ᖃᐅᑎᖓᑎᐅᑕᐅᖃᑦᑕᓂᓂᐊᕆᐅᔪᖅ ᖃᓄᐃᑐᖅᓂᓂᐊᓂᖓ ᑕᐃᒪᐃᓕᓚᖅᓂᓂᐊᓂᓴᑦ ᐃᒪᓕᐅᕈᑎᒃ 10.15%–ᖓᔪᖅ, ᑕᒪᓕᓚ ᐊᑐᖅᑐᐊᖏᓂᖅ ᐃᓕᓴᕐᕕᖏᖅᓴᓂ ᓄᕕᐱᓇ 3, 2028–ᒥ, ᑕᓕᓚ ᐊᑭᓕᖅᓯᓄᓕᕆᓚᓂ ᑎᓴᒪᐃᖅᓯᖏᓚᐅ ᐊᖏᕐᕕᑕᐅᔭᕐᓕᐊᓂᒃ $1,237-ᓂᒃ ᑕᒪᓕᓚ ᐃᓕᖅᖃᖅᓴᓂ ᖃᐅᑎᖓᑦᑎᐊᕈᑦᑐᐃᓐᓇᖅᑐᑦ ᐊᑭᖃᖅᓴᓂ ᐊᑐᖅᑐᐊᖏᓂᖅ ᐊᑭᖃᖅᓴᓂ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓂᒃ ᐊᑭᐅᔨᓕᕆᓂᖅ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓂᓄᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᓐᖓᖅᓯᐅᑎᓄᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᓗᓂᔪᒧᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖏᒧᑦ ᐃᓯᓕᓴᐅᖅᑐᒧᑦ ᑎᓯᐱᓗ 31,
ᐅᐃᒍᒋᐊᖅᑕᐅᔪᓄᑦ ᑎᓯᐱᓗ 31, 2024-ᒥᑦ ᐊᑭᓕᑲᖏᐃᐅᑦ ᐊᑦᔨᑦᑎᖏᑦ ᐊᑐᖅᑕᐅᓴᐅᖅᑐᓄᑦ ᐊᑭᐅᔪᓄᑦ ᑎᓯᐱᓗ 31, 2023-ᒥ. ᑎᓯᐱᓗ 31, 2025-ᒥᑦ ᓇᓴᐅᑦᑕᖅᑕᐅᓯᒪᔪᑦ ᐱᓕᓕᐊᖏᓐᓄᑦ ᐊᑐᖅᓱᑦ ᐱᓕᓕᐊᓂᑲᑦ ᑭᓇᐅᔨᓕᐊᑲᓄᑦ <ᖏᓇᐅᑎ ᑎᓯᐱᓗ 31, 2024-ᒥᑦ. ᑎᓯᐱᓗ
31, 2024-ᒥᑦ ᓇᓴᐅᑦᑕᖅᑕᐅᓯᒪᔪᑦ ᐱᓕᓕᐊᖏᔪᐅᖅᑐᓄᑦ ᐊᑐᖅᓱᓯᑦ ᐱᓕᓕᐊᓂᑲᑦ ᑭᓇᐅᔨᓕᐊᑲᓄᑦ <ᖏᓇᐅᑎ ᑎᓯᐱᓗᒥ
31, 2023–ᒥ. ᑲᔪᓯᓇᖅᑐᓄᑦ ᐃᓯᒪᓕᑎᓄᑦ ᖃᓄᐃᓕᓕᖏᓐᓂᖅᑎᑕᐅᔪᖅ ᐊᑲᑭᑲᓯᖅᑕᐅᓴᐅᓯᒪᔪᓄᑦ ᐊᑐᖅᑐᖃᖅᓱᓂ ᖃᓄᓂᐊᕐᓯᑎᐅᔪᓯᓂᑲ ᐱᓵᕐᓕᕐᓂᔪᒧᑦ ᐊᑭᓕᑦᑕᓇᓴᖅᑕᖏᓐᓄᑦ ᐊᑐᖅᑕᐅᓵᑲᑦ (ᑕᐅᓇᑦᑕᐅᖅ ᐃᒪᓇᓇ ᖃᐅᔨᒪᔨᐅᑦᓴᓂᓂ, ᖃᓄᓂᐊᕐᓯᑎᐅᔪᓯᓂᑲ ᐊᑕᐅᔪᒃ ᐊᑭᓕᑲᖏᐃᕐᓂᔪᒧᑦ ᐊᑐᖅᑕᐅᓵᑲᑎᑲ).

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓂᒃ ᐱᔨᑎᑎᖅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓂᒃ/ᓂᖏᓐᖓᖅᓯᐅᑎᓂᒃ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒥᑦ ᐅᓂᒃᑲᓕᐊᓂᒃ
ᐅᑭᐅᖅᓴᒥᑦ ᐃᓯᓕᓯᐅᖅᑐᑐᒥᑦ ᑎᓯᐱᓇ 31,

7. ᐃᓕᓇᖅᓯᐅᑎᑦᑕᖅᖢᓂᕐᓂᖅᓴᒥᑦ ᐊᑐᓇᐊᖅᑲᓕᓇᒃᖢᑦᑐᑦ, ᐅᐃᒍᖏᑦ

ᖢᖅᓇᐅᑎᐅᑦ ᐊᑭᓕᑲᖏᖓᑦᑕ ᓇᓕᐅᑦᑕᖅᑕᐅᓯᒪᔪᓯᑦ ᑎᓯᐱᓇ 31, 2025-ᒥᑦ ᐊᒥᓯᙵᓇᐊᖅᓴᓗᑦᑕ ᐊᑭᓕᑲᖏᖓᐃᓕᑦ ᑭᙵᓐᓂᖅᖢᒥᑦ ᐊᑭᐅᔪᓂᖅ ᐅᑉᐳᓕᒥᑦ ᐅᖅᑲᐅᔪᓕᐃᓂᐅᐅᑦ ᖃᐅᔨᓴᐃᓂᐅᐅᑦ ᐃᑲᔪᐃᑎᓂᒃ, ᐊᓚᒪᓗ ᐃᓱᖅᓴᓂᒃ ᐃᑲᔪᐃᑎᓂᒃ ᐊᑭᓕᐅᑎᑦ ᖃᑎᖅᖢᑦᑐᓕᓇᔪᓂᒃ ᐃᓱᖅᓴᐅᑎᖅᑕᐅᓂᒃ, ᐊᓚᒪᓗ ᐋᖅᓴᓂᒃ ᐃᑲᔪᐃᑎᓂᒃ ᐊᑭᓕᐅᑎᑦ ᖃᑎᖅᖢᑦᑐᓕᓇᔪᓂᒃ ᐃᓱᖅᓴᐅᑎᖅᑕᐅᓯᒪᔪᓯᑦ ᑎᓯᐱᓇ 31, 2024-ᒥᑦ ᐱᓕᓚᔨᖅᓴᓂᒃ ᐊᑐᖅᑐᓂᒃ ᖃᐅᔨᓴᓕᖅᑕᖅᑐᒍᑦ ᓇᓴᐅᔪᓚᑦᒥᑦ ᐅᓂᒃᑲᓕᐊᓂᒃ, ᐊᑦᑭᑭᒋᐊᖅᑕᐅᓯᒪᔪᓯᖅ ᐊᑦᔨᐸᖅᔨᓂᖅᓴᓂᒃ ᐊᑐᖅᑕᐅᓯᒪᔪᓯᓂᒃ ᑕᐅᑐᖏᓐᓄᑦᑕᐅᓯᒪᔪᓯᑦ ᑐᓂᐅᕐᓂᒃ, ᐊᑐᖅᑕᐅᓯᒪᔪᓯᓂᒃ ᑕᐅᑐᖏᓐᓄᑦᑕᐅᓯᒪᔪᓯᑦ ᑐᓂᐅᕐᓂᒃ ᓂᓚᐅᑎᔪᐅᓯᑦ ᑐᓂᐅᕐᓂᒃ ᐃᓕᓴᕐᓂᖅᓴᓂᒃ ᐊᑐᖅᑕᐅᓯᒪᔪᓯᓂᒃ ᑕᐅᑐᖏᓐᓄᑦᑕᐅᓯᒪᔪᓯᑦ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓪᓗᓂ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᓪᒍᖅᓯᐅᑎᓄᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒍᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒍᑦ ᐃᓯᓕᓕᐅᖅᑐᒍᑦ ᑎᓯᐱᓇᓗ 31,

ᑕᐃᒪᐃᓐᑐᓕᔨᒪᓇᖏᑦ ᐊᑭᑎᑎᑕᐅᔪᑦ ᐱᔭᐦᑎᑦ ᖃᓄᓯᐅᓂᓇᖅᖏᑦ ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᓐᓂᑦ ᐊᑐᖅᑐᖃᖅᓂᓂ ᓂᐅᖅᑭᑕᐅᓂᖏᓐᓄᓄᑦ ᐊᑭᓕᑦᑕᖏᓐᓂᑦ ᐱᔭᐦᑎᑦ
ᑎᓯᐱᓇᓗ 31, 2025 ᐋᖅᑭᑎᐊᖅᑕᐅᓯᒪᓕᒪᓂᓗ ᐊᑭᓕᖅᑕᐅᓯᒪᖏᓪᑐᓂᓄᑦ ᑐᓄᓂᖅᓄᑕᐅᔪᓐᓄᑦ,
ᐱᔪᓐᓕᕐᑕᐅᔪᓐᓄᑦᓕᓕ ᐊᑭᓕᐅᑕᐅᔪᓐᓄᑦ.

ᐊᑭᑎᑦᖏᓐ ᐋᖅᓯᖏᕐᕕᐅᖅᑲᖅᑎᒃᓕᑎᑦ ᐱᑎᑦᐅᔨᑦ ᒪᓂᒪᔨᑦ ᐃᑲᔪᑎᓄᑦ ᐊᑦᔨᑎᑦᖏᓐᓄ ᑭᖅᑭᑎᐊᖅᓯᒪᔨᖅᖅ ᑭᓇᐅᔨᓂᓂᑲ ᐊᐅᓚᑦᑎᐳᔨᑎᓄᑦ ᐱᑎᑦᐅᔨᓴᓄᑦ ᑎᕆᒪᔨᐅᑎᓄᑦ ᐅᑭᐅᓂᖅ ᑎᑎᒪᓂᑦ ᐅᑭᐅᓄᑦ ᑎᓯᐱᓇᓗ 31, 2025-ᒥᑦ.

8. ᐱᓕᓚᐊᓂᒃᑐᓄᑦ ᑭᓇᐅᔨᓕᓕᒪᓕᑦ ᑐᓂᔅᑕᑎᑦ

ᐊᑭᓕᖅᓯᐃᓂᕐᓕᐅᔪᑎᓄᑦ ᑭᓇᐅᔨᖅᑕᓚᔨᐅᔨᑦ ᐊᖅᕿᒧᒍᑎᖅᖏᓐᓂ ᐃᓕᓇᖅᓯᐅᑎᑕᖅᑐᑦᖅᓴᓂᖅᓯᖏᓐᓄᓄᑦ ᓴᖅᓇᑕᐅᔪᓕᔨᓄᑦ ᓴᓴᑕᐅᔨᓄᑦ ᑭᓇᐅᔨᖅᓯᒪᑎᑦᖅᓴᐅᔨᑦ ᐅᑯᓂᖏᓐ ᐃᓗᓕᓂᖅᓴᐅᓕᖅᑐᖅ>ᑦ:

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᓚᓂᖅᑐᒧᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᑐᒧᑦ ᐃᓯᓕᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓚ 31,

8. ᐃᓕᓇᖅᓯᐅᑎᑕᖅᑐᖃᖅᐸᖏᓂᖅᓄᑦ ᑐᓕᓂᖅᑯᑕᐅᕙᒃᑐᑦ, ᐅᐃᒍᖏᑐ

	2025	2024
ᐃᖅᑲᓇᐃᔨᖅᑎ ᐃᖅᑲᓇᐃᔨᖅᑎᑦᑎᐅᓴᓪᓗ ᐊᓕᓐ ᐊᑭᖏᑦ ᐱᔨᑦᑎᑕᑎᓄᑦ	$ 39,185,523	$ 36,154,274
ᐃᖅᑲᓇᐃᔨᖅᑎ ᓯᕗᓂᐊᒍᑦ ᐊᑭᑎᖅᑕᖅᓯᒪᔭᖏᑦ ᐱᔨᑦᑎᑕᑎᓄᑦ	-	-
ᐃᓯᒪᖅᓯᓄᑎᑦ ᐊᑭᓕᓵᖅᓂᓂᖅᑕᖅᑐᑦ ᐊᑭᓕᖅᓯᓵᓕᐊᔭᖏᑕ	2,918,805	4,441,499
ᓄᖅᖅᑎᑦᑎᔪᑦ ᐃᓕᒥᔨᐅᓱᑎᓄᑦ ᓂᐅᕕᖅᑕᐅᓂᖏᑦ	86,112	-
ᐃᖅᑲᓇᐃᔨᖅᑎᑦᑎᐅᒍᒪᑦ ᑭᓇᐅᔨᖅᓂᖅᑎᑕᐅᖅᖏᑦᑐᑦ ᐊᑭᓕᓚᐊᓪᓕᑦ	38,104	-
	$ 42,228,544	$ 40,595,773

ᐊᑕᐅᓯᖏᖓᑲ ᐃᓕᒥᔨᐅᓱᑎᒥᑲ ᓄᖅᑲᖅᑎᑦᑎᔪᖁᓕᐅᖅᐳᖅ 2025–ᒥ (2024 - ᐱᑕᖃᖅᖏᑦᑐᖅ).
ᐊᐅᓪᓕᑦᑎᐅᒥᔨᐅᐅᔪᑦ ᖃᐅᔨᒪᔨᖃᖅᖏᑦᓕᑦ ᓇᓕᐊᖅᓂᑐᐃᓇᓴᖅ ᐱᓕᓚᐊᖅᓄᕆᔨᓚᐊᖃᖅᑐᑐᓂᑲ ᐱᖅᓯᔪᓂᑲ ᐃᓕᒥᔨᐅᓱᑎᒥᑲ.

ᐃᑲᔪᑎᑦ ᐃᓯᐊᓂᓕᓚᓕᐅᖅᑐᑦ ᐅᑭᐅᒥ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᐅᖅᓯᐅᑎᓄᑦ ᐸᖁᓇᐅᑎᑦ ᑭᓇᐅᔨᖅᑕᑎᕐᕋᓗᒃᑖ ᐅᔪᓂᒃᑖ ᐃᓕᖃᖅᑐᑦ:

	2025	2024
ᐃᖅᑲᓇᐃᔨᖅᑎᓇᓂᒃᓴᖅ	$ 22,511,567	$ 22,518,636
ᐃᖅᑲᓇᐃᔨᖅᑎᑦᑎᐅᓇᓂᒃᓴᖅ	19,716,977	18,077,137
	$ 42,228,544	$ 40,595,773

ᑎᓯᐱᓚ 31, 2025–ᒥ ᐱᒋᐊᖅᓴᓂ, ᑐᓕᓂᖅᔪᑕᐅᕙᒃᑐᑦ ᐅᓂᒃᑲᕐᓗᒋᑦᓴᖅᑕᖅᖏᑦᑐᑦ ᐱᔨᐅᔨᓚᐊᖃᖅᑐᑦ ᐃᓕᓐᓇᖅᓯᐅᑎᑕᖅᑐᖃᖅᐸᖏᓂᖅᓄᑦ ᐸᐸᑕᐅᔪᓂᑦ ᑭᓇᐅᔨᖅᔪᑎᑎᑦᑎᔪᔪᓂᑦ ᐅᔪᓂᒃᑖ ᐃᓕᖃᖅᓵᓕᖅᑐᑦ:

	2025	2024
ᐃᖅᑲᓇᐃᔨᖅᑎᓇᓂᒃᓴᖅ	$ 308,366	$ 726,150
ᐃᖅᑲᓇᐃᔨᖅᑎᑦᑎᐅᓇᓂᒃᓴᖅ	308,366	726,150
	$ 616,732	$ 1,452,300

ᑎᑎᕋᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᓚᓂᓪᓗᒍ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᓪᓗᒍ ᐃᓱᓕᓕᐅᖅᑐᒍ ᑎᓯᐱᓇ 31,

9. ᑭᓇᐅᔨᓕᐅᕈᑕᐅᓇᓱᐊᖅᑐᓂᒃ ᑭᓇᐅᔭᓴᓕᑦ

ᑲᑎᒪᔨᒋᑦ ᑭᓇᐅᔨᓕᐅᕋᓱᒃᓂᓪᓗᒍ ᑭᓇᐅᔨᖅᑕᓚᓴᐅᔪᑦ ᐊᖏᕐᕌᒍᓴᐅᔪᓐᓇ ᐃᓕᓴᖅᓱᐅᑎᑕᖅᑲᓕᒃᓂᓪᓗᒍ
ᐸᖏᓇᑦᑕᐅᔪᓐᓇᓕᓂᑦ ᐸᐸᑕᐅᔪᑦ ᑭᓇᐅᔨᖏᓪᓕᑎᓴᐅᔪᑦ ᐃᒪᓕᓇᐃᓕᓐᓂᕐᓗᓄᑦ:

	2025	2024
ᑭᓇᐅᔨᐅᑭᑎᑎᓂᑐᓂᖅ ᑭᓇᐅᔨᓕᐅᕋᓱᒃᓂᓪᓗᒍ ᑭᓇᐅᔨᖅᑎᑦ:		
ᑭᓇᐅᔨᖅᑕᑦ (ᐊᓱᐅᓵᔨᖅᑎᑦ) ᑭᓇᐅᔨᓕᐅᕋᓱᐊᕐᑎᓂᒃ ᓂᐅᖏᕐᑕᐅᔪᓕᒃ	$ 7,630,335	$ 3,898,419
ᖃᑐᖏᖓᐅᕐᔪᓂᑦ ᐊᒻᒪ ᓇᖕᒥᓂᓕᒃ ᑭᓇᐅᔨᓕᐊᖏᓂᑦ	62,399,592	46,642,758
ᑲᑎᒪᔨᒋᑦ ᐅᓵᕆᔨᐅᔪᓕᒃ ᑭᓇᐅᔨᓕᐅᕋᓱᖏᓪᓗᒍ ᑭᓇᐅᔨᖅᑎᑦ	70,029,927	50,541,177
ᑭᓇᐅᔨᖅᑐᑎᑕᐅᓱᒪᖏᓕᒋᑦ ᑭᓇᐅᔨᓕᐅᕋᓱᖏᓪᓗᒍ ᑭᓇᐅᔨᖅᑎᑦ:		
ᐃ ᓴᓇ ᐊᓱᓵᖅᓯᐅᔪᓱᒃᓂᓕᒃ ᐱᓕ ᓄᓇᕗᖅ ᐊᑭᖏᑦᑕ ᑭᓇ ᐅᔨᓕᐅᕋᓱᐊᕐᑐᑎᑦ	16,766,657	33,415,568
	$ 86,796,584	$ 83,956,745

ᑭᓇᐅᔨᓕᐅᕋᓱᒃᓂᓪᓗᒍ ᑭᓇᐅᔨᖅᑎᑦ ᐊᑭᖏᑦᑕᐅᔪᓐᓇ ᐱᔪᖅᑲᓪᓕᐊᓂᓕᕆᔨᒃᑲᓪᓚᕆᒃᑐᑦ ᓂᐅᕈᑎᖅᓂᓪᓗᒍ ᑭᓇᐅᔨᓕᐅᕈᑕᐅᓇᓱᒃᓂᓪᓗᒍ
ᑦᑎᓱᒪᓂ ᐃᒃᓇᖅᓯᐅᑎᑦᑕᖅᑲᓪᓗᒍ ᐸᖏᓇᑦᑕᐅᔪᓱᒪᓂ ᐸᐸᑕᐅᔪᓱᒪᓂ ᑭᓇᐅᔨᖏᓪᓕᑎᓴᐅᔪᑦ ᐅᑯᓂᖓ ᐃᓕᖅᑐᓴᖅ
ᑭᓇᐅᔨᑦ ᐃᓗᓕᖅᑐᓂᑦ ᐅᑯᓇᖓᓕᒃ:

	2025	2024
ᑲᓇᑕᒥ ᓇᖕᒥᓂᖅᑐᖅᑕᐅᓂᓪᓗᒍ	$ 1,349,693	$ 312,900
ᑲᓇᑕᐅᔪᑦ ᓱᓕᑦᑕᓂᑦ ᓇᖕᒥᓂᖅᑐᖅᑕᐅᓂᓪᓗᒍ	5,323,678	1,906,067
ᓴᖏᑦᖢᓂᑐᑦ ᑭᓇᐅᔨᖅᑎᓇᓚᖅᑐᓂᑦ –	956,964	1,679,452
	$ 7,630,335	$ 3,898,419

ᑭᓇᐅᔨᓕᐅᕋᓱᒃᓂᓪᓗᒍ ᑭᓇᐅᔨᖅᑕᓚᓴᐅᔪᑦ ᐊᑭᖏᑦᑕᐅᔪᓐᓇ ᖃᑐᖏᐅᖅᑕᐅᕈᑎᓴᐅᔪᓕᒃ ᐊᐃᒃᓱᐃᐅᓂᓪᓗᒍᓐᓇ ᑦᑎᓱᒪᓂ
ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕆᑎᐅᖅᓯᐅᑎᑕᖅᑲᑦᑐᓄᑦ ᐸᖏᓇᑦᑕᐅᔪᓱᒪᓂ ᐸᐸᑕᐅᓐᓇᑎᑐᒃ ᑭᓇᐅᔨᖏᓪᓕᑎᓴᐅᔪᓕᒃ:

	2025	2024
ᑲᓇᑕᒥ ᓇᖕᒥᓂᖅᑐᖅᑕᐅᓂᓪᓗᒍ ᑭᓇᐅᔨᖅᑕᑦᖢᑎᑦ	$ 20,902,514	$ 9,263,231
ᑲᓇᑕᐅᔪᑦ ᓱᓕᑦᑕᓂᑦ ᓇᖕᒥᓂᖅᑐᖅᑕᐅᓂᓪᓗᒍ ᑭᓇᐅᔨᖅᑕᑦᖢᑎᑦ	28,963,139	27,221,124
ᓴᖏᑦᖢᓂᑐᑦ ᑭᓇᐅᔨᖅᑎᓇᓚᖅᑐᓂᑦ – ᐊᑭᓕᓵᕆᔨᓱᐅᑕᐅᓂᓪᓗᒍ ᐊᒻᒪ	12,523,133	10,009,324
ᑲᓇᑕᒥ ᑭᓇᐅᔨᑦ ᐊᑕᐅᑦᑎᒋᑦᑐᑦ ᓂᐅᕈᑎᖅᓄᓕᕐᓂᓪᓗᒍ ᑭᓇᐅᔨᑦ	10,806	149,079
	$ 62,399,592	$ 46,642,758

ᑎᑎᕆᖅᓯᒪᔪᑦ ᐸᓇᐅᕆᓪᓕᓂᖅᓯᒪᒍᑦ ᐅᓂᒃᑲᓪᓚᐃᓄᑦ
ᐅᑭᐅᖅᓯᒪᑦ ᐃᓯᓪᓚᐅᖅᑐᒪᑦ ᑎᓯᐱᓇ 31,

10. ᐊᕐᐃᐃᖏᐊᑕᐅᖅᑎᓪᓗᓂᑦ ᐊᒥᐊᒃᓯᑦ ᐱᕐᔪᑎᑦ

ᐱᔨᔪᑎᑎᕆᖓᒐ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ ᐃᒃᑯᓯᔪᖅᑐᑦᓯᓕᕆᔨᑦ ᐱᑎᑦᑎᔪᒪᓂᐅᕙᒃᖓᖅ ᐱᓕᕆᔨᒋᑦᑐᐅᓂᒃᑐᓂᖅ. ᑕᐃᒪᐃᓕᓂᖓᓐᓂᑦ, ᐊᐅᑕᓪᓕᔪᖅᑕᕐᓂᖓᓂᑦ ᐊᑭᑐᔪᓂᒃ, ᑎᑎᕆᖅᑎᑦᑎᔪᒪᓂᐅᕙᒃᖓᖅ ᐱᑕᖅᐃᓕᓂᖓᓐᓂᑦ ᐱᒋᐊᕈᑎᑦᑎᓄᑦ ᐃᑲᔪᓯᐊᖓᓂᒃᑐᓂᖅ ᐸᖅᓴᕐᓯᒪᓂᖅ ᐱᓕᕆᔨᒋᑦᑐᐅᓂᒃᑐᓂᖅ ᐸᑕᐃᓕᑎᒍᑦ ᐸᐃᑕᐅᓕᖅᑐᑦ ᐸᐃᑕᐅᓕᖅᑐᑦ ᐸᐃᑕᐅᓕᖅᑐ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖓᓕᒃᓴᑦ ᐱᔨᑎᑎᖅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖓᓕᒫᖅᓯᐅᑎᓄᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓱᓕᓕᐅᖅᑐᒧᑦ ᑎᓱᐱᓇ 31,

11. ᑭᓇᐅᔨᓕᕆᔨᕐᑎᑦ ᐊᒻᒪᓗ ᐊᑦᑕᕐᓇᕐᓂᖓᑦ

ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖓᐅᖅᓯᐅᑎᓄᑦ <ᕐᓇᐅᑎᑦ ᑭᓇᐅᔨᓕᐅᕈᑕᐅᓇᓱᑦ ᑎᑎᕆᖅᑕᐅᖅᑭᑦᑕᖅᓴᑦ ᓄᓪᒪᖅᓱᑐᖅ ᖃᐅᔨᓱᐅᓂᖅᓂᑦ ᐊᑐᖅᓴᓗᑐᖅ ᓇᓗᓇᐃᔨᐅᑎᑦ ᐱᔨᑎᑎᖅᑎᓄᑦ ᐃᑲᔪᓯᐊᖓᓕᒃᓴᑦ ᐃᓗᓕᖅᑐ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓂᓗᒃ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᓐᖓᖅᓯᐅᑎᓄᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓯᓕᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓇ 31,
ᐃᓯᓕᖅᓴᕕᓕᑦ ᐱᖅᑎᒍᓪᓗ ᑐᓂᓯᓂᖅᓴᒧᑦ ᑐᕆᒐᖏᑦ ᐊᖅᑭᑲᓯᒪᓕᕐᓂᒃ ᐊᐅᓕᑎᓂᓂᖅᓴᒧᑦ ᑲᑎᑦᑐᓄᑦ ᑐᑭᓯᓂᖅᓴᒧᑦ ᑲᑎᕐᓂᖅᑐᑦ ᑭᓇᐅᔨᓂᖅᑐᑦ ᑭᓇᐅᔨᓕᕆ

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓄᑦ ᐱᔨᑎᑎᕆᖅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᑭᒍᖅᓯᐅᑎᓄᑦ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓯᓕᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓇ 31,

11. ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐊᑐᖅᑕᐅᔪᑦ ᐊᒻᒪᓗ ᐊᑦᑕᕐᓇᖅᓂᖏᑦ, ᐅᐃᒍᖏᑐ

ᓂᐅᔭᐊᓵᖏᕐᕋᒃ
ᖃᑎᓄᑦ
ᐊᑦᑕᓇᖅᑐᑦ
ᓂᐅᔭᐊᓵᖏᕐᕋᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ ᐊᑦᑕᓇᖅᑐᐃᔪᖅ ᐱᓪᓗᓇᒃᑐᑦ ᖃᖏᕐᓂᐅᓂᖓ ᔪᓐᓂᒋᑎᓪᓗᓂᑦ ᑭᓇᐅᔨᓕᕆᑦ ᐃᓂᕐᕋᓂᖓᓂᓐᓂᒃ ᑭᓇᐅᔨᓕᕆᓕᖅᑎᓂᑦ ᐊᓯᖏᓐᓂᖅᑐᑦ ᐱᓪᓗᓇᒃᑐᑦ ᐊᑦᑕᓇᖅᑐᑦ ᓂᐅᔭᐊᓵᖏᕐᕋᖅᑎᓂᑦ ᐊᑭᖏᓐᓂᒃ. ᓂᐅᔭᐊᓵᖏᕐᕋᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᑦ ᐃᓗᓕᖏᕐᕋᖅᑐᑦ ᖃᑭᖏᓐᓂᖅᑐᑦ ᐊᑭᖏᓐᓂᒃ, ᑭᑭᓇᐅᔨᓕᕆᔨᓄᑦ ᐊᑭᖏᓐᓂᒃᓯᓗ ᐊᑭᖏᓐᓂᒃᑐᑦ. ᐊᓯᖏᓐᓂᖅᑐᑦ ᐊᑭᖏᓐᓂᒃᑐᑦ ᖃᑎᖃᕐᓂᖅᑐᑦ ᐊᑭᖏᓐᓂᒃᑐᑦ ᐊᑦᑕᓇᖅᑐᑦ ᓂᐅᔭᐊᓵᖏᕐᕋᖅᑎᓄᑦ ᐊᑭᖏᓐᓂᒃᑐᑦ ᐊᑦᑕᕐᓇᖅᑐᑦ ᑕᑎᖃᖅᑐᖅ ᖃᓄᐃᓕᓐᓂᖅᑐᑦ ᐊᑭᖏᓐᓂᒃᑐᑦ ᐊᑦᑕᕐᓇᖅᑐᑦ ᐃᓗᓕᖏᕐᕋᖅᑐᑦ ᐊᑭᖏᓐᓂᒃᑐᑦ ᐊᑦᑕᕐᓇᖅᑐᑦ ᐊᑭᖏᓐᓂᒃᑐᑦ ᐊᑭᖏᓐᓂᒃᑐᑦ ᐊᑭᖏᓐᓂᒃ

ᑎᑎᕆᖅᓯᒪᔪᑦ ᑭᓇᐅᔨᓕᕆᓂᖅᓴᒧᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ
ᐅᑭᐅᖅᓴᒧᑦ ᐃᓯᓕᓪᓕᐅᖅᑐᒧᑦ ᑎᓯᐱᓇ 31,
ᑭᓇᐅᔨᓕᐅᑕᑭᓇᓯᒃᓯᒋᑦ ᐊᒻᒪᓗ ᑲᑎᓯᒪᔪᑎᒍᑦ ᐃᓯᓕᑦᑕᖅᑐᑎᒍᑦ ᐃᓕᓴᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᖅ ᓇᓕᐊᖏᓐᓄᐃᖏᓇᖅ ᐊᑕᐅᓯᖅᓴᒧᑦ, ᓇᓗᓇᐃᔨᖅᓯᒪᔪᑎᑐᑦ ᑕᐃᖏᓀᓇᓂᖅ ᐃᓕᓴᐅᖅᑲᖅᑕᐅᓯᒪᔪᓂᖅᓴᒧᑦ ᐊᑐᐊᖏᓕᖅᑐᑦ ᓂᐅᓯᑎᖅᑐᓄᑦ ᐃᓕᓴᐅᖅᑲᐟᐃᐅᓯᒪᔪᒥ ᓴᖅᑭᑦᓂᐃᐅᓯᔪᓂᖅ ᐊᓯᖏᑐᓄᑦ ᐊᑭᓄᑦ ᐅᓗᓕᐊᓇᕆᔨᖅᑐᑎᒃᓯᒪᓂᖅ ᑕᐃᒪᐃᓱᐊᑎᖅᓯᓂᖅᓴᒧᑦ ᐅᓗᓕᐊᓇᓂᕆᑦ ᑕᐃᒪᐅᓯᒪᔪᓂᖅ ᐊᐅᓚᐅᖅᓯᒪᔪᓂᖅ ᐃᓕᓴᐅᖅᑲᖅᑕ

12. ᓴᓂᖅᓱᒃᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᖅᓯᕆᐊᓕᓪᓕᑦ, ᐅᐃᒍᖏᑐ

	2025	2024
ᑭᓇᐅᔨᑦ ᐊᒥᐊᒃᑯᐊ, ᐊᖅᑦᑕᒍᓱ ᐱᒋᐊᖏᓂᖏᓂᑦ	$ 234,601	$ 143,869
ᑲᑎᓪᓗᒋᑦ ᐊᑭᓕᒃᓴᑦ ᐊᑭᓕᒃᓴᑭᑎᖅᑎᑕᐅᒃᑲᓂᖅᓂᖏᑦ	1,362,846	1,313,540
ᐊᑭᓕᖅᑕᐅᒃᑲᓂᖅᓂᖏᑦ ᐊᓂᓂᐊᖅᓇᖏᑦᑐᓕᕆᓂᖅᓴᒧᑦ ᐊᒻᒪᓗ	(1,346,076)	(1,222,808)
ᑭᓇᐅᔨᑦ ᐊᒥᐊᒃᑯᑦ, ᐊᖅᑦᑕᒍᓱ ᐃᓯᐊᓂᑦ	$ 251,371	$ 234,601

ᐅᑭᐅᖅᒥᑦ, ᐃᓕᐅᑎᑕᐅᖏᑦᑐᑦ ᐃᓕᐅᑎᑕᐅᔨᓂᑦ ᑭᓇᐅᔨᑦ ᒥᒃᓴᓄᑦ ᑎᑎᖅᑲᐅᑎᓂᑦ ᐃᖏᒥᓂᒃᓂᓄᑦ ᐅᓇᓱᐊᓂᖅᑎᑦ ᐊᑭᓕᐅᑎᓄᑦ ᑭᓇᐅᔨᑦ ᐊᑐᖅᓂᑯᓄᑦ ᐱᔨᓂᒃ ᑲᑎᓪᓗᒋᑦ $56,340-ᖓᔪᖅ (2024 - $41,713).

ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖏᓐᓄᓕᒃ ᐱᔨᑎᑎᕐᓂᖅᑎᑦ
ᐊᓐᓂᐊᖅᕿᓚᖏᑦᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᓚᖏᑎᐊᖅᑐᓕᕆᔨᖅᑯᓕᓗ ᑭᓇᐅᔨᖏᑦ
ᐊᐃᒪᓗ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᐅᖅᓯᐅᑎᓄᑦ ᕿᖏᓇᐅᑎᑦ ᑐᖅᑯᓂᑕᐅᓯᒪᔪᑦ ᑭᓇᐅᔨᖏᑦ

ᑲᑎᓴᓪᓕᑦ ᖃᖓᑲᑯᑦᓂᖏᓐᖏᑦ ᑲᑎᒪᔨᑦ ᑲᑎᒪᔨᓯᐊᓇᓂᕐᖏᑦ
ᐊᖏᕐᕕᒋᔭᐅᔪᒪᑦ ᐃᓕᓴᕐᑐᒪᑦ ᑎᓯᐱᓇ 31, 2025–ᒪᑦ

NEBS-ᓄᑦ ᑲᑎᒪᔨᓯᐊᓇᓂᕐᖏᑦ ᐊᑭᓕᖅᓯᑲᓴᓕᓪᓗ ᐊᑐᐊᑲᓇᔭᐅᔪᖅ ᐋᖅᑭᑲᓯᒪᓕᖅᑎᑦᑎᐅᓂᖅ ᑲᑎᒪᔨᓯᐊᓂᑲ ᐊᑭᓕᓇᐊᓕᖅᓂᕐᓂᓄᓪᓗ ᐊᑭᓕᐅᑕᐅᖃᖅᑕᕐᕕᓄᓪᓗ, ᑕᒪᑦᓄᐊᓗᓐ ᒪᓕᑲᕋᓪᓕᑦ ᑕᑦᓄᓄᓐᖓ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐱᓇᓱᓕᕆᓂᕐᒧᑦ ᐱᔨᑎᑎᕐᓂᖅᑎᑦ ᐃᒪᐃᑎᑎᕐᓂᐊᖅᑐᓕᕆᓂᕐᒧᑦ, ᐃᖅᑲᓇᐃᔨᖃᐃᑉᐸᐅᔪᓂᖅ ᐃᓕᓐᓂᐅᔪᓂᖅ ᓂᕆᐊᖃᖅᓄᑦᓄᓐᓄᑦ ᖃᓄᐃᓕᐅᕈᓐᓇᖅ ᐊᑭᓕᖅᓯᖅᑕᐅᔪᓂᖅ ᐊᑭᓕᓇᐊᓕᖅᓂᕐᓂᓄᓪᓗ ᐊᑐᓕᖅᓯᖅᑕᐅᓂᖅ. ᑕᑯᓗ ᐊᑐᐊᖏᖅ ᑭᖑᓪᓕᓂᖅᓯᒪᑦ ᐊᑭᓕᖅᑕᖅᑕᐅᓕᐅᖅᓯᒪᔪᖅ ᐊᑐᓂᖅᑎᑕᐅᑦᓕᕐᓂᑐᖅᓴᓂᓗ 2024–ᖑᑎᑦᓗᒍ.

ᐅᑭᐅᖅᑎᑦ, ᒪᖅᑭᐃᖅᓴᑎᑦ ᐱᓂᓕᐊᓂᑐᑐᓄᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᐅᖅᓯᐅᑎᑕᖅᓯᒪᔪᓄᑦ ᑲᑎᒪᔨᕋᓕᑦᓂᖅ ᐊᑭᓕᖅᑎᑦ ᑲᑎᒪᔨᑦ ᑲᑎᒪᔨᐅᑕᖅᑐᑦ ᐊᑐᖅᑕᐅᓂᒃ
ᐊᐃᓕᓐᓂ, ᓯᑎᐱᓕ ᐊᑭᒪ ᑎᓯᐱᓕ.

	2025–ᒥ ᑲᑎᒪᓂᑦ	2025	2024
ᐊᐃᑦᑕᐅᖅ, ᐃᑭᑭ	4	2,800	-
ᐊᐅᒪᓐᑦ, ᒪᐃᔪᓐ	4	2,800	4,400
ᕿᓇᑦ, ᐅᐃᓕᐊᒃ	6	11,900	14,000
ᔪᕼᐊᓐ, ᒪᐃᔪᓐ	2	2,450	9,450
ᔪᑐᓕᐊ, ᒧᐸᓗ	6	6,300	8,400
ᐃᕼᐊᓗᐊᒃ, ᓯᐅᕆᓐ	4	4,900	-
ᓂᓪᒥᓐ, ᐳᕆᐃᔨᓐ	6	11,900	5,250
ᒪᕼᐃ, ᓯᑕᐃᓯ	2	1,400	-
ᒪᑲᐳᕆᐃᑦ, ᑎᐅᓕ	6	7,000	7,700
ᒪᑲᔪᓴᓗ, ᓴᐃᕆ	0	-	4,050
ᒥᑲᑕᓄᓪ, ᐊᓪᒧᓐ	6	4,800	8,000
ᒪᑲᑭᓗ, ᐅᓪᓐ	1.5	1,050	2,800
ᓯᑐᐊᑦ, ᐊᑦ	7	9,800	12,450
ᔨᓐᓄ, ᒧᐃᓐ	6	4,200	4,200
ᔪᓯᐊ ᔪᐃᓐᒍ, ᔨᑎᑎ ᑭᒪᓕᑲ	6	10,500	12,600
		$ 81,800	$ 93,300
ᓴᓂᕐᓂᑲᐅᔨᑦ:			
ᐊᐅᒧᑦᑎᐅᑦ ᑲᑎᒪᔨᓐᓇᓂᓐᓄᑦ ᐊᑭᓕᓇᐊᓕᓂᑦ – ᐊᐃᓕᓐᓂᐊᖅᕿᓚᖏᑦᑐᓕᕆᓂᕐᒧᑦ ᐊᖏᕐᕕᒋᔭᐅᔪᒪᑦ ᑲᑎᒪᔨᑦ ᑲᑎᒪᔨᓯᓂᕐᒧᑦ ᐱᓇᓱᓕᕆᓂᕐᒧᑦ		$ 41,250	$ 46,650
ᐊᐅᒧᑦᑎᓂᕐᒧᑦ ᑲᑎᒪᔨᕋᓕᑦᓂᖅ ᐊᑭᓕᓇᐊᓕᓂᑦ – ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᖏᐅᖅᓯᐅᑎᓄᑦ ᕿᖏᓇᐅᑎᑦ ᑐᖅᑯᓂᑕᐅᓯᒪᔪᑦ ᑭᓇᐅᔨᖏᑦ		40,550	46,650

$ 81,800	$ 93,300

ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐃᑲᔪᓯᐊᖅᑐᓕᕆᔨᒃᑯᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ
ᐸᖏᓇᐅᑦ (“ᐸᖏᓇᐅᑎ”)

ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕆᓭᓪᓕᑦ ᐃᒪᓕᑕᕆᔨᐅᓐᖏᑦᑕ
ᒪᓕᑦᑎᐊᖏᓂᒧᑦ ᐊᖏᕐᕋᒧᑦ 2025–ᒧᑦ

ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕆᓭᓪᓕᑦ ᐃᒪᓐᓇᐃᖅᑕᕆᔨᐊᖅᑐᓂᖅ<ᐅᖅ>ᑦ ᒪᓕᐅᓪᓗᑎᑦ ᑎᑎᕆᖏᓂᖅᓱᓂᑦ 27(2)(b) ᑕᐅᔭᓇᓂ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐱᓵᓕᓕᒫᖅᑕᕐᕕᐊᖅᑐᓂᖅ ᐱᔨᑎᕆᕿᐃᐅᓂᖏᓪᓕᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᐸᖏᓇᐅᑎᒍᑦ ᐱᖏᓂᖅ (“ᐱᖏᓂᖅ”) ᑐᖅᔪᖏᓯᒪᓕᒫᓂᑎᑐᖅ ᐃᓕᓴᕆᐊᖅᑐᕐᓂᖅ ᐅᖅᖃᓯᒪᓂᐅᓂ ᐃᒪᓐᓇ, ᐃᓯᒪᒋᔭᖅᑎᑐᒍᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕆᓭᓪᓕᐅᑉ, ᑕᑯᓇ ᐸᖏᓇᑕᐅᓯᒪᔪᖅ ᒪᓕᐅᑐᖅ ᐱᖏᓂᖅ ᒪᓕᐅᐊᖅᖃᐸᑐᓄᓪᓗ ᐱᖏᓂᖅᓱᓂᑦ.

ᐅᕙᖓ, ᐊᑦ ᒪᑲᑕᓄᓪ, ᐃᑲᓯᕙᐅᑕᒪᔭᖅ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕆᓭᓪᓕᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑐᕐᓂᖅ ᐱᕙᓪᓕᖅᑕᐅᕙᖓᓂᕐᕕᐊᖅᑐᓂᖅ ᐱᔨᑎᕆᖅᑎᓄᑦ
ᐃᑦᑐᖅᓯᐅᑎᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ
ᐸᖏᓇᐅᑎᑦ ᓇᓗᓇᐃᖅᓯᒪᓕᑦ ᐃᒧᑦ

ᐅᕙᖓ. ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕆᓭᓪᓕᑦ ᖃᒥᖅᑐᖅᓂᓂᕐᕈᐅᖅᓯᐅᒍᑦ ᒪᓕᐅᑐᖅᑎᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ
ᐃᑲᔪᓯᐊᓄᑦ ᐱᔨᑎᕆᑕᐅᑎᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᐸᖏᓇᐅᑎᒥᑦ ᐱᖏᓂᖅ ᐊᑐᑕᐅᑎᒥᑦ ᐱᖏᓂᖅᖁᑎᑦᑎᓂᑦ;

2. ᐃᓕᓴᕆᕕᒃᓴᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕆᓭᓪᓕᑦ ᑕᑯᓇ ᐸᖏᓇᑕᐅᓯᒪᔪᖅ
ᒪᓕᐅᓂᖅᓴᓂᑦ ᐱᖏᓂᖅᖁᑎᑦ ᐊᑐᐊᖏᕐᕕᓂᓪᓕ, ᐊᒻᒪᓗ

3. ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᑦ ᐃᓕᓴᕆᕕᒃ ᐱᔨᑦᑎᖅᑕᕐᓂᕐᕈᐅᓂᑦ ᖃᐅᔨᓴᓕᒫᓕᕐᒪᑦᑎᓪᓗᑎᑦ
ᒪᓕᑦᑎᐊᖏᓪᓗᐊᖏᒪᓗᒋᑦ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᕆᓭᓪᓕᐅᑉ, ᐅᖅᖃᓯᒪᔭᑦᑐᖅᓂᓪᓗᒍ ᑕᐅᔭᓇᓂ ᐃᑦᑐᖅᓯᐅᑎᓄᑦ/ᓂᕐᕈᐅᖅᓯᐅᑎᓄᑦ ᑲᑎᒪᔨᑦ ᐃᒪᐃᓕᐅᑐᖅᓯᒪᓂᕐᕈᓐᓃᑦ
ᐱᓕᕆᔨᐅᑎᓪᓗᑎᑦ ᑲᒪᒋᔭᖏᑦᑐᑦ ᐊᒻᒪᓗ, ᐊᑦᖢᑭᑕᐅᓕᐅᖅᑐᓪᓕᔪᒍ ᐊᑦᑐᐃᔨᓕᑕᐅᔪᖅ, ᒪᓕᐅᓄᑦ ᐱᖏᓂᖅᓱᓂᑦ
ᐊᑐᐊᖏᕐᕕᓂᓪᓕ.

ᐅᕙᖓ ᓇᓗᓇᐃᖅᓯᒪᓕᑦ ᖃᓄᐃᓕᓂᑐᑦ ᐅᖅᖃᖅᓯᒪᔪᑦ ᓱᓕᓚᒥ ᖃᐅᔨᓴᓕᒫᓕᕐᒪᑦᑎᓪᓗᑎᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓱᓂᑦ ᐊᒻᒪᓗ ᐅᓂᐊᖅᑲᒃ ᐊᒻᒪᓗ ᐅᖃᓪᓚᕆᐊᖃᖅ ᐊᒻᒪᓗ ᐊᑐᐊᖏᕐᕕᓂᓪᓕ, ᐊᒻᒪᓗ ᐅᖃᓪᓚᕆᐊᖃᖅ

ᐊᑯᓂᐅᔨᒃᑯᑦ ᑲᔪᓯᔨᓐᓇᖅᓂᖅ

ᒪᓕᒃᓴᔪᒍ ᐊᑭᔪᖏᓯᓕᓕᒃ 27(2)(c) ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ ᐃᑲᔪᐸᐊᖅᑐᓕᕆᔨᒃᑯᓂᓄᑦ ᐱᖁᔭᖅᑎᑦ ᒪᓕᒃᓂᓯᑎᓕᓗ ᐅᐃᔪᐊᐸᓯᖅ B–ᒥᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ ᐃᑲᔪᐸᐊᖅᑐᓕᕆᔨᒃᑯᓂ ᑭᓇᐅᔨᖅᑎᓄᑦᑐᓂᔭᖅᑭᑦ ᐊᑐᐊᓴᖅᑎᑦ, ᐅᖅᐅᓯᐅᓯᒪᔪᒥᑦ ᐊᐅᓚᑲᓕᓕᒃ ᑲᑎᒪᔨᖅᓯᓚᑦ ᐊᑯᐳᑦᓯᓚᑦ ᐊᑭᑭᐸᓯᐊᓯᒪᔨᖅᓴᖅ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ ᐃᑲᔪᐸᐊᖅᑐᓕᕆᔨᒃᑯᓂ ᕿᓐᓇᑦᑕᐅᓯᒪᔨᔪᒍ.

ᐅᑭᐅᓄᑦ 15–ᓄᑦ ᓇᓕᐅᑦᑕᖅᑕᐅᓯᒪᔨᑦ ᐱᑭᖅᕿᓵᓕᐊᓵᑎᓂᖅ, ᐊᑐᖅᓴᑎᑦ ᓇᐃᔨᐅᓯᓗᓵᔨᓯᑦ ᐊᒻᒪ ᐱᓕᓗᐊᖏᔪᓯᓚᐅᖅ ᓴᖅᑭᑕᐅᓕᐅᖅᓯᒪᔨᑦ ᔮᓄᐊᓗ 1, 2026–ᒥ ᐊᑐᖅᑕᐅᓵᓕᑕᖅᑐᐃᓚᓂᑦ ᐅᓂᒃᑲᖓᓂ ᐊᒻᒪ ᒪᓕᒃᑕᐅᓵᓗᑎᒃ ᖃᐅᔨᒪᔨᐅᔨᕆᓇᐊᓵᓂᑦ ᐅᐃᔪᐊᐸᓯᖅ B–ᒥ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ ᐃᑲᔪᐸᐊᖅᑐᓕᕆᔨᒃᑯᓂ <ᕐᓇᑕᐅᑎᒍ ᐅᑭᐅᓄᑦ 15–ᓄᑦ.

ᒪᓕᒃᓴᔪᒍ ᐅᐃᔪᐊᐸᓯᖅ B NEBS–ᒍᑦ ᑭᓇᐅᔨᖃᖅᑎᑦᑎᓂᔪᒍᑦ ᐊᑐᐊᓚᖏᑎᒥ, ᖃᖓᓯᐅᑎᓂᒃ ᖃᐅᔨᓯᐅᓂᓚᖏᑦᑐᑦ ᐱᑕᖃᖅᐸᒃᑐᑦ ᐃᑦᑐᖅᓯᒪᓂᑦ/ᓂᖏᐅᖅᓯᐅᑎᓂᑦ ᑭᓇᐅᔨᑦ ᐅᖓᓚᒋᓂᓪᓗ ᖃᐅᔨᓯᐅᓂᓚᖏᑦᑐᑦ ᐱᔨᐅᔨᒪᔨᑦ NEBS–ᒍᑦ ᐱᖁᔭᖅᓂ ᐱᔨᐅᓯᒪᓂᐊᖅᐳᑦ ᐃᑦᑐᖅᓯᒪᓂᑦ/ᓂᖏᐅᖅᓯᐅᑎᓂᑦ ᑭᓇᐅᔨᓂ ᐱᔨᐅᑦᔨᐃᑦᓚᑦᑐᒥ ᐱᒪᓂᐅᑕᐅᔫᑲᓂᖅᓂᑦ ᐱᓐᔪᓂᖅᑐᓂ ᐊᑲᐅᔨᓂᑦ ᐅᑭᐅᓄᑦ 15–ᓄᑦ ᐊᑐᖅᑕᐅᑐᐃᐃᓐᓇᓕᐊᖅᓴᖅᑐᑦ ᐅᐸᓚᖓᒪᐃᔨᐅᑎᓄᑦ ᓴᖅᑭᕐᕿᓵᓕᐊᓂᖅᓯᒪᓂᖅ ᐃᑲᔪᐸᐊᖅᑐᓂ ᐱᔨᐅᑦᔨᐃᑦᓚᑦᑐᒥ ᐊᑐᐊᓚᖏᑎᒥ ᐱᒪᓂᐅᑕᐅᔫᑲᓂᖅᓂᑦ

Aon Proprietary ᑲᖏᒍᓂᑎᓪᓗ

⊃ϟ∟ᶜ ⊲ᑊᒪ⊃
∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᶜ

2025-ᒥᶜ ⊃ϟ∟ᓗϟᐅᔪᓄᶜ ⊲ᑊᒪ⊃ ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃⊃ᓄᶜ ᓄᑕᑭᓗ⊲ᖏᔪᒪϫᶜ:

⊲ᐅᓪᑎᓂᕐᒧᶜ ⊃ϟ∟ᓗϟᐅᔪᖅ (⊲ᔪ⊲ᖅᒧᔪᒪϫᖅ ᐅᖏᖅᔪᒪᓂᖓ): ∧ᓪᓗ⊲ᓂᐠ⊃⊃ᓄᶜ ᑭᓇᐅϟᓪᓕ⊲ᐠϟᓄᶜ ϧ∩ᒪᔨ⊲ᓭᑦᑐᔪᶜ ᑊᒪ⊃ ϧ∩ᒪᔨᑦᶜ ∧ᓪᓗ⊲ᓇᓂ⊲ᖏᑕᖓᑦᶜ ⊲ᐅᓪᑎᑕᔨᐠᔪᶜ ϧ⊃ᔨᖏϧ∩ᑦᐠᔪᶜ ⊲⊃ᕐᔭᑎᐠ ᑭᓴᖅ⊃⊿ᓂᒪᒥᑦᶜ ∧ϟᐅᕐᐠᔪᶜ, ⊲ᐅᓪᑎᓂᕐᒧᶜ ⊲ᐠᖅᕈᐅᒪϟᖅ.

> ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 1: ᓄᑦᓚᔭᒪ⊲ᖏᖅ∩ᕐᓪᓗ⊲ᖓᓂᓇᕐᓂᓪᓗᑎᒃᶜ ᓇᐅᕐ∩ᖏᔪᐃᓇᕐᓂᓪᓗᑎᒃᓪᓗ NEBS-ᒧᶜ ⊲ᐅᓪᑎᓂᕐᒧᶜ ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃⊃ᓄᶜ ⊲⊃⊲ᖃᓪᓚᐅᔪᐠᔪᓪᓗ. ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 2: ∧ᓪᓗ⊲ᓂᐠ⊃⊃ᓄᶜ ᑭᓇᐅᔪᓪᓕ⊲ᐠᔪᓄᶜ ϧ∩ᒪᔨ⊲ᓭᑦᑐᔪᶜ ⊲ᔪᑭᓐᓂᖅᓴᖏᑕᑦᓪᓗᑎᒃᶜ.
> ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 3: Δᑦ⊃ᖏᔪᐅᑎᓇᑦ/ᓂᓐᔪᐅᖏᔪᐅᑎᑕᖅᑦᐠᔪ⊃⊃ᓄᶜ ϧ∩ᒪᔨᔪᕿᓭᶜ Δᓪᐅᑕᑎᓪᓗᑎᒃᶜ Δᑦ⊃ᖏᔪᐅᑎᓇᑦ/ᓂᓐᔪᐅᖏᔪᐅᑎᑕᖅᑦᐠᔪ⊃⊃ᓄᶜ ϧ∩ᒪᒋᓪᓗᑎᒃᶜ ϧᐅᔨᓴᓪᒥᓂᕐᒪᓂᓪᓗᑎᒃᶜ
> ⊃ᓐᓇᒐ
> ᔭᐱᔾᒧᶜ
> .

2025-ᒥᶜ, NEBS-ᔪᑦ ⊲⊃Δᵊᓇᓪᐅᔪᖅᑕᓐᓂᶜ ∧ᓪᓗ⊲ᓂᐠ⊃⊃ᓄᶜ ᑭᓇᐅᔪᓪᓕ⊲ᐠᔪᓄᶜ ϧ∩ᒪᔨᔪᕿᓭᶜ ϧ∩ᒪᑦᔪᐃᐠᔪᓄᶜ ϧ∩ᒪᑦᔪᐃᐠᔪᓄᶜ ᖃᒥᖅᑐᓂᐠᔪᓪᓗᑎᒃᶜ ᑕᒪᒥᓗᑦᑕᖅ ⊲⊃⊲ᖃᓐᓂᶜ ⊲ᑊᒪ⊃ ⊲⊃ᖅᑕᐅᔪᐠᔪᓂᶜ, ⊲ᑊᒪ⊃ ⊲⊃ᓪᑎᓐᖁᓂᓂᓪᓗᑎᒃᶜ ᐅᑦᓴᓇᓂᓪᓗᑎᒃᶜ ⊲ᔪᑭᓐᓂᖅᓴᖏᑕᖓᑦᶜ ∧ϟᓇ⊲ᖃᖅᑕᓐᓂᶜ. ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 2 ⊲ᓂᔪᖅᑎᑕᐅᓇᐅᔪᖅᓄᖅ Δᓪᓚᓂᐠᔨᓪᓗᑎᒃ ⊲ᔪᑭᓴᓂᖅᓴᖏᑕᖓᑦᶜ ϧ∩ᒪᑦᔪᐃᐠᔪᓄᶜ ᑕᒪΔᓴᓂᶜ ∧ᓐᓚᔪᓄᶜ Δᑦ⊃ᖏᔪᐅᑎᓇᑦ/ᓂᓐᔪᐅᖏᔪᐅᑎᓇᑦᶜ ϧ∩ᒪᔨᔪᕿᓭᶜ ϧ∩ᒪᔨᔪᕿᓭᶜ ϧ∩ᒪᓂᓪᓚᓴᑕᓐᓴᓇᶜ, ϧᔨᔪᑎᑕᐅᓇᐅᔪᖅᑐᑦ ⊲Δᓇᓪᓓᒥ, ᔪᑎᐱᓓᒥ, ᑎᔪᐱᓓᒥᓗ 2025–ᒥ. ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 3 ∩Ρᐅᑎᔨᐅᔪᐅᖏᔪᐅᑎᑕᖅᑦᐠᔪ⊃⊃ᓄᶜ ∧ᓪᓗ⊲ᓂᐠ⊃⊃ᓄᶜ Δᑦ⊃ᖏᔪᐅᑎᓇᑦ/ᓂᓐᔪᐅᖏᔪᐅᑎᓇᑦᶜ ϧ∩ᒪᔨᔪᕿᓭᶜ ϧᐅᒪᔨᔪᕿᓭᶜ ϧ∩ᒪᑦᔪᐃᐠᔪᓄᶜ ϧᐅᒪᔨᔪᕿᓭᶜ ϧᐅᒪᔨᔪᕿᓭᶜ ⊲ᐅᓪᑎᑕᔨᐠᔪᶜ (ACPM) ϧᐅᑕᒥᶜ ϧ∩ᒪᑦᔪᐃᐠᔪᓄᶜ ᒪᓐᔭᓇᐠᓕᒥ ᔪᑎᐱᓓ 22-ᒥᶜ 24-ᔪᶜ, 2026-ᒥᶜ.

ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃ᒧᔪᶜ ⊃ϟ∟ᓗϟᐅᔪᖅᑐᑦ (⊲ᔪ⊲ᖅᒧᔪᒪϫᖅ ᐅᖏᖅᔪᒪᓂᖓ): ∧ᓗᑦᶜ ⊲ᑊᒪ⊃ ∧ᓪᓗ⊲ᓂᐠ⊃⊃ᓄᶜ Δᓗ⊃Δᶜ⊃ᑦᔨᔪᶜ ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃ᖅᑎᑕᐅᓇᓯᓂᖓᑦᶜ ϧ∩ᒪᑕᐅᓇᓗᓂ ⊃ᓂᖅᑕᐅᓇᓂᶜ ⊲ᑊᒪ⊃ ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃ᖅ ᐅᑎᖅᑐᓂᶜ ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃⊃ᓄᶜ ∧ϟᓂ⊲ᖅᑕᐅᓇᓯ⊲ᖏ⊃⊃ᓄᶜ ⊲ᑭᓪᓕᔪᐠᔪᓂᶜ ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃⊃ᓄᶜ ⊲ᐅᓪᑎᑕᔨᐠᔪᶜ ⊲⊃⊲ᖃᓐᓂᶜ ⊲ᑊᒪ⊃ ∧ᓂ⊲ᖅᓂᕐᑕᐅᔪᖅᑕᐅᔪᶜ Δᑲᔪᐠᑎᑦᶜ.

> ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 1: ∩Ρᐅᑎᓗᓂ ᓴᒪᑲᑐᒪᶜ ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃ᓂᒪᶜ ᐅᑎᖅᕃᐅᓂᒪᶜ ∧ᓪᓗ⊲ᓇᖅ∩ᓪᓗᑎᒃᶜ Δᑦ⊃ᖏᔪᐅᑎᓇᑦ/ᓂᓐᔪᐅᖏᔪᐅᑎᑕᖅᑦᐠᔪ⊃⊃ᓄᶜ ϧ∩ᒪᔨᔪᕿᓭᶜ ϧᐅᑕᑎᓪᓗᑎᒃᶜ, ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃ᖅ ⊲ᐅᓪᑎᑕᔨᐠᔪᶜ, ⊲ᑊᒪ⊃ ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃ᖅ ᐅᖏᖅᔪᒪᓂᖓᑦᶜ, ⊲ᑊᒪ⊃ ᐅᑦᓗᒥᒧᓪᓗᑎᒃᶜ ᐅᖏᖅᔪᒪᓂᖓᑦᶜ ᑭᓇᐅᔪᖅᑎᑕᐅᓇᓯ⊲ᖏ⊃ᖅ ⊲⊃⊲ᖃᓐᓂᶜ.
> ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 2: ᑭᓚᑦᓪᓗᑎᒃᶜ ᐅᑎᖅᕃᐅᓂᒪᶜ ∧ᑭᖅᔪᐃᓐᓇᶜ ᓄᓇ ᓄᑦᓚᔭᓂ ∧ᑦᔪᑎᑕᔨᐠᔪᓪᓗᑎᒃᓪᓗ.

2025-ᒥᶜ, ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 1 ∩Ρᐅᑎᔨᐅᑎᓇᐅᔪᖅᑐᖅ 17%-ᓪᑦ ⊲ᑦᑐᔪᑕᒻᒪᖅ ᓇᔭᐅᑎᒥᑦ ᐅᑎᖅᕃᐅᓂᒪᶜ ᑕᒪΔᓴᓂᶜ ∧ᑦᔪᐅᑎᓇᑦᶜ Δᓂᐅᔪᓂᶜ ⊲ᑊᒪ⊃ ᑭᓇᐅᔪᓂᶜ. ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 2 ∩Ρᐅᑎᔨᐅᑎᓇᐅᔪᖅᑐᖅ 10%-ᒥᑦ ($38 ᒥᓪᑕᓴ) ᑭᓇᐅᔪᓪᓚᐅᔪᐠᔪᓪᓗᑎᒃᶜ ⊲ᐅᓪᑎᔪᓴᓇᐅᔪᐠᔪᓂᑦ IFM-ᔪᓴᓂᶜ.

ᐸᖁᐅᑎᒥᑦ ⊲ᐅᓪᑎᑕᐅᓇᓯ⊲ᖏ⊃ᒧᔪᶜ ⊃ϟ∟ᓗϟᐅᔪᖅᑐᶜ (⊲ᔪ⊲ᖅᒧᔪᒪϫᖅ ᐅᖏᖅᔪᒪᓂᖓ): ∧ᖏᖅᔪᒪᓂᑎᓪᓗᓂ ∧ᑦᑕᐅᔪᒥᑦ, ⊲ᐱᑐᓪᓗᓴᓇᔪᒪᓂᑦᶜ ⊲ᐅᓪᑎᑕᐅᓇᓯ⊲ᖏ⊃ᒧᔪᶜ Δᑲᔪᖏᖅᑕᒧᑦᶜᓂᓪᓗᑎᒃᶜ.

> ∩Ρᑕᐅᓇᓯ⊲ᖏ⊃ᖅ 1: ⊲⊃ᓪᑕᔪᒪᓂᑎᓪᓗᑎᒃᓪᓗᑦᔪᐃᐠᔪᓂᶜ ⊲⊃ᑦᓂᒥᑦᶜ ᑲᐸᓪᓗᑎᒃᶜ ⊲⊃ᑦᓂᒥᑦᶜ ᑲᐸᓪᓗᑎᒃᶜ ᑲᐸᓪᓗᑎᒃᶜ ᑲᐸᓪᓗᑎᒃ

ᐊᐅᓪᓗᓂᕐᒥᖅᑎᓐᓄᓕᒃ. ᑎᑭᑕᐅᓇᓱᐊᕐᑐᒃ 2: ᐊᒥᓱᕝᕕᓚᐅᖅᓯᓪᓗᑎᑦ ᖃᓚᑕᐅᕆᔨᒃᑯᑦ ᑐᓴᐅᒪᖃᑦᑕᐅᑎᓪᓗᓈᓕᑦ ᐃᓕᑭᕆᐅᔭᓄᑦ.
ᑎᑭᑕᐅᓇᓱᐊᕐᑐᒃ 3: ᑭᖓᓪᓕᖅᑭᓵᒃᑯᓐᓇᑎᑦ ᐅᑉᓇᒥᒍᓪᓕᖅᑐᐃᓈᓕᑦ
ᐊᐅᓭᓪᓕᐊᑭᖏᓐᓇᖅᑐᓂᐊᕐᓗᒍ ᖃᓚᑕᐅᕆᔨᒃᑯᑦ ᑕᑯᔪᐅᑭᐊᕐᑐᖏᓐᓄᑦᑕᕐᕕᒃ. ᑎᑭᑕᐅᓇᓱᐊᕐᑐᒃᑐᒃ
4: ᑭᖓᓪᓕᖅᑭᓵᒃᑯᓐᓇᓗᒍ ᐊᓚᓗᓐ ᑐᓂᐅᕐᖅᖃᐅᑎᓕᓇᑦ ᓄᑦᓱᓄᑦ ᐱᓕᓚᔨᓄᑦ
ᐊᑐᖅᑕᐅᔪᒃᓴᖅ.
ᑐᖏᓚᓚᔨᖅ 5: ᑭᖓᓪᓕᖅᑭᓵᒃᑯᓐᓇᓗᒍ ᓄᑦᓱᖅ PENAD ᖃᓚᑕᐅᕆᔨᒃᑯᑦ
ᐊᑐᖅᑕᐅᓱᓴᖅ.
ᑐᖏᓚᓚᔨᖅ 6: ᐸᖕᓇᐅᑎᖃᖅᓯᓂᓂ ᐊᓚᓗᓐ ᐃᓕᐅᑎᓪᓗᓇᑦ ᑕᒪᐃᓐᓄᓕᒃ-ᐊᔪᕐᓐᓂᖅᓴᐃᓂᖅ
ᐱᓕᓚᔨᓂᑦ ᐊᑐᕐᓐᓂᖅᑐᓄᓕᒃ. ᑐᖏᓚᓚᔨᖅ 7: ᐃᓕᓕᔨᐅᔨᓄᓕᒃ ᐊᖕᖏᔪᑎᒪᖅᓱᐅᑎᑎᑦ
ᐅᓂᐸᑲᓕᐅᖕᓯᓂᓂ.
ᑐᖏᓚᓚᔨᖅ 8: ᐅᑭᐅᐸ ᐃᓗᐊᓂᑦ ᓱᑕᒪᐃᓐᖅᑕᖕᓯᓗᑎᑯ
ᑐᓴᑯᓴᓕᐅᖅᑲᑕᖕᓯᓗᓂᓂ.
ᑐᖏᓚᓚᔨᖅ 9: ᖃᖓᓚᑯᒍᓚᔪᑦ ᐊᓚᓗᓐ ᐱᓕᓚᐊᖏᓂᕐᑐᑦ ᖃᑯᔪᑲᓕᓐᓂᑯᓐ ᓂᐅᖖᑕᐅᔪᓂᑯᓐ/ᑐᑭᓱᐅᒪᔪᐊᑎᓂᑦ
ᑕᑯᑯᓴᐅᑎᑦ ᓄᑦᓱᓄᑦ ᐊᓚᓗᓐ ᐃᓕᑭᔨᐅᓭᕆᓴᖅᑐᓄᓕᒃ.

ᑎᑭᑕᐅᓇᓱᐊᕐᑐᒃᑐᑦ 1 ᐊᓚᓗᓐ 3 ᓇᓴᒃᑭᓕᓂᖅᑕᐅᓕᐅᕐᖅᓴᑦ ᐃᓕᓕᖅᑲᓂᕐᖅᓱᓗᑎᑯ ᐱᐅᔪᕆᐊᑕᑎᓂᑯ ᖃᓚᑕᐅᕆᔨᒃᑯᑦ ᑕᑯᓕᐊᖅᑕᕐᕕᖏᓐᓇ ᐊᓚᓗᓐ ᑕᑯᔪᓴᐅᑎᓐᓂᐊᕐᓗᑎᑦ ᑲᑎᒪᔨᓂᑯ ᓂᑕᐊᖅᑎᓂᐊᕐᓂᖅᑕᕐᕕᓴᑦ ᐊᑐᖅᑕᐅᓱᓴᖅ ᓂᑕᐊᖅᑎᓂᐊᕐᓂᖅᓯᓪᓗᑎᑦ ᐊᑐᖅᑕᐅᓱᓴᖅ. NEBS-ᓄᑦ ᓂᐅᐊᓕᐅᕐᓕᓴᑦ ᐊᓚᓗᓐ ᐃᓕᓴᓗᒍ ᓄᑦᓱᖅ ᖃᓚᑕᐅᔨᓕᓗᓴᐃᑎ ᐊᓚᓗᓐ ᖃᑯᔪᓴᐅᑎᓐᓂᐊᕐᓗᑎᑯ ᓄᑦᓱᖅ ᐃᓕᓴᓗᒍ ᐃᒍᑕᖕᓯᑐᒃ ᖃᓚᑕᐅᔨᓕᖅᑐᑦ. ᑎᑭᑕᐅᓇᓱᐊᕐᑐᒃᑐᑦ 2 ᐊᓚᓗᓐ 8 ᓇᓴᒃᑭᓕᓂᖅᑕᐅᓕᐅᕐᖅᓴᑦ ᐱᐅᔪᕆᐊᖅᓯᒪᔪᓄᑦ ᑐᐃᓚᐅᑎᓪᓗᑎᑦ ᐊᖕᖏᓪᓕᖅᓯᑕᖕᓯᓗᓂᓂ ᓄᑦᓱᖅ ᐊᖕᖏᓪᓕᖅᑭᓵᒃᑯᓐᓇᑎᑦ ᐃᓕᓴᓗᒍ ᐊᖕᖏᓪᓕᖅᑭᓵᒃᑯᓐᓇᑎᑦ ᐃᓕᓴᓗᒍ ᐅᑭᐅᖅ ᖃᑭᖅᑭᔨᐅᓭᓴᖅ ᐊᑐᖅᑕᐅᓱᓴᖅ 4 ᓴᖅᑭᑕᐅᓕᐅᕐᖅᑐᒃᑯᑦ ᐅᐅᑐᑎᐅᓪᓗᓂᓂ ᐊᓚᓗᓐ ᒧᐅᖅ ᖃᑭᖅᑭᔨᐅᓭᓴᖅ. ᑎᑭᑕᐅᓇᓱᐊᕐᑐᒃᑐᑦ 5 90% ᐅᖓᓗᑦᓯᖏᑦ ᐱᐊᓂᕆᔨᒃᑯᑦ ᑭᖑᓪᓕᖅᑭᓵᒃᑯᑦ ᓴᖅᑭᑎᑕᐅᓂᐊᕐᓂᖓᓪᓗ ᓂᓚᐅᑎᓴᐅᓪᓗᓂᓂ ᐃᓱᐊᓂᑦ ᐅᑭᐅᖅᑎᑦ. ᑎᑭᑕᐅᓇᓱᐊᕐᑐᒃᑐᑦ 6 ᑲᔪᓯᑎᑕᐅᓭᓪᓕᐊᓂᖅ ᑲᔪᓯᓂᖅᑕᑎᐊᕐᓗᓂᓂ

<ᖁᓇᐃᓂᖅ ᐃᖅᑲᓇᐃᔨᖅᑎᓪᓗᐊᑕᖁᔭᓕ ᐃᖅᑲᓇᐃᔪᓕᒫᓂᖅ. ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 7 ᐱᐊᓂᒃᑕᐅᓱᒪᓕᕐᖅᑐᖅ.. ᑎᑭᑕᐅᓇᓱᖅᑐᖅ 9 ᐱᓕᕆᐊᖏᐊᓂᒋᐅᖅ> ᑕᒪᓕᒪᓂ ᓂᐅᐃᐊᒃᓴᓕᒫᓂ ᑐᑭᓯᐅᒪᔨᐅᑎᓄᑦ ᑲᑎᒪᖁᑎᓂᖅᓂᖏᖅᓱᖅᑐᑎᒃ 2025-ᒥᑦ.

ᑭᓇᐅᔨᓂᒃ ᐊᐅᓪᓕᖁᑎᓄᑦ ᑐᖁᖏᓇᔨᐅᔨᖅ (ᐊᓱᐊᖏᔪᖅᓱᒪᔨᖅ ᐅᖃᖅᓱᒪᓂᖏᓐᓄ): ᐊᒥᓱᖏᔪᓇᖅᑎᓪᓗᒋ <ᖃᓇᐅᑎᒧᑦ ᐃᓕᑐᖅᐅᔨ ᐱᔨᒪᖁᑎᓂᖅᓂᖅᖢᖅᓂᒃᑯᓂ ᓄᓇᕗᒻᒥᑦ ᐊᒻᒪᓗ ᓄᓇᑎᖅᑕᒥᑦ ᐱᓕᓇᓴᓂ
ᐊᔨᖏᑦᑐᑐᓂᒃ
<ᖃᓇᐅᑎᑦᖢᖅᑕᐅᓂᐊᖅᓪᓗᑎᒃ.

ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 1: ᑲᔨᓱᓪᓂ ᓴᖅᖁᑭᖅᑎᓐᓂᓂᐊᖅᓪᓗᔪ <ᖃᓇᐅᑎ.
ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 2: ᖃᐅᔨᓴᐃᖏᓐᓇᖅᓪᓗᓂ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᑕᖅᓪᓗᑎᑦ ᐊᔨᖏᑦᑐᑦ ᐊᐅᓪᓕᖁᑎᒋᑦ ᑲᑐᔨᖅᑎᑎᑦ
ᐃᓐᓇ <ᖃᓇᐅᑎᖢᖅᑦᑐᑦ ᐊᒻᒪᓗ ᓴᖅᑭᑭᖅᑎᑎᓂᖅᓂᒪᔪᓂ ᑕᐅᔪᓇᖏᖅᓴ.
ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 3: ᐃᑲᔨᓪᓗᑦ NAMA, NAM, LGANT ᐊᒻᒪᓗ NWTAC-ᔪᓐᓂ
ᐱᔨᔨᓂᓪᓗᒍ. ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 4: ᑐᓴᓵᓴᐅᑎᓪᓗᔪ <ᖃᓇᐅᑎ ᑐᓴᓵᓴᓂᒃ.

*ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 1 ᑎᑭᐅᑎᓴᐅᓪᓚᐅᖅᑐᖅ NEBS-ᔪᑦ ᖃᓄᓯᐊᖅᓯᓂᒃ ᑭᓇᐅᔨᓂᒃ ᐅᖃᓪᓚᕆᓂᖅᓂᖅᑎᑎᓂᖅᖃᑦᑕᓪᓚᕐᒪᑦ 2025-ᒥᑦ ᓄᑦᑖᓂᒃ ᐃᓕᑎᓴᐅᓪᓚᐅᖅᑐᖅᖃᖅᑐᓂᒃ. ᑎᑭᑕᐅᓇᓱᐊᖅᑐᖅ 2 ᑎᑭᐅᑎᓴᐅᓪᓚᐅᖅᑐᖅ ᐱᓪᓚᐊᖏᐊᓇᖅᑐᖅᓂᒃ ᐊᔨᖏᑦᑐᑦ ᐊᐅᓪᓕᖁᑎᓄᑦᓯᓂᒃ ᑲᑐᔨᖅᑎᑎᓂᖅᓂᒪᔪᓂ ᓄᓇᕗᒻᒥᑦ, ᓄᓇᖁᑎᐊᖅᑎᑦ, ᐊᒻᒪᓗ ᐃᓐᓇ <ᖃᓇᐅᑎᖢᖅᑦᑐᑦ
ᐱᓪᓚᕆᓂᖅᓂᖅᑎᑎᓂᖅᖃᑦᑕᓪᓚᕐᒪᑦ 2025-ᒥᑦ ᓄᑦᑖᓂᒃ ᐃᓕᑎᓴᐅᓪᓚᐅᖅᑐᖅᖃᖅᑐᓂᒃ ᐅᐸᖅᑐᓂᒃ ᐊᐅᓪᓕᖁᑎᓄᑦᓯᓂᒃ ᑲᑐᔨᖅᑎᑎᓂᖅᓂᒪᔪᓂ ᓄᓇᕗᒻᒥᑦ ᐊᒻᒪᓗ ᐃᓐᓇ <ᖃᓇᐅᑎᖢᖅᑦᑐᑦ
ᐱᓪᓚᕆᓂᖅᓂᖅᑎᑎᓂᖅᖃᑦᑕᓪᓚᕐᒪᑦ 2025-ᒥᑦ ᓄᑦᑖᓂᒃ ᐃᓕᑎᓴᐅᓪᓚᐅᖅᑐᖅᖃᖅᑐᓂᒃ ᐅᐸᖅᑐᓂᒃ ᐊᔨᖏᑦᑐᑦ

ᑭᓇᐅᔨᖏᖅᑕᐅᔪᓂᒃ ᐅᑎᖅᐃᐅᓂᒃ, ᐊᑕᐅᖅᑎᑦᑯ ᐊᖅᑭᒋᐊᖅᓗᓂᒃ ᐅᖃᖅᓯᒪᔪᒃ ᑭᓇᐅᔨᖏᖅᓀᓯᐊᑭᑐᒧᑦ ᐊᑐᐊᒐᖅ ᑕᑯᖏᐅᑎᓂᓂᐊᖅᑎᓯᒪᓂᒃ ᐊᓯᐊᓕᕐᖅᕿᓪᓗᐊᔪᒃ ᑭᓇᐅᔨᓂᒃ ᐊᐅᓪᓚᑦᑎᐊᑦᑎᓂᒃ ᖃᓄᐃᓇᓂᒃᑯᑦᑕ.

ᕿᖅᓇᐅᑎᒥᒃ ᐊᐅᓪᓚᑦᑎᓂᖅᓯᒪᓂᒃ ᑕᕆᓚᓗᔨᐅᔪᓂᒃ (ᐊᓯᐊᓕᕐᖅᓯᒪᔪᖅ ᐅᖃᖅᓯᒪᓂᖅᓐᓄ): ᐊᑐᐃᓂᓇᐅᑎᑦᑎᓗᓂ ᐱᐅᑦᑎᐊᖅᑐᑦ, ᐊᐱᑐᓗᐊᕐᕕᑦᑐᓂᒃ ᐊᐅᓪᓚᑦᑎᓂᖅᓯᒪᓂᒃ ᐱᐅᓯᓯᐊᑕᐅᔪᓂᓇᖅᑐᓂᒃ ᑕᒪᐃᓂᓄᐅᔪᓂᒃ ᐃᓚᒋᔭᐅᓂᒃ ᐊᑐᖅᓯᒪᓂᖅᓯᒪᓂᖅᓄᑦ ᐊᒻᒪᓗ ᐊᐅᓪᓚᑦᑎᔨᓇᖅᓯᓂᖅᓄᑦ.

ᑎᑭᑕᐅᓇᓯᐊᖅᑐᑦ 1: ᐊᑐᓕᖅᑎᑦᑎᐊᓂᓕᓚᐊᖅᓂᓇᖅᑐᓗᒃᑐᑎᒃ ᐊᑐᑦᓂᑎᒃ ᑲᑦᓴᓕᒍᖅᑐᓂᒃ ᐱᓕᕆᔨᐸᑎᓂᒃ ᐊᐅᓪᓚᓂᕆᐊᖅᑕᑦᑎᓂᓂ. ᑎᑭᑕᐅᓇᓯᐊᖅᑐᑦ 2: ᐊᖅᑭᑦᓕᑎᓯᒪᔪᒃ ᖃᕆᑕᐅᔨᐸᑦ ᑐᓴᐅᒪᔪᓂᒃ ᐃᓕᑎᐅᔨᓇᓂ ᐃᓕᐅᑎᑦᑎᓂᐊᑦᓯᒪᔪᒃ ᐊᒻᒪᓗ ᑭᖅᑭᓕᕐᑕᑐᓂᒃ ᑐᓴᐅᒪᓯᓕᕆᓂᕆᔨᖏᖅᖃᑦᓯᑎᒃ. ᑎᑭᑕᐅᓇᓯᐊᖅᑐᑦ 3: ᐱᑭᖅᑎᑦᓯᓕᓕᐊᑐᓇᖅᓯᒪᔪᒃ ᑐᓴᐃᖅᓯᓕᕆᓂᕆᔨᐸᖅᓂᒃ ᐊᑐᐃᓂᓇᐃᑦᒪ NEBS-ᓂᑦ ᐃᑭᐊᖅᑭᐃᖅᓯᒪᓂᓂ.

ᑎᑭᑕᐅᓇᓯᐊᖅᑐᑦ 4: ᑭᖅᑐᓕᖅᑎᑦᓂᓇᖅᓯᒪᔪᒃ ᐊᒻᒪᓗ ᑐᓂᐅᖅᐅᑎᑦᓯᒪᔪᒃ ᓄᑦᑲᖅ ᐱᓕᕆᔨᓄᑦ ᐊᑐᖅᑕᐅᔨᔪᓴᖅ. ᑎᑭᑕᐅᓇᓯᐊᖅᑐᑦ 5: ᑭᖅᑐᓕᖅᑎᑦᓂᖅᑎᑦᓯᒪᔪᒃ ᓄᑦᑲᖅ PENAD ᖃᕆᑕᐅᔨᐸᑦ ᐊᑐᖅᑕᐅᔨᖅᖃᖅ. ᑎᑭᑕᐅᓇᓯᐊᖅᑐᑦ 6: ᐃᑦᖃᑭᔨᐃᓚᓂᓂ ᐊᖅᑭᔨᐊᒥᒃ ᑭᔨᓄᑐᐃᓚᓂᓂᔨᒃ-ᐱᓕᒪᓴᖅᑎᑦᑎᓂᓕᒥᒃ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᑦ.

ᑎᑭᑕᐅᓇᓯᐊᖅᑐᖅ 7: ᐊᖏᕐᕌᒋᒪᖅᓯᐅᑎᒥᑦ ᐅᓂᖅᑲᓕᐅᖏᓪᓗᓂ ᐃᓕᑭᕆᐅᔨᓄᑦ ᑕᐃᖅᕆᐅᔨᖅᖏᓪᓗᓂ ᕿᖏᐅᑎᒍᑦ ᓇᓗᐃᔪᐅᑎᓂᑦ, ᑎᑎᕐᓯᓪᓚᑕᑭᑦ ᑎᑭᐅᑎᕆᐅᓯᓚᐅᔪᓂ, ᐊᓖᒪᓗ ᑕᐃᖅᕆᐅᑎᑕᑎᓗᓂ ᓯᓂᓂᕆᑦᑕ ᕿᓄᐃᓕᓕᐅᖏᓪᓕᖏᓪᓕᐅᓐᓂᒃ ᐊᐅᓚᑦᑎᐃᓐᓇᒃᑯᓂᑦ ᑲᑐᔾᔨᖅᑎᑎᑦᓂᑦ.
ᑎᑭᑕᐅᓇᓯᐊᖅᑐᖅ 8: ᓴᖅᑭᑦᑎᖅᑦᑕᖏᓪᓗᓂ ᓯᑕᒪᐃᖏᓗᑎᒃ ᐅᑭᐅᓕ ᐃᓗᐊᓂᓂ ᑐᓴᒃᓴᓂᓂ ᐃᓕᑭᕆᐅᔨᓂᑦ ᑐᓴᐅᒪᓐᓂᐊᓕᖏᓪᓗᓂ.
ᑎᑭᑕᐅᓇᓯᐊᖅᑐᖅ 9: ᖃᖓᒃᑯᑦᖓᔨᖅ ᐊᑎᒪᓗ ᐱᓕᕆᐊᖓᓕᒫᑦ ᐃᓕᐅᑎᑦᑎᓂᖏᑎᒃ ᑭᓇᐅᔨᓂᒃ ᐊᐅᓚᑦᑎᐅᓂᖅ ᐊᑎᒪᓗ ᐃᒃᔨᖅᑐᐃᓂᒃ ᑕᓪᓕᐊᓂᑦ ᐃᓕᑭᕆᐅᓕᖏᓪᓕᐊᑲᓂᑦ ᐊᑎᒪᓗ ᐃᓕᑭᕆᐅᔨᓄᑦ, ᑕᐃᖅᕆᐅᑎᓕᓚᑦᑎᓂᑦ ᐃᒃᔨᓂᑐ ᐃᓕᐅᖃᑕᐅᓂᐊᕐᑐᐃᓐᓇᖅᑐᒃ ᐸᖏᓇᐅᑎᒍᑦ.

ᑭᓇᐅᔨᓂᒃ ᐊᐅᓚᑦᑎᐱᔨᑎᓄᑦ ᑐᖏᓚᓴᔨᐅᔨᖅ (ᐊᓯᐊᓐᔪᖅᓯᒪᔨᖅ ᐅᖃᖅᓯᒪᓂᓐᓚᒃ): ᐊᒥᓯᓐᔪᕆᐊᖏᓪᓗᑎᑦ ᐃᓕᑭᕆᐅᔨᓂᑦ ᐱᔨᒪᓕᓚᖅᑎᓪᓗᑎᑦ ᐊᔨᓐᓂᑦᑐᑦ ᐃᖅᑲᓇᐃᔨᖅᑲᓐᑦ ᓄᓇᕋᔭᐊᖏᑦᑐᑦ ᐊᑎᒪᓗ ᓄᓇᕗᓚᑦ ᐃᓕᐅᔪᓗᑎᑦ <ᖏᓇᐸᑦᑎᑎᓪᓗᓄᑦ.

ᑎᑭᑕᐅᓇᓯᐊᖅᑐᖅ 1: ᓂᐅᖏᑭᑎᖅᑎᕋᓯᐃᓐᓇᓪᓚᑎᒃ <ᖏᓇᐸᑦᑎᑎᓪᓂ.
ᑎᑭᑕᐅᓇᓯᐊᖅᑐᖅ 2: ᖃᐅᔨᓴᐃᓐᓇᖏᓪᓗᓂ ᐊᑎᒪᓗ ᖃᐅᔨᓴᖅᑕᑦᑕᖏᓪᓗᑦ ᐊᔨᓐᓂᑦᑐᑦ ᐊᐅᓚᑦᑎᐱᓂ ᑲᑐᔾᔨᖃᑎᑦᑎᓂᑦ ᐃᓪᓕᓐᓇ <ᖏᓇᐅᑎᒋᓐᓂᑦᑐᑦ ᐊᑎᒪᓗ ᓴᖅᑭᔪᖅᑎᑦᑎᓂᓂᒪᓕᒫᑦ ᖃᓇᐃᓕᐅᖅᑎᑦᑎᓪᓗᓂ ᑕᓵᔪᓇᓐᓚᒃ.
ᑎᑭᑕᐅᓇᓯᐊᖅᑐᖅ 3: ᐃᓕᔨᖅᓯᒪᓂᑦ NAMA, NAM, LGANT ᐊᑎᒪᓗ NWTAC-ᓄᑦ ᑭᓇᐅᔨᖃᖅᑎᑦᑎᓂᓂᓂᔪᓄᑦ, ᓴᓐᓂᑲᑎᑎᕆᐊᖏᓪᓗᓂ ᐱᓕᕆᓚᖓᔪᖅ ᐊᑎᒪᓗ ᓴᖅᑭᔪᖏᓂᕐᓂᑲᓕᕆᔨᖅᑕᕐᓂᓪᓕᐊᑎᒃ.
ᑎᑭᑕᐅᓇᓯᐊᖅᑐᖅ 4: ᐊᑐᓕᖅᑎᑦᑎᓪᓗᓂ ᑐᓴᒃᓴᓂᐅᔨᖅᑐᐃᓂᒃ ᐱᓕᕆᓚᖅᑎᑦᑎᓪᓗᓂ ᑐᓴᒃᓴᓂᓕᕆᔨᖅᑕᕐᓂᓪᓕᐊᑎᒃ ᖃᐅᔨᓴᖅᑎᑦᑎᓪᓗᓂ ᐊᑎᒪᓗ ᐱᓕᕆᓚᖅᑎᓪᓗᑎᑦ <ᖏᓇᐅᑎᒥᑦ, ᐃᒃᔨᖅᑐᐃᓚᓪᓗ ᐊᒥᓱᓂᖅᓴᓂᑦ ᐃᓕᐅᓂᐊᖏᓪᓗᑎᒃ.

ᐃᐅᓪ ᒪᒃᑕᓚᓪ,
ᐃᑦᑐᖅᓯᐅᑎᓚᑦ/ᓂᕆᑎᐅᖅᓯᐅᑎᑕᖅᕕᒃ
ᑐᓚᑦ ᑲᑎᒪᔨᕿᓚᑦ ᐃᒃᓯᐊᐅᑕᖅ ᓱᓂ
(ᒪᓂᓂᑦ 30, 2026

ᐃᖃᓗᐃᔨᖅᑎᑕᐅᓂᖅ ᐊᑎᖏᓚ	ᐃᓕᓴᕆᐅᓪᓚᑲᑐᑦ
ᐃᑲᐱᐊᕐᓯᖏᒻ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	7
ᐃᑲᐱᐊᕐᓯᖏᒻ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	15
ᐊᕐᕕᐊᕐᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	14
ᐊᕐᕕᐊᓂ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	49
ᖃᒪᓂ'ᑐᐊᕐᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	16
ᖃᒪᓂ'ᑐᐊᕐᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	38
BEHCHO KO, TLICHO ᓄᓇᓕᖏᓂ ᒪᕼᒪᑎᓴᐅᔪᑦ	25
BEHCHOKO KO GHA K'AODEE	7
ᐃᖃᓗᑦᑐᑎᐊᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	12
ᐃᖃᓗᑦᑐᑎᐊᕐᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	36
ᑭᖑᓱᓂ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	10
ᐃᒡᓗᓕᓴᕐᓯᖏᒻ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	2
ᐃᒡᓗᓕᓴᕐᓯᖏᒻ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	14
ᑲᖏᕐᖃᑐᓴᕐᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	12
ᑲᖏᕐᖃᑐᓴᐅᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	20
ᓄᓇᕗᒻᒥ ᐃᓕᓴᓂᐊᕐᖃᓕᕆᔨᑲᓄᑦ ᑲᑐᔪᖅᑎᑎᓯᒋᐊᕐᑐᑦ ᐃᓕᓴᓂᐊᕐᖃᓕᕆᔨᑲᓄᑦ	4
ᓴᓕᓂᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	7
ᓴᓕᓂᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	18
DELINE GOTINE ᑲᕼᒪᑲᓄᓯᑦ	52
ᐊᕐᕕᐊᕐᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	5
FORT LIARD-ᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	9
FORT MCPHERSON-ᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	2
FORT MCPHERSON-ᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	11
FORT MCPHERSON-ᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	3
FORT MCPHERSON-ᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	8
FORT SIMPSON-ᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	5
FORT SMITH-ᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	6
FORT SMITH-ᒥ ᓄᓇᓕᐸᐅᓴᖏᓚᑦ	47
ᑌᒪᑎ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	2
GAMETI, ᓄᓇᓕᖏᓂ ᑲᕼᒪᑎᓴᐅᔪᖅ	9
GIANT MINE ᐱᓕᕆᖏᓴᒧᑦ ᑎᒥᑎᓴᒧᑦ ᑲᑐᔪᖅᑎᑎᓯᑦ	1
ᐅᖅᓯᖅᑐᑎᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	48
ᐊᐅᓯᐃᓕᑐᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	1
ᐊᐅᓯᐃᓕᑐᒥᑦ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	2
GWICH ᓄᓇᒧᑦ ᐃᒪᖏᒧᓕᓪ ᑲᑎᒪᔨᑦ	5
ᐃᒡᓗᓕᓕᒻᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	10
ᐃᒡᓗᓕᓕᒻᒥ, Hᐊᒋᒪᓕᑲᑲᓄᑦ	16
ᐃᓕᑕᖅᓯᓂᖅ	21
ᐃᓄᐃᑦ ᐱᖏᑎᑭᓚᓂᑦ ᓇᐅᕐᑎᓯᖅᑎᑭᓚᑦ	6
ᐃᓅᓀᓕᒻᒥ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	8
ᐃᓅᓀᐸᒃ, ᓄᓇᓕᓕᒻᒪ	38
ᐃᖃᓗᓐᓂ ᐃᒡᓗᓕᕆᔨᑲᓄᑦ	10
JEAN MARIE RIVER ᐃᖅᑭᓕᓐᓄᑦ ᑲᑐᔪᖅᑎᑎᓯᑦ	2

ᐃᓅᓕᐃᔨᓅᐅᐅᓴ ᐊᑎᖏᑦ	ᐃᓕᒥᔨᐅᓴᓪᓕᓗᑐᑦ
ᑲᑭᓂᑲ ᑲᑐᔨᖅᑎᒋᑦ	22
KATLODEECHE-Γ ᐊᓴᓪᓕᐃ ᓄᓇᖅᑲᖅᓯᒪᔨᑦ	7
ᑭᑭᑕᑲ ᐃᓚᓪᓚᓂᔨᑲᑦ	6
ᑭᓪᒥᑐᓪᒥ ᐃᓚᓪᓚᓂᔨᑲᑦ	3
ᑭᓪᒥᑐᓪᒥ, ᕼᐊᐩᓪᒪᓪᓚᑲᑦ	10
ᑭᖏᓐᓂᓂ, ᕼᐊᐩᓪᒪᓪᓚᑲᑦ	27
ᖃᑎᖅᒥᐅᓂ ᐃᑕᑐᓂᓴᓚᓂᔨᑲᑦ ᑲᑐᔨᖅᑎᒋᑦ	5
ᖃᑎᖅᒥᐅᑦ ᐃᓄᐃᑦ ᑲᑐᔨᖅᑎᒋᑦ	32
ᑭᓴᓕᓕᖅ ᐃᓄᐃᑦ ᑲᑐᔨᖅᑎᒋᑦ	53
ᐊᒻᓐᓕᓕᑦ ᐃᓚᓪᓚᓂᔨᑲᑦ	3
ᐊᒻᓐᓕᓕᑦ ᕼᐊᐩᓪᒪᓪᓚᑦ	19
ᖃᐅᓪᓗᖓᒥᒥ ᐃᓚᓪᓚᓂᔨᑲᑦ	17
ᖃᐅᓪᓗᖓᑐᒥ, ᕼᐊᐩᓪᒪᓪᓚᑲᑦ	30
ᓄᓇᓕᖅᓂ ᓴᓴᒪᑲᓂᑦ ᐊᐅᓪᓚᑎᐱᑎᑲᓂᑦ ᓄᓇᕆᐊᖏᑦ	1
LUTSELKE-Γ ᐃᓚᓪᓚᓂᔨᑲᑦ	1
Lᑲᖅᓴ ᖃᓕᓂᐊᑦ	15
MACKENZIE VALLEY ᓄᓇᒧᑦ ᐃᒪᖏᒧᓪᓗ ᑲᑎᒪᔨᑦ	17
NAHANNI BUTTE ᐃᓅᑭᓕᖅᓂᓄᑦ ᑲᑐᔨᖅᑎᒋᑦ	2
ᓇᐅᔭᓂ, ᕼᐊᐩᓪᒪᓪᓚᑲᑦ	18
NORMAN WELLS, ᓄᓇᓕᖅᑐᒃ	17
North Slave Metis ᑲᑐᔨᖅᑎᒋᑦ	5
ᐅᑭᐅᖅᑕᖅᑐᒥ ᐃᓅᓴᐃᔨᖅᑎᓄᑦ ᐃᑲᔪᕈᐊᖅᑐᑐᓂᔨᑦ	7
ᓄᓇᕆᐊᖅ/ᓄᓇᓕᓐᒥ ᑲᑎᒪᔨᑦ ᐱᖅᓴᓇᓱᖅᓯᓂᒧᑦ ᐅᐸᑲᑕᕐᓴᖅᓄᑦ	6
ᓄᓇᕆᐊᖏᑦ ᐃᓕᓴᐃᔨᑦ ᑲᑐᔨᖅᑎᒋᑦ	6
ᓄᓇᓕᓐᒥ ᕼᐊᐩᓪᒪᓪᓚᑲᑦ ᑲᑐᔨᖅᑎᒋᑦ	2
ᓄᓇᓕᑦ ᐊᖏᑐᐃᓂᖅᓯᓂᒧᑦ ᖃᑎᖅᑕᐅᓴᕐᑐᑦ ᑲᑎᒪᔨᕐᑐᑦ	22
ᓄᓇᓕᓐᒥ ᑲᓴᒪᑲᓂᓄᑦ ᐱᓕᓪᒪᖅᓴᐃᔨᑦ ᑲᑐᔨᖅᑎᒋᑦ	4
ᓄᓇᓕᓐᒥ ᐸᖅᓇᐃᔨᑦ	15
ᓄᓇᓕᓐᒥ ᐃᓕᓴᐃᔨᑦ ᑲᑐᔨᖅᑎᒋᑦ	6
ᓄᓇᓕᑦ ᑐᖓᒪᓂᑲᑦ ᑎᒥᖓᑦ.	119
ᓄᓇᓕᓐᒥ ᐃᒪᓕᓇᔨᑦ ᑲᑎᒪᔨᕐᑐᑦ	11
ᓄᓇᑎᐊᒥ ᑲᑐᔨᖅᑎᒋᑦ ᓄᓇᓕᓐᒥ	6
ᓄᓇᓕᓐᒥ ᐅᖅᐅᓱᓕᓇᓂᒧᑦ ᑲᑎᒪᔨᑦ	13
ᓄᓇᕆᐊᖅ/ᓄᓇᓕᑦ ᑲᑐᔨᖅᑎᒋᑦ ᓴᓇᔨᐅᓂᐊᖅᑐᑐᓄᑦ ᐊᑦᑭᓐᓱᐃᔨᓴᓚᓂᑦ ᐊᓴᒪ ᓄᓇᒥᐠ ᖅᐅᔨᓴᖅᑎᑦ	5
ᐸᓐᓂᖅᑐᒥ ᐃᓚᓪᓚᓂᔨᑲᑦ	8
ᐸᓐᓂᖅᑐᒥ, ᕼᐊᐩᓪᒪᓪᓚᑲᑦ	22
ᐸᓐᓂᖅᑐᒥ ᕼᐊᐩᓪᒪᓪᓚᑲᑦ – ᐊᐅᓪᓚᑎᐱᕐᑐᑦ	1
ᒥᑎᑎᒪᑕᓕᕐᒥ ᐃᓚᓪᓚᓂᔨᑲᑦ	11
ᒥᑎᑎᒪᑕᓕᕐᒥᑦ, ᕼᐊᐩᓪᒪᓪᓚᑲᑦ	14
ᖃᓪᓚᖅ ᐃᓚᓪᓚᓂᔨᑲᑦ	7
ᖃᑭᖅᑕᓂ ᐃᓄᐃᑦ ᑲᑐᔨᖅᑎᒋᑦ	108
ᖃᑭᖅᑕᖅᓴᐋᑎᒥ ᐃᓚᓪᓚᓂᔨᑲᑦ	6
ᖃᑭᖅᑕᖅᓴᐋᑎᒥ, ᕼᐊᐩᓪᒪᓪᓚᑲᑦ	2

ᐃᖃᓗᐃᔨᖅᑎᑕᐅᓴ ᐊᑎᖏᑦ	ᐃᓕᓴᕆᐅᓪᓚᕆᔪᑦ
RADILIH KOE ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	1
ᑲᖏᖅᑯᓂᖅᓗ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
ᑲᖏᖅᑯᓂᖅᓗ, ᐄᐊᐃᒪᓚᒃᑯᖏᑦ	29
ᓇᐅᔨᓂ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	6
ᖃᐅᔨᐃᓕᑦᑐᓗ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	1
ᖃᐅᔨᐃᓕᑦᑐᓗ ᐄᐊᐃᒪᓚᒃᑯᑦ	14
SAHTU ᓄᓇᒧᑦ ᐃᒪᖏᒧᓪᓗ ᑲᑎᒪᔨᑦ	7
SAHTU ᓄᓇᒧᑦ ᐊᑐᖅᑕᐅᓂᖏᒧᑦ ᐸᖏᐃᔨᑦ ᑲᑎᒪᔨᖏᑦ	3
ᓴᓂᕈᓗᐊᖏᑦ, ᐄᐊᐃᒪᓚᒃᑯᑦ	13
ᓴᓂᕆᔨᖏᑦ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	5
ᓴᓂᕆᔨᖏᑦ, ᐄᐊᐃᒪᓚᒃᑯᑦ	15
ᑕᓗᖏᐊᖏᑦ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	13
ᑕᓗᖏᐊᖏᑦ, ᐄᐊᐃᒪᓚᒃᑯᑦ	30
ᑕᓯᐅᕐᓂᑦ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	2
TLICHO ᑎᕐᒪᖑᑦ	155
TLICHO-ᑯᑦ ᐊᐅᓚᑕᑎᓂᒧᑦ ᐱᔨᑕᑎᕋᖅᑎᑦ ᓕᒥᑎᑦ – ᐊᐅᓚᑕᑎᓂᒧᑦ ᐱᓕᕆᖅᑎᑦ	8
TLICHO ᐊᐅᓚᑕᑎᓂᒧᑦ ᐱᔨᑕᑎᕋᖅᑎᑦ.	10
ᑐᒃᑐᐃᖅᑐᒧᑦ, ᐄᐊᐃᒪᓚᒃᑯᑦ	9
TULITA-ᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	3
ᐅᖁᓭᓕᖅ ᑲᑐᔨᖅᑎᑎᑦ	29
WEK EEZHII ᓄᓇᒧᑦ ᐃᒪᖏᒧᓪᓗ ᑲᑎᒪᔨᑦ	11
WEK EEZHII ᓄᓇᒥᖕᒪᖅᑐᓕᕆᔨᓄᑦ ᑲᑎᒪᔨᑦ	4
ᕚᐊᒃᐅᐃᑎᑎ, ᑎᓵᓕᓯ ᓄᓇᓕᖕᓂ ᓴᖇᒪᓕᕆᐅᔪᑦ	9
ᑎᑭᑦᔪᐊᕐᒥᑦ, ᐄᐊᐃᒪᓚᒃᑯᑦ	6
WHATI-ᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	3
WHATI, ᓄᓇᓕᖕᓂ ᓴᖇᒪᓕᕆᐅᔪᖅ	9
ᓴᓗᓇᐃᒥ ᐃᒃᓯᑦᔪᐊᒃᑯᑦ ᐃᓕᖕᓂᐅᐊᖏᖕᓂᑦ	176
ᓴᓗᓇᐃᒥ ᐃᒡᓗᓕᕆᔨᒃᑯᑦ	11
ᓴᓗᓇᐃᒥ, ᖃᑦᑎᐱᔨᒃᑯᑦ	31
ᓴᓗᓇᐃᒥ, ᐊᐅᓚᑕᑎᓵᑦ	53
ᓴᓗᓇᐃᒥ, ᓄᓇᓕᖕᓂ ᐊᑐᓕᖅᑎᑎᕐᓂᑦ	8
ᓴᓗᓇᐃᒥ, ᑲᑐᔨᖅᑎᑎᑦ	144
ᓴᓗᓇᐃᒥ ᐃᓕᖕᓂᐅᐊᓂᓚᓂᒧᑦ ᐱᓕᕆᖏᑎᓴᐅᔪᖅ #1	302
ᑲᑎᕐᓗᑦ	**2469**