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2011

WSCC Workers' Safety
& Compensation Commission

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2011 ANNUAL REPORT

Workers' Safety & Compensation Commission
Northwest Territories and Nunavut

Head Office

Yellowknife
Box 8888, 5022 49 Street
Centre Square Tower, 5th Floor
Yellowknife, NT X1A 2R3

Telephone: (867) 920-3888
Fax: (867) 873-4596
Toll Free: 1-800-661-0792
Toll Free Fax: 1-866-277-3677

Regional Offices

Iqaluit
Box 669,
Qamutiq Building, 2nd Floor
Iqaluit, NU X0A 0H0

Telephone: (867) 979-8500
Fax: (867) 979-8501
Toll Free: 1-877-404-4407
Toll Free Fax: 1-866-979-8501

Inuvik
Box 1188, 151 Mackenzie Road
Mack Travel Building, 3rd Floor
Inuvik, NT X0E 0T0

Telephone: (867) 678-2301
Fax: (867) 678-2302

Rankin Inlet
Box 368,
Oomilik Building
Rankin Inlet, NU X0C 0G0

Telephone: (867) 645-5600
Fax: (867) 645-5601
Toll Free: 1-877-404-8878

Prevention Services

Industrial Safety: (867) 669-4418
Mine Safety: (867) 669-4412

Claims Services

Northwest Territories: (867) 920-3801
Nunavut: (867) 979-8511

Employer Services

(867) 920-3834

wscc.nt.ca wscc.nu.ca dontbeanumber.ca

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LETTER OF TRANSMITTAL

May 29, 2012

The Honourable George L. Tuccaro
Commissioner of the Northwest Territories

The Honourable Edna Elias
Commissioner of Nunavut

The Honourable Jackson Lafferty
Northwest Territories Minister Responsible for the Workers' Safety and Compensation Commission

The Honourable Lorne Kusugak
Nunavut Minister Responsible for the Workers' Safety and Compensation Commission

In accordance with Section 96 of the Northwest Territories and Nunavut Workers' Compensation Acts, it is my pleasure to present the Workers' Safety and Compensation Commission (WSCC) Annual Report for the year ending December 31, 2011.

The 2011 Annual Report includes audited financial statements, a summary of past year activities, and a report on our progress towards achieving our goals. The Annual Report goes beyond our responsibility for financial reporting; it connects our strategic priorities to our results.

Accompanying the financial statements is an actuarial opinion on the reasonableness of future pension and claims liabilities, and the adequacy of contingency reserves. We provide a Management Commentary for further insight into the WSCC's operations and finances.

As an organization, we commit to openness and transparency. This report provides our organization with the opportunity to connect us to, and maintain accountability with, our stakeholders.

I congratulate the Governance Council, employees, management, and WSCC partners on their continued dedication and hard work in 2011.

William Aho
Chairperson

2011 ANNUAL REPORT

REPORT TO STAKEHOLDERS

WSCC Workers' Safety
& Compensation Commission

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WSCC
Workers' Safety
Compensation Commission
Promote workplace safety
and
care for injured workers.
INCH MEMORIAL POOL

WSCC Workers' Safety
ety & care
WSC

MESSAGE FROM THE PRESIDENT

In 2011, the Workers' Safety and Compensation Commission (WSCC) entered the final year of a three-year strategic plan. The 2009–2011 plan outlined the Governance Council's strategic direction and Administration's plans to achieve set goals and objectives to support our corporate mission and vision.

2011 was a difficult year for our Northern workforce. Three airplane crashes resulted in an unusually high number of worker deaths. These tragedies not only touched everyone living in the North, they also directly impacted our WSCC employees, particularly those who care for claimants and their survivors.

During the year, we continued to focus on promoting safety for workers. We refreshed our campaign, promoting workplace safety to young workers age 13–25. We offered quality safety awareness education to workers and employers across the Northwest Territories and Nunavut, while maintaining our partnerships across the North to ensure additional course delivery. We further broadened our corporate image through a continued presence at community events.

In addition to a focus on safety, we were equally committed to providing quality service to claimants and employers. Recognizing the importance of timely service to injured workers, we issued claimants their first payment within 25 days in 92 per cent of cases. We also refined service standards in all of our divisions, to enhance service to all our clients. This commitment will continue in future years.

One final highlight of 2011 was successfully obtaining our Certificate of Recognition (COR™) designation. This further demonstrates our commitment to safety and care.

We are proud of our accomplishments in 2011. I am happy to present the 2011 annual report that confirms our accomplishments and activities for the year.

I look forward to a successful future as we work with workers, employers, and partners across the Northwest Territories and Nunavut to advance a strong safety culture and to eliminate workplace diseases and injuries.

Dave Grundy

Dave Grundy
President and CEO

MISSION

Promote workplace safety and care for injured workers.

VISION

To be recognized as a caring, efficient, and service-focused organization and a model and trusted partner in workplace safety.

VALUES

Concern for People

- We demonstrate care and compassion in responding to our clients' needs and to the communities we serve.
- When working with our clients, partners, other stakeholders, and each other, we do so with honesty, fairness, respect, sensitivity, and timeliness, proactively and consistently.

Collaboration & Engagement

- We work with our partners to achieve mutually beneficial outcomes.

Integrity

- We honour the commitments we make to our clients, our partners, other stakeholders, and each other.
- We lead the adoption of and model the workplace safety standards that we promote with employers and workers.

Transparency & Openness

- We will be clear to our clients about how decisions are made and the reasons for those decisions.

GOVERNANCE COUNCIL

A seven-person Governance Council, representing the interests of workers employers, and the general public, governs the WSCC.

Operating in a manner consistent with the *Workers' Compensation Acts* and corporate governance directives and policies, the Governance Council is responsible to oversee the business and management of the organization, while protecting the financial integrity of the WSCC. The Governance Council Members as of the date of publication are:

William Aho,
Chairperson

John Vander Velde,
Nunavut Worker Representative (Vice Chairperson)

David Ritchie,
Northwest Territories Worker Representative

Christopher Callahan,
Nunavut Public Interest Representative

Fred Koe,
Northwest Territories Public Interest Representative

Karin McDonald,
Northwest Territories
Employer Representative

Doug Witty,
Northwest Territories
Employer Representative

The Governance Council directs and monitors the following areas of accountability:

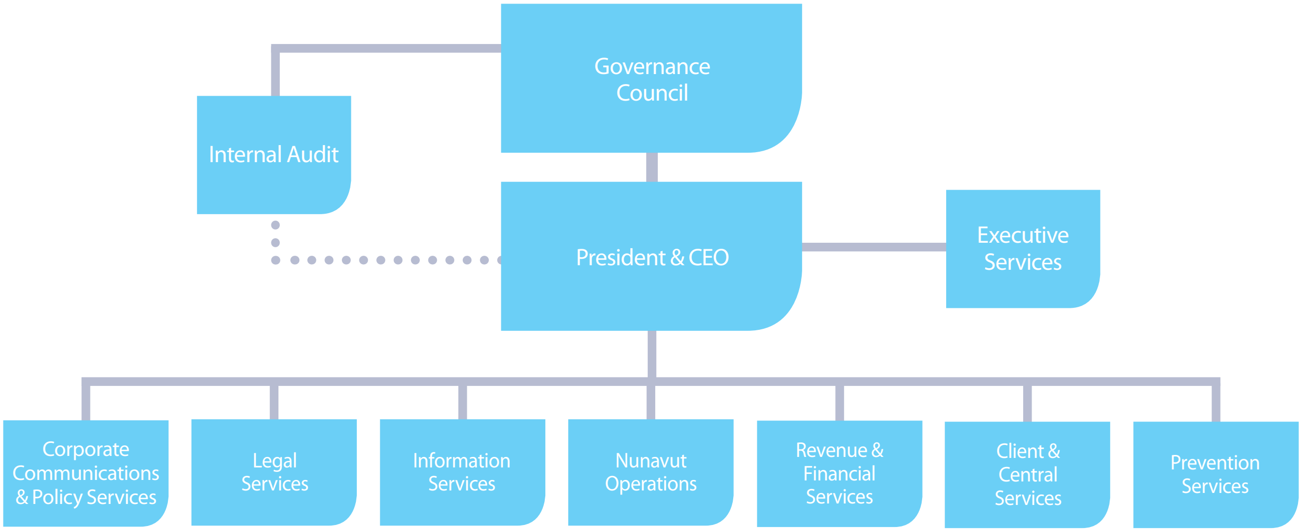
- strategic direction;
- programs and policies;
- succession planning;
- financial oversight and stewardship;
- corporate performance management;
- risk management;
- material transactions;
- communications; and
- governance oversight.

Exercising authority delegated by the Governance Council, the President and CEO is accountable for the WSCC's performance, including the achievement of results through the establishment of corporate goals and objectives.

CORPORATE OVERVIEW

The WSCC administers the *Workers' Compensation Acts*, the *Safety Acts*, the *Mine Health and Safety Acts*, the *Explosives Use Acts*, and associated regulations to protect and care for workers and employers in the Northwest Territories and Nunavut. The WSCC also assesses employers, sets assessment rates, collects revenues, pays compensation to injured workers, provides rehabilitation and medical aid, as well as promotes safety awareness and safe work practices in Northern workplaces.

Accountability Structure



Prevention Services

Prevention Services includes the Industrial and Mine Safety Units. Together they make up one of the WSCC's key service areas by promoting safe workplaces. They conduct safety inspections and incident investigations; deliver safety education courses; monitor mine rescue programs; promote safety standards and regulations; identify and target unsafe work conditions; and provide guidance and share best safety practices.

WSCC Safety Officers are experienced industry professionals with a wealth of hands-on knowledge to share with Northern workers and employers.

Client and Central Services

Client and Central Services is comprised of Human Resources, Claims and Medical Services.

Human Resources are responsible for recruitment, training, health and wellness initiatives, and employee performance management. In addition, they manage WSCC facilities and the WSCC internal safety program.

Claims and Medical Services contribute to the success of another of the WSCC's key service areas, the care of injured workers. Claims Services works directly with injured workers, assisting them throughout the claims process. They provide return to work support to claimants and their employers and pay compensation benefits. Medical Services provides technical expertise to WSCC staff to support their efforts to get claimants back to work as soon, and as safely, as medically possible.

Revenue and Financial Services

Each unit within Revenue and Financial Services plays an important role in maintaining the WSCC's financial sustainability.

Employer Services works with employers to accurately classify businesses and ensure the WSCC receives correct employer assessments. Treasury and Procurement administers contracts, purchasing, risk management, and the WSCC's investments and liabilities. Finance monitors internal financial systems and controls, including banking and budgets.

Nunavut Operations

Nunavut Operations is a full-service branch of the WSCC. With offices in Iqaluit and Rankin Inlet, Claims, Employer, and Prevention Services employees provide quality care and service for stakeholders in Nunavut.

Legal Services

Legal Services manages the WSCC's legal and investigation requirements. Legal provides the WSCC with a full range of services from legal opinions to third party actions. Investigations protects the integrity of the Workers'

Protection Fund by targeting abuses of the system with innovative prevention techniques and appropriate detection methods.

Corporate Communications and Policy Services (CCPS)

Delivering open and transparent communication to internal and external clients is CCPS's main priority.

Communications develops marketing materials, promotes WSCC initiatives, and creates safety prevention and awareness campaigns. Policy manages the three-year Comprehensive Policy Review Plan, and facilitates stakeholder policy consultation on behalf of the Governance Council. The Review Committee provides the first level of client review in the appeals process.

Information Services

Information Services maintains the WSCC's information technology, and overall service delivery. Records Management is a part of this division, whose primary function is to guarantee proper archiving and storage of the WSCC's records.

Executive Services

Executive Services is the primary link between the WSCC and the Governance Council. It ensures decisions, directions, and requirements of the Governance Council, President & CEO, and the Ministers responsible are communicated throughout the organization. It is also responsible for corporate performance and planning to ensure key messages of the WSCC are consistent with the goals set by the Governance Council through coordination, evaluation, and communication of the WSCC's activities.

2011 YEAR AT A GLANCE

Territorial Demographics: *(Source: Statistics Canada)*	**NWT**	**Nunavut**	**Total**
Population	43,675	33,322	76,997
Number employed	28,211	11,465	39,676
Average weekly earnings	$1,245	$901	$1,133

Limited to the 10 largest communities in Nunavut (about 70% of the working-age population)

Claimants:	**2009**	**2010**	**2011**
Number of claims reported	3,387	3,549	3,893
Number of claims established	2,808	3,022	3,209
Number of lost time compensated claims	819	932	956
Number of work related fatalities	3	5	18
Number of new pensions	100	106	101
Average composite duration of time-loss claims	41 days	42 days	45 days

Employers:	**2009**	**2010**	**2011**
Total number of assessable employers	3,464	3,490	3,664
Number of industry classes	8	8	8
Number of rate groups	24	24	24
Number of employers requesting additional optional coverage	517	520	532

Lost Time Injury Rate:	**2009**	**2010**	**2011**
Lost time injury frequency	2.17	2.47	2.36

The lost time injury frequency is defined as the number of lost time compensated injuries per 100 workers.

Financial Indicators:	**2009**	**2010**	**2011**
Maximum annual insurable earnings (YMIR)	$72,100	$75,200	$82,720
Assessable payroll (in millions)	$2,069	$2,226	$2,443
Average provisional undiscounted assessment rate per $100 of assessable payroll	$2.04	$2.20	$2.08
Approved average provisional assessment rate per $100 of assessable payroll	$1.71	$1.80	$1.73
Actual average assessment rate per $100 assessable payroll	$1.56	$1.65	$1.76
Percentage funded	116%	116%	107%

2011 REVIEW & RESULTS

Stakeholder Focus

We foster stakeholder relationships in safety and care through customer service excellence.

Objectives:

- Deliver fair and consistent service in the eyes of our stakeholders;
- Strengthen customer trust and respect through open and clear communication; and
- Promote safety education and awareness to create and maintain a safety culture.

The WSCC commits to provide Northern workers and employers with the necessary training and tools to create and maintain a safety culture. We strive to prevent workplace injuries, illnesses, and fatalities with a strong commitment to safety and prevention.

In 2011, the WSCC:

- Offered free safety education training to workers and employers;
- Promoted safety programs (in collaboration with our partners) and safety awareness campaigns; and
- Provided innovative new tools and initiatives for our stakeholders.

The WSCC continued to provide safety education training to workers and employers. The WSCC delivered 140 safety education courses in communities across the Northwest Territories and Nunavut — a 20 per cent increase over 2010. Our partnerships for the delivery of safety courses continued with the Northern Safety Association (NSA) and the Northern Territories Federation of Labour (NTFL). Both partners increased their attendance in 2011. The NSA certified 14 new employers under the Certificate of Recognition program (CORTM). The NTFL trained 397 workers in 2011, an increase of 15 per cent over the prior year.

The 2010/2011 *Safe Advantage* Program cycle ended with 135 employers in the program. Of these, 70 received refunds, 27 received penalties, 23 were neutral, and 15 forfeited their refunds. Under this program, the WSCC continues to work with employers to maintain excellent levels of safety and care for their workers.

In 2011, the WSCC published six bi-monthly Insight enewsletters and one edition of Reflections magazine. We also maintained our co-participation in the Day of Mourning ceremonies, NAOSH Week events, Mine Rescue Competition, and various tradeshows across the North.

The WSCC also implemented the following new initiatives:

- *One Life Logan* – we launched an online game that promotes workplace safety to young workers, age 13–25. The game teaches youth how important it is to take responsibility for their safety at work;
- Online Bill Payments – our stakeholders now have the option to pay WSCC bills online;
- Safety Sheets – we developed our first safety sheets for Ladder Safety and Scaffolding Safety. They are a great resource for employers to use in safety meetings and to provide to workers as a reference; and
- Radio Ad Campaign – the campaign promoted general safety awareness as well as worker and employer accountability in safety.

Organizational Excellence

We maintain an efficient and adaptive organization that supports service delivery.

Objectives:

- Promote employee growth and development;
- Continuously improve processes;
- Engage employees; and
- Ensure organizational efficiencies are in place.

The WSCC maintains its commitment to service excellence. To deliver excellent service, it is important that WSCC services, policies, and programs reflect the needs of stakeholders and that WSCC employees are qualified and satisfied.

In 2011, the WSCC:

- Obtained the Certificate of Recognition (COR™) certification;
- Developed quality service standards for our stakeholders; and
- Provided employees with multiple training opportunities.

The WSCC is proud to have successfully obtained COR™ certification. COR™ is an occupational health and safety accreditation for industry employers aimed at reducing the human and financial costs associated with workplace incidents and injuries. It demonstrates our commitment to safety and proves we lead by example.

To improve the quality of our service delivery, the WSCC developed internal and external Service Standards for each division. This exercise led the WSCC to review its processes and enhance procedures for more efficiency. It also provided an opportunity to align processes across both territories. The WSCC is committed to meeting each delivery target and will monitor, and report on, its performance with the Service Standards on a quarterly basis.

The WSCC promoted a positive work environment by offering training opportunities to employees, implementing various health and wellness initiatives, and providing employees with opportunities to give back to the community. Employees attended a total of 588 days of training in 2011, including group training such as Law Enforcement Investigations, First Aid, Plain Language, Respectful Workplace, Customer Service, and Leadership Skills. A total of 83 per cent of our employees participated in our last employee satisfaction survey; 96 per cent of participants indicated they like working with the WSCC. These survey results are an excellent indicator of high employee engagement.

Effective Governance

We provide efficient, accountable leadership and governance that represents the interests of the Northern workforce.

Objectives:

- Effective leadership; and
- Positive public image.

The WSCC is accountable to its stakeholders, with an open and transparent strategy to represent the interests of the Northern workforce. Through corporate reporting, consultation, satisfaction surveys, and strategic planning initiatives, the WSCC strives to enhance its public image.

In 2011 the WSCC:

- Adhered to its corporate performance reporting schedule;
- Continued promoting a positive public image; and
- Developed a three-year Strategic Plan for 2012-2014.

In January, the WSCC published its *Corporate Plan*. Stemming from the 2011 Corporate Plan, the WSCC continued to produce and distribute quarterly activities reports to stakeholders. These reports reviewed operations, activities, and programs to provide an update of what we did to achieve our goals.

The WSCC worked hard to heighten awareness of its corporate identity and public image. The WSCC attended and participated in tradeshows, volunteered at community events, and provided first aid support through our Medical First Responder (MFR) team at seven community events.

The WSCC also:

- Published six *Insight* newsletters;
- Designed a community-language WSCC/safety awareness poster;
- Promoted safety via a radio-ad campaign;
- Refreshed the *Don't Be a Number* campaign which promotes workplace safety to young workers age 13–25;
- Continued to support the initiatives of the *Northern Territories Federation of Labour*, and the *Northern Safety Association*;
- Promoted *Clear/Plain Language Protocol* via mandatory training for all WSCC employees; and
- Reinforced the *Media Relations Protocol*.

As the final year of the 2009-2011 Strategic Plan, the WSCC leadership team began planning for the next three years. In doing so, the WSCC refreshed its Vision, Mission, and Values, as well as its strategic priorities for 2012–2014. The new areas of focus build on our significant achievements, the challenges we face, and feedback received from our stakeholders.

Financial Sustainability

We meet the needs of our stakeholders without compromising WSCC financial sustainability.

Objectives:

- Achieve operational efficiencies;
- Provide fair and appropriate benefits and rates;
- Comply with the International Financial Reporting Standards (IFRS); and
- Sustain the *Workers' Protection Fund*.

Employer assessment premiums and investment returns fund the WSCC. Careful budget and expenditure control guarantees prudent use of resources to ensure the WSCC provides benefits and services to stakeholders now and in the future.

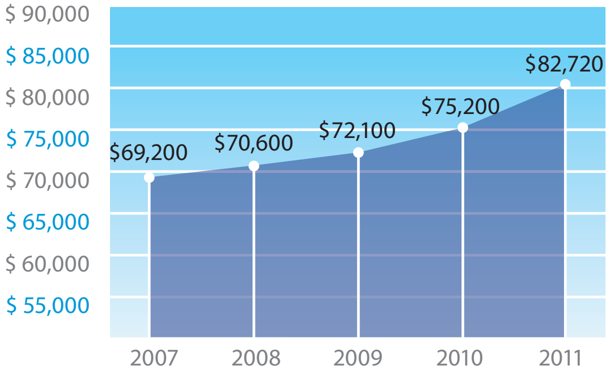
In 2011, the WSCC:

- Ensured the Year's Maximum Insurable Remuneration (YMIR) provided adequate compensation replacement;
- Performed payroll audits, classification reviews, and fraud investigations;
- Maintained assessment rates and administrative costs; and
- Ensured compliance with IFRS standards.

The WSCC calculates benefits using the workers' actual annual income up to a maximum called YMIR. The Governance Council increased the YMIR from $75,200 in 2010 to $82,720 in 2011.

This amount was estimated to provide full compensation replacement for 77 per cent of workers, meeting the WSCC's target of 70 – 80 per cent of the Northern workforce.

Year's Maximum Insurable Remuneration
Northwest Territories and Nunavut 2007-2011



The YMIR for 2011 was the third highest in Canada, as shown in the table below.

To ensure employers pay a fair assessment and are consistent with the payroll reporting requirements of the *Workers' Compensation Acts* and policies, the WSCC conducts mandatory audits of employer records. The WSCC performed 83 such audits in 2011. Assessment Audits substantiate the accuracy of employer reported assessable payroll.

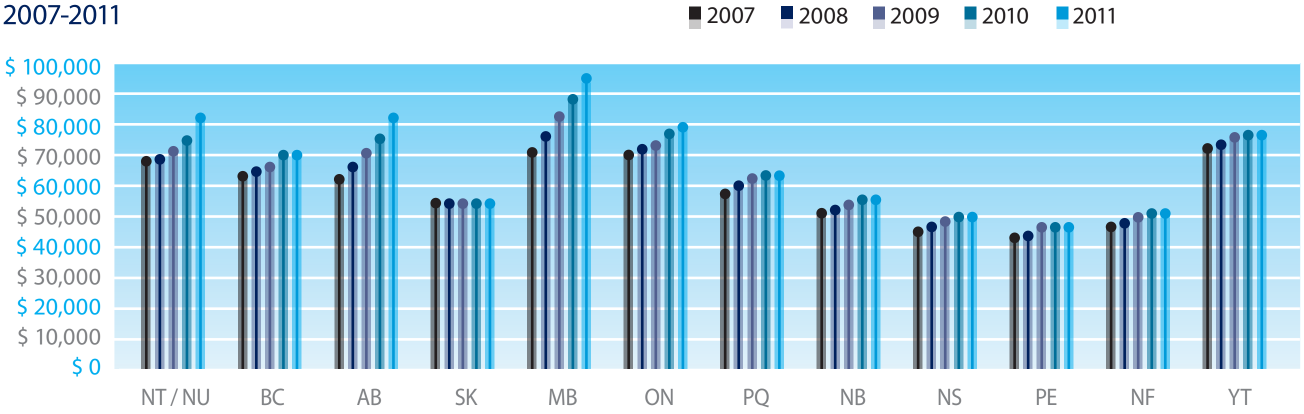
Based on the overall nature of operations, employers are assigned an industry classification and then assessed at the applicable rate for that industry. As there is a wide variance in industry rates and descriptions, classification errors are very costly. The WSCC conducts regular Assessment and Classification Reviews to ensure employers are properly classified based on their current operations. These reviews and site visits also serve as an opportunity to work one-on-one with employers to develop a better understanding of WSCC requirements and services. The WSCC conducted 81 such reviews in 2011.

In addition, the WSCC conducted 21 fraud investigations throughout the year.

In 2011, the average provisional assessment rate decreased to $1.73 per $100 of assessable payroll from $1.80 in 2010, a four per cent decrease. The WSCC also succeeded in reducing administration costs both in absolute dollar terms and as a percentage of assessable payroll.

The IFRS project team facilitated the transition to the new reporting standards, identifying the areas impacted as: employee benefits, leases, financial instruments, and capital assets.

Year's Maximum Insurable Remuneration
2007-2011



2011 ANNUAL REPORT

OUR FINANCES

WSCC Workers' Safety
& Compensation Commission
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MANAGEMENT COMMENTARY

For year ending: December 31, 2011

As part of the annual report, the management commentary provides further insights into the Workers' Safety and Compensation Commission's (WSCC) operations and finances. The following audited financial statements are integral to this analysis, and should be read in conjunction.

Forward-looking Information

This report contains forward looking information from which actual results may differ materially. Forward-looking information is subject to many risks and uncertainties as this information contains assumptions about the future. Forward-looking information includes, but is not limited to: WSCC goals, strategies, targets, outlook and funding strategies.

Risk and uncertainties about future assumptions may include, but are not limited to: the changing financial markets, industry and general economic conditions, legislation, accounting standards, appeals and court decisions, and other risks which are known or unknown. We caution the reader about placing too much reliance on forward-looking information contained in this document.

International Financial Reporting Standards

In 2008, the Canadian Accounting Standards Board announced that all publicly accountable enterprises with fiscal years beginning on, or after, January 1, 2011, must implement International Financial Reporting Standards (IFRS). Prior to 2011, the financial statements were prepared according to Canadian generally accepted accounting principles (GAAP). The WSCC adopted IFRS commencing January 1, 2011, including the preparation and one-year reporting of comparative figures. As a result, certain 2010 figures are restated to conform to IFRS.

Funding Policy

The Workers' Compensation Acts of the Northwest Territories and of Nunavut (the Act) requires that assessments are sufficient to finance the Workers' Protection Fund. This ensures the WSCC is able to meet its liabilities. WSCC's funding strategy aims to maintain a balance between providing affordable benefits to injured workers while maintaining stable and affordable employer assessment rates. The WSCC's long-term goal is to remain fully funded (ratio of assets to liabilities) in the range of 108 – 120%, not including excess funds. In 2010, the WSCC changed the calculation for the funded position from total assets divided by total liabilities plus the Catastrophe Reserve to total assets divided by total liabilities. This change enhanced the comparability to other compensation boards.

Excess funds (reserves) reduce the year-to-year impact of rate increases; resulting in rate stability, safeguards from volatile investment returns, minimized impact of a catastrophic event and enhanced security for claimant benefits. The assessment rate revenue in any given year may increase or decrease by an amount that allows WSCC to maintain its funding target. The funded ratio as at December 31, 2011 is 107%, down from 116% in 2010. The WSCC's funded position is slightly below its target range, but long-term liabilities remain fully funded.

The Governance Council and administration will discuss and review the funding target of 108-120% as part of 2013 rate setting in June to ensure that it meets the long-term financial strategy.

Overview of 2011 Financial Results

Significant events in 2011 that impacted financial results were three plane crashes in our Territories that resulted in 14 workplace fatalities. The total financial impact of these crashes is estimated at $8.2 million, with $0.2 million of the amount paid out in 2011. The impact on the Approved Pension Liability due to the fatalities is $8.0 million (including claims management expenses). The break down by incident is as follows:

- First Air, August 20, 2011 at Resolute Bay, NU $5.7 million;
- Arctic Sunwest, September 22, 2011 at Latham Island, Yellowknife, NT, $1.6 million; and
- Air Tindi, October 4, 2011 near Lutselk'e, NT $0.7 million.

In 2011, WSCC recorded a deficit of $19.8 million, which reduced the reserves to $19.7 million from $39.6 million in 2010. Primary cost drivers, not including plane crashes, are: cost of direct rate reduction on assessment rates and lower than expected investment returns. As a result, the WSCC's funded ratio decreased from 116% to 107%.

2011 Results and impact on Reserves (millions)

Reserves at December 31, 2010	$39.6
Expected future cost of pensions for plane crashes	(8.2)
Cost of direct rate reduction on assessment rates	(7.3)
Loss on investment returns	(5.2)
Lower than expected inflation	1.4
Lower than expected operating costs, change in valuation assumptions and financial recoveries, claims experience in 2011 on prior year's injuries	(0.6)
Reserves at December 31, 2011	**$19.7**

Statement of Financial Position

Investments

Benefits for injuries are paid in the year of injury and, for some workers, many years following the injury. The WSCC maintains an investment portfolio to secure the payment of future benefits including the cost of administration.

The portfolio asset mix remains unchanged from 2010. The benchmark portfolio includes fixed income investments at 30%; Canadian, US and international equities at 45%; real estate at 15%; and mortgages at 10%. The benchmark portfolio represents WSCC's long-term risk tolerance.

The long-term expected rate of return on the portfolio is 7.12%, which includes an assumed inflation rate of 3.5% and a real rate of return of 3.5%. For the one year period ending December 31, 2011, the portfolio rate of return was 4.6%; outperforming the market benchmark return for the same period by 2.7%. For the four year period ending December 31, 2011, the portfolio return was 3.2% versus the benchmark return of 2.5%. The portfolio rate of return for 2010 was 8.53%, 0.02% above the market benchmark. The shortfall in investment revenue relative to the target return of 7.12% resulted in a decrease of $5.2 million in reserves.

The key performing assets classes in 2011 were mortgages (8.0%), real estate (11.6%), fixed income (10.1%) and US equities (3.6%) with approximately $15 million in gains. Asset classes which detracted from performance over this period were Canadian Equities (-7.1%) and non-North American equities (-7.4%), representing approximately $5 million in losses.

Early in 2011, the markets continued the positive trend from 2010. The markets experienced increased volatility in the second half of the year as investors reacted to the debt crisis in Europe and concerns with US economic recovery. Markets improved in the fourth quarter and the WSCC's portfolio improved from 0.73% at third quarter to 4.6% at year-end.

Benefit Liabilities

The WSCC's benefit liability represents the actuarial present value of all expected future claim payments arising from incidents that occurred on or prior to December 31, 2011. These costs include hospital and medical service expenses, short-term income benefits, pension benefits for future pensions and related administration expenses. WSCC includes a provision for expected future claims for Hunters & Trappers in the liability in accordance with the Memorandums of Understanding on Renewable Resources Harvesters.

Benefit liabilities increased in 2011 by 9.2% from $241.3 million to $263.4 million and is due primarily to higher than expected payments for both prior year and current year claims in medical aid and compensation along with higher than expected pension awards in 2011. Offsetting the increased costs was an inflation experience gain of $1.4 million due to actual inflation being lower than anticipated.

Reserves

WSCC's reserves represent the excess funds after ensuring future claims liabilities are fully funded. WSCC maintains five reserves: operating, catastrophe, investment fluctuation, safety, and capital replacement. Note 13 in the accompanying financial statements provide information on the purpose of each reserve and the target levels. The operating and catastrophe reserves are currently below target levels due to the impact of the $19.8 million deficit in 2011. Strategic discussions and decision making on replenishment of the reserves are underway between the Governance Council and its Administration.

The table below shows funded position along with reserve balances. Cash refunds given to employers in 2007 and global economic instability in 2008 impacted funded position and reserve balances.

	2006	2007	2008
Funded Position	144%	133%	117%
Reserves Balance (millions)	$103.90	$91.60	$41.20

	2009	2010	2011
Funded Position	116%	116%	107%
Reserves Balance (millions)	$39.80	$39.50	$19.70

Statement of Comprehensive Loss

Revenue

WSCC's two main sources of revenues are assessment and investment incomes. In 2011 revenues totaled $53.9 million, a 6.7% decrease from 2010 revenues of $57.8 million.

Assessment Revenue

Assessment revenue is expected to fund the annual costs of new injuries and the operating costs to maintain the system. Assessment revenue consists of premiums from registered employers and contractors. Annually, the actuary provides information to assist with setting the provisional target rate for the following year.

In 2011, the expected true cost of new injuries and operating costs was $2.08 per $100 of insurable payroll. The provisional target rate for 2011 was set at $1.73; this included a direct rate reduction of $0.35 per $100 of insurable payroll. The direct rate subsidy has been applied to rates since 1999 to reduce excess reserves and provided $7.3 million in assessment relief to employers in 2011.

The average actual rate paid by employers in 2011 was $1.77, slightly higher than the provisional rate of $1.73. This indicates that the mix of payroll amounts submitted by employers in high-rate and low-rate industries was slightly different than anticipated.

Increased economic activity in the north provided for a larger payroll base in 2011, $2.44 billion versus $2.33 billion in 2010. Improvements in the northern economy along with increases in actual average assessment rate from 2010 to 2011 and an increase to the yearly maximum insurable earnings (YMIR) all contributed to an overall increase in assessment revenue in 2011. Assessment payroll revenue increased 17.1% to $43.1 million from $36.8 million in 2010.

The provisional rate for 2012 is $1.77 per $100 of assessable payroll.

Investment Income

Investment income is derived from the long-term investment portfolio managed by external investment managers. The WSCC's investments are classified as held for trading because they are acquired for the purpose of selling or repurchasing in the near term and are measured at fair value through profit or loss. Annual changes in fair value are recognized as investment income/loss in the statement of comprehensive income. Interest and dividends are recognized in the period earned. Transaction costs are recognized as expense in the period incurred. Purchases and sales of investments are recognized on the trade date.

The investment market has been volatile since 2008. WSCC's expected long-term rate of return on investments is 7.12%. In 2011, investments earned 4.6% or $10.9 million revenue, $5.2 million less than required; as compared to 2010 where investments earned 8.3% return and $5.4 million more than required to fund the interest charged on the claims liability. The four-year average rate of return of 3.2% is still reflective of the 2008 market correction.

Expenses

Claim Costs

Claim costs represent the costs incurred in the current year for current and prior year injuries. Net of recoveries in 2011 these costs totaled $58.8 million, a 42% increase from the $41.4 million incurred in 2010. This increase is attributable almost entirely to the current and future expected costs of current year's injuries.

Administrative Costs

Overall administration and general expenses decreased slightly, to $23.7 million in 2011 from $24.0 million in 2010.

General Risks

The WSCC is inherently susceptible to risks if unmitigated. To assist in the minimization of risks, the WSCC established policies, procedures and internal controls. The internal auditor, who reports to the Governance Council, regularly performs financial and operational audits to test compliance. Risks that are the most significant to the WSCC's performance and financial position include the cost of benefits paid to claimants and investment returns.

Benefit Costs

Benefit costs are susceptible to many variables, including the workers' and employers' attitude to health and safety; aging of the workforce; return to work practices; the WSCC's effectiveness in processing and managing claims; appeal decisions; and the state of the Northern economy.

The following are in place to mitigate benefit cost risks:

- Established processes for managing claims in accordance with legislation, and
- Targeted programs such as Safe Advantage and Return to Work for large or high risk industries.

Investment Returns

The Governance Council is responsible for setting WSCC's investment policy. In 2010, a review of the asset mix was undertaken, which considered the nature of the business and the Governance Council's risk tolerance. The asset mix changed slightly as a result of this asset mix study. The WSCC's assets are diversified among a variety of asset classes to optimize returns and manage risk. The investment portfolio is managed by several external investment managers.

The WSCC cannot directly control some risks. These risks include market volatility and interest rate changes. Investment returns that are significantly different than the long-term expectation for returns in the funding strategy can impact the WSCC's funded position.

Forward Looking

The WSCC operates as a going concern. The approved funding strategy supports the WSCC's ability to remain financially sustainable while maintaining the system and balancing worker and employer needs.

WSCC is currently reviewing the methodology used to index pension awards in the claims system. The Supplementary Pension Index (SPI) portion of the monthly pension payments is currently under detailed review. This review will be completed in 2012 and the results of the study may impact the monthly pension awards for active claimants at December 31, 2011. Once the review is complete any underpayments to pensioners will be reimbursed and any overpayments will be forgiven.

The WSCC experienced a significant decline in the funded position in 2011, primarily attributable to investment market returns of less than 7 percent and to the plane crashes. WSCC Administration and the Governance Council will review the impact as part of the annual budget and rate setting process from June to September 2012.

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The accompanying financial statements as at 31 December 2011, 31 December 2010, and 1 January 2010 and for the years ended 31 December 2011 and 31 December 2010 of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut (the Commission), and all information in this annual report are the responsibility of the Commission's management and were reviewed and approved by the Governance Council. The financial statements were prepared in accordance with International Financial Reporting Standards and include some amounts, such as the benefits liability, that are necessarily based on management's best estimates and judgement. Financial information contained elsewhere in the annual report is consistent with that contained in the financial statements.

In discharging its responsibilities for the integrity and fairness of the financial statements, management maintains financial and management control systems and practices designed to provide reasonable assurance that transactions are authorized and in accordance with the specified legislation, assets are safeguarded, and proper records are maintained.

The Governance Council is responsible to ensure management fulfills its responsibilities for financial reporting and internal control. The Governance Council exercises this responsibility and is composed of Directors who are not employees of the Commission. The Governance Council meets with management and the external auditors on a regular basis. The external auditors have full and free access to the Governance Council.

The Auditor General of Canada annually provides an independent, objective audit of the financial statements for the purpose of expressing his opinion on these financial statements. He also considers whether the transactions that come to his notice in the course of this audit are, in all material respects, in accordance with specified legislation.

Morneau Shepell, an independent firm of consulting actuaries, performed an actuarial valuation and provided an opinion on the adequacy and appropriateness of the benefits liability of the Commission.

Dave Grundy
President and CEO

Gloria Badari

Gloria Badari
Vice-President of Financial Services

22 May 2012

ACTUARIAL STATEMENT OF OPINION

MORNEAU
SHEPELL

I have completed the actuarial valuation of the benefit liabilities of the Workers' Safety and Compensation Commission (the "Commission") as at December 31, 2011 (the "valuation date"). Details of the data, actuarial assumptions, valuation methods and results are included in the actuarial valuation report as at the valuation date, of which this statement of opinion forms part.

In my opinion:

1. The data on which the valuation is based were supplied by the Commission in accordance with specifications provided by us. We applied such checks of reasonableness of the data as we considered appropriate, and have concluded that the data are sufficient and reliable, with the exception of the Approved Pension data, to permit a realistic valuation of the liabilities of the Commission. Subsequent to the valuation date, the Commission identified calculation deficiencies with respect to the supplementary pension increase portion of some approved pension awards. Due to the large number of pension awards and the complexity of the award calculations, the Commission had not completed its review of the calculations at the time this report was written. The results of the review may or may not have a material impact on the Approved Pension liability.
2. The actuarial assumptions adopted in computing the liabilities are adequate and appropriate for the purpose of the valuation.
3. The methods used are appropriate for the purpose of the valuation and are in accordance with accepted actuarial practice for Workers' Compensation organizations in Canada. The economic assumptions are consistent with the funding and investment policies of the Commission.
4. The estimate of the actuarial liabilities as at the valuation date is $263,368,000. This includes provisions for benefits and future administration expenses expected to be paid after the valuation date for claims that occurred on or before the valuation date. This liability includes the Hunters & Trappers group but does not include any self-insured employers. A provision for future claims arising from long latency occupational diseases is not included in this valuation.
5. The amount of the actuarial liabilities makes appropriate provision for all personal injury compensation obligations (excluding long latency occupational diseases) and the financial statements fairly present the results of the valuation.
6. This report has been prepared, and my opinions given, in accordance with accepted actuarial practice in Canada.
7. The valuation is based on the provisions of the Workers' Compensation Act S.N.W.T. 2007, c. 21, the Workers' Compensation Act S.Nu. 2007, c. 15 and on the Commission's policies and practices in effect on the valuation date.

Thane MacKay, F.C.I.A

This report has been peer reviewed by Howard Slaney, F.C.I.A.

INDEPENDENT AUDITOR'S REPORT

Auditor General of Canada
Vérificatrice générale du Canada

INDEPENDENT AUDITOR'S REPORT

To the Ministers responsible for the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut

Report on the Financial Statements

I have audited the accompanying financial statements of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut, which comprise the statements of financial position as at 31 December 2011, 31 December 2010 and 1 January 2010, and the statements of comprehensive loss, statements of changes in equity and statements of cash flows for the years ended 31 December 2011 and 31 December 2010, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audits. I conducted my audits in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained in my audits is sufficient and appropriate to provide a basis for my qualified audit opinion.

INDEPENDENT AUDITOR'S REPORT

Basis for Qualified Opinion

As described in Note 11 of the financial statements, the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut identified that a portion of the monthly pension payments of some pensioners is not being calculated correctly and some individuals received incorrect payments. Management has been unable to determine the effects of this error on the benefits liability, accounts payable and accrued liabilities, claims costs and claim payments. Consequently, I was unable to obtain sufficient and appropriate audit evidence for those balances and I was unable to determine whether any adjustments might be necessary to the liabilities and equity as at 31 December 2011 and to the claims costs, comprehensive loss and cash flows for the year ended 31 December 2011.

Qualified Opinion

In my opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut as at 31 December 2011,31 December 2010 and 1 January 2010, and its financial performance and its cash flows for the years ended 31 December 2011 and 31 December 2010 in accordance with International Financial Reporting Standards.

Report on Other Legal and Regulatory Requirements

As required by the *Financial Administration Act* of the Northwest Territories and of Nunavut, I report that, in my opinion, the accounting principles in International Financial Reporting Standards have been applied, after giving retrospective effect to the adoption of the new standards as explained in Note 4 to the financial statements, on a basis consistent with that of the preceding year.

Further, in my opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, proper books of accounts have been kept by the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut and the financial statements are in agreement therewith. In addition, the transactions of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut that have come to my notice during my audits of the financial statements have, in all significant respects, been in accordance with Part IX of the *Financial Administration Act* and regulations of the Northwest Territories and of Nunavut and the *Workers' Compensation Act* and regulations of the Northwest Territories and of Nunavut.

Terrance DeJong

Terrance DeJong, CA
Assistant Auditor General
for the Auditor General of Canada

22 May 2012
Edmonton, Canada

STATEMENT OF FINANCIAL POSITION

(in thousands of Canadian Dollars)

	As at 31 December **2011**	As at 31 December 2010	As at 1 January 2010
ASSETS			
Cash and cash equivalents (Note 5)	**$ 425**	$ 5,543	$ 7,097
Investments (Note 6)	**274,809**	270,527	268,098
Assessments receivable (Note 7(a))	**2,013**	1,667	816
Other receivables (Note 7(b))	**2,117**	337	153
Prepaid expenses	**168**	275	290
Property and equipment (Note 8)	**5,509**	5,481	4,180
Intangible assets (Note 9)	**3,021**	3,403	3,350
	288,062	287,233	283,984
LIABILITIES AND EQUITY			
Liabilities			
Accounts payable and accrued liabilities	**2,984**	3,485	3,337
Assessments refundable	**1,009**	981	1,846
Giant Mine payable (Note 10)	**-**	930	5,004
Benefits liability (Note 11)	**263,369**	241,295	233,025
Post-employment benefits (Note 12(b))	**983**	983	931
	268,345	247,674	244,143
Equity (Note 13)			
Operating reserve	**(14,044)**	5,236	7,578
Capital asset replacement reserve	**301**	187	-
Investment fluctuation reserve	**13,548**	16,475	10,558
Safety reserve	**100**	105	105
Catastrophe reserve	**19,812**	17,556	21,600
	19,717	39,559	39,841
	$ 288,062	$ 287,233	$ 283,984

Commitments (Note 14), Contingencies (Note 15)

The accompanying notes form an integral part of these financial statements.

Approved by the Governance Council:

William Aho
Chairperson, Governance Council

STATEMENT OF COMPREHENSIVE LOSS

For the year ended 31 December
(in thousands of Canadian Dollars)

	2011	2010
REVENUE AND INCOME		
Assessments	**$ 43,174**	$ 37,002
Add: Safe Advantage penalties	**563**	220
Less: Safe Advantage refunds	**(841)**	(607)
Net assessment revenue	**42,896**	36,615
Investments		
Interest	**7,296**	6,526
Dividends	**1,312**	1,046
Investment gains – net (Note 6(d))	**3,236**	14,381
Investment fees	**(857)**	(767)
Net investment income	**10,987**	21,186
	53,883	57,801
EXPENSES		
Claims costs		
Claims costs, current year injuries (Note 11(b))	**41,727**	26,635
Claims costs, prior years' injuries (Note 11(b))	**18,557**	15,679
Order to pay costs (recoveries), Giant Mine payable (Note 10)	**13**	(72)
Third party legal claim recoveries	**(250)**	(226)
Recoveries for hunters and trappers	**(1,229)**	(552)
	58,818	41,464
Administration and general expenses (Note 17)	**14,907**	16,619
	73,725	58,083
COMPREHENSIVE LOSS	**$ (19,842)**	$ (282)

The accompanying notes form an integral part of these financial statements.

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December
(in thousands of Canadian Dollars)

	Operating reserve/(deficit)	Capital asset replacement reserve	Investment fluctuation reserve	Safety reserve	Catastrophe reserve	Total
Balance at 1 January 2010	**$ 7,578**	**$ —**	**$ 10,558**	**$ 105**	**$ 21,600**	**$ 39,841**
Total comprehensive loss for 2010	(282)	—	—	—	—	(282)
Transfer to investment fluctuation reserve – current year's gains	(8,557)	—	8,557	—	—	—
Transfer from Investment fluctuation reserve – prior years	2,640	—	(2,640)	—	—	—
Transfer to catastrophe reserve	(960)	—	—	—	960	—
Transfer from catastrophe reserve – Giant Mine	5,004	—	—	—	(5,004)	—
Transfer to capital asset replacement reserve	(187)	187	—	—	—	—
Balance at 31 December 2010	**5,236**	**187**	**16,475**	**105**	**17,556**	**39,559**
Total comprehensive loss for 2011	(19,842)	—	—	—	—	(19,842)
Transfer from safety reserve – safety awareness lesson	5	—	—	(5)	—	—
Transfer to investment fluctuation reserve – current year's gains	(2,589)	—	2,589	—	—	—
Transfer from investment fluctuation reserve – prior year's gains	5,516	—	(5,516)	—	—	—
Transfer to catastrophe reserve	(2,256)				2,256	
Transfer to capital asset replacement reserve	(270)	270	—	—	—	—
Transfer from capital asset replacement reserve	156	(156)	—	—	—	—
Balance at 31 December 2011	**$ (14,044)**	**$ 301**	**$ 13,548**	**$ 100**	**$ 19,812**	**$ 19,717**

Capital management and reserves (Note 13)

The accompanying notes form an integral part of these financial statements.

STATEMENT OF CASH FLOWS

For the year ended 31 December
(in thousands of Canadian Dollars)

	2011	2010
OPERATING ACTIVITIES		
Cash received from:		
Assessments from employers	**$ 43,484**	$ 35,299
Investment accounts	—	11,949
Dividends	**1,313**	1,046
Interest	**7,296**	6,527
Cash paid to:		
Payments to claimants or third parties on their behalf	**(36,731)**	(33,192)
Purchases of goods and services	**(16,568)**	(15,833)
Investment accounts	**(1,109)**	—
Paid cost of judgment to Giant Mine defendants (Note 10)	**(943)**	(4,002)
Assessment rebate	**(841)**	(607)
Cash (used in) provided by operating activities	**(4,099)**	1,187
INVESTING ACTIVITIES		
Purchase of property and equipment	**(852)**	(2,188)
Purchase of intangible assets	**(167)**	(553)
Cash used in investing activities	**(1,019)**	(2,741)
Decrease in cash and cash equivalents	**(5,118)**	(1,554)
Cash and cash equivalents, beginning of year	**5,543**	7,097
Cash and cash equivalents, end of year	**$ 425**	$ 5,543

The accompanying notes form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2011
(in thousands of Canadian Dollars)

1. Nature of operations

The Workers' Safety and Compensation Commission (the Commission) is domiciled in Canada. The Commission, a territorial entity, was established and operates under the authority of the *Workers' Compensation Acts* of the Northwest Territories and Nunavut (the Act). In addition, the Commission is also responsible for the administration of the *Safety Acts, Mine Health and Safety Acts*, and the *Explosives Use Acts* of the Northwest Territories and Nunavut. The Commission is exempt from income tax and the goods and services tax.

The Commission has its corporate office in Yellowknife, Northwest Territories, Canada, and area offices are in Inuvik, Northwest Territories, Rankin Inlet and Iqaluit, Nunavut.

The Commission's mandate is to provide benefits to injured workers and to levy assessments against employers to cover the current and future costs of existing claims. The Commission is also responsible for developing safety awareness programs and monitoring safety practices in the workplace.

The Government of the Northwest Territories and the Government of Nunavut have signed an inter-governmental agreement for a shared Workers' Safety and Compensation Commission to allow the Commission to remain as a single entity serving both territories. Cancellation of this agreement by either party requires notice of one full fiscal year.

2. Statement of compliance, basis of preparation and summary of significant accounting policies

The financial statements of the Commission have been prepared in accordance with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

These financial statements for the year ended 31 December 2011 are the first the Commission has prepared in accordance with IFRS. Refer to Note 4 for information on how the Commission adopted IFRS.

The financial statements were authorized for issue by the Governance Council on 22 May 2012.

The financial statements have been prepared on a historical cost basis, except for investments classified as held-for-trading that have been measured at fair value. The financial statements are presented in Canadian dollars and all values are rounded to the nearest thousand ($000), except when otherwise indicated. The following is a summary of the significant accounting policies:

a) Cash and cash equivalents

For the purposes of the statement of cash flows and the statement of financial position, cash and cash equivalents include cash and money market instruments with initial maturities up to three months. Cash and short-term investments held by investment managers for investment purposes are excluded from cash and cash equivalents.

b) Assessments receivable and assessments refundable

At the beginning of each year, the Commission levies assessments on employers by applying their industry assessment rate to their estimated payrolls for the year. The assessment levy is payable by instalments during the year. At year end, employers file a statement of actual assessable payroll and the difference between estimated payroll and actual payroll is recognized either as assessment revenue and recorded as a receivable, or as reduction in assessment revenue and recorded as assessment refundable.

Revenues received from assessments are recorded in the year the actual assessable payroll was paid by the employers to their employees.

Assessments receivable and assessments refundable are classified as loans and receivables and are initially measured at fair value, and subsequently measured at amortized cost using the effective interest rate method. Due to the short-term nature of accounts receivable and assessments refundable, their carrying values approximate their fair values.

Collectability of receivables is reviewed on an ongoing basis using judgment. An allowance for doubtful accounts is recorded for assessments receivable when there is objective evidence that the amounts due will not be able to be collected in accordance with the original terms of the receivables. The amount of the allowance is the difference between the asset's carrying amount and the estimated future cash flows. The amount of the allowance raised, used or, derecognized, is recognized in the statement of comprehensive loss. The Governance Council must approve all assessments receivable write-offs.

c) Recoveries from third parties

Under section 64 of the *Workers' Compensation Acts* of the Northwest Territories and Nunavut, the Commission is deemed to be an assignee of a cause of action in respect of a claimant's injury. If settled, or as a result of a Court decision, the legal costs and costs associated with the claim are deducted from the settlement. Any funds remaining will be paid to the claimant. This is over and above any future benefits entitlement.

Revenues received from third party recoveries are recorded in the year the settlement occurs. No provision is made in the benefits liability for possible future third party recoveries because of their contingent nature.

d) Investments

Investments are classified as held for trading because they are acquired for the purpose of selling or repurchasing in the near term and are measured at fair value through profit or loss with changes in fair value recognized in investment income in the statement of comprehensive loss.

Interest and dividends are recognized as income in the period earned. Transaction costs are recognized as an expense in the period incurred. Purchases and sales of investments are recognized on the trade date.

Investments denominated in foreign currencies are translated into Canadian dollars at exchange rates prevailing at the end of the year. Interest, dividends, and realized gains and losses are translated at the exchange rates in effect on the transaction date. Exchange gains and losses resulting from the translation of foreign currency balances at year-end and transactions during the year are recorded in investment income in the statement of comprehensive loss.

The Commission uses the following hierarchy for determining and disclosing the fair value of its investments by valuation technique:

- Level 1: Quoted (unadjusted) prices in active markets for identical assets;
- Level 2: Other techniques for which all inputs which have a significant effect on the recorded fair value are observable, either directly or indirectly;
- Level 3: Techniques which use inputs which have a significant effect on the recorded fair value that are not based on observable market data.

Changes in valuation methods may result in transfers into or out of an asset's assigned level. There were no such transfers between levels in 2011 (2010 – no transfers).

The fair value for publicly traded investments is based on quoted market prices and privately held investments, such as pooled fund units, and are measured using a multi-dealer blended price. The fair value of mortgage assets is determined by external appraisers comparing the property values to other completed transactions or listings in the market, and further discounted cash flow analysis based on market rents using discount rates comparable in the market.

e) Property and equipment

Property and equipment are recorded at cost and depreciated over their estimated useful lives using the straight-line method as follows:

Building	25 years
Furnishings	10 years
Equipment	2 - 6 years
Vehicles	5 years
Leasehold improvements	lesser of useful life or lease term

Where an item of property and equipment comprises of significant components with different useful lives, the components are accounted for separately. Depreciation methods, useful lives and residual values are reviewed at each financial year end and adjusted if appropriate. Estimates in respect of certain items of property and equipment were revised in 2011 (see note 8). Depreciation expense is recognized in administration and general expenses in the statement of comprehensive loss.

f) Intangible assets

Intangible assets are made up of computer application software and are comprised of purchased software and internally developed software systems. These amounts are recorded at cost and amortized over the asset's estimated useful life (2 – 15 years) using the straight-line method. Amortization expense is recognized in administration and general expenses in the statement of comprehensive loss.

g) Accounts payable and accrued liabilities

Accounts payable and accrued liabilities are classified as other financial liabilities and are initially measured at fair value, and subsequently measured at amortized cost using the effective interest rate method. Due to the short-term nature of accounts payable and accrued liabilities, their carrying values approximate their fair values.

h) Benefits liability

The benefits liability represents the present value of expected future payments in respect of medical aid benefits, compensation payments, and pensions in respect of claims arising from accidents occurring prior to the end of the fiscal year. The benefits liability also includes an allowance for future claims management costs.

Many assumptions are required to calculate the benefits liability, including estimates of future inflation, interest rates, and mortality rates. The benefits liability is determined annually by an independent actuarial valuation. The independent actuary's opinion on the adequacy and appropriateness of the benefits liability is attached to these financial statements.

The benefits liability includes provision for all benefits provided by current legislation, policies, and administrative practices. A provision for future claims arising from latent occupational diseases was not included in this valuation as it cannot be reliably measured.

A portion of administration and general expenses is allocated as claims management costs to the current year's claims and the prior years' claims. The amount allocated to claims is reviewed by the independent actuary for reasonableness as part of the annual actuarial valuation of the benefits liability.

i) Employee benefits

Pension benefits

Substantially all of the employees of the Commission are covered by the public service pension plan (the "Plan"), a contributory defined benefit plan established through legislation and sponsored by the Government of Canada. Contributions are required by both the employees and the Commission to cover current service cost. Pursuant to legislation currently in place, the Commission has no legal or constructive obligation to pay further contributions with respect to any past service or funding deficiencies of the Plan. Consequently, contributions are recognized as an expense in the year when employees have rendered service and represent the total pension obligation of the Commission.

Post-employment benefits

Under the terms and conditions of employment, employees may earn non-pension benefits for severance upon resignation, or retirement based on years of service and final salary, and ultimate removal assistance based on years of service. The benefit obligation is determined on an actuarial basis. The liability for accrued employee benefits is based on the 31 December 2011 actuarial valuation as calculated by the Commission's actuary. Any actuarial gains or losses are recognized in the statement of comprehensive loss in the year they are incurred. The obligation for resignation, retirement and ultimate removal assistance is calculated using the projected unit credit method prorated on service.

j) Leases

Judgement is used to classify leases as financing or operating depending on the terms and conditions of the contracts. The costs of assets acquired under financing leases are amortized on a straight-line basis over the term of the lease. Obligations recorded under financing leases are reduced by lease payments net of imputed interest. Expenses incurred under operating leases are recognized as expenses in the statement of comprehensive loss on a straight-line basis over the term of the lease.

k) Impairment of non-financial assets

The Commission assesses at each reporting date whether there is an indication that an asset may be impaired. If any indication exists, the Commission estimates the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's or cash-generating unit's (CGU) fair value less costs to sell and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. Where the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

Based on an analysis of cash flows, the Commission has established that the appropriate cash generating unit for impairment review is the entity. The Commission has statuary power under the Act to increase premiums and /or charge a premium surcharge to ensure full funding into the foreseeable future and impairment at the entity level is remote.

As at 31 December, management conducted an impairment review at the entity level, which confirmed that there were no indicators of impairment – changes in the legislative, economic or business environment – that would have a material impact on the Commission's ability to generate future economic benefits from its operating (non-financial) assets.

l) New and revised accounting standards and interpretations issued but not yet effective

Standards and interpretations issued but not yet effective up to the date of issuance of the Commission's financial statements are listed below. This listing is of standards and interpretations issued, which the Commission reasonably expects to be applicable at a future date. The Commission intends to adopt those standards when they become effective.

IFRS 9 *Financial Instruments*

IFRS 9 as issued reflects the first phase of the International Accounting Standards Board's (IASB) work on the replacement of IAS 39 *Financial Instruments: Recognition and Measurement* and applies to classification and measurement of financial assets and financial liabilities as defined in IAS 39. The standard is effective for annual periods beginning on or after 1 January 2015. The extent of the impact of adoption of IFRS 9 has not yet been determined.

IFRS 13 *Fair Value Measurement*

In May 2011, the IASB published IFRS 13, which is effective prospectively for annual periods beginning on or after 1 January 2013. IFRS 13 replaces fair value measurement guidance contained in individual IFRSs, providing a single source of fair value measurement guidance. The standard provides a framework for measuring fair value and establishes new disclosure requirements to enable readers to assess the methods and inputs used to develop fair value measurements and for recurring valuations that are subject to measurement uncertainty, the effect of those measurements on the financial statements. The Commission intends to adopt IFRS 13 prospectively in its financial statements for the annual period beginning on 1 January 2013. The extent of the impact of adoption of IFRS 13 has not yet been determined.

Other changes to standards with no expected impact

In June 2011, the IASB issued amendments to IAS 1 *Presentation of Financial Statements* addressing the presentation of items of other comprehensive income. The amendments are effective beginning on 1 January 2012 with retrospective application and early adoption permitted. The adoption of these amendments is not expected to have any impact on the Commission's financial statements because the Commission does not have any items of other comprehensive income.

In June 2011, the IASB issued amendments to IAS 19 *Employee Benefits* to eliminate the corridor method that permits the deferral of actuarial gains and losses, to revise the presentation requirements for changes in defined benefit plan assets and liabilities and to enhance the required disclosures for defined benefit plans. The amended standard is effective beginning on 1 January 2013 with retrospective application and early adoption is permitted. The adoption of the amended standard is not expected to have a material impact on the Commission's financial statements because the Commission does not use the corridor method to defer actuarial gains and losses.

3. Critical accounting estimates and judgements

The Commission makes estimates and judgements in respect of certain key assets and liabilities. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Revisions to accounting estimates are recognized in the period in which the estimate are revised and in any future periods affected.

In particular, information about significant areas of estimated uncertainties that have a significant risk of resulting in a material adjustment within the next financial year are included in the following notes:

- Note 6 – Investments
- Note 8 – Property and equipment
- Note 11 – Benefits liability
- Note 12 – Employee benefits

In particular, information about applying critical judgements in accounting policies that have the most significant effect on the amounts recognized in the financial statements are described in the following notes:

- Notes 2(b) and 7(a) – Assessments receivable
- Notes 2(e) and 8 – Property and equipment
- Note 2(j) – Leases

4. First-time adoptions of IFRS

As explained in Note 2, the Commission has prepared financial statements that comply with IFRS applicable for periods ending on or after 31 December 2011, together with the comparative period data as at and for the year ended 31 December 2010. In preparing these financial statements, the Commission's opening statement of financial position (previously referred to as the Balance Sheet) was prepared as at 1 January 2010, the Commission's date of transition to IFRS. This note explains the principal adjustments made by the Commission in restating its pre-changeover Canadian GAAP statement of financial position as at 1 January 2010 and its previously published pre-changeover Canadian GAAP financial statements as at and for the year ended 31 December 2010.

Exemptions applied

IFRS 1 *First-Time Adoption of International Financial Reporting Standards* allows first-time adopters certain exemptions from the retrospective application of certain IFRS. The Commission has applied the following exemptions:

- The Commission has applied the transitional provision in IFRIC 4 *Determining Whether an Arrangement Contains a Lease* and has assessed all arrangements not previously assessed under EIC-150 *Determining Whether an Arrangement Contains a Lease* based upon the conditions in place as at the date of transition.

- The Commission has elected to apply the transitional provisions in IFRS 4 *Insurance Contracts*, and disclose only five years of data in its claim development tables, as permitted by IFRS 4 in the year of adoption of IFRS. The disclosure will be increased in each succeeding additional year, until the full ten years of information is included.

- In relation to post-employment benefits, the Commission has elected to disclose the following amounts prospectively from the date of transition (IFRS ordinarily requires the amounts for the current and previous four annual periods to be disclosed): (i) the present value of the defined benefit obligation; and (ii) the experience adjustments (actuarial gains and losses) arising on the plan liabilities.

Estimates

The estimates at 1 January 2010 and at 31 December 2010 are consistent with those made for the same dates in accordance with pre-changeover Canadian GAAP (after adjustments to reflect any differences in accounting policies).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2011
(in thousands of Canadian Dollars)

Reconciliation of the Commission's equity as at 1 January 2010 (date of transition to IFRS)

	Notes	Pre-changeover Canadian GAAP	Remeasurements & reclassifications	IFRS as at 1 January 2010
ASSETS				
Cash and cash equivalents		$ 7,097	$ -	$ 7,097
Investments		268,098	-	268,098
Assessments receivable		816	-	816
Other receivables		153	-	153
Prepaid expenses		290	-	290
Property and equipment		4,180	-	4,180
Intangible assets		3,350	-	3,350
		283,984	-	283,984
LIABILITIES AND EQUITY				
Liabilities				
Accounts payable and accrued liabilities		3,337	-	3,337
Assessments refundable		1,846	-	1,846
Giant Mine payable		5,004	-	5,004
Benefits liability		233,025	-	233,025
Post-employment benefits	**A**	849	82	931
		244,061	82	244,143
Equity				
Operating reserve	**A**	7,660	(82)	7,578
Capital asset replacement reserve		-	-	-
Investment fluctuation reserve		10,558	-	10,558
Safety reserve		105	-	105
Catastrophe reserve		21,600	-	21,600
		39,923	(82)	39,841
		$ 283,984	$ -	$ 283,984

Reconciliation of the Commission's equity as at 31 December 2010

	Notes	Pre-changeover Canadian GAAP	Remeasurements & reclassifications	IFRS as at 31 December 2010
ASSETS				
Cash and cash equivalents		$ 5,543	$ -	$ 5,543
Investments		270,527	-	270,527
Assessments receivable		1,667	-	1,667
Other receivables		337	-	337
Prepaid expenses		275	-	275
Property and equipment		5,481	-	5,481
Intangible assets		3,403	-	3,403
		287,233	-	287,233
LIABILITIES AND EQUITY				
Liabilities				
Accounts payable and accrued liabilities		3,485	-	3,485
Assessments refundable		981	-	981
Giant Mine payable		930	-	930
Benefits liability		241,295	-	241,295
Post-employment benefits	A	894	89	983
		247,585	89	247,674
Equity				
Operating reserve	A	5,325	(89)	5,236
Capital asset replacement reserve		187	-	187
Investment fluctuation reserve		16,475	-	16,475
Safety reserve		105	-	105
Catastrophe reserve		17,556	-	17,556
		39,648	(89)	39,559
		$ 287,233	$ -	$ 287,233

Reconciliation of the Commission's comprehensive loss for the year ended 31 December 2010

	Notes	Pre-changeover Canadian GAAP	Remeasurements & reclassifications	IFRS year ended 31 December 2010
REVENUE				
Assessments	**B**	$ 36,795	$ 207	$ 37,002
Add: Safe Advantage penalties		220	-	220
Less: Safe Advantage refunds		(607)	-	(607)
Net assessment revenue		36,408	207	36,615
Investments				
Interest	**B**	7,572	(1,046)	6,526
Dividends	**B**		1,046	1,046
Investment gains – net (Note 6(d))		14,381	-	14,381
Investment fees		(767)	-	(767)
Net investment income		21,186	-	21,186
		57,594	207	57,801
EXPENSES				
Claims costs				
Claims costs, current year injuries (Note 11(b))		26,635	-	26,635
Claims costs, prior years' injuries (Note 11(b))		15,679	-	15,679
Order to pay costs, Giant Mine payable (Note 10)		(72)	-	(72)
Third party legal claim recoveries		(226)	-	(226)
Recoveries for hunters and trappers		(552)	-	(552)
		41,464	-	41,464
Administration and general expenses (Note 17)	**A/B**	16,405	214	16,619
		57,869	214	58,083
COMPREHENSIVE LOSS		$ (275)	$ (7)	$ (282)

Notes to the reconciliation of equity as at 1 January 2010 and 31 December 2010 and total comprehensive loss for the year ended 31 December 2010:

A) Post-employment benefits

Under the terms and conditions of employment, employees may earn non-pension benefits for resignation, retirement, and ultimate removal assistance based on years of service and final salary, these benefits meet the definition of a post-employment benefit under IAS 19 *Employee Benefits* and as a result has been measured based on an actuarial valuation using the projected unit credit method with actuarial gains and losses recognized as an expense as incurred. At the date of transition, this resulted in an increase in accrued post-employment benefits of $82 and a decrease in the operating reserve. In addition, this resulted in an increase of $7 in accrued post-employment benefits and salaries and benefits expense for the year ended 31 December 2010.

B) Reclassification of expenses

The Commission in order to ensure compliance with IAS 1 *Presentation of Financial Statements* has reviewed all material expenses and reclassified expenses where appropriate, these reclassifications do not have an effect on the financial results of the Commission.

Statement of cash flows

The transition from pre-changeover Canadian GAAP to IFRS has not had a material impact on the statement of cash flows.

5. Cash and cash equivalents

The Commission invests in short-term money market instruments. The market yield of this portfolio for the year was 0.89% (2010 – 0.50%). All instruments held in cash and cash equivalents are readily convertible to cash and are held in high quality debt obligations issued or guaranteed by federal, provincial, or territorial governments, Canadian chartered banks, or loan or trust companies registered in Canada.

	As at 31 December		As at 1 January
	2011	2010	2010
Short-term investments	**$ 384**	$ 3,167	$ 1,064
Cash	**41**	2,376	6,033
	$ 425	$ 5,543	$ 7,097

6. Investments

The Commission's investment portfolio consists of fixed income, equity, and real estate portfolio investments. The Commission's investment objective is to achieve a long-term rate of return that is sufficient to allow the Commission to fund its benefits liability, cover its operating costs, and set reasonable and stable assessment rates for employers. All investments, including cash and cash equivalents managed by investment managers, are designated as held for trading.

	31 December				1 January	
	2011		2010		2010	
	Fair Value	**Cost**	Fair Value	Cost	Fair Value	Cost
Fixed income	**$ 127,401**	**$ 111,969**	$ 116,420	$ 107,193	$ 125,915	$ 120,459
Real estate	**37,394**	**36,214**	33,502	34,414	30,061	32,905
Equities	**110,014**	**110,774**	120,605	125,397	112,122	123,542
Total	**$ 274,809**	**$ 258,957**	$ 270,527	$ 267,004	$ 268,098	$ 276,906

a) Fixed income investments

The fair value and cost of the fixed income investments are as follows:

	31 December				1 January	
	2011		2010		2010	
	Fair Value	**Cost**	Fair Value	Cost	Fair Value	Cost
Fixed income securities	**$ 42,138**	**$ 38,904**	$ 38,185	$ 36,442	$ 37,748	$ 36,953
Add pooled funds						
Indexed bond funds	**48,880**	**45,634**	44,560	43,320	54,220	53,506
Mortgages	**36,383**	**27,431**	33,675	27,431	33,947	30,000
	$ 127,401	**$ 111,969**	$ 116,420	$ 107,193	$ 125,915	$ 120,459

The Commission uses judgment to classify securities held in a pooled fund on the basis of the assets comprising the major portion of such pooled fund.

Included in the above amounts are investments in privately held related party bonds, as disclosed in Note 18. The cumulative unrealized gains in 2011 on the privately held investments were $623 (2010 – $468).

The cumulative unrealized gains on fixed income investments are as follows:

	31 December		1 January
	2011	2010	2010
Fixed income – cost	**$ 111,969**	$ 107,193	$ 120,459
Cumulative unrealized gains	**15,432**	9,227	5,456
Fixed income – fair value	**$ 127,401**	$ 116,420	$ 125,915

The remaining term to maturity of the other fixed income investments are as follows:

	Within 1 Year	1 to 2 Years	2 to 5 Years	5 to 10 Years	Over 10 Years	**Fair Value 31 Dec 2011**	Fair Value 31 Dec 2010	Fair Value 1 Jan 2010
Cash, short term investments and net payable in investment manager accounts	$ 1,346	$ -	$ -	$ -	$ -	**$ 1,346**	$ 813	$ 1,666
Government bonds	1,507	5,092	1,662	9,030	12,153	**29,444**	26,423	26,042
Corporate bonds	601	722	3,439	1,744	4,842	**11,348**	10,107	9,587
Mortgage backed bonds	-	-	-	-	-	**-**	842	453
	$ 3,454	$ 5,814	$ 5,101	$10,774	$16,995	**$ 42,138**	$ 38,185	$ 37,748

b) Real estate

The Commission classifies securities held in a pooled fund on the basis of the assets comprising the major portion of such pooled fund.

The cumulative unrealized gains (losses) on the real estate portfolio investments are as follows:

	31 December		1 January
	2011	2010	2010
Canadian properties – cost	**$ 36,214**	$ 34,414	$ 32,905
Cumulative unrealized gains (losses)	**1,180**	(912)	(2,844)
Canadian properties – fair value	**$ 37,394**	$ 33,502	$ 30,061

c) Equities

The fair value and cost of the equity investments are as follows:

	31 December				1 January	
	2011		2010		2010	
	Fair Value	**Cost**	Fair Value	Cost	Fair Value	Cost
Canadian equities	**$ 41,695**	**$ 34,782**	$ 52,053	$ 38,735	$ 44,042	$ 34,049
U.S. equities	**41,256**	**38,951**	39,334	50,503	36,490	50,502
International equities	**27,063**	**37,041**	29,218	36,159	31,590	38,991
	$ 110,014	**$ 110,774**	$ 120,605	$ 125,397	$ 112,122	$ 123,542

Included in the International equities is $379 (2010 - $587) of cash that is held in Canadian funds and is included in Canadian equities in note 16(e).

The cumulative unrealized gains and losses on the equity investments are as follows:

	31 December **2011**	2010	1 January 2010
Equity investments – cost	**$ 110,774**	$ 125,397	$ 123,542
Cumulative unrealized losses	**(760)**	(4,792)	(11,420)
Equity investments – fair value	**$ 110,014**	$ 120,605	$ 112,122

d) Investment gains - net

The net investment gains recorded in income for the years ended 31 December can be broken down as follows:

	2011	2010
Realized (losses) gains on investments	**$ (9,093)**	$ 2,049
Change in unrealized gains on investments during the year	**12,329**	12,332
Investment gains – net	**$ 3,236**	$ 14,381

e) Investment performance

Investments are managed by six independent investment managers. The market returns of the portfolio for the years ended 31 December are as follows:

	2011	2010
Fixed income	**10.10%**	7.32%
Canadian equities	**(7.05)%**	12.43%
U.S. equities	**3.58%**	7.79%
International equities	**(7.05)%**	2.21%
Cash and cash equivalents	**2.86%**	0.91%
Real estate	**11.62%**	11.43%
Mortgages	**8.04%**	8.50%

f) Fair value hierarchy

The Commission's investments categorized according to their fair value hierarchy as described in note 2(d), is as follows as at 31 December 2011:

	Level 1	**Level 2**	**Level 3**	**Total**
Equities	$ 110,014	$ -	$ -	$ 110,014
Fixed income	-	91,018	-	91,018
Real estate	-	37,394	-	37,394
Mortgages	36,383	-	-	36,383
Total	**$ 146,397**	**$ 128,412**	**$ -**	**$ 274,809**

The Commission's investments categorized according to their fair value hierarchy as described in note 2(d), is as follows as at 31 December 2010:

	Level 1	Level 2	Level 3	Total
Equities	$ 120,605	$ -	$ -	$ 120,605
Fixed income	72,638	10,107	-	82,745
Real estate	33,502	-	-	33,502
Mortgages	32,833	842	-	33,675
Total	**$ 259,578**	**$ 10,949**	**$ -**	**$ 270,527**

The Commission's investments categorized according to their fair value hierarchy as described in note 2(d), is as follows as at 1 January 2010:

	Level 1	Level 2	Level 3	Total
Equities	$ 112,122	$ -	$ -	$ 112,122
Fixed income	81,928	9,587	-	91,515
Real estate	30,061	-	-	30,061
Mortgages	33,947	453	-	34,400
Total	**$ 258,058**	**$ 10,040**	**$ -**	**$ 268,098**

The fair value for fixed income investments is determined using three different methods; the first method uses pricing from the DEX PCBond pricing system which uses a multi-dealer blended price; the second method determines the fair value by using a spread of 65 bps over the Canada 5.25% 1 June 2013 benchmark bond which is comparable to the 5 year provincial spread; the third method uses a spread of 100 bps over the Canada 5.75% 1 June 2029 benchmark bond which allows for illiquidity of the bond as a private placement.

g) Investment activity

The Commission's change in investments during the years ended 31 December is as follows:

	2011	2010
Balance, beginning of year	**$ 270,527**	$ 268,098
Investment gains - net	**3,236**	14,381
Interest	**7,296**	6,526
Dividends	**1,313**	1,046
Transfer to short term investments	**(63)**	(24)
Transfer to operating cash accounts	**(7,500)**	(19,500)
Balance, end of year	**$ 274,809**	$ 270,527

7. Assessments and other receivables

a) Assessments receivable

	As at 31 December **2011**	As at 31 December 2010	As at 1 January 2010
Current assessments receivable	**$ 942**	$ 436	$ -
Overdue assessments receivable	**1,424**	1,649	974
Less: allowance for doubtful accounts	**(353)**	(418)	(158)
Net assessments receivable	**$ 2,013**	$ 1,667	$ 816

The Commission collected $205 (2010 – $238) of finance charges during the current year on the receivables. Finance charges are charged at the rate of 2% per month on the outstanding balance, including assessment finance charges receivable. None of the above, except for those included in the allowance, are considered to be impaired. The total bad debt expense recognized during the year is $262 (2010 – $207) which is recognized as a general and administrative expense.

Aging of assessments that are overdue and not impaired

Year	**31-60 days**	**61-90 days**	**91+ days**	**Total overdue**
2011	$ 657	$ 212	$ 202	$ 1,071
2010	$ 306	$ 196	$ 729	$ 1,231

Reconciliation of allowance for doubtful accounts

	2011	2010
Carrying amount at the beginning of the year	**$ 418**	$ 158
Net debts written off during the year	**(336)**	(24)
Provision made during the year	**292**	291
Recoveries	**(21)**	(7)
Carrying amount at the end of the year	**$ 353**	$ 418

b) Other receivables

Other receivables are non-interest bearing. None of these amounts are considered to be impaired.

8. Property and equipment

	Building	Leasehold improvements	Equipment	Furnishings	Vehicles	Total
Cost						
At 1 January 2010	$ 3,299	$ 1,064	$ 2,228	$ 776	$ 268	$ 7,635
Additions	2,223	11	848	30	104	3,216
Disposals	-	(273)	(1,730)	(566)	(63)	(2,632)
At 31 December 2010	**5,522**	**802**	**1,346**	**240**	**309**	**8,219**
Additions	170	-	570	42	70	852
Disposals	-	-	(314)	(10)	(35)	(359)
At 31 December 2011	**5,692**	**802**	**1,602**	**272**	**344**	**8,712**
Depreciation						
At 1 January 2010	637	404	1,682	511	221	3,455
Depreciation charge for the year	240	110	255	20	46	671
Disposals	-	-	(905)	(420)	(63)	(1,388)
At 31 December 2010	**877**	**514**	**1,032**	**111**	**204**	**2,738**
Depreciation charge for the year	253	134	359	23	50	819
Disposals	-	-	(314)	(5)	(35)	(354)
At 31 December 2011	**1,130**	**648**	**1,077**	**129**	**219**	**3,203**
Net book value						
At 31 December 2011	**$ 4,562**	**$ 154**	**$ 525**	**$ 143**	**$ 125**	**$ 5,509**
At 31 December 2010	**$ 4,645**	**$ 288**	**$ 314**	**$ 129**	**$ 105**	**$ 5,481**
At 1 January 2010	**$ 2,763**	**$ 559**	**$ 546**	**$ 265**	**$ 47**	**$ 4,180**

Change in estimates

During the year ended 31 December 2011 the Commission reviewed all capital assets and using judgment determined if any changes in useful life were required. This review resulted in changes in the expected usage of certain items of property and equipment. Certain computer equipment, software and leasehold improvements, which management previously intended to have certain useful lives is now expected to have shorter useful lives. The effect of these changes on depreciation expenses in current and future periods is as follows:

	2011	2012	2013	2014
Increase (decrease) in depreciation expense	$ (42)	$ (45)	$ 83	$ -

9. Intangible assets

	Purchased Software Systems	Internally Developed Software Systems	Total
Cost			
At 1 January 2010	$ 1,281	$ 6,457	$ 7,738
Additions	15	697	712
Disposals	(1,124)	(914)	(2,038)
At 31 December 2010	**172**	**6,240**	**6,412**
Additions	116	51	167
Disposals	-	-	-
At 31 December 2011	**288**	**6,291**	**6,579**
Amortization			
At 1 January 2010	1,213	3,175	4,388
Amortization charge for the year	16	415	431
Disposals	(1,121)	(689)	(1,810)
At 31 December 2010	**108**	**2,901**	**3,009**
Amortization charge for the year	41	508	549
Disposals	-	-	-
At 31 December 2011	**149**	**3,409**	**3,558**
Net book value			
At 31 December 2011	**$ 139**	**$ 2,882**	**$ 3,021**
At 31 December 2010	**$ 64**	**$ 3,339**	**$ 3,403**
At 1 January 2010	**$ 68**	**$ 3,282**	**$ 3,350**

10. Giant Mine payable

On 18 February 2010, the Supreme Court of Canada released its decision in the Fullowka et al v. Pinkertons et al case (the Giant Mine litigation), deciding in favour of the defendants/respondents. The Commission was ordered to pay costs and had recorded an estimated liability of $5,004 in 2009. The estimate of the liability was based on expected costs claimed by the defendants/respondents as a result of Costs Orders by the Northwest Territories Court of Appeal and the Supreme Court of Canada. These matters were settled in 2010 and 2011 and satisfaction pieces filed with the Supreme Court of the Northwest Territories with final payment made in 2011. This resulted in an increase of the estimated liability of $13 (2010 – decrease of $72). The change in the liability is as follows:

Giant Mine - estimated liability 1 January 2010	$ 5,004
Payments made in 2010	(4,002)
Change in estimate in 2010	(72)
Giant Mine - estimated liability 31 December 2010	930
Payments made in 2011	(943)
Change in estimate in 2011	13
Giant Mine - estimated liability 31 December 2011	**$ -**

11. Benefits liability

The benefits liability is composed of two parts:

a) Future claims liability

This liability represents the present value of the expected future claim payments on claims arising from accidents that occurred on or prior to the end of the fiscal year for hospital and medical services ("Medical Aid"), short-term income benefits ("Compensation"), pension benefits for future capitalisations ("Future Capitalisations"), and related administrative expenses. "Future Capitalisations" represents that portion of the future claims liability that is an estimate of the liability for expected pension benefit awards that relates to injuries that have already occurred.

The Commission includes a provision for expected future claims costs for Hunters & Trappers in the Future Claims Liability in accordance with the Memorandum of Understanding on Renewable Resources Harvesters (May 1994).

The liabilities for the Medical Aid and Compensation benefits were developed using the loss development method. This method is also commonly known as the "claims run-off" approach. The liability for Future Capitalizations was developed using a modified version of the loss development method.

b) Approved pension liability

This liability represents the present value of the expected future pension payments plus related expenses for approved pension awards as at the end of the fiscal year.

	Medical aid	Compensation	Future capitalizations	Pension awards	**Total 2011**	Total 2010
Balance, beginning of year	$ 36,976	$ 30,399	$ 26,677	$ 147,243	**$ 241,295**	$ 233,025
Add: Claims costs						
Current year	11,099	15,660	6,352	8,616	**41,727**	26,635
Prior years	6,047	3,175	532	8,803	**18,557**	15,679
Liability transfer, capitalizations	-	-	(4,762)	4,762	**-**	-
	17,146	18,835	2,122	22,181	**60,284**	42,314
Less: Claims payments						
Current year injuries						
Claims payments	2,648	3,454	-	197	**6,299**	4,055
Claims management	1,191	1,554	-	20	**2,765**	1,797
Prior years' injuries						
Claims payments	5,048	5,463	2,359	10,283	**23,153**	22,538
Claims management	2,271	2,458	236	1,028	**5,993**	5,654
	11,158	12,929	2,595	11,528	**38,210**	34,044
Balance, end of year	$ 42,964	$ 36,305	$ 26,204	$ 157,896	**$ 263,369**	$ 241,295

The expected claims payment for the benefits liability in 2012 is $24,222 ($21,939 in 2011, $21,257 in 2010).

The Supplementary Pension Increase (SPI) portion of the monthly pension payments is currently under detailed review (the project). The Commission has identified that while the basic pension is calculating accurately, the SPI of some pensioners is not calculating correctly and as such these individuals are receiving inaccurate payments.

The financial effect of the project on the approved pension liability, as well as the impact on future cash outflows, is not practicably measurable at the time of financial statement issuance due to the large number of pensioners and the complexity of the SPI calculation.

The Commission has historically reimbursed any underpayments and forgiven any overpayments that were the result of a Commission calculation error. This is the same approach the Commission will use for the project. Once the project is completed, any underpayments will be reimbursed to the affected pensioners and any overpayments will be adjusted on a prospective basis (Note 15). Future pension payments will reflect the adjusted SPI calculations.

The following is an actuarial reconciliation of the changes in the benefits liability during the years ended 31 December:

	2011	2010
Balance, beginning of year	**$ 241,295**	$ 233,025
Add:		
Provision for current year's claims	**32,662**	20,783
Interest allocated	**16,225**	15,743
	48,887	36,526
Deduct:		
Payments for prior years' claims	**(29,146)**	(28,192)
Experience loss or (gain)	**2,333**	(64)
	(26,813)	(28,256)
Balance, end of year	**$ 263,369**	$ 241,295

The Commission bases expectations of the costs of awarded pensions and the ongoing cost of Compensation and Medical Aid payments on the experience of prior years. The principal sources of the experience loss or gain are as follows:

	Increase (decrease) in benefits liability	
	2011	**2010**
Actual inflation experience, which was 2.52% versus the expected 3.50% (0.73% versus 3.5% in 2010)	**$ (1,422)**	$ (3,999)
Unfavourable claims experience	**2,340**	2,369
Increase in the valuation of claims run-off factors for Compensation and Medical Aid benefits	**2,165**	1,091
Revised assumptions used in the Future Capitalizations liability	**(750)**	475
Total experience loss or (gain)	**$ 2,333**	$ (64)

(c) Objectives in managing risks arising from the *Workers' Compensation Act* (the Act) and policies for mitigating those risks

The Commission has an objective to control insurance risk, thus reducing the volatility of operating results. In addition to the inherent uncertainty of insurance risk, this can lead to significant variability in the experience gain or loss. Operating results from the Commission's workers' compensation business are affected by market factors, particularly movements in asset values. Short-term variability is, to some extent, a feature of the workers' compensation business.

Key aspects of processes established to mitigate insurance risks include:

- The maintenance and use of management information systems, which provide data on the risks to which the Commission is exposed to at any point in time.
- Actuarial models, using information from the management information system, are used to monitor claims patterns and calculate premiums. Past experience and statistical methods are used as part of the process.
- The mix of assets in which the Commission invests is determined to achieve a long-term rate of return that is sufficient to fund the benefits liability. The management of assets and liabilities is closely monitored to attempt to match assets with the expected pattern of claim payments.

(d) Terms and conditions of the Act

The terms and conditions attaching to the Act affect the level of insurance risk accepted by the Commission. All insurance transactions entered into are in the same standard form and are subject to substantially the same terms and conditions under the Act.

(e) Concentration of insurance risk

The Commission's exposure to insurance risk is due to workplace injury caused through an event or disaster that occurred during the reporting period, and/or occupational diseases diagnosed during the reporting period. The Commission's benefits liability includes an amount estimated to cover any such occurrences. This figure is reviewed on an annual basis. The Commission's risk is concentrated by industry as some industries have higher claims experience costs than others. This is mitigated by higher premiums being charged to industries with proven higher experience costs.

(f) Development of claims

There is a possibility that changes may occur in the estimate of the Commission's obligations over time. The tables in part (k) of this note show the Commission's estimates of total net and gross claims outstanding for each underwriting year at successive year ends.

(g) Interest rate risk

The Commission is exposed to the risk that interest rate movements may materially impact the value of the benefits liability. The financial impact of changing interest rates on the benefits liability is expected to be offset in the longer term by similar changes in claims inflation.

The discount rates being applied to future claims payments in determining the valuation of the benefits liability is disclosed in part (i) of this note.

The exposure to interest rate risk for classes of financial assets is set out in note 16.

(h) Liquidity risk

The Commission's exposure to liquidity risk is set out in note 16(a).

(i) Actuarial assumptions and methods

The overall valuation approach is designed to reflect emerging trends without placing too much emphasis on short-term fluctuations. The factors used in the valuation tend to lag slightly behind recent trends mainly due to general fluctuation in workers' compensation costs from year to year. The valuation methodology and assumptions are intended to reflect long term expectations based on the assets that make up the accident fund and the factors that affect claiming patterns and resulting benefit payments.

The Medical Aid and Compensation liability represents the present value at 31 December 2011 of expected future benefit payments for hospital and physician services, short-term income compensation payments, travel expenses, rehabilitation benefits and other eligible medical services under the Act. The Medical Aid and Compensation liability is calculated using the loss development method also known as the "claims run-off" approach. In this method, historical paid claims data are summarized by accident year and payment year in order to observe the relationships between payments at different durations for each accident year. Historical factors, at each duration, are developed from prior accident years and are applied to accident years that are not yet fully mature in order to estimate the future timing and amount of remaining benefit payments.

The Future Capitalizations liability represents the present value of future pension awards that have not yet been approved as of 31 December 2011. These future pension capitalizations are in respect of all claims arising from accidents which occurred on or before 31 December 2011. The estimated number and timing of these future capitalizations has been developed based on the historical emergence of capitalized claims experience by accident year for the Commission. In addition, the expected cost of each capitalized claim has been developed based on actual pension awards approved prior to 31 December 2011.

The Approved Pension liability (pension awards) represents the present value at 31 December 2011 of all expected future pension payments, including future inflationary adjustments, to individuals who have been approved for a pension award at 31 December 2011. The Approved Pension liability is calculated on a seriatim basis using the discounted cash flow method. Pension benefits are indexed annually on 1 January of each year, this annual index rate is referred to as the Supplementary Pension Increase (SPI) rate. The SPI is determined by taking into account the average monthly change in consumer price index (CPI) Canada for the most recent July to June period. Mortality rates are used to determine the future life expectancy of individuals in receipt of a pension award. For 100% disabled pensioners, the mortality rates are adjusted by a loading factor which varies by age. The actual gender and date of birth for all pension recipients is used in the valuation. Pensions are payable to dependent children until age 19 or age 25 if attending school. The probability of a dependent child continuing to receive a pension award from age 19 to 25 is based on actual experience over the period 1999 to 2002. A projection of future pension payments requires that an explicit assumption be made with respect to the rate of award inflation. The present value of expected future pension payments uses a gross discount rate of 7.125%. The ultimate inflation assumption of 3.50% results in a net discount rate of 3.50% for years 2013 and thereafter. The use of the actual inflation rate of 2.52% for 2012 results in a net discount rate of 4.49% for that year only.

The following economic assumptions are used in the valuation of the Future Claims Liability: discount rate – 7.125% (31 December 2010 & 1 January 2010 – 7.125%), inflation rate – i) future capitalizations: 2.52% in 2012 and 3.50% per annum thereafter (31 December 2010 – 0.73% and 3.50%, 1 January 2010 – 1.65% and 3.50%), and ii) Compensation and Medical Aid: 3.50% per annum (31 December 2010 & 1 January 2010 – 3.50%) and mortality rates as determined by the 1995-1997 Statistics Canada General Life Mortality Table.

The following economic assumptions are used in the valuation of the Approved Pension Liability: discount rate – 7.125% (31 December 2010 & 1 January 2010 – 7.125%), inflation rate – 2.52% in 2012 and 3.50% thereafter (31 December 2010 – 0.73% and 3.50%, 1 January 2010 – 1.65% and 3.50%).

(j) Liability sensitivity

The most significant assumption in the determination of the benefits liabilities is the net discount rate. The net discount rate is the assumed discount rate in excess of the assumed inflation rate. A reduction in the assumed net discount rate would increase the actuarial present value of the benefits liabilities and a decrease in comprehensive income.

Medical benefits represent approximately 15% of the benefits liabilities. An increase in the assumed excess medical inflation rate (above the assumed inflation rate) would result in an increase in the benefits liabilities for medical benefits and a decrease in comprehensive income.

The approved Pension liability takes into account the future life expectancy of each individual pensioner, surviving spouse or dependent child according to their age and gender. An improvement in the assumed mortality experience would increase the life expectancy of benefit recipients, thereby increasing the actuarial present value of the liability for approved pension benefits and decreasing comprehensive income.

2011 **+/- % change on assumed rates**	**+1%**	**-1%**
Net discount rate	$ (24,230)	$ 29,724
Excess medical inflation rate	4,192	(3,589)

2010 **+/- % change on assumed rates**	**+1%**	**-1%**
Net discount rate	$ (18,796)	$ 22,828
Excess medical inflation rate	2,405	(2,055)

2011 **+/- % change in mortality rate**	**+10 %**	**-10 %**
Mortality rate	$ (3,782)	$ 3,957

2010 **+/- change in mortality rate**	**+10 %**	**-10 %**
Mortality rate	$ (3,475)	$ 3,740

(k) Claims Development

The following table shows the development of claims cost estimates for the five most recent injury years:

	Year of Injury					
	2007	**2008**	**2009**	**2010**	**2011**	**Total**
Estimate of cumulative claim costs:						
At the end of the accident year	$55,857	$59,716	$43,007	$44,356	$77,715	
One year later	49,674	52,228	39,782	44,743		
Two years later	43,292	49,107	37,746			
Three years later	42,069	50,445				
Four years later	43,966					
Current estimate of cumulative claims costs	43,966	50,445	37,746	44,743	77,715	254,615
Cumulative payments	13,705	15,145	10,110	9,197	5,671	53,828
Outstanding claims – undiscounted	30,261	35,300	27,636	35,546	72,044	200,787
Effect of discounting						(132,647)
Effect of administration expenses						17,472
2006 and prior claims						177,757
Amount Recognized on Statement of Financial Position						**$263,369**

During 31 December 2011, 11 claims were investigated by the Investigations Coordinator. All investigations were closed by the end of the year.

12. Employee benefits

a) Pension plan

Substantially all of the employees of the Commission are covered by the public service pension plan (the Plan), a contributory defined benefit plan established through legislation and sponsored by the Government of Canada. Contributions are required by both the employees and the Commission. The President of the Treasury Board of Canada sets the required employer contributions based on a multiple of the employees' required contribution. The general contribution rate effective at year end was 15.624% (2010 - 16.044%). Total contributions of $1,398 (2010 - $1,501) were recognized as expense in the current year.

The Government of Canada holds a statutory obligation for the payment of benefits relating to the Plan. Pension benefits generally accrue up to a maximum period of 35 years at an annual rate of 2% of pensionable service times the average of the best five consecutive years of earnings. The benefits are coordinated with Canada/Québec Pension Plan benefits and they are indexed to inflation.

b) Post-employment benefits

The Commission provides other benefits to its employees based on years of service and final salary. This benefit plan is not pre-funded and thus has no assets, resulting in a plan deficit equal to the accrued benefit obligation. The cost of these benefits is accrued as employees render the services necessary to earn them. Liability for severance upon resignation, or retirement and ultimate removal benefits measured at the reporting date is as follows:

	2011	2010
Accrued benefit obligation, beginning of year	**$ 983**	$ 931
Total benefit expense:		
Current service cost	**66**	61
Interest cost	**47**	55
Actuarial losses	**576**	226
Benefits payouts	**(689)**	(290)
Balance, end of year	**$ 983**	$ 983

The key assumptions used to calculate the accrued employee benefits are a liability discount rate of 4.0% (31 December 2010 – 5.0%, 1 January 2010 – 7.125%) and a general wage escalation of 2.6% (31 December 2010 & 1 January 2010 – 3.0%).

The expected contributions to the plan for 2012 are $209 ($148 in 2011, $264 in 2010).

c) Benefit expense

The following table summarizes the components of the benefit expense recognized in salaries and benefits within administration and general expenses in the statement of comprehensive loss for the respective plans:

Net benefit expense 2011	Post-employment benefits	Pension plan	Total
Current service cost	$ 66	$ 1,398	$ 1,464
Interest cost	47	-	47
Actuarial losses	576	-	576
	$ 689	$ 1,398	$ 2,087

Net benefit expense 2010	Post-employment benefits	Pension plan	Total
Current service cost	$ 61	$ 1,501	$ 1,562
Interest cost	55	-	55
Actuarial losses	226	-	226
	$ 342	$ 1,501	$ 1,843

13. Capital management and reserves

The operating reserve is intended to protect the Commission against adverse fluctuations in claims costs and investment results. As the Workers' Protection Fund includes all assessments from employers and amounts to be paid to injured workers, as well as the costs to administer the *Workers' Compensation Acts* of the Northwest Territories and Nunavut, the Governance Council considers that capital includes all reserves of the Commission.

In 2010, the Commission changed the calculation for the funded position from total assets divided by total liabilities plus the Catastrophe Reserve to total assets divided by total liabilities. This change enhanced the comparability to other compensation boards. This Funded Position (or net assets) represents the current funding status of the Workers' Protection Fund. The Governance Council's long term goal is to maintain a funded position at 108% – 120% of fully funded.

At 31 December 2011, the funded position is 107% (31 December 2010 & 1 January 2010 – 116%).

The Commission maintains five reserves within the Workers' Protection Fund. All of these reserves are established by the Governance Council, and none are externally restricted. The Commission established a capital asset replacement reserve in 2010 and dissolved the rate stability reserve in 2011.

In accordance with Section 83 of each of the *Workers' Compensation Acts* of the Northwest Territories and Nunavut, the Governance Council is responsible for approving the operating and capital budgets of the Commission, for approval of assessment rates for employers and benefits to workers, and for ensuring the proper stewardship of the Workers' Protection Fund. It is the objective of the Governance Council to ensure the financial sustainability of the Workers' Safety and Compensation Commission, while maintaining stability of assessment rates and benefits to injured workers.

The Governance Council manages capital by monitoring all revenues and expenses through its budgeting and financial reporting processes, and by establishing assessment rates and an investment policy that maintain the funded status of the Commission and ensure the ability to care for injured workers.

a) Operating reserve

The operating reserve is intended to protect the Commission against adverse fluctuations in claims costs and investment results. The target level for the operating reserve is established after the target level for the catastrophe reserve has been determined. Assessment rates are adjusted to bring the operating reserve to its target level over a period of between two years and ten years, depending on the margin by which the operating reserve is above or below the target level. The tolerance range for the operating reserve is plus or minus 50% of the target level. If the reserve balance falls outside of this range, appropriate action is implemented with the goal of returning the reserve to the target level. The target range at year end was $6,211 to $18,634 (31 December 2010 – $5,325 to $15,975, 1 January 2010 – $4,641 to $13,924).

b) Capital replacement reserve

This new reserve was established beginning in 2010 to allow multi-year planning and is used to set aside funds for the purchase of new equipment and intangible assets.

c) Investment fluctuation reserve

The purpose of the investment fluctuation reserve is to recognize the annual gains and losses on investments on an even basis in the operating reserve over a period of five years.

d) Safety reserve

The safety reserve was established to fund safety programs and is used to implement the Commission's safety strategy.

e) Catastrophe reserve

The catastrophe reserve is intended to protect the Commission against a catastrophic event that results in a substantial increase in the Commission's benefits liability. The Commission established specific criteria to determine whether an accident or event meets the definition of a catastrophic claim. The target level for the catastrophe reserve is set at 300 times the 2011 Year's Maximum Insurable Remuneration (YMIR) of $82.72 (31 December 2010 – $75.20, 1 January 2010 – $72.10) less any approved catastrophic events. After the catastrophic event is approved the funding will be restored by using a uniform percentage adjustment to assessment rates over a period of two to ten years. The target level for the catastrophe reserve provides for the cost of a disaster.

14. Commitments

Future minimum lease payments as at 31 December on operating leases for office premises, staff accommodations and equipment are as follows:

Year	**2011**	2010
2011	**$ -**	$ 741
2012	**715**	530
2013	**572**	453
2014	**298**	209
2015	**70**	70
2016	**70**	70
Thereafter	**-**	-
	$ 1,725	**$ 2,073**

Every lease the Commission is currently entered into allows for renewal of the lease at current market pricing. There are no purchase options, contingent rents or escalation clauses included in the leases.

15. Contingencies

The Commission is required to pay for future costs of claims relating to certain latent occupational diseases which may have occurred in the current year or previously, but which may not be recognized and reported for a number of years due to the extended latency period of such diseases. Because of the absence of reliable evidence and data pertaining to these matters, these liabilities cannot be estimated and are not included in the benefits liability or the financial statements.

The Commission is conducting a detailed review of the SPI portion of the monthly pension payments (Note 11(b)). The liability is not practicably measurable and has not been included in the benefits liability or the financial statements. Once the review is completed, any underpayments will be reimbursed to the affected pensioners.

In 2005, a worker filed a human rights complaint alleging that a Workers' Compensation Board policy discriminated against him on the basis of social condition. The complaint was successful, and the Workers' Compensation Board (now the Commission) appealed. The Supreme Court of the Northwest Territories heard the appeal in January 2012 and a decision is pending. Depending on the appeal's outcome, there may be systemic implications regarding the application of the policy on not including Employment Insurance Income when calculating the net monthly remuneration of injured workers. The financial implications are not yet known.

In 2010, a worker filed a human rights complaint alleging that the Commission discriminated against him on the grounds of disability. The Commission and the worker reached a settlement agreement in 2011 whereby the worker will undergo additional medical examination and pension reassessment. The financial implications are not yet known.

In 2011, a worker filed a human rights complaint alleging that the Commission discriminated against him on the grounds of disability. The Commission responded to the complaint but has not yet heard from the Human Rights Tribunal as to whether the complaint will be referred to a panel for a hearing or dismissed. As such, the financial implications are not yet known.

On 22 September 2011, an Arctic Sunwest floatplane was attempting to land when it crashed in Yellowknife, NT, killing two and injuring seven. Where applicable, the Commission is ascertaining options for possible recovery through third party actions. The financial implications are not yet known.

On 20 August 2011, a First Air charter flight approaching Resolute Bay, NU crashed, killing twelve people and injuring three. Where applicable, the Commission is ascertaining options for possible recovery through third party actions. The financial implications are not yet known.

Due to the nature of the Commission's operations, various other legal matters are pending. In the opinion of management, these matters will not have a material effect on the Commission's financial position or results of operations.

16. Financial risk management

The Governance Council is responsible for reviewing and approving the Commission's investment policy and plan. The investment policy and plan outline the types and classes of investments the Commission may invest in and how the Commission plans to achieve its investment objective and manage its investment risk. The Commission manages the risk associated to its investments by maintaining a well-diversified portfolio and by engaging external investment managers with different investment styles and objectives. Generally speaking, investments are held until market conditions provide a better investment opportunity. The Commission regularly reviews the performance of its investment portfolio against established industry benchmarks.

The Commission has exposure to the following financial risks from its use of financial instruments:

- Liquidity risk
- Credit risk
- Market risk
  - Interest rate risk
  - Foreign currency risk
  - Real estate risk

The Commission's exposure to these risks arises primarily in relation to its investment portfolio, but also in relation to its other financial assets and liabilities. The following sections present information about the Commission's exposure to each of the above risks and the Commission's objectives, policies and processes for measuring and managing its risks.

a) Liquidity risk

Liquidity risk is the risk that the Commission will encounter difficulty in meeting obligations associated with financial liabilities. Liquidity risk is considered to be extremely low. The Commission maintains deposits and short term investments at banks to meet liquidity needs. In 2011 cash and cash equivalents was $425 or a ratio of 0.11 of short term liabilities (31 December 2010 cash was $5,543 or 1.03, 1 January 2010 cash was $7,097 or 0.70).

31 December 2011	1 year or less	2-3 years	4-5 years	6 years or more	Total
Accounts payable and accrued liabilities	$ 2,984	-	-	-	$ 2,984
Giant Mine payable	-	-	-	-	
Assessments refundable	1,009	-	-	-	1,009
	$ 3,993	-	-	-	$ 3,993

31 December 2010	1 year or less	2-3 years	4-5 years	6 years or more	Total
Accounts payable and accrued liabilities	$ 3,485	-	-	-	$ 3,485
Giant Mine payable	930	-	-	-	930
Assessments refundable	981	-	-	-	981
	$ 5,396	-	-	-	$ 5,396

1 January 2010	1 year or less	2-3 years	4-5 years	6 years or more	Total
Accounts payable and accrued liabilities	$ 3,337	-	-	-	$ 3,337
Giant Mine payable	5,004	-	-	-	5,004
Assessments refundable	1,846	-	-	-	1,846
	$ 10,187	-	-	-	$ 10,187

b) Credit risk

Credit risk on financial instruments arises from the possibility that the customer or counterparty to an instrument fails to meet its obligations. In order to manage this risk, the Commission's investment policy requires that short-term investments at the time of purchase have a minimum credit rating of R-1(low) or its equivalent and that 90% or more of other fixed income investments have a minimum credit rating of A- or its equivalent. An independent rating service determines these ratings.

The Commission's exposure to credit risk associated with its accounts receivable and assessments receivable is the risk that an employer or a cost recovery customer will be unable to pay amounts due to the Commission. The maximum exposure to credit risk is $4,130 (31 December 2010 – $2,004, 1 January 2010 – $969). Allowances for doubtful accounts are provided for potential losses that have been incurred at the reporting date. The amounts disclosed on the statement of financial position are net of these allowances for doubtful accounts. All accounts receivable and assessments receivable are considered for impairment on a case-by-case basis when they are past due or when objective evidence is received that a customer will default. The Commission takes into consideration the customer's payment history, their credit worthiness and the then current economic environment in which the customer operates to assess impairment. The Commission recognizes a specific allowance for doubtful account, and related bad debt expense, when management considers that the expected recovery is less than the actual amount receivable. All bad debts are charged to administration expenses.

The Commission believes that the credit risk of accounts receivable and assessments receivable is mitigated by the following:

i. The employer base is dispersed across various industries, with government comprising a significant concentration.

ii. As at 31 December 2011, the majority of accounts receivable and assessments receivable are outstanding for less than 90 days. The Commission does not require collateral or other security from employers or customers for accounts receivable.

iii. The Commission has the power and remedies to enforce payment owing.

All of the Commission's accounts receivable and assessments receivable are reviewed for indicators of impairment on an annual basis.

The following table outlines the credit risk exposure for the Commission for each major class of fixed income investments as at 31 December 2011:

	R-1 (high)	R-1 (middle)	R-1 (low)	Total
Short-term investments	$ 265	$ 96	$ 23	$ 384
Fixed income	-	1,330	-	1,330
Indexed bond funds	-	39	-	39
Total	$ 265	$ 1,465	$ 23	$ 1,753

	AAA	AA	A	BBB	Total
Fixed income	$ 22,852	$ 11,018	$ 6,529	$ 409	$ 40,808
Indexed bond funds	24,245	11,360	9,712	3,524	48,841
Total	$ 47,097	$ 22,378	$ 16,241	$ 3,933	$ 89,649

The following table outlines the credit risk exposure for the Commission for each major class of fixed income investments as at 31 December 2010:

	R-1 (high)	R-1 (middle)	R-1 (low)	Total
Short-term investments	$ 2,090	$ 919	$ 158	$ 3,167
Fixed income	325	450	-	775
Total	$ 2,415	$ 1,369	$ 158	$ 3,942

	AAA	AA	A	BBB	Total
Fixed income	$ 19,164	$ 12,231	$ 5,289	$ 479	$ 37,163
Indexed bond funds	22,433	10,462	8,775	2,716	44,386
Total	$ 41,597	$ 22,693	$ 14,064	$ 3,195	$ 81,549

The following table outlines the credit risk exposure for the Commission for each major class of fixed income investments as at 1 January 2010:

	R-1 (high)	R-1 (middle)	R-1 (low)	Total
Short-term investments	$ 660	$ 383	$ 21	$ 1,064
Fixed income	-	1,450	-	1,450
Total	$ 660	$ 1,833	$ 21	$ 2,514

	AAA	AA	A	BBB	Total
Fixed income	$ 21,362	$ 10,275	$ 3,964	$ 480	$ 36,081
Indexed bond funds	27,877	13,271	10,155	2,917	54,220
Total	$ 49,239	$ 23,546	$ 14,119	$ 3,397	$ 90,301

c) Market risk

Market risk is the risk that the fair value or future cash flows of the Commission’s financial instruments will fluctuate in the future because of price changes. The Commission invests in publicly traded fixed income and equity investments available on domestic and foreign exchanges and in privately held investments. Market risk is managed through diversification between different asset classes and geographic diversification and by limiting the concentration in any single entity to 5% or less of the fair value of the investment fund. The one exception to the 5% or less concentration rule is an investment in a Real Estate holding fund, Westpen Properties Ltd, at 13.61% (2010 – 12.38%) of the total fund. This fund is diversified by investment type and geographic location. The Governance Council is aware of this exception to its investment policy.

The Commission's investment target and actual asset mix at fair value 31 December 2011 is as follows:

	Target		Actual
	Maximum	Minimum	
Fixed income	40%	30%	**32.88%**
Canadian equities	21%	11%	**14.44%**
U.S. equities	19%	9%	**14.08%**
International equities	15%	5%	**10.61%**
Real estate	20%	10%	**13.61%**
Mortgages	15%	5%	**13.24%**
Cash and cash equivalents	0%	5%	**0.59%**

The Commission's investment target and actual asset mix at fair value 31 December 2010 is as follows:

	Target		Actual
	Maximum	Minimum	
Fixed income	35%	25%	30.29%
Canadian equities	23%	13%	19.23%
U.S. equities	21%	11%	14.54%
International equities	16%	6%	10.80%
Mortgages	15%	10%	12.45%
Real estate	15%	10%	12.37%
Cash and cash equivalents	0%	5%	0.32%

The Commission's investment target and actual asset mix at fair value 1 January 2010 is as follows:

	Target		Actual
	Maximum	Minimum	
Fixed income investments	35%	25%	33.68%
Canadian equities	23%	13%	16.39%
U.S. equities	21%	11%	13.10%
Mortgages	15%	10%	12.66%
International equities	16%	6%	11.78%
Real estate	15%	10%	11.21%
Cash and cash equivalents	0%	5%	0.66%

Equity investments are particularly sensitive to market risk. Because equities are recorded as held for trading, changes in their fair value from the movements in the markets have a significant impact on the net income and reserve values. The following table is a sensitivity analysis that shows the impact of a change of 16-18%, depending on asset type, on the average market values of each portfolio, which equates to one standard deviation of the portfolio in the respective stock market index.

Portfolio	Index	Exposure 31 December 2011	Change one standard deviation	Change to comprehensive income 2011
Canadian equities	TSX 300	$ 41,695	+18%	$ 7,505
U.S. equities	Russell 3000	41,256	+16%	6,601
International equities	MSCI EAFE	27,063	+18%	4,871

Portfolio	Index	Exposure 31 December 2010	Change one standard deviation	Change to comprehensive income 2010
Canadian equities	TSX 300	$ 52,053	+20%	$ 10,411
U.S. equities	Russell 3000	39,334	+17%	6,687
International equities	MSCI EAFE	29,218	+18%	5,259

d) Interest rate risk

Interest rate risk is the risk that the fair value or cash flows of a financial instrument will fluctuate in the future because of interest rate changes. The Commission is exposed to interest rate risk primarily through its investments in fixed income investments. Fluctuations in interest rates can affect the fair value of the fixed income investments, as well as shift investor preferences among asset classes. Interest rate risk is minimized by actively managing the duration of the fixed income investments as detailed in note 6(a).

The following table provides a sensitivity analysis of the impact of a 1% change in nominal interest rates at 31 December assuming the change occurs evenly throughout the sector and all other variables remain constant.

	Movement in interest rates	Change to net income 2011
Change in nominal interest rates	1%	$ 6,405

	Movement in interest rates	Change to net income 2010
Change in nominal interest rates	1%	$ 5,162

e) Foreign exchange risk

Foreign exchange risk is the risk that the value of financial assets and financial liabilities denominated in foreign currencies will fluctuate due to changes in their respective exchange rates relative to the Canadian dollar. The Commission has investments denominated in foreign currencies which are therefore exposed to currency risk. To mitigate this risk, investment managers are authorized to enter into forward foreign exchange contracts, which represent commitments to exchange two currencies at a specified future date based on a rate agreed to by both parties at the inception of the contract, for the sole purpose of hedging foreign currency transactions. The investment managers do not do this as a matter of general practice. There were no forward foreign exchange contracts outstanding at 31 December 2011 (31 December 2010 & 1 January 2010 – nil).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2011
(in thousands of Canadian Dollars)

The total amount of investments, at fair value, exposed to foreign currency risk is as follows:

Foreign country	Fixed Income	Equity	**Total Investments Fair Value 2011**	Total Investments Fair Value 2010
U.S.	$ -	$ 41,256	$ 41,256	$ 39,334
Europe	-	8,552	8,552	9,087
United Kingdom	-	7,469	7,469	6,895
Japan	-	4,573	4,573	5,171
Switzerland	-	3,031	3,031	3,155
Australia	-	893	893	1,023
Hong Kong	-	514	514	993
China	-	704	704	789
Brazil	-	-	-	496
Mexico	-	162	162	292
Israel	-	244	244	263
Taiwan	-	244	244	234
South Korea	-	298	298	233
Subtotal	-	67,940	67,940	67,965
Canada	127,401	79,468	206,869	202,562
Total	$ 127,401	$ 147,408	**$ 274,809**	$ 270,527

The following tables provide a sensitivity analysis that illustrates the impact of a 10% appreciation in the Canadian dollar relative to the four largest currencies the Commission is exposed to for the year ending 31 December. This analysis assumes that all other variables remain constant.

Country	Exposure 31 December 2011	Change	Change to comprehensive income 2011
U.S.	$ 41,256	+10%	$ (4,126)
Europe	8,552	+10%	(855)
United Kingdom	7,469	+10%	(747)
Japan	4,573	+10%	(457)

Country	Exposure 31 December 2010	Change	Change to comprehensive income 2010
U.S.	$ 39,334	+10%	$ (3,933)
Europe	9,087	+10%	(909)
United Kingdom	6,895	+10%	(690)
Japan	5,172	+10%	(517)

f) Real estate risk

Real estate risk arises from changes in real estate values related to local markets and vacancy rates. Real estate risk is managed through diversification across real estate types and locations. Adverse impacts in any segment of the market or geographic location are reduced by having holdings diversified across residential, commercial, industrial, and developmental markets.

The table below presents the estimated effect of a material adverse change in valuations of the investment in domestic real estate for the year ended 31 December. This change to comprehensive income reflects a change in valuation of 13.3% (2010 – 12.1%), which, is based on ten years of results, would be one standard deviation of valuation change.

Portfolio	Exposure 31 December 2011	Change	Change to comprehensive income 2011
Real Estate	$ 37,394	+13.3%	$ 4,973

Portfolio	Exposure 31 December 2010	Change	Change to comprehensive income 2010
Real Estate	$ 33,502	+12.1%	$ 4,054

17. Administration and general expenses

	2011	2010
Salaries, wages and allowances	**$ 12,336**	$ 11,507
Professional services	**2,524**	2,496
Employee benefits	**2,291**	2,435
Amortization and depreciation	**1,368**	1,102
Travel	**937**	882
Contributions to other organizations	**783**	693
Renovations (non-capital)	**740**	1,406
Communications	**613**	548
Advertising and public information	**576**	691
Office services and supplies	**457**	475
Office lease payments	**427**	545
Training and development	**264**	341
Bad debt expense	**262**	207
Grants	**219**	213
Honoraria and retainers	**85**	115
Office furniture and equipment (non-capital)	**49**	416
Miscellaneous	**5**	14
Loss (gain) on asset disposal	**(27)**	214
Recoveries	**(244)**	(230)
	23,665	24,070
Less: Allocation to claims management costs-current year injuries (note 11 (b))	**(2,765)**	(1,797)
Less: Allocation to claims management costs-prior years' injuries (note 11 (b))	**(5,993)**	(5,654)
	$ 14,907	$ 16,619

18. Related party transactions

The Commission is related to all departments and territorial public agencies of the Governments of the Northwest Territories and Nunavut. The Commission enters into transactions with these entities in the normal course of business. The following tables summarize the Commission's transactions:

Balances due from related parties:

	31 December 2011	2010	1 January 2010
Government of Nunavut	**$ 1,393**	$ 291	$ 103
Government of the Northwest Territories	**18**	335	416
Territorial public agencies	**4**	9	-
	$ 1,415	$ 635	$ 519

Balances payable to related parties**:**

	31 December 2011	2010	1 January 2010
Territorial public agencies	**$ 101**	$ 37	$ 55
Government of the Northwest Territories	**25**	217	97
Government of Nunavut	**2**	103	41
	$ 128	$ 357	$ 193

Through memoranda of understanding with the Governments of the Northwest Territories and Nunavut, the Commission charges the governments for the costs of administering benefits related to hunters and trappers claims. These costs include the increase or decrease in the future benefits liability related to hunters and trappers claims, therefore, a significant decrease in the future benefits liability can result in a refund by the Commission to either Government. The amount due from related parties includes a reimbursement from the Government of the Nunavut for hunters and trappers claims for the year in the amount of $1,252 (31 December 2010 – $279, 1 January 2010 – $97), and the amount due to related parties includes a refund to the Government of the Northwest Territories for the year in the amount of $24 (31 December 2010 – $273 due from, 1 January 2010 – $96 due from).

Assessments revenue, at rates determined using the same method as with others, as well as recoveries for hunters and trappers, as described above, from related parties for the years ended 31 December:

	2011	2010
Government of Nunavut	**$ 2,936**	$ 1,477
Government of the Northwest Territories	**2,593**	1,903
Territorial public agencies	**1,367**	678
	$ 6,896	$ 4,058

Expenses to related parties for the years ended 31 December:

	2011	2010
Territorial public agencies	**$ 1,113**	$ 1,098
Government of the Northwest Territories	**919**	440
Government of Nunavut	**672**	660
	$ 2,704	$ 2,198

Investments in bonds of related parties at fair value:

	31 December 2011	2010	1 January 2010
Northwest Territories Power Corporation			
11.125% maturing 6 June 2011	**$ -**	$ 1,035	$ 1,119
6.42% maturing 18 December 2032	**1,711**	1,675	1,586
5.95% maturing 15 December 2034	**1,291**	1,184	1,043
	3,002	3,894	3,748
Northwest Territories Legislative Assembly Building Society			
13.00% Series A, maturing 31 August 2013	**107**	163	216
	$ 3,109	$ 4,057	$ 3,964

The Commission does not record the value of services provided in the normal course of operations without charge by the Governments of the Northwest Territories and Nunavut in these financial statements. The services provided without charge are not significant but include areas where the Commission follows government administrative policies and employment contracts. These services include training services, records management, and human resources support.

Compensation of key management personnel

	2011	2010
Short-term employee benefits	**$ 1,111**	$ 1,305
Employee benefits – post employment benefits	**592**	23
Pension plan	**129**	275
Total compensation paid to key management personnel	**$ 1,832**	$ 1,603

Included in the post-employment benefits is the Public Service Pension Plan (the Plan).

The amounts disclosed in the table are the amounts recognized as an expense during the reporting period related to key management personnel, which consists of the members of the Governance Council, the President, and the vice-presidents.

2011 ANNUAL REPORT

OFFICE OF THE WORKERS' ADVISOR
2011 ANNUAL REPORT

Workers' Advisor Office
for the Northwest Territories & Nunavut

Workers’ Advisor Office
for the Northwest Territories & Nunavut

MESSAGE FROM THE WORKERS’ ADVISOR

It is my pleasure to present this annual report of the Workers’ Advisor Office (WAO) for the year ending December 31, 2011. The Workers’ Advisor is appointed by the Northwest Territories and Nunavut Ministers Responsible for the Workers’ Safety and Compensation Commission (WSCC). The mandate of the WAO is to assist injured workers and their family members with their WSCC claim. This assistance ranges from explaining the WSCC process to representing clients at the various WSCC decision making levels.

The WAO functions as a necessary check and balance in the workers’ compensation system by working to ensure workers and dependants receive just and proper entitlements. By first focusing on collaboration and resolution, many claim issues are handled without formal review or appeal. This has a positive effect throughout the system, by promoting fairness and avoiding unnecessary delay and systemic cost.

The WAO has offices in Yellowknife and Cambridge Bay. Our services are provided in French, English, and Inuktitut. We provide a full range of services to claimants who have been injured in the Northwest Territories (NWT) and Nunavut (NU). The Workers’ Advisor and the Deputy Workers’ Advisor in Cambridge Bay are trained professionals with many years of hands-on claims experience. They are mandated by the Governance Council (GC) to be independent and to only act in the interests of claimants. They conduct themselves respectfully at all times. The services are free – there is no fee – just good advice and advocacy.

In addition to working diligently with injured workers from the NWT and Nunavut, I serve as the treasurer of the Canadian Association of Workers’ Advisors and Advocates (CAWAA). I have also had the opportunity this year to travel to some of the communities in the NWT and Nunavut to visit with injured workers and their families. The WAO’s new email address is: advisor@waonwtnu.ca.

I have developed an excellent working relationship with WSCC staff and administration, the GC and the Minister’s office. These collaborative relationships have contributed in a positive way to working through the issues that present themselves when working with injured workers.

I greatly value the opportunity to assist injured workers and their families with their WSCC claims. The WAO will continue to assist injured workers and their family members in pursuing the most equitable benefits to which they are entitled.

Debora Simpson
Workers’ Advisor

Mandate of the WAO

The sole function of the WAO is to advance the interests of injured workers or their dependants with respect to their entitlements under the Act. The WAO carries out this mandate by providing advice, assistance and advocacy services for injured workers or their dependants with respect to decisions that are under review or appeal.

Services Provided by the WAO

The WAO provides a range of services to injured workers and their families. These services include:

- Getting information from the WSCC for an injured worker;
- Helping injured workers to communicate more effectively with WSCC staff;
- Explaining the WSCC process and WSCC decisions to injured workers;
- Advising injured workers on whether or not they have grounds to seek a review of a decision;
- Reviewing file evidence;
- Seeking additional evidence if it is required;
- Helping injured workers to prepare and present submissions to all WSCC decision making levels;
- Suggesting alternatives to filing a review or appeal;
- Representing injured workers at formal hearings at the Review Committee or Appeals Tribunal levels; and
- Referring clients to appropriate community services.

The WAO will assist any injured worker or their family members who contact the office seeking help or information about their claim. A client's first contact with the WAO may happen when the client's claim is at any stage of the WSCC process. Some clients contact the WAO before they complete claim forms, while others make contact just days before they are to appear before the Appeals Tribunal. Regardless of what stage a client's claim is at in the WSCC process, the WAO can help.

After discussing the client's concerns, a copy of the client's WSCC file is obtained and reviewed. At this point the WAO can advise the client of available options. Options may range from explaining what has happened and why specific decisions have been made to making representations on behalf of the client to a Case Manager, the Review Committee, and the Appeals Tribunal.

If the WAO feels there are no statutory grounds on which to further a case, or there is a lack of appropriate medical evidence, further assistance can be refused.

WAO Activity Statistics

Total contacts – 3,514 (2010: 4,152; 2009: 4,594)

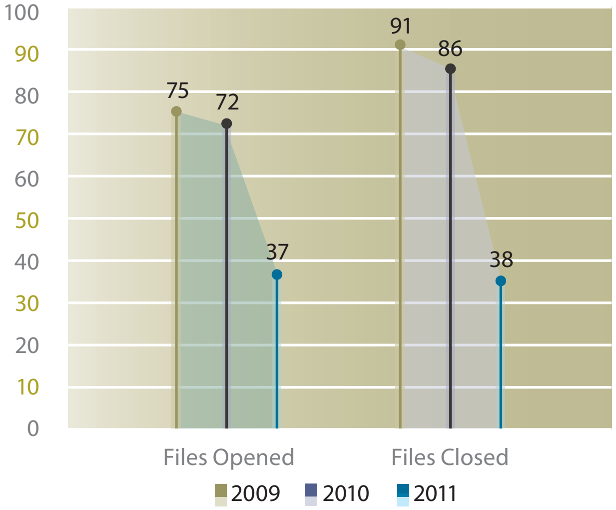
Contact with this office is made either in-person, by telephone, email, fax or letter. Approximately 32 per cent of the clients who contact this office live in the NWT or Nunavut. The remainder have either relocated or returned to southern Canada, Europe or the US.

During 2011, the WAO had 3,514 contacts from both individuals and organizations. The majority of contacts were with clients or WSCC staff regarding claim issues. Additionally, the WAO had contact with workers' families, labour groups, employers, healthcare providers, the Minister, and other stakeholder groups. At the end of December 2011 there were 25 active cases.

Caseload

During 2011, 37 new case files were opened and 38 case files were closed. Closed files refer to client files for which all issues have been concluded or which the WAO has lost contact with the injured worker.

The following chart compares caseload numbers over the last three years:



Issues Addressed

Each client file addresses one or more of the following issues:

- General assistance;
- Acceptance of claim;
- Change in disability percentage;
- Continuation of benefits;
- Increase in amount of benefits;
- Lump sum payment of pension;
- Medical treatment requested by worker; and
- Vocation rehabilitation program.

For each client file, there may be several individual issues for which the WAO may provide assistance. In 2011, the top three issues addressed were:

- General assistance;
- Acceptance of claim; and
- Continuation of benefits.

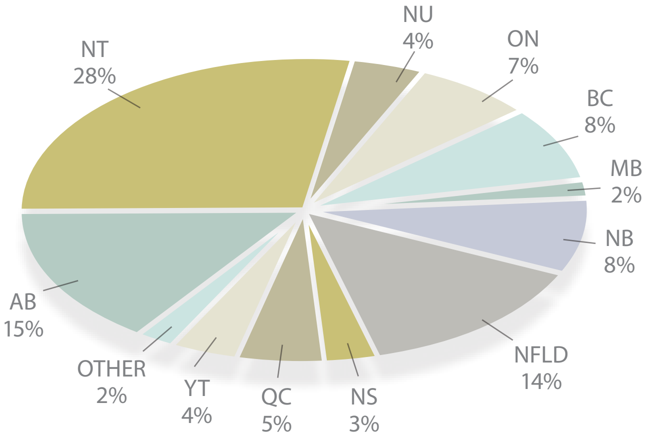
Appeals

During 2011, the WAO represented 11 clients at the Review Committee (RC) level and six clients at the Appeals Tribunal (AT). At the RC level, five decisions were upheld, four were overturned and two decisions are still outstanding (have not been communicated). At the AT level, three decisions were upheld, one was overturned, one decision was varied and one client withdrew his appeal.

Client Base

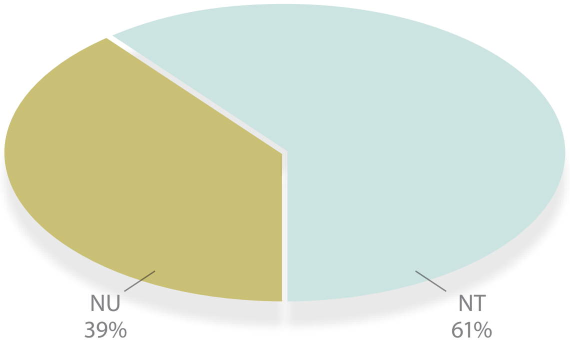
Place of Residence

68 per cent of WAO clients reside outside of the NWT and Nunavut. 28 per cent of WAO clients reside in the Northwest Territories and four per cent of WAO clients reside in Nunavut. The breakdown of clients' place of residence is as follows:



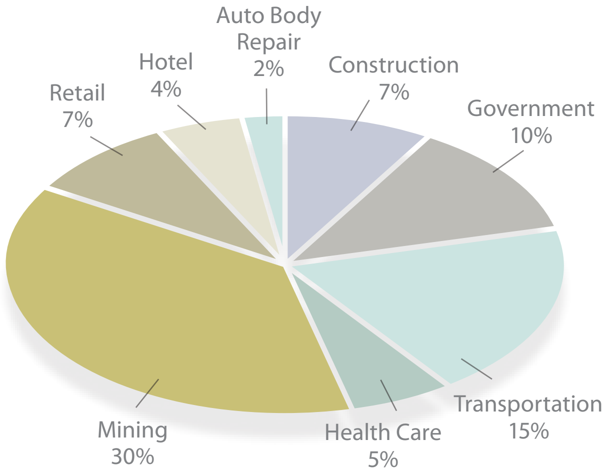
Place of Injury

The graph below shows that 61 per cent of the injuries that happened in 2011 happened in the Northwest Territories and 39 per cent of the injuries happened in Nunavut.



Employment Sector

The graph below shows the percentage of WAO clients from each employment sector.



Trends in Client Base

- The percentage of clients (injured workers) who are employees in the mining and construction sectors has increased from previous years;
- The most common issue for which clients seek assistance from the WAO is "acceptance of claim." Generally, this group of clients requires assistance to file a request for review or appeal or they need help understanding the process;
- Given that 68 per cent of WAO clients live outside the North, the majority of communication with these clients is done by email and telephone;
- 61 per cent percent of the clients who come through this office were injured in the NWT and 39 per cent were injured in Nunavut;
- All of the cases dealt with by the Deputy Workers' Advisor require assistance in Inuktitut;
- There were more clients in 2011 than in previous years requesting service in French;
- Files may be closed for the following reasons:
  - Appeals Tribunal decision;
  - Review Committee decision;
  - Claim accepted;
  - Lump sum granted;
  - PMI reviewed;
  - Rehabilitation program provided;
  - Worker request fulfilled;
  - WAO declined to represent;
  - File transferred to another representative; or
  - Lost contact with worker.

Systemic Issue

Medical reasoning and policy rationale is sometimes not provided to the clients in a clear and simple fashion. This may lead to confusion, misunderstanding and anger on the part of the injured worker. Clear straightforward information on such issues as "degeneration" must be communicated to injured workers.

Looking Forward

The WAO looks forward to 2012 with great anticipation. Upcoming policy and legislative changes, collaborative Governance Council processes and continued cooperation with the Deputy Workers' Advisor in Nunavut to better serve residents in that territory are all positive indicators. As an executive member of CAWAA, the WAO participates in discussions and activities that impact all injured workers in Canada. I look forward to continuing to represent individuals who are impacted by workplace injury.

Contact Us

Write:

2nd Floor Nunasi Building
Suite 201 – 5109 48th Street
Yellowknife, NT
X1A 1N5

Email:

advisor@waonwtnu.ca

Northwest Teritories

Phone: (867) 873-4345
Cell: (867) 445-05079
Fax: (867) 873-4349
Toll-free: 1-877-816-0166

Nunavut

Phone: (867) 979-5303
Toll-free: 1-866-727-3830

Web:

waonwtnu.ca

2011 ANNUAL REPORT

WORKERS' COMPENSATION APPEALS TRIBUNAL
2011 ANNUAL REPORT

NORTHWEST TERRITORIES AND NUNAVUT
Workers' Compensation
Appeals Tribunal

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NORTHWEST TERRITORIES AND NUNAVUT
Workers' Compensation Appeals Tribunal

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WORKERS' COMPENSATION APPEALS TRIBUNAL

The Northwest Territories & Nunavut Workers' Compensation Appeals Tribunal is an independent, quasi-judicial tribunal and is not part of the Workers' Safety & Compensation Commission.

The Tribunal may confirm, vary or reverse any decision of the WSCC's Review Committee. While the Tribunal may make its own procedural rules, it must follow and apply the *Workers' Compensation Act* of both the Northwest Territories and Nunavut.

Tribunal Members are appointed by the Minister(s) responsible for the Workers' Safety & Compensation Commission.

Tribunal Members:

Colin Baile – Chairperson (Yellowknife)
Michael Chandler (Iqaluit)
Louis Sebert (Fort Smith)
Cayley Thomas (Yellowknife)
Joan Mercredi (Fort Smith)
Maria Jobse – Registrar/General Manager

NORTHWEST TERRITORIES AND NUNAVUT
Workers' Compensation
Appeals Tribunal

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Suite 1002
10th Floor Precambrian Building
4920 - 52nd Street
Yellowknife, NT X1A 3TI
Phone: (867) 669-4420
Toll Free: 1-888-777-8167
Fax: (867) 766-4226

March 19, 2012

Honourable Jackson Lafferty
NWT Minister Responsible for the WSCC

Honourable Lorne Kusugak
NU Minister Responsible for the WSCC

Dear Honourable Minsters:

In accordance with the *Workers' Compensation Act,* I am pleased to present the Northwest Territories & Nunavut Workers' Compensation Appeal Tribunal's 2011 Annual Report.

Sincerely,

Colin Baile
Chairperson

MESSAGE FROM THE CHAIR

I am pleased to present the Appeal Tribunal's 2011 Annual Report.

This year the Tribunal heard several appeals from workers dealing with such issues as entitlement, pensions and rehabilitation. This was the first year our new procedural rules were in effect.

In addition to the appeals heard by the Tribunal, a section 63 application was heard. Any party to an action may apply to the Appeals Tribunal for a determination of whether a person is immune from action under the *Act*.

Two of our Tribunal Members, Don Kindt and Karen Snowshoe left the Tribunal this year. We were pleased to welcome Joan Mercredi as a new Tribunal Member.

Colin Baile
Chairperson

STATISTICS

Appeals	2009	2010	2011
Appeals Received	13	14	13
Requests for Rehearing	2	1	2
Total Received	15	15	15

Types of Hearing	2009	2010	2011
In-person	4	2	1
Video-conference	2	2	0
Telephone	6	2	4
Documentary	6	6	4
Total Received	18	12	9

Types of Appellant	2009	2010	2011
Workers	13	12	15
Employers	2	3	0
Dependant	0	0	0

Appeals by Territory	2009	2010	2011
NWT	10	11	11
NU	3	3	2
Judicial Review of Decisions	0	0	0

Section 63 Applications	2009	2010	2011
Count	0	0	1

Issues Appealed	2009	2010	2011
Claims	8	13	9
Pensions	6	2	4
Revenue/Employer	2	1	0
Rehabilitation	0	0	2
Total	16	16	15

Decisions Issued / Outcome	2009	2010	2011
Reversed	8	4	6
Upheld	12	7	10
Varied	1	0	0
Cancelled by Appellant	0	0	3
Total	21	11	19

Average Days from Filing to Decision	2009	2010	2011
Average	298	187	181

Outstanding Appeals at Year End	2009	2010	2011
Count	12	15	10

Contact Information

In person
Suite 1002
10th Floor Precambrian Building
4920-52nd Street
Yellowknife, NT

Mail
NWT & NU Workers' Compensation
Appeals Tribunal
Suite 1002
10th Floor Precambrian Building
4920-52nd Street
Yellowknife, NT
X1A 3T1

Fax
(867) 766-4226
Toll-free: 1-888-777-8166

Telephone
(867) 669-8354
Toll-free: 1-888-777-8167

Website
appealstribunal.ca

2011

WSCC Workers' Safety
& Compensation Commission

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ᐅᖄᓚᐅᑦ: (867) 920-3888
ᓱᒃᑲᔪᒃᑯᑦ: (867) 873-4596
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1-800-661-0792
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1-866-277-3677

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ᐅᖄᓚᐅᑦ: (867) 979-8500
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ᐅᖓᓯᒃᑐᒥᒃ ᐊᑭᖃᖏᑦᑐᖅ:
1-877-404-4407
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1-866-979-8501

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ᐅᖄᓚᐅᑦ: (867) 678-2301
ᓱᒃᑲᔪᒃᑯᑦ: (867) 678-2302

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ᐅᖄᓘᑦ: (867) 645-5600
ᓱᒃᑲᔪᒃᑯᑦ: (867) 645-5601
ᐅᖓᓯᒃᑐᒥᒃ ᐊᑭᖃᖏᑦᑐᖅ:
1-877-404-8878

ᐱᓂᖅᓗᒃᑕᐃᓕᒪᔾᔪᑎᓂᒃ ᐱᔾᑎᖃᖅᑏᑦ

ᓴᓇᕝᕙᖕᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᖅ: (867) 669-4418
ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓂ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᖅ:
(867) 669-4412

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ᓄᓇᑦᓯᐊᕐᒥ: (867) 920-3801
ᓄᓇᕗᑦ: (867) 979-8511

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(867) 920-3834

wscc.nt.ca wscc.nu.ca dontbeanumber.ca

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ᒪᐃ 29, 2012

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ᑲᒥᓯᓇᖕᒐᑦ ᓄᓇᕗᑦ

ᓂᕈᐊᖅᑕᐅᓯᒪᔪᖅ ᔾᔫᒃᓴᓐ ᑏᕗᑎ
ᓄᓇᕝᓯᐊᕐᒥ ᒥᓂᔅᑕᐅᔪᖅ ᑲᒪᔨᐅᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔨᑦᑐ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔾᔪᕐᒋᓐᓄᑦ ᐊᒻᒪ ᓇᖏᓕᐅᒃᑯᒫᒃᓯᓕᕆᔾᔪᒃᑯᑦ ᑲᒥᓯᓇᒃᑯᕐᒋᓐᓄᑦ

ᓂᕈᐊᖅᑕᐅᓯᒪᔪᖅ ᓘᐊᓇᓐ ᑯᓯᒐᖅ
ᓄᓇᕗᒻᒥ ᒥᓂᔅᑕᐅᔪᖅ ᑲᒪᔨᐅᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔨᑦᑐ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔾᔪᕐᒋᓐᓄᑦ ᐊᒻᒪ ᓇᖏᓕᐅᒃᑯᒫᒃᓯᓕᕆᔾᔪᒃᑯᑦ ᑲᒥᓯᓇᒃᑯᕐᒋᓐᓄᑦ

ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐃᓗᓕᕐᒋᓐᓃᑦᑐᑦ 96-ᖓᓂ ᓄᓇᕝᓯᐊᕐᒥ ᓄᓇᕗᒻᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔾᔪᑦᑐ ᓇᖏᓕᐅᒃᑯᒫᒃᓴᖅᑲᕐᓂᕐᒋᓐᓄᑦ ᒪᓕᖓᐃᑦ, ᖁᕕᐊᓱᒃᑐᖓ ᑐᓂᓯᔪᓐᓇᖅᓯᓂᖅ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔾᔪᑦᑐ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔾᔪᒃᑯᑦ ᐊᒻᒪᓗ ᓇᖏᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᒃᑯᑦ ᑲᒥᓯᓇᒃᑯᕐᒋᓐᓂᒃ (WSCC-ᑯᓐᓂᒃ) ᐊᕐᕌᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᓂᒃ ᐊᕐᕌᒎᑦ ᐃᓱᓕᕝᕕᖅᖢᑎᑕᐅᔪᒎᑦ ᑎᓯᐱᕆ 31, 2011.

2011-ᒥ ᐊᕐᕌᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᑦ ᐃᓚᖅᑲᖅᐳᑦ ᓈᓴᖅᑕᐅᑦᑎᐊᒃᑲᓐᓂᖅᓯᒪᔪᓂᒃ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᕐᒋᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ, ᓇᐃᓈᖅᓯᒪᔪᓂᒡᓗ ᐊᕐᕋᒎᓚᐅᖅᑑᕋ ᓯᕗᓂᐊᒍᑦ ᐱᓕᕆᐊᖑᓚᐅᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐅᓂᒃᑲᓂᒃ ᐱᕙᓪᓕᐊᓂᓚᐅᖅᑕᑦᑎᓐᓂᒃ ᑐᕌᖓᔪᓂᒃ ᑎᑭᐅᑎᔪᒪᓂᕐᒧᑦ ᑐᕌᖓᕆᔭᑦᑎᓐᓄᑦ. ᐊᕐᕌᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᖅ ᐅᖓᑖᓂᑉᐳᖅ ᑲᒪᒋᖅᑲᑦᑕᕆᐊᖅᑲᖅᑕᑦᑎᓐᓂᒃ ᕿᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐅᓂᒃᑳᖅᑲᑦᑕᕆᐊᖅᑲᖅᓂᖅ; ᐊᑦᑕᑕᕈᑕᐅᖕᒥᒐᒥᒃ ᖃᐅᔨᓕᐅᕈᑎᒃᓴᓄᑦ ᓯᕗᓪᓕᐅᑎᓚᐅᖅᑕᑦᑎᓐᓄᑦ, ᖃᐅᓂᖅ ᓴᕿᓚᕿᓯᒪᓕᕐᓂᕐᒋᓐᓄᑦ.

ᐃᓚᖅᑲᖅᓱᑎᒃ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᕐᒋᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ ᖃᐅᔨᓕᖓᓪᓚᓐᓂᕐᒋᓐᓄᑦ ᐃᓱᒪᒋᔭᐅᓂᕐᒋᓐᓂᒃ ᖃᐅᔨᖅ ᑐᑭᓕᐅᑎᐊᖅᑎᒋᒪᖖᑕ ᓯᕗᓂᒃᓴᒥ ᕿᓇᐅᔭᓕᐊᖑᔪᓐᓇᖅᑲᑦᑕᕐᓂᐊᖅᑐᑦ ᐊᒻᒪᓗ ᓇᖏᓕᐅᒃᑯᒫᒃᓴᖅᑖᕈᑕᐅᓇᓱᐊᕈᓐᓇᖅᑐᓄᑦ ᐆᒃᑐᕈᑕᐅᓂᐊᖅᑑᔭᖅᑐᑦ, ᐊᒻᒪᓗ ᓈᒪᓂᕐᒋᓐᓂᒃ ᐊᒥᐊᑯᕆᔭᐅᕐᒋᓐᓇᖓᐊᓖᑦ ᕿᓇᐅᔭᖁᑎᕆᔭᐅᔪᑦ. ᑐᓂᓯᓯᒪᕐᒥᔪᒎᑦ ᐊᐅᓚᑦᑎᔩᓄᑦ ᐅᖅᑲᐅᓯᒃᓴᓇᔭᐅᓯᒪᔪᓂᒃ ᑐᑭᓯᓇᑦᑎᐊᒃᑲᓐᓂᖁᑦᑐᑦᒋᑦ ᖃᐅᔨᓕᖓᓂᕐᒋᑦ ᓇᖏᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᒃᑯᓐᓄᑦ ᐊᐅᓚᑕᐅᔪᑦ ᐊᒻᒪᓗ ᕿᓇᐅᔭᖁᑎᕆᐅᔪᑦ.

ᑎᒥᐅᑉᑐᑕ ᐋᖅᑭᐅᒪᔩᑦᑐᑕ, ᐱᓂᐊᕐᓂᖅᑲᖅᐳᒎᑦ ᒪᑐᐃᖓᓂᖅᑲᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᓴᖅᑭᐅᒪᑎᑦᑎᑦᑎᐊᕐᓂᕐᒥᒃ. ᑖᒃᑯᐊ ᐅᓂᒃᑲᓕᐊᑦ ᑎᒥᖁᑎᑦᑎᓄᑦ, ᐱᕕᒃᓴᖅᑲᕈᑕᐅᓕᖅᐳᑦ ᐊᑕᑕᕈᓐᓇᕐᓂᖅ ᐅᕙᑦᑎᓐᓄᑦ, ᐊᒻᒪᓗ ᑲᔪᓯᑎᑦᑎᔾᔪᑕᐅᓂᖅ ᐅᓂᒃᑳᑦᑎᐊᖅᑲᑦᑕᕐᓂᑦᑎᓐᓂᒃ, ᐃᓚᒋᔭᐅᖅᑲᑦᑕᐃᓐᓇᓂᐊᖅᑲᖅᑐᓄᑦ.

ᐅᐱᓐᓇᖅᐳᑦ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ, ᐃᖅᑲᓇᐃᔭᖅᑎᖏᑦ, ᐊᖓᔪᖅᑲᐅᑎᖏᑦ ᐊᒻᒪᓗ ᓇᖏᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᒃᑯᑦ ᐃᓚᒋᕙᒃᑕᖏᑦ ᑲᔪᕐᓇᖅᑐᒥᒃ ᐊᒃᓱᕈᐃᓐᓇᖅᓱᑎᒡᓗ ᐱᓕᕆᓐᓇᖅᑲᑦᑕᕐᓂᖏᓐᓂᒃ 2011-ᒥ.

ᐅᐃᓕᔭᒻ ᐊᕼᐅ
ᐃᒃᓯᕙᐅᑕᖅ

2011-ᒥ ᐊᕐᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᑦ

ᐅᓂᒃᑳᓕᐊᑦ ᐃᓚᒋᔭᐅᖃᑦᑕᖅᑐᓄᑦ

WSCC Workers' Safety & Compensation Commission | ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᖕᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ


Promote workplace safety
and
care for injured workers.


WSCC
ety & care

ᑐᓴᒐᒃᓴᐃᑦ ᐊᖓᔪᖅᑳᕐᒥᒃ

2011-ᖑᑎᓪᓗᒍ, ᐃᖃᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔾᔪᓪᓗ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔨᒃᑯᖏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑲᒥᓯᓇᒃᑯᖏᑦ (ᓇᓪᓕᐅᒃᑯᒫᓕᕆᔨᒃᑯᑦ) ᑭᖑᓪᓕᖅᐹᒧᑦ ᐊᕐᕋᒍᒧᑦ ᐱᓕᕆᐊᖑᓚᐅᖅᑐᑦ ᐱᖓᓱᓄᑦ ᐊᕐᕌᒍᓄᑦ ᓴᓇᔭᐅᓯᒪᓚᐅᖅᑐᓂᒃ ᖃᓄᐃᓕᐅᕐᓂᕆᓂᐊᖅᑕᒥᓂᒃ. 2009-2011-ᒧᑦ ᐸᕐᓇᐅᑕᐅᓚᐅᖅᑐᑦ ᓇᓗᓇᐃᖅᓯᓯᒪᓚᖅᑐᑦ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦᑕ ᖃᓄᐃᓕᐅᕐᓂᐊᕐᓂᕐᒧᑦ ᑲᔪᓯᕙᕆᓂᐊᖅᑕᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᓕᕆᕝᕕᖓᓄᑦ ᐸᕐᓇᐅᑎᓂᒃ ᑎᑭᐅᒫᔾᔪᑎᒃᓴᓂᒃ ᑐᕌᖓᕆᔭᐅᔪᓂᒃ ᑎᑭᑕᐅᔪᒪᔪᓂᓪᓗ ᐃᑲᔫᑕᐅᓂᕐᒧᑦ ᑯᐊᐳᕇᓴᐅᓂᖓᑕ ᑎᓕᔭᐅᓯᒪᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑕᐅᑐᒐᓇᔭᖏᓐᓂᒃ.

2011-ᒥ ᐊᕐᕋᒍᖓ ᐊᔪᕐᓇᕈᑎᖃᖃᑦᑕᓚᐅᖅᑐᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐱᓕᕆᔨᐅᖃᑕᐅᖃᑦᑕᖅᑐᓄᑦ. ᐱᖓᓱᓂᒃ ᖃᖓᑕᔫᑦ/ᑎᖕᒥᔫᑦ ᑲᑕᒃᑐᖃᓚᐅᕐᒪᑦ ᐱᔾᔪᑕᐅᓕᓚᐅᖅᑐᖅ ᐊᒥᔫᓴᔪᖕᒥᑦᑐᓂᒃ ᐊᒥᔫᓗᑕᐅᓕᕐᓂᖏᓐᓂᒃ ᐱᓕᕆᔩᑦ ᐃᓅᔪᓐᓃᖅᓯᒪᓂᖏᓐᓂᒃ. ᑕᒪᒃᑯᐊ ᐃᓅᔪᓐᓃᕈᑕᐅᓯᒪᔪᑦ ᐊᒃᑐᐃᓂᖃᓚᐅᖅᑐᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᑐᐃᓐᓇᐅᕐᓂᐊᖏᑦᑐᖅ, ᐊᒃᑐᖅᑕᐅᒻᒪᕆᓚᐅᕐᒥᔪᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐱᓕᕆᔨᖏᓐᓂᒃ, ᐱᓗᐊᖅᑐᒥᒃ ᑕᐱᒃᑯᓇᓂ ᑲᒪᔨᐅᖃᑦᑕᖅᑐᓂ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᖃᓯᐊᓕᖅᑐᓂᒃ ᐃᓄᕐᑯᑎᖏᓐᓂᓪᓗ ᕿᒪᒃᑕᐅᓯᒪᓕᖅᑐᓂᒃ.

ᐊᕐᕋᒍ ᐊᑐᕐᓂᖓᓂ, ᑕᐅᑐᒐᓃᓐᓇᓚᐅᖅᐸᒃᑲᑦ ᐊᑐᓕᖅᐸᓪᓕᐊᕐᑯᔨᓂᖅ ᐅᓗᕆᐊᓇᕐᓂᖃᖏᓐᓂᕐᒥᒃ ᐱᓕᕆᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ. ᓄᑕᕈᓇᐊᖅᑎᑕᐅᓚᐅᖅᑐᑦ ᐊᑐᖅᑕᐅᑎᑉᐸᓪᓕᐊᓇᓱᒃᑕᕗᑦ, ᐱᓕᕆᕝᕕᖕᓂ ᐅᓗᕆᐊᓇᕐᓂᖅᑯᓇᓗ ᒪᒃᑯᒃᑐᓄᑦ ᐱᓕᕆᔨᐅᖃᑕᐅᔪᓄᑦ ᐅᑭᐅᖃᖅᑐᓂ 13-25. ᐊᑐᐃᓐᓇᐅᔪᓐᓇᖅᑎᑦᑎᓚᐅᖅᑐᒍᑦ ᐱᐅᔫᑎᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᓂᒃ ᖃᐅᔨᒪᓕᖅᑎᑦᑎᓂᕐᒥᑦ ᐃᓕᓐᓂᐊᕈᑎᒃᓴᓂᒃ ᐱᓕᕆᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᓪᓗ ᓇᓂᑐᐃᓐᓇᑦᑎᐊᖅ ᓄᓇᑦᓯᐊᕐᒥᓗ ᓄᓇᕗᒻᒥ, ᑕᒡᕗᓇᓴᐃᓐᓇᖅ ᐃᓕᒌᓐᓇᖅᑕᕗᑦ ᓱᓕ ᐃᓕᒋᒃᑲᓐᓂᖅᓱᕆᑦ ᓇᓂᑐᐃᓐᓇᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ, ᐃᓕᓐᓂᐊᕈᑎᒃᓴᒃᑲᓐᓃᑦ ᐊᑐᐃᓐᓇᐅᔪᓐᓇᓇᐊᖃᕐᓂᖏᓐᓄᑦ. ᓂᕈᑦᑐᓇᐊᖅᑕᐅᓕᓚᐅᕐᒥᔪᖅ ᑎᒥᕐᑯᑎᖓᑦᑕ ᐃᓱᒪᒋᔭᐅᓂᓇᕝᕕᑦᑕᖓᑦ, ᐃᓚᐅᖃᑦᑕᐃᓐᓇᖅᓯᑎᒃ ᓄᓇᓕᖕᓂ ᖃᓄᐃᓕᐅᖅᑐᖅᑲᖅᓯᕗᑦ ᑲᑎᕈᔪᖅᓴᖅᑐᓂ.

ᐊᒻᒪᑕᐅᖅ, ᑕᐅᑐᒐᓴᐅᕐᑯᓪᓗᒋᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᖅ, ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᖅ, ᓇᓕᒧᒋᔭᖅᑐᓂᒃ ᐱᓂᐊᕐᓂᖃᑕᐅᕐᒥᔪᒍᑦ ᐱᐅᔫᑎᓂᒃ ᐱᔨᑦᑎᕋᐃᖃᑦᑕᕈᒪᓂᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᖃᓯᐊᖅᑐᓄᑦ ᐃᖃᓇᐃᔭᕐᕕᐅᖃᑦᑐᓄᑦ. ᐃᓕᑦᑎᕆᓗᒋᑦ ᐱᒻᒪᕆᐅᓂᖓᓂᒃ ᓇᒻᒪᒋᔭᐅᓯᒪᓕᖅᑲᑕᐅᕙᓪᓕᐊᔪᒥᓂᒃ ᐃᑲᔫᑕᐅᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ, ᑲᔪᓯᑦᑎᐊᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᐃᓚᒋᓪᓗᒋᑦ ᐱᓕᕆᔨᐅᖃᑕᐅᔪᓂᒃ ᐊᕐᕌᒍᓂᒃ 25 ᐅᓪᓗᐃᑦ ᐊᓂᒍᖅᓯᒪᔪᑦ, 92 ᐳᓴᓐᑎᖏᓐᓂᒃ ᐃᑲᔪᖅᑕᐅᔭᕆᐊᖃᖅᑐᓂ. ᐱᐅᓯᕆᐊᖅᑎᑕᐅᓚᐅᖅᑐᑦ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ ᑕᒪᐃᓐᓂᒃ ᐊᕕᒃᑐᖅᓯᒪᓂᖏᓐᓂ ᐱᓕᕆᐅᕐᓂᖅ, ᐱᐅᓯᓂᖅᓴᐅᖅᑲᑦᑕᖁᓪᓗᒋᑦ ᐱᔾᔪᑎᖃᖅᑐᑕᐅᖃᑦᑕᖅᓯᒪᔪᑦ ᑕᒪᑐᒥᒃ ᐃᑲᔪᖅᑕᖅᑕᕗᑦ. ᑕᒪᓐᓇ ᐱᓂᐊᕐᓂᖅ ᑲᔪᓯᓐᓇᕐᓂᐊᖅᐳᖅ ᓯᕗᓂᒃᓴᒧᑦ ᐊᕐᕋᒍᓄᑦ.

ᐊᑕᐅᓯᖅ ᑐᓴᕆᓇᕐᓂᐅᓗᐊᖅᑐᖅ 2011-ᒥ ᐱᔪᑎᖃᖅᑐᖅ ᐱᔭᕆᐊᖃᖅᓯᑎᐊᓚᐅᕐᓂᖓ ᓇᓗᓇᐃᒃᑯᑕᖅᑖᖅᓯᒪᓂᖅ

ᐃᓕᑕᕆᔭᐅᓯᒪᓂᕐᒥᒃ (COR™)-ᒥᒃ ᑎᒃᑯᐊᖅᑕᐅᓯᒫᔾᔪᒥᒃ. ᑕᒪᓐᓇ ᓴᕐᑭᐅᒪᑎᑦᑎᒋᐊᒃᑲᓐᓂᕈᑕᐅᕗᖅ ᐱᓂᐊᕐᓂᕆᓴᑦᑎᓐᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐅᔾᔨᖅᑐᑦᑎᐊᖃᑦᑕᕐᓂᕐᒥᒃ.

ᐅᐱᒋᔭᕗᑦ ᐱᓕᕆᐊᕆᓯᒪᓚᐅᖅᑕᕗᑦ 2011-ᒥ. ᖁᕕᐊᓱᒃᑐᖓᑦ ᑐᓂᓯᔪᓐᓇᕐᓂᖅ 2011-ᒥ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᓂᒃ ᓇᓗᓇᐃᖅᓯᓯᒪᔪᓂᒃ ᐱᓕᕆᐊᕆᓚᐅᖅᑕᑦᑎᓐᓂᒃ ᐊᒻᒪᓗ ᖃᓄᐃᓕᐅᕐᓂᕆᓚᐅᖅᑕᑦᑎᓐᓂᒃ ᐊᕐᕋᒍᒥ.

ᓯᕗᒻᒧᑦ ᑲᔪᓯᑦᑎᐊᕈᒥᓇᖅᑐᖅ ᐅᕙᒍᑦ ᐃᓚᒋᑐᒋᑦ, ᐱᓕᕆᔩᑦ, ᐃᖃᓇᐃᔭᖅᑏᑦ, ᐃᓚᒋᕙᒃᑕᕗᓪᓗ ᓇᓂᑐᐃᓐᓇᖅ ᓄᓇᑦᓯᐊᕐᒥ ᓄᓇᕗᒻᒥᓗ ᐊᑐᓕᖅᑎᑦᑎᐊᕈᓐᓇᕐᓂᕐᒥᒃ ᓴᖅᑭᔪᒥᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐱᐅᓯᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐱᑕᖃᕈᓐᓃᖅᑎᑦᑎᔪᓐᓇᕐᓂᕐᒥᒃ ᐱᓕᕆᕝᕕᖕᒥᒃ ᖃᓂᒪᓇᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐋᓐᓂᖅᓯᕈᑕᐅᔪᓐᓇᖅᑐᓂᒡᓗ.

ᑏᕝ ᒍᕋᓐᑎ
ᐊᖓᔪᖅᑳᖅ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᔨ ᑕᒪᐃᓐᓄᑦ ᐊᖓᔪᖅᑳᖅ

ᑎᓕᔾᐅᓯᒪᓂᖓᑦ

ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᓂᖅ ᐱᓕᕆᕝᕕᖕᓂ ᐅᓄᕆᐊᓇᖅᑐᓕᕆᓂᖅᒥ ᐊᒻᒪᓗ ᐅᔾᔨᖅᑐᖅᑕᐅᑦᑎᐊᕐᓂᖕᒋᓐᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔩᑦ ᐃᖅᑲᐃᓯᖅᑏᓪᓗ.

ᑕᐅᑐᒐᕆᔾᐅᔪᖅ

ᐃᓕᑕᕆᔾᐅᔪᒪᓂᖅ ᑲᒪᑦᑎᐊᓂᕐᒥᓄᑦ, ᐋᕿᑉᐅᒪᑦᑎᐊᕐᓂᖕᒋᓐᓄᑦ, ᐊᒻᒪᓗ ᐱᔨᑦᑎᕋᐃᑦᑎᐊᕈᒪᓂᕐᒥᒃ ᑕᐅᑐᒐᖅᑲᕐᓂᖅ ᑎᒥᖁᑎᖓᑦ ᐊᒻᒪᓗ ᒪᓕᒍᒥᓇᖅᑐᓂᒃ ᐱᐅᓯᒃᑲᕐᓂᖅ ᓱᓕᔪᕆᔾᐅᔪᓐᓇᕐᓂᕐᓗ ᐃᓚᒋᔾᐅᓂᕐᒍᑦ ᐱᓕᕆᕝᕕᖕᓂ ᐃᖅᑲᐃᔾᕝᕕᖕᓂᓗ ᐅᓄᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒥᒃ.

ᐱᒻᒪᕆᐅᑎᑕᖕᒋᑦ

ᐃᓱᒪᒋᔾᐅᓂᖕᒋᑦ ᐃᓄᐃᑦ

- ᑕᑯᒃᓴᐅᔪᓂᒃ ᐱᓕᕆᕚᒃᑐᒍᑦ ᐅᔾᔨᖅᑐᑦᑎᐊᓂᕐᒍᑦ ᐊᒻᒪᓗ ᐃᒃᐱᒍᓱᑦᑎᐊᕐᓂᕐᒍᑦᐃᑲᔪᖅᑕᐅᓂᖕᒋᓐᓂᒃ ᐃᑲᔪᖅᑕᐅᔪᓇᐊᓖᑦ ᓄᓇᓖᑦᑐ ᐱᔨᑦᑎᕋᖅᐸᒃᑕᕗᑦ.
- ᐱᓕᕆᖃᑎᒌᑦᑐᒋᑦ ᐃᑲᔪᖅᐸᒃᑕᕗᑦ, ᐃᓚᒋᕙᒃᑕᕗᑦ, ᐃᓚᐅᖃᑦᑕᐃᓐᓇᕆᐊᓖᑦᑐᑦ, ᐱᓕᕆᖃᑎᕗᑦᑐ, ᐱᓕᕆᕚᒃᐳᒍᑦ ᓱᓕᔩᑦᑐᑕ, ᓇᓕᒨᒃᑎᑦᑎᔪᐃᓐᓇᐅᑦᑐᑕ, ᐃᒃᐱᒍᓱᑦᑎᐊᕐᓂᒃᑯᑦ, ᐱᑦᑎᐊᕆᐊᖅᑲᕐᓂᖏᑦ ᐊᒃᓱᕈᕐᓇᖅᑐᒃᑰᖅᑐᓄᑦ ᐊᒻᒪ ᓈᒻᒪᓈᖅᓯᒪᓂᖅᓴᐅᒋᐊᖅᓱᒋᑦ, ᐱᓕᕆᐊᕆᒃᑲᓱᐊᖅᓱᒋᑦ ᐊᒻᒪᓗ ᐊᔾᔨᒌᒃᑐᐃᓐᓇᐅᑎᑦᑎᒋᐊᖃᑦᑕᕐᓂᒃᑯᑦ ᐃᑲᔪᖅᑕᐅᔪᓇᐊᓕᖓᓂᒃ.

ᓴᖏᔪᒥᒃ ᓱᓕᔫᔪᓐᓇᕐᓂᖅ

- ᐅᐱᒋᕚᒃᑕᕗᑦ ᐱᓕᕆᐊᕆᓂᐊᕐᓂᕋᖅᑕᕗᑦ ᐃᑲᔪᖅᑕᐅᔪᓇᐊᓕᖕᓄᑦ, ᐃᓚᑦᑎᓄᑦ, ᐊᓯᖕᒋᓐᓄᓪᓗ ᐃᓚᐅᕙᒃᑐᓄᑦ, ᐱᓕᕆᖃᑎᑎᓄᓪᓗ.
- ᓯᕗᓕᐅᖅᑎᐅᕙᒃᑐᒍᑦ ᐊᑐᕐᓂᕐᒥᒃ ᒪᓕᒍᒥᓇᖅᑐᓂᓪᓗ ᐱᓕᕆᕝᕕᖕᓂᒃ ᐃᖅᑲᐃᔾᕝᕕᖕᓂ ᐅᓄᕆᐊᓇᕐᓂᖅᑲᕆᐊᖅᑲᖕᒋᓐᓂᕐᒍᑦ ᒪᓕᒐᕐᓂᒃ, ᐊᑐᓕᖅᑎᑦᑕᐅᑎᓐᓇᓱᐊᖅᐸᒃᑕᑦᑎᓐᓂᒃ ᐃᖅᑲᐃᔾᖅᑎᑎᔪᓄᑦ ᐊᒻᒪᓗ ᐱᓕᕆᔾᖕᒋᓐᓄᑦ.

ᐱᓕᕆᖅᑎᑏᒍᓐᓇᕐᓂᖅ ᐊᒻᒪᓗ ᐃᓚᐅᑎᑦᑎᖅᑕᑦᑕᕐᓂᖅ

- ᐱᓕᕆᖅᑎᒋᕚᒃᑕᕗᑦ ᐃᓚᒋᔭᕗᑦ ᓴᕿᐅᒪᕐᑯᔨᓂᕐᒧᑦ ᑕᒪᐃᓐᓄᑦ ᐃᑲᔪᕐᓂᖅᑲᕐᓂᐊᖅᑐᓂᒃ.

ᑕᑯᒃᓴᐅᑦᑎᐊᕐᓂᖅ ᐊᒻᒪᓗ ᒪᑐᐃᖓᑦᑎᐊᕐᓂᖅ

- ᑐᑭᓯᓇᑦᑎᐊᖅᑲᑦᑕᕐᓂᐊᖅᑐᒍᑦ ᐃᑲᔪᖅᑕᑦᑎᓐᓄᑦ ᖃᓄᖅ ᐃᓱᒪᓕᐅᕈᑎᖅᑲᓲᖑᒻᒪᖔᑕ ᐊᒻᒪᓗ ᐱᔾᔪᑎᒋᔭᖕᒋᓐᓂᒃ ᐃᓱᒪᓕᐅᕈᑕᐅᓯᒪᔪᓂᒃ ᐅᓂᒃᑳᖅᑲᑦᑕᖅᑐᑎᒃ.

ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦ

7-ᖑᔪᓂᒃ ᐃᓄᖕᓂᒃ ᐊᐅᓚᑎᔨᓂ ᑲᑎᒪᔨᓖᑦ, ᑭᒡᒐᖅᑐᐃᔨᐅᔪᓂᒃ ᐃᓚᒋᔭᐅᕙᒃᑐᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ, ᐃᓄᓕᒫᑐᐃᓐᓇᓂᒃ ᑕᒪᐃᓂᒃ, ᐊᐅᓚᑦᑎᔨᐅᓪᓗᑎᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒥᒃ.

ᐊᐅᓚᑦᑎᔨᓗᑎᒃ ᐱᐅᓯᖃᕐᓂᕐᒥᒃ ᒪᓕᒃᑐᓂᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᓪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔭᐅᓂᖏᓐᓄᑦ ᒪᓕᒐᕐᓂᒃ ᐊᒻᒪᓗ ᑎᒥᖁᑎᖓᓐᓄᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᒪᓕᖁᔭᐅᔪᓂᒃ ᐊᒻᒪᓗ ᐊᑐᐊᒐᖏᓐᓂᒃ, ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦ ᑲᒪᔨᐅᕗᑦ ᖃᐅᔨᓴᕐᓂᕐᒥᒃ ᑕᒪᐃᓐᓂᒃ ᐱᓕᕆᐊᖑᔪᓂ ᐋᕿᒪᐅᓂᖏᓐᓂᓗ ᑎᒥᖁᑎᖓᓂ, ᓴᐳᓐᓂᐊᖅᑕᐅᓯᓐᓇᖅᓯᑎᒃ ᑮᓇᐅᔭᑎᒍᑦ ᓱᓕᔫᓂᖃᓇᐊᖃᕐᓂᖏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᒃᑯᑦ. ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ ᐃᓚᒋᔭᐅᔪᑦ ᐅᓪᓗᒥᒧᑦ ᑎᑭᓪᓗᒍ ᐅᖃᓕᒫᒐᓕᐊᖑᔪᓂᒃ ᐅᑯᐊᖑᕗᑦ:

ᐅᐃᓕᔭᒻ ᐋᕼᐅ,
ᐃᒃᓯᕙᐅᑕᖅ

ᔅᓯᓐ ᕚᓐᑐ ᕕᐅᑦᑦ,
ᓄᓇᕗᒻᒥ ᐱᓕᕆᔨᓂᒃ ᑭᒡᒐᖅᑐᐃᔨ (ᑐᒡᓕᖅ ᐃᒃᓯᕙᐅᑕᕐᒧᑦ)

ᑏᕕᑦ ᓇᑦᓯ,
ᓄᓇᑦᓯᐊᕐᒥ ᐱᓕᕆᔨᓂᒃ ᑭᒡᒐᖅᑐᐃᔨ

ᑯᓇᔅᑕᕗ ᑳᓚᕼᐋᓐ,
ᓄᓇᕗᒻᒥ ᐃᓄᓕᒫᓂᒃ ᑭᒡᒐᖅᑐᐃᔨ

ᕗᓇᐊᑦ ᑯᐃ,
ᓄᓇᑦᓯᐊᕐᒥ ᐃᓄᓕᒫᓂᒃ ᑭᒡᒐᖅᑐᐃᔨ

ᑭᐅᓇᓐ ᒪᒃᑖᓄᑦᑦ,
ᓄᓇᑦᓯᐊᕐᒥ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᑭᒡᒐᖅᑐᐃᔨ

ᑕᒃ ᐅᐃᑎ,
ᓄᓇᑦᓯᐊᕐᒥ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᑭᒡᒐᖅᑐᐃᔨ

ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦ ᑎᓕᓯᔨᐅᕙᒃᐳᑦ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᐸᓪᓕᐊᖏᓐᓇᖅᐸᒃᑐᑦ ᒪᑯᓂᖓ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᓯᒪᑦᑎᐊᖃᑦᑕᕆᐊᓕᖕᓂᒃ:

- ᖃᓄᐃᓕᐅᕈᑕᐅᓂᐊᖅᑐᓂᒃ ᐊᑐᖅᑕᐅᕙᓪᓕᐊᖅᑐᓂᒃ;
- ᐊᑐᒐᒃᓴᓕᐊᖑᓯᒪᔪᓂᒃ ᐊᒻᒪᓗ ᐊᑐᐊᒐᕐᓂᒃ;
- ᐱᔭᕇᖅᑕᐅᕙᓪᓕᐊᔪᓂᒃ ᐸᕐᓇᐃᕙᓪᓕᐊᒃᑲᓐᓂᕐᓂᖅ;
- ᑮᓇᐅᔭᐃᑦ ᑕᒪᕐᒥᒃ ᖃᓄᐃᓐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑕᐅᑦᑎᐊᕐᓂᖏᓐᓂᒃ;
- ᑎᒥᖁᑎᖓᑕ ᐱᓕᕆᑎᒋᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒥᖅ;
- ᐅᓗᕆᐊᓇᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᐅᓚᑦᑎᓂᒃ;
- ᐱᖁᑎᓂᒃ ᓅᑕᐅᖃᑦᑕᖅᑐᓂᒃ
- ᑐᓴᐅᒪᖃᑦᑕᐅᓕᕆᓂᕐᒥᒃ ᐊᒻᒪᓗ
- ᐊᐅᓚᑕᐅᕙᓪᓕᐊᔪᓂᒃ ᑐᑭᓯᐅᒪᑦᑎᐊᕆᐊᕐᓂᖅ

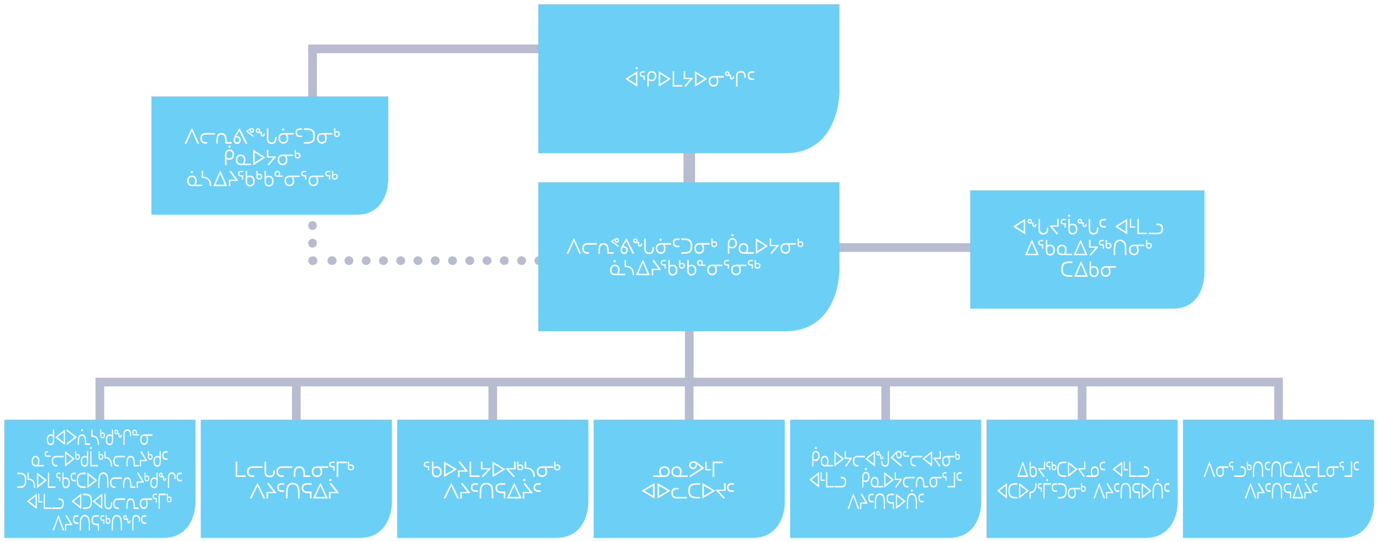
ᐊᑐᖃᑦᑕᕐᓂᖅ ᓴᖏᓂᕆᔭᐅᔪᓂᒃ ᑎᒃᑯᐊᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦ, ᐊᖓᔪᖅᑳᖓᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᓕᒫᓄᑦ ᑕᐃᑲᓂ ᐊᐅᓚᑦᑎᔨᕐᔪᐊᖅ ᐅᓂᒃᑳᑦᑎᐊᖃᑦᑕᕆᐊᖃᕐᒪᑕ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᒃᑯᑦ ᐱᓕᕆᓯᒪᓂᖏᓐᓂᒃ, ᐃᓚᖃᕐᓯᑎᒃ ᐱᔭᕇᖅᑎᑕᐅᓯᒪᔭᕆᐊᖃᕐᒪᑕ ᓴᐳᒻᒥᔭᐅᑦᑎᐊᕐᒪᑕ ᐊᑐᓕᖅᑎᑦᑎᓂᖏᓐᓄᑦ ᑎᒥᖁᑎᖓᓐᓂ ᑐᑭᓯᐅᒪᑦᑎᐊᕈᓐᓇᖅᑎᑦᑎᓯᒪᔪᑦ.

ᑎᒥᖁᑎᖓᓐᓂ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᑕᒪᕐᒥᒃ ᑕᑯᓪᓗᒋᑦ

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐱᓕᕆᐊᖃᖅᑎᐅᒐᒥᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᐅᓂᖏᓐᓄᑦ ᒪᓕᒐᕐᓂᒃ, ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᒪᓕᒐᕐᓂᒃ, ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓂ ᐋᓐᓂᐊᓕᖅᑕᐃᓕᒪᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ, ᖄᑕᔫᕐᓂᒃ ᐊᑐᖃᑦᑕᕐᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ, ᐊᒻᒪᓗ ᐃᓚᒋᕙᒃᑕᖏᓐᓂᒃ ᐊᑕᔪᓂᒃ ᒪᓕᒐᓪᓗᑐᕐᓂᒃ ᓴᐳᓐᓂᐊᖅᑕᐅᔭᕆᐊᖃᕐᓂᖏᓐᓂᑦ ᐅᔾᔨᖅᑐᖅᑕᐅᑦᑎᐊᕆᐊᖃᕐᓂᖏᓐᓂᓗ ᑲᒪᒋᔭᐅᓂᖏᓐᓂ ᐃᖃᓇᐃᔭᖅᑏᓪᓗ ᐱᓕᕆᔩᓪᓗ ᓄᓇᕐᔪᐊᕐᒥ ᓄᓇᕗᒻᒥᓗ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦᑕᐅᖅ ᖃᐅᔨᓴᖅᐸᒻᒥᔪᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ, ᐋᖅᑮᕙᒃᑐᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ, ᑲᑎᖅᓱᐃᔨᐅᕙᒃᑐᑦ ᑮᓇᐅᔭᓕᐊᖑᐸᓪᓕᐊᔪᓂᒃ, ᐊᑭᓕᖅᑐᐃᔨᐅᔪᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕆᔭᐅᓂᐊᖅᑐᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔨᓄᑦ, ᐊᔪᕈᓐᓃᖅᓴᐃᔾᔪᑎᖃᖅᑎᑦᑎᓯᑦ ᑎᒥᒥᒍᑦ ᐊᒻᒪᓗ ᐃᓱᐊᖅᓴᐅᑎᒃᓴᖏᓐᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ, ᐊᒻᒪᓗ ᐊᑐᓕᖅᑎᑦᑎᔨᐅᐸᓪᓕᐊᓇᓱᐊᕐᓂᖅ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᖃᐅᔨᒪᓂᖃᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐅᓗᕆᐊᓇᕐᓂᖃᖅᑎᑦᑎᑕᐃᓕᒪᓂᕐᒥᒃ ᐱᓕᕆᕕᖕᒥᒃ ᐱᐅᓯᖃᖅᑎᑦᑎᓂᕐᒥᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐱᓕᕆᕝᕕᐅᕙᒃᑐᓂᒃ.

ᐅᓂᒃᑳᑦᑎᐊᖃᑦᑕᕆᐊᖃᕐᓂᕐᒧᑦ ᐋᖅᑮᐅᒪᔭᐅᓂᖏᑦ



ᐱᓂᕐᓘᒃᑕᐅᑎᑦᑎᑕᐃᓕᒪᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑏᑦ

ᐱᓂᕐᓗᒃᑕᐅᑎᑦᑎᑕᐃᓕᒪᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐃᓚᖃᖅᑐᑦ ᓴᓇᕝᕕᒡᔪᐊᕐᓂᒃ ᐊᒻᒪᓗ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓂ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᔾᑯᓐᓂᒃ. ᐊᑕᐅᓯᑎᒃᑯᑦ ᑲᒪᔨᐅᕙᒃᑐᑦ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐱᒻᒪᕆᐅᓂᖅᐹᖑᔪᓂᒃ ᐱᔨᑦᑎᕋᖅᐸᒃᑕᖏᓐᓂᒃ ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᖁᔨᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕐᓂᖃᖏᑦᑐᓂᒃ ᐱᓕᕆᕝᕕᒃᑲᖅᑎᑦᑎᓂᕐᒥᒃ. ᐅᓗᕆᐊᓇᖅᑐᖃᕐᒪᖕᒫᑕ ᖃᐅᔨᓴᕆᐊᖃᑦᑕᖅᐳᑦ ᐊᒻᒪᓗ ᐱᓂᕐᓗᒃᓯᒪᔪᖃᖅᑐᓂᒃ ᖃᐅᔨᓴᖅᑕᖅᓯᑎᒃ; ᐅᓗᕆᐊᓇᖅᑐᖃᖅᑎᑦᑎᑕᐃᓕᒪᔪᓐᓇᕐᓂᕐᒥᒃ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᕙᒃᑐᑦ; ᖃᐅᔨᓴᖅᑎᐅᕙᒃᑐᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓂᒃ ᐃᑲᔪᕆᐊᖅᑎᐅᖃᑦᑕᕐᓂᕐᒧᑦ ᐃᓅᖕᓂᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ; ᐊᔭᐅᖅᑎᐅᓪᓗᑎᒡᓗ ᐅᓗᕆᐊᓇᕐᓂᖃᕆᐊᖃᖏᓐᓂᒃ ᒪᓕᒃᑕᐅᓯᒪᔭᕆᐊᖃᖅᑐᓂᒃ ᐊᒻᒪᓗ ᒪᓕᒐᓐᓄᓪᓗᓇᓴᖕᓂᖅᐸᓐᓂᒃ; ᓇᓗᓇᐃᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᒻᒪᓗ ᑐᕌᒐᕆᔭᐅᖃᑦᑕᖅᑐᑦ ᐅᓗᕆᐊᓇᖅᑐᖃᖅᑐᓂᒃ ᐱᓕᕆᕝᕕᖕᒥ ᖃᓄᐃᓕᖓᓂᖓᓂᒃ; ᐊᒻᒪᓗ ᐅᖃᐅᔾᔨᖅᓯᐊᖅᑎᐅᕙᒃᓯᑎᒃ ᑐᓂᓯᔫᖕᒍᓐᓗᑎᒡᓗ ᐱᐅᓂᖅᐹᒥᒃ ᐅᓗᕆᐊᓇᕐᓂᖃᖅᑎᑦᑎᑕᐃᓕᒪᓂᕐᒥᒃ ᐊᑐᓕᕈᓐᓇᓇᖅᑕᖅᐳᑦ.

ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔾᑯᖏᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᔾᑯᖏᑦᑕᐅᖅ ᐱᓕᕆᖃᑎᒌᒃᑲᓐᓂᕐᒥᔪᑦ ᓴᓇᕝᕕᒡᔪᐊᕐᓂᒃ ᖃᐅᔨᒪᔨᑕᖅᓯᔪᐅᔪᒥᒃ ᖃᐅᔨᒪᔪᒪᓇᐅᓂᖅᐹᖑᔪᓂᒃ ᓇᒥᓂᖅ ᐊᑐᖅᓯᒪᔭᒥᓄᑦ ᑐᓴᐅᒪᔭᐅᑎᑦᑎᖅᑕᖅᓯᑎᒃ ᑐᓂᓯᖅᑕᖅᓯᑎᒃ ᐅᑭᐅᖅᑕᖅᑐᒥᐅᑕᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐊᒻᒪᓗ ᐱᓕᕆᑎᑦᑎᔨᓂᒃ.

ᐃᑲᔪᖅᑕᐅᕙᒃᑐᓂᒃ ᐊᒻᒪᓗ ᐊᑕᐅᓯᕐᒦᑦᑐᓂᒃ ᐱᔨᑦᑎᕋᐅᑏᑦ

ᐃᑲᔪᖅᑕᐅᕙᒃᑐᓂᒃ ᐊᒻᒪᓗ ᐊᑕᐅᓯᕐᒦᑦᑐᓂᒃ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐃᓚᖃᖅᐳᑦ ᐃᖃᓇᐃᔭᖅᑎᓕᕆᔾᑯᓐᓂᒃ, ᓇᓪᓕᐅᒃᒫᒃᓴᖅᑖᕋᓯᐊᖅᑐᓕᕆᔾᑯᖕᓂᒃ, ᐊᒻᒪᓗ ᐊᓐᓂᐊᕈᑎᖃᖅᑐᓂᒃ ᐃᑲᔪᕐᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ.

ᐃᖃᓇᐃᔭᖅᑎᓕᕆᔾᑯᑦ ᑲᒪᔨᐅᕗᑦ ᐃᖃᓇᐃᔭᖅᑎᒃᓴᖅᓯᐅᕐᓂᕐᒥᒃ, ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒥᒃ, ᐋᓐᓂᐊᖃᕐᓇᖏᑦᑐᓕᕆᓂᕐᒥᒃ ᐊᒻᒪᓗ ᖃᓇᐃᔭᖅᑕᖅᑐᓂᒃ ᐱᒋᐊᖅᑎᑕᐅᔪᒃᓴᓂᒃ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᐅᔪᓂᒃ ᐱᓕᕆᖅᑕᖅᓯᒪᔪᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ. ᐊᒻᒪᑕᐅᖅ, ᐊᐅᓚᑦᑎᔨᐅᖅᑕᖅᑐᑦ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐱᖁᑎᖏᓐᓂᒃ ᐃᒡᓗᕝᕕᓂᒃ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐃᓗᐊᓂ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᔾᔪᑎᓂᒃ ᐊᑐᕐᓂᐊᖅᑐᓂᒃ.

ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐊᒻᒪᓗ ᐊᓐᓂᐊᕈᑎᒃᑯᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐃᑲᔪᖅᑎᐅᕙᒃᐳᑦ ᐊᔪᕐᓇᖅᑐᓂᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐱᓪᒪᕆᐊᓗᖕᒥᒃ ᐱᓕᕆᐊᖃᕐᓂᖏᓐᓂᒃ, ᑲᒪᒋᔭᖃᕐᓂᖏᓐᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ. ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᑲᒪᔨᖏᑦ ᐱᓕᕆᖃᑎᒋᔭᐅᕙᒃᑐᑦ ᓈᒪᔪᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ, ᐃᑲᔪᖅᑕᐅᓪᓗᑎᒃ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐅᑎᖅᑎᑦᑎᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᓐᓂᐊᕈᑎᖃᖅᑐᓂᒃ ᐃᑲᔪᖅᑎᐅᕙᒃᐳᑦ. ᐊᓐᓂᐊᕈᑎᒃᑯᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐃᑲᔪᖅᑎᐅᕙᒃᐳᑦ ᖃᓄᐃᓕᐅᕈᑕᐅᔪᓂᒃ ᐱᓕᕆᐊᖑᔪᓂᒃ ᐅᑎᖅᑎᑦᑎᔪᓐᓇᕐᓂᖏᓐᓂᒃ, ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐊᓐᓂᐊᖅᓯᒪᔪᓂᒃ ᐃᑲᔪᖅᑕᐅᓂᖏᓐᓂᒃ ᐱᓕᕆᔨᐅᑎᑦᑎᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᔪᓂᒃ ᐊᒻᒪᓗ ᐊᓐᓂᐊᕈᑎᖅᑕᐅᓐᓂᐊᖅᐸᑕ ᐊᔪᕐᓇᖅᑐᐊᖅᐸᑕ.

ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑎᖏᑦ

ᐊᑐᓂ ᐱᓕᕆᕝᕕᑦ ᐊᕕᒃᑐᖅᓯᒪᔪᑦ ᐃᓗᐊᓂ ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᒃ ᐱᔨᑦᑎᕋᖅᑎᐅᔪᓂᒃ ᐱᒻᒪᕆᐊᓗᖕᒥᒃ ᖃᓄᐃᓕᐅᖅᑎᐅᕙᒃᐳᑦ ᐋᕿᐅᒪᓴᐅᑦᑎᐊᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᑮᓇᐅᔭᑎᒍᑦ ᑲᔪᓯᔾᔫᓐᓇᕆᐊᖃᕐᓂᖏᓐᓄᑦ.

ᐃᖃᓇᔭᖅᑎᑦᑎᔨᐅᔪᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐱᓕᕆᖃᑎᖅᐸᒃᑐᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᑕᒻᒪᖅᓯᒪᖏᑦᑎᐊᖅᑐᓂᒃ ᑎᑎᖃᖁᑎᖃᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔭᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐱᓕᕆᕝᕕᖁᑎᖕᒥᑦ ᐊᒻᒪᓗ ᐅᔾᔨᖅᑐᑦᑎᐊᕆᐊᖃᕐᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᓈᒪᔪᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓕᑦᑎᐊᕈᑎᖏᓐᓂᒃ. ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᒻᒪᓗ ᓂᐅᕕᖅᐸᓪᓕᐊᔪᓕᕆᓂᒃᑯᑦ ᐊᐅᓚᑦᑎᐅᕙᒃᐳᑦ ᑳᓐᑐᓛᒃᑖᕆᔭᐅᓂᐊᖅᑐᓂᒃ, ᓂᐅᕕᖃᑦᑕᕐᓂᕐᒥᒃ, ᐅᓗᕆᐊᓇᕈᑎᖃᖅᑐᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐱᕈᖅᓯᐊᕆᓴᐅᑎᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐅᓗᕆᐊᓇᕐᑲᖅᑎᑕᐅᓂᖏᓐᓂᒃ. ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᖃᐅᔨᓴᖅᑏᑦ ᐃᓗᐊᓂ ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᓂᒃ ᐋᕿᐅᒪᓴᐅᑎᐅᔪᓂᒃ ᖃᐅᔨᓴᖅᓯᒪᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ, ᐃᓚᒋᓪᓗᒋᑦ ᑮᓇᐅᔭᒃᑯᑦᓴᕆᓂᕐᒥᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓂᒃ ᐊᑐᖅᑕᐅᔪᓂᒃ.

ᓄᓇᕗᒻᒥ ᐊᐅᓚᑕᐅᔪᑦ

ᓄᓇᕗᒻᒥ ᐊᐅᓚᑕᐅᔪᑦ ᑕᒪᐃᓐᓂᑦᑎᐊᖅ ᐱᔨᑦᑎᕋᐃᓲᖑᕗᑦ ᐃᓚᒋᔭᐅᓪᓗᑎᒃ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ. ᐱᓕᕆᕝᕕᖃᖅᑐᑎᒃ ᐃᖃᓗᖕᓂ, ᑲᖏᖅᓖᓂᕐᒥᒃ, ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐊᒻᒪᓗ ᐱᓂᕐᓗᒃᑕᐅᑎᑦᑎᑕᐃᓕᒪᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ ᐃᓚᖃᖅᐳᑦ ᐱᐅᔪᓂᒃ ᑲᒪᑦᑎᐊᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ ᐃᓚᐅᖅᑕᐅᑎᑦᑎᓯᒪᔪᓄᑦ ᓄᓇᕗᒻᒥ.

ᒪᓕᒐᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑏᑦ

ᒪᓕᒐᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐊᐅᓚᑦᑎᔨᐅᕙᒃᐳᑦ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᒪᓕᒐᖏᑎᒍᑦ ᐊᑐᕆᐊᖅᐸᒃᑕᖅᑐᓂᒃ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᖅᓯᓂᒃ ᒪᓕᒋᐊᖃᖅᑐᓂᒃ. ᒪᓕᒐᓕᕆᔨᑦ ᐊᒥᓱᓂᒃ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔾᑯᑦ ᐊᔪᕿᖅᑐᐃᔨᓂᒃ ᐱᔨᑦᑎᕋᖅᑎᐅᕙᒃᐳᑦ ᒪᓕᒐᓕᕆᓂᕐᒥ ᐃᓱᒪᓕᐅᖅᑕᐅᔪᓂᒃ ᐊᒻᒪᓗ ᐱᖓᔪᐊᑦᑎᐅᔪᓂᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓂᐊᕐᓂᖏᓐᓂᒃ. ᖃᐅᔨᓴᖅᑎᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓯᒪᓕᖅᐳᑦ ᓯᓚᑎᑦᑐᕈᑎᐊᖅᑕᐅᓂᐊᖅᑐᓂᒃ

ᐱᓕᕆᔾᑦ. ᓴᐳᓐᓂᐊᖅᑕᐅᓂᕐᒧᑦ ᑮᓇᐅᔭᕐᑯᑎᒋᔭᐅᔪᑦ ᑐᕌᖓᕗᒃᑐᑦ ᐊᑐᕐᓂᕐᓗᒃᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐋᕿᐅᒪᔭᐅᔪᑦ ᐊᔾᔨᐅᖏᑦᑐᓂᒃ ᓄᑖᓂᒃ ᐱᓂᕐᓗᒃᑕᐅᑦᑕᐃᓕᒫᔪᑎᒃᓴᖅᓯᑎᒃ ᖃᓄᐃᓕᐅᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᒻᒪᓗ ᓈᒪᔪᓂᒃ ᖃᐅᔨᔪᓐᓇᐅᑎᓂᒃ ᐊᑐᒐᒃᓴᓂᒃ.

ᑎᒥᕐᑯᑎᖓᓐᓂ ᑐᓴᐅᒪᖃᑦᑕᐅᑎᓕᕆᔾᒃᑯᑦ ᐊᒻᒪᓗ ᐊᑐᐊᒐᓕᕆᓂᒥᖅ ᐱᔾᑦᑎᕋᖅᑏ

ᐊᑐᐃᓐᓇᐅᑎᑦᑎᖃᑦᑕᕐᓂᖅ ᒪᑐᐃᖓᔪᓂᒃ ᑕᒃᒃᓴᐅᑦᑎᐊᖅᑐᓂᓪᓗ ᑐᓴᐅᒪᔭᐅᑎᑦᑎᖃᑦᑕᕐᓂᖅ ᐃᓗᐊᓂ ᐱᓕᕆᕝᕙᖓᓐᓂ ᐊᒻᒪᓗ ᓯᓚᑖᓂ ᐃᑲᔪᖅᑕᐅᕙᒃᑐᓄᑦ ᑐᓴᐅᒪᖃᑦᑕᐅᑎᓕᕆᔾᒃᑯᓐᓄᑦ ᐊᑐᐊᓕᕆᔾᒃᑯᓐᓄᓪᓗ ᓯᕗᓕᐹᕆᔭᐅᔪᓂᒃ ᐱᓕᕆᐊᒃᓴᖃᖅᐳᑦ.

ᑐᓴᐅᒪᖃᑦᑕᐅᓕᕆᓂᕐᒥᒃ ᐱᕙᓪᓕᐊᔾᔪᑎᑦ ᐊᑐᖃᑦᑕᖅᐳᑦ ᓂᐅᕿᑎᒃᓴᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᑐᓴᐅᒪᑎᑦᑎᔾᔪᑎᒃᓴᓂᒃ, ᐊᔭᐅᖅᑎᐅᓪᓗᑎᒡᓗ ᓇᓪᓕᐅᒃᑯᓖᒃᓴᓕᕆᔾᒃᑯᓐᓄᑦ ᐱᓕᕆᐊᖑᕆᐊᕐᓂᐊᓕᖅᑐᓂᒃ ᐊᒻᒪ ᐅᓗᕆᐊᓇᕐᓂᖅᑎᑦᑎᑕᐃᓕᒪᓂᒥᒃ ᖃᐅᔾᒪᔭᐅᓕᖅᑎᑦᑎᓂᕐᒥᒡᓗ ᑐᓴᐅᒪᔭᐅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒥᒃ. ᐊᑐᐊᒐᓕᕆᔾᑦ ᐊᐅᓚᑦᑎᔾᔨᐅᕙᒃᐳᑦ ᐱᖓᓯᓄᑦ ᐊᕐᕌᒍᓄᑦ ᑕᒪᑭᖅᑐᓂᒃ ᐊᑐᐊᒐᕆᔭᐅᔪᓂᒃ ᕿᒥᕈᐊᖅᑕᐅᔪᒃᓴᓂᒃ ᐸᕐᓇᐃᓂᕐᒥᒃ, ᐊᒻᒪᓗ ᐃᓂᖅᑎᑦᑎᔾᔭᐅᓪᓗᑎᒃ ᐃᓚᒋᔭᐅᔪᓕᒫᓂᒃ ᐊᑐᐊᒐᓕᕆᓂᕐᒧᑦ ᑐᑭᓯᓂᐊᕐᕕᒃᖃᖅᑕᕐᒥᒃ ᐱᔾᔪᑎᓪᓗᒋᑦ ᐊᐅᓚᑦᑎᔾᑦ ᑲᑎᒪᔾᖏᑦ. ᕿᒥᕐᕈᐊᖅᑏᑦ ᑲᑎᒪᔾᕋᐟᑦ ᓯᕗᓪᓕᖅᐸᒌᖅᐹᖅᑐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᕋᓯᐊᖅᑐᓂᒃ ᕿᒥᕐᕈᐊᕐᓂᕐᒥᒃ ᓴᖑᓐᓂᐊᖅᑎᑕᐅᑎᑦᑎᓯᒪᓕᖅᑐᓂᒃ.

ᖃᐅᔨᒪᑎᑦᑎᖃᑦᑕᕐᓂᕐᒥᒃ ᐱᔾᑎᕋᖅᑏᑦ

ᖃᐅᔨᒪᔭᐅᑎᑦᑎᖃᑦᑕᕐᓂᕐᒥᒃ ᐱᔾᑎᕋᖅᑏᑦ ᑲᒪᔨᐅᕗᖅᐳᑦ ᓇᓪᓕᐅᒃᑯᓖᒃᓴᓕᕆᔾᒃᑯᑦ ᖃᐅᔨᒪᔭᐅᑎᑦᑎᓂᖏᓐᓂᒃ ᓴᓇᕿᑎᓕᕆᓂᕐᒥᒃ ᑕᒪᐃᓐᓂᓗ ᐱᔾᑎᕋᖅᑕᐅᕗᒃᑐᓂᒃ ᐊᑐᐃᓐᓇᐅᔪᓐᓇᖅᑐᓂᒃ ᑐᓴᐅᒪᑎᑦᑎᓂᕐᒥᒃ. ᑎᑎᖅᑲᕐᑯᑎᒋᔭᐅᔪᓂᒃ ᐊᐅᓚᑦᑎᔾᔨᐅᔪᑦ ᐃᓚᒋᔭᐅᔪᖏᑦ ᑖᒃᑯᓇᖓ ᐊᕙᒃᑐᖅᓯᒪᓂᖏᓐᓄᑦ, ᐱᔪᐊᖅᑐᒥᒃ ᐱᓕᕆᔾᔭᐅᓪᓗᑎᒃ ᖃᐅᔨᒪᔭᐅᑎᑦᑎᐊᕐᓂᐊᕐᓂᖏᓐᓂᒃ ᑐᕐᑯᖅᑎᖅᑕᐅᓯᒪᓪᓚᑎᐊᕐᓂᖏᓐᓂᒃ ᐸᐸᑕᐅᑎᐊᕐᓂᖏᓐᓄ ᓇᓪᓕᐅᒃᑯᓖᒃᓴᓕᕆᔾᒃᑯᑦ ᑎᑎᖅᑲᕐᑎᕙᓂᖏᓐᓂᒃ.

ᐊᐅᓚᑦᑎᔩᓄᑦ ᐱᔾᑎᕋᐅᑏᑦ

ᐊᐅᓚᑦᑎᔩᓄᑦ ᐱᔾᑎᕋᐅᑏᑦ ᐱᔪᐊᖅᑐᒥᒃ ᐊᖅᑯᑎᒋᔭᐅᕗᒃᐳᑦ ᓇᓪᓕᐅᒃᑯᓖᒃᓴᓕᕆᔾᒃᑯᑦ ᐱᓕᕆᕝᕕᖓᓐᓄᑦ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᔾᑦ ᑲᑎᒪᔾᖏᓐᓄᑦ. ᐅᔾᔨᖅᑐᖅᑎᐅᕙᑦ ᖃᐅᔨᓴᑦᑎᐊᖃᑦᑕᖅᓯᑎᒃ ᑕᐃᒃᑯᓂᖓ ᖃᓄᐃᑦᑐᑐᐃᓇᐃᑦ ᐃᓯᒪᓕᐊᕆᔭᐅᓯᒪᔪᓂᒃ ᑎᓕᔭᐅᓯᒪᓕᖅᑐᓂᒃ, ᐊᒻᒪᓗ ᒪᓕᑦᑐᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᔾᑦ ᑲᑎᒪᔾᖏᓐᓄᑦ, ᐊᖓᔪᖄᖑᓄᑦ, ᐃᖃᓇᐃᔭᖅᑎᓕᒫᑦ ᐊᐅᓚᑦᑎᔾᖑᓄᑦ, ᐊᒻᒪᓗ ᒥᓂᔅᑕᐅᔪᓄᑦ ᑲᒪᔾᐅᔪᓄᑦ, ᑐᓴᐅᒪᔭᐅᑎᑦᑎᐊᖃᑕᐊᖃᕐᓂᖏᓐᓂᒃ ᑕᒪᐃᓐᓂᒃ ᑎᒥᕐᑯᑎᖓᓐᓂ. ᑲᒪᔾᐅᕆᕚᑕᐅᖅ ᑎᒥᕐᑯᑎᖓᓐᓂᒃ ᐱᓕᕆᐊᖑᔪᓂᒃ ᐊᒻᒪᓗ ᐸᕐᓇᒃᑕᐅᓯᒪᔪᓃᑦᑐᑦ ᐋᕿᑭᐅᒪᓂᖏᓐᓂᒃ ᐱᒻᒪᕆᐅᔪᑦ ᑐᓴᒃᓴᓕᐊᖏᑦ ᓇᓪᓕᐅᒃᑯᓖᒃᓴᓕᕆᔾᒃᑯᑦ ᒪᓕᑦᑎᐊᕐᓂᖏᓐᓂᒃ ᑐᕌᒐᓕᐊᕆᔭᐅᓯᒪᔪᓂᒃ ᐊᐅᓚᑦᑎᔾᑦ ᑲᑎᒪᔾᖏᓐᓄᑦ, ᑐᑭᓕᐅᖅᑕᐅᑦᑎᐊᕐᓂᒃᑯᑦ, ᖃᐅᔨᓯᐊᖅᑕᐅᑦᑎᐊᒃᑲᓐᓂᖅᑕᕐᓂᒃᑯᑦ, ᐊᒻᒪᓗ ᑐᓴᐅᒪᔭᐅᑎᑕᐅᓂᖏᓐᓄᑦ ᓇᓪᓕᐅᒃᑯᓖᒃᓴᓕᕆᔾᒃᑯᑦ ᐱᓕᕆᐊᑲᓴᖏᓐᓂᒃ.

2011-ᒥ ᐊᕐᕌᒍᖓᑦ ᑕᑯᓯᑐᐃᓐᓇᑲᐃᓐᓇᕐᑐᒍ

ᐅᑭᐅᖅᑕᑰᑉ ᐊᕙᑐᖅᓯᒪᓂᖏᓐᓂ ᓇᓃᓐᓂᖏᑦ ᐊᒥᓲᓂᖏᓪᓗ ᐃᓄᐃᑦ *(ᓇᑭᖕᒫᕐᓂᖏᑦ: ᓈᓴᐃᔾᔪᐊᒃᑯᑦ ᑲᓇᑕᒥ)*	**ᑲᑎᑦᑐᒋᑦ ᓄᓇᕋᓯᐊᖅ**	**ᓄᓇᕗᒻᒥᑐ**	**ᓄᓇᕗᒻᒥᑐ**
ᐃᓄᐃᑦ ᐊᒥᓲᓂᖏᑦ	43,675	33,322	76,997
ᐊᒥᓲᑎᒋᓂᖏᑦ ᐱᓕᕆᔪᑦ/ᐃᖅᑲᓇᐃᔭᖅᑐᑦ	28,211	11,465	39,676
ᐱᓇᓱᐊᕈᓯᑕᒫᖅ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᑦ	$1,245	$901	$1,133
ᐃᓚᐃᓐᓇᖏᓐᓂᒃ 10-ᖑᔪᓂᒃ ᐊᖏᓂᖅᐹᓂᒃ ᓄᓇᓕᖕᓂᒃ (70% ᖃᓂᒋᔮᓂᑦᑐᑦ ᐱᓕᕆᐊᓐᓇᖅᓯᓯᒪᔪᓂᒃ ᐅᑭᐅᖅᑳᓂᖏᓐᓂᒃ)			

ᓇᑦᑕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᖅᓯᒪᔪᑦ:	**2009**	**2010**	**2011**
ᐊᒥᓲᑎᒋᓂᖏᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᑦ ᓇᑦᑕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᕐᓂᕐᒧᑦ	3,387	3,549	3,893
ᐊᒥᓲᑎᓂᒋᑦ ᓇᑦᑕᐅᒃᑯᒫᒃᓴᖅᑖᕈᓐᓇᖅᓯᓚᐅᖅᑐᑦ	2,808	3,022	3,209
ᐊᒥᓲᑎᒋᓂᖏᑦ ᔭᒐᐃᓚᐅᖅᑐᑦ ᐱᕕᒃᓴᖃᕈᓐᓇᕐᓂᕐᒥᒃ ᓇᑦᑕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᕈᓐᓇᓚᐅᕐᓂᕐᒧᑦ	819	932	956
ᐊᒥᓲᑎᒋᓂᖏᑦ ᐱᓕᕆᕝᕕᖕᒥᓂᒃ ᐃᓄᔪᓐᓃᖅᓯᒪᓚᐅᖅᑐᑦ	3	5	18
ᓇᑦᑕᐅᒃᑯᒫᒃᓴᖅᑕᖅᐸᓐᓂᐊᓕᖅᑐᑦ	100	106	101
ᐊᑐᖅᑕᐅᒐᔪᓚᐅᕐᓂᖏᑦ ᖃᓄᐃᓕᖓᓚᐅᕐᓂᖏᑦ ᐊᑯᓂᐅᖅᑳᕐᓂᖏᓐᓂ ᐱᕙᒃᓴᐃᕈᑎᓯᒪᑎᒋᓚᐅᕐᓂᖏᓐᓂ ᓇᑦᑕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᕈᓐᓇᕐᓂᕐᒧᑦ	41 -ᓂᒃ ᐅᑦᑐᓂᒃ	42 -ᓂᒃ ᐅᑦᑐᓂᒃ	45 -ᓂᒃ ᐅᑦᑐᓂᒃ

ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔾᐅᓚᐅᖅᑐᑦ	**2009**	**2010**	**2011**
ᑲᑎᑦᑐᒋᑦ ᐊᒥᓲᓂᖏᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓚᐅᖅᑐᑦ ᐃᖅᑲᓇᐃᔭᑦᑎᑦᑎᔾᔪᑦ	3,464	3,490	3,664
ᐊᒥᓲᑎᒋᓂᖏᑦ ᓴᓇᕝᕕᖕᔪᐊᕐᓂᒃ ᐃᓚᓐᓂᐊᖅᑎᑕᐅᖃᑕᓚᐅᖅᑐᑦ	8	8	8
ᐊᒥᓲᑎᒋᓂᖏᑦ ᐊᔾᔨᒌᖏᑦᑐᑎᓄᑦ ᐊᑭᖃᖅᑎᑕᐅᓂᕐᒧᑦ ᐊᕙᑐᖅᑕᐅᓯᒪᖃᑕᓚᐅᖅᑐᑦ	24	24	24
ᐊᒥᓲᓂᖏᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔾᔪᑦ ᑐᒃᓯᕋᑦᑕᓚᐅᖅᑐᑦ ᐊᓯᙳᖃᒃᑲᓐᓂᖏᓐᓂᒃ ᐊᑐᒐᒃᓴᖅᑖᕈᒪᓂᕐᒧᑦ	517	520	532

ᐱᕙᒃᓴᐃᕈᑕᐅᓯᒪᑎᒋᓚᐅᕐᓂᖏᑦ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐊᒥᓲᓂᖏᑦ:	**2009**	**2010**	**2011**
ᐱᕙᒃᓴᐃᕈᑎᓯᒪᓂᖏᓐᓄᑦ ᐊᓐᓂᖅᓯᒪᓂᕐᒧᑦ ᐊᒥᓲᐃᖅᑕᖅᑎᒋᓚᐅᕐᓂᖏᑦ	2.17	2.47	2.36
ᐱᕙᒃᓴᐃᕈᑎᓯᒪᓂᕋᖅᑕᐅᔪᑦ ᐋᓐᓂᖅᓯᒪᓂᕐᒧᑦ ᐊᒥᓲᓂᕆᔭᐅᓚᐅᖅᑐᑦ ᑐᑭᖃᖅᐳᑦ ᐊᒥᓲᑎᒋᓂᖏᓐᓂᒃ ᐱᕙᒃᓴᐃᕈᑎᓯᒪᓂᖏᓐᓄᑦ ᐱᓕᕆᓐᓇᐃᑦᑕᓂᖅ ᐋᓐᓂᖅᓯᒪᓂᖏᓐᓄᑦ ᓇᓴᖅᑕᐅᓯᒪᑦᑐᑎᒃ 100-ᑕᒫᓂᒃ ᐱᓕᕆᔨᓂᒃ.			

ᑮᓇᐅᔭᓄᑦ ᓇᑐᓇᐃᒃᑯᑕᐅᓚᐅᖅᑐᑦ:	**2009**	**2010**	**2011**
ᐊᕐᕌᒍᑕᒫᖅ ᐊᖏᓂᖅᐹᒍᔪᓐᓇᕐᓂᖏᑦ ᓇᑦᑕᐅᒃᑯᒫᒃᓴᖅᐳᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐊᑦ (YMIR)	$72,100	$75,200	$82,720
ᖃᐅᔨᓴᒃᓴᐅᔪᓐᓇᓚᐅᖅᑐᑦ ᐊᑭᓕᖅᑑᑕᐅᕙᑦᑕᐊᔪᓄᑦ ᐱᓕᕆᔨᓄᑦ (ᒥᓕᔭᓐᖑᙳᑦᑐᑎᒃ)	$2,069	$2,226	$2,443
ᐊᑐᖅᑕᐅᒐᔪᓚᐅᕐᓂᖏᑦ ᐱᕙᒃᖃᖅᑎᑕᐅᓚᐅᖅᑐᑦ ᐊᑭᑭᓪᓕᕆᐊᕈᑎᖃᕐᕆᑦᑐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᒍᑎᒃᓴᖃᓚᐅᖅᑐᑦ $100-ᑕᒫᓄᑦ ᖃᐅᔨᓴᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᔭᐅᕙᑦᑕᐊᔪᓂᒃ	$2.04	$2.20	$2.08
ᐊᖏᖅᑕᐅᓯᒪᓚᐅᖅᑐᑦ ᐊᑐᖅᑕᐅᒐᔪᖕᓂᖏᑦ ᐱᕙᒃᓴᖅᖃᖅᑕᐅᓂᕐᒧᑦ ᖃᐅᔨᓴᖅᑕᐅᔪᓐᓇᕐᓂᕐᒥᑦ ᐊᑭᓕᒃᓴᐃᑦ $100-ᑕᒫᓂ ᖃᐅᔨᓴᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᔭᐅᕙᑦᑕᐊᔪᓂᒃ	$1.71	$1.80	$1.73
ᐊᑐᖅᑕᐅᒐᔪᓚᐅᕐᓂᖏᑦ ᑐᑭᓯᒋᐊᖅᑕᐅᑦᑕᕆᓚᐅᕐᑐᓂᒃ $100-ᑕᒫᓂᒃ ᖃᐅᔨᓴᒐᒃᓴᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᔭᐅᕙᑦᑕᐊᔪᓂᒃ	$1.56	$1.65	$1.76
ᐳᓴᓐᑎᑎᒍᑦ ᐊᖏᓂᖏᑦ ᑮᓇᐅᔭᒃᓴᖅᖃᖅᑎᑕᐅᓚᐅᕐᓂᖏᑦ	116%	116%	107%

2011-ᒥ ᕿᒥᕈᐊᖅᑕᐅᓚᐅᖅᑐᑦ ᐊᒻᒪᓗ ᑐᑭᓯᔭᐅᓯᒪᓂᖏᑦ

ᐃᓚᒋᔭᐅᖃᑕᐅᔪᓐᓂᒃ ᑕᐅᑐᙵᓂᖅ

ᐊᑐᕈᒥᓇᖅᑑᑎᑦᑎᕙᓪᓕᐊᖃᑕᐅᕙᒃᑐᒍᑦ ᐃᓚᒋᔭᐅᖃᑦᑕᕆᐊᖃᖅᑐᓂᒃ ᐱᓕᕆᖃᑦᑎᐊᕈᒪᓂᖅ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ/ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᑲᒪᑦᑎᐊᔾᔭᓂᒃᑯᑦ ᐃᑲᔪᖅᑕᐅᔪᒪᔪᓂᒃ ᐱᔾᑎᕋᕐᓂᕐᒥᒃ ᐱᐅᓂᖅᐹᑦᑎᐊᖑᔪᓐᓇᖅᑐᓂᒃ.

ᑐᕌᒐᕆᔭᐅᔪᑦ:

- ᐊᑐᐃᓐᓇᐅᑎᑦᑎᓂᖅ ᓇᓚᒍᒃᑎᑦᑎᔪᒪᓂᖅ ᐊᔾᔨᒋᙱᓇᖅᑐᓂᒃ ᐱᔾᑎᕋᐅᑎᓂᒃ ᑕᐅᑐᒃᑕᐅᓂᖏᓐᓂ ᐃᓚᒋᔭᐅᕙᒃᑐᓄᑦ;
- ᓴᖏᓂᖅᑖᖅᑎᑕᐅᓂᖏᓐᓂᒃ ᐃᑲᔪᖅᑕᐅᕙᒃᑐᓄᑦ ᐅᒃᐱᓇᔭᐅᑎᒋᔪᓐᓇᕐᓂᖅ ᐊᒻᒪᓗ ᐃᒃᐱᒋᔭᐅᑦᑎᐊᕈᓐᓇᕐᓂᖏᑦ ᒪᑐᐃᖓᔪᒥᒃ ᑐᑭᓯᓇᑦᑎᐊᖅᑐᒥᒡᔪ ᑐᓴᐅᒪᑎᑦᑎᖃᑦᑕᕐᓂᖏᑦ ᐊᒻᒪᓗ
- ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᖏᓐᓇᕋᓯᐊᕐᓂᖅ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒥᒃ ᐊᒻᒪᓗ ᖃᐅᔨᒪᔭᐅᑎᑦᑎᓂᕐᒥᒃ ᓴᕿᐅᒪᓕᖁᓪᓗᒋᑦ ᐅᓗᕆᐊᓇᑐᖃᖏᓐᓂᕐᒥᒃ ᐱᐅᓯᖅᑲᓪᓕᐊᓂᕐᒥᒃ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐱᓂᐊᕐᓂᖅᑲᐳᖅ ᐅᑭᐅᖅᑕᖅᑐᒥᐅᑕᓂᒃ ᐱᓕᕆᔾᔪᓂᒃ ᐃᖃᓇᐃᔮᖅᑎᑎᔾᔪᖏᓐᓂᓗ ᐃᓕᓐᓂᐊᖅᓯᒪᓂᕐᒥᒃ ᐊᔪᖏᔾᔪᑎᒃᓴᖏᓐᓂᒃ ᓴᕿᐅᒪᑎᑦᑎᔪᓇᕐᓂᖅ ᑕᐃᒪᐃᓕᖓᑎᑦᑏᓐᓇᕈᓇᕐᓂᕐᓗ ᐅᓗᕆᐊᓇᕐᓂᖅᖏᑦᑐᓂᒃ ᐱᐅᓯᑐᖅᑲᖅᑎᑦᑎᓂᕐᒥᒃ. ᐋᓯᕈᑎᖅᑲᖅᐸᒃᑐᒍᑦ ᐱᓂᕐᓗᒃᑎᑦᑎᑕᐃᓕᒪᖅᑳᑦᑕᕐᓂᕐᒥᒃ ᐱᓕᕆᕝᕕᒥᒃ/ᐃᖃᓇᐃᔭᕝᕕᖕᓂ ᐋᓐᓂᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ, ᖃᓂᒻᒪᒍᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐃᓅᔪᓐᓃᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᓴᖏᔪᒥᒃ ᐱᓕᕆᐊᖃᕐᓂᐊᕐᓂᖏᑦ ᐅᓗᕆᐊᓇᖅᑐᖃᖅᑎᑦᑎᑕᐃᓕᒪᓂᕐᒥᒃ ᐱᓂᕐᓗᒃᑎᑦᑕᐃᓕᒪᓂᕐᒥᒡᓗ.

2011-ᒥ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ:

- ᐊᑐᐃᓐᓇᐅᑎᑦᑎᓚᐅᖅᑐᑦ ᐊᑭᖃᕐᓂᕐᑐᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐃᓕᓐᓂᐊᖅᑎᑦᔪᑎᓂᒃ ᐱᓕᕆᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᔨᖕᒋᓄᑦᑐ;
- ᐊᑐᓕᖅᑎᑦᑎᓇᓱᐊᖅᓯᒪᔪᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᑐᒐᒃᓴᓂᒃ (ᐃᓚᒋᑦᑐᒋᑦ ᐃᓚᒋᕙᒃᑕᕗᑦ) ᐊᒻᒪᓗ ᐅᓗᕆᐊᓇᖅᑐᖃᖅᑎᑦᑎᑕᐃᓕᒪᓂᕐᒧᑦ
- ᖃᐅᔨᒪᑎᑦᑎᕙᓪᓕᐊᔾᔪᑎᒃᓴᓂᒃ; ᐊᒻᒪᓗ ᐱᑕᖃᖅᑎᑦᑎᑦᑐᑕ ᓄᑖᓃᒃ ᓴᓇᕈᑎᒃᓴᓂᒃ ᐊᑐᖅᑕᐅᓕᕈᓐᓇᖅᑐᓂᒡᓗ ᐱᒋᐊᖅᑎᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐃᓚᒋᔭᐅᕙᒃᑐᓄᑦ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐱᓕᕆᐊᖃᐃᓐᓇᖅᐳᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐃᓕᓐᓂᐊᖅᑎᖅᑕᑦᑕᕐᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᔨᓄᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᖕᒋᓄᑦ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓚᐅᖅᑐᑦ 140-ᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᐃᓕᓐᓂᐊᕈᑎᓂᒃ ᓄᓇᓕᖕᓂ ᓄᓇᑦᓯᐊᒥᑦᑐ ᓄᓇᕗᒻᒥ - 20 ᐳᓴᖕᑎᑎᒎᑦ ᐊᒥᓱᕈᓇᐊᖅᓯᒪᑎᒋᔪᑦ 2010-ᖑᓚᐅᖅᑐᒥ. ᐃᓚᒋᕙᒃᑕᕗᑦ ᐊᑐᐃᓐᓇᐅᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐃᓕᓐᓂᐊᕈᑎᒃᓴᓂᒃ ᑲᔪᓯᕗᑦ ᓱᓕ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᑲᑐᔾᔨᖅᑲᑎᒌᖏᓐᓂᒃ (NSA-ᑯᑦ) ᐊᒻᒪᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᕚᑐᓖᓴᒃᑯᖏᓐᓂᑦ ᓴᓇᔩᐅᔪᓕᕆᓂᕐᒧᑦ. ᑕᒪᕐᒥᒃ ᑖᒃᑯᐊᒃ ᐃᓚᒋᕙᒃᑕᕗᑦ ᐊᒥᓱᕈᓇᐊᖅᑎᑦᑎᓚᐅᕐᒥᔪᑦ ᐃᓚᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ 2011-ᒥ. ᐅᓗᕆᐊᓇᖅᑐᓕᕆᔾᔪᑦ ᑲᑐᔾᔨᖃᑎᒋᖏᑦ ᑐᓂᓯᔪᓇᖅᓯᓚᐅᖅᑐᑦ ᐃᓂᖅᓯᑎᐊᕈᑎᓂᒃ 14-ᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔾᔨᐅᖃᑕᐅᔪᓄᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᓇᓗᓇᐃᒃᑯᑕᖏᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᓂᖏᓐᓄᑦ ᐋᕿᐅᒪᔭᐅᔪᑦ. ᐅᑭᐅᖅᑕᖅᑐᒥ ᕚᑐᓖᓴᒃᑯᖏᑦ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓚᐅᓂᖏᓐᓄᑦ 397-ᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓂᒃ 2011-ᒥ, ᐊᒥᓱᓇᐊᖅᓯᒫᓪᓗᑎᒃ 15 ᐳᓴᖕᑎᓂᒃ, ᓯᕗᓂᐊᓂᒃ ᐊᕿᒃᑰᓚᐅᖅᑐᒥᒃ.

2010/2011-ᒥ ᐅᓗᕆᐊᓇᕿᓂᖅᑲᖏᓐᓂᖓᑦ ᐱᐅᓂᖅᓴᐅᓂᖅᑲᕈᑏᑦ ᐊᑐᖅᑕᐅᓯᒪᓂᖏᑦᑕᐅᖅ ᐃᓱᓕᓚᐅᕐᒥᔪᑦ 135-ᖑᓕᖅᓱᑎᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᖅᑕᐅᔪᑦ ᐃᓚᐅᓛᖓᖏᑦ. ᑕᐃᒃᑯᓇᖓᑦ, 70-ᖑᔪᑦ ᐅᑎᕐᕕᐅᓚᐅᖅᑐᑦ, 27 ᐊᑭᓖᑎᑕᐅᓚᐅᖅᑐᑦ ᐃᓂᖅᑎᕈᑕᐅᓂᕐᒥᒃ, 23 ᖃᓄᐃᓕᐅᔭᐅᓯᒪᓚᐅᖏᑦᑐᑦ, ᐊᒻᒪᓗ 15 ᖁᔭᓈᖅᓯᑐᐃᓐᓇᓚᐅᖅᑐᑦ ᐅᑎᕐᕕᐅᓂᐊᖅᑐᓂᒃ ᑮᓇᐅᔭᓂᒃ. ᑖᒃᑯᐊ ᐊᑐᖅᑕᐅᓂᖏᓐᓂ ᐊᑐᒐᒃᓴᓕᐊᖑᓯᒪᔪᑦ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐱᓕᕆᖃᑎᖃᐃᓐᓇᖅᐳᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᐱᐅᔫᒪᕆᐅᓈᖅᑎᖅᑕᐅᓯᒪᓇᓱᐊᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᖅᑐᖃᖅᑎᑦᑎᑕᐃᓕᒪᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐅᔾᔮᖅᑐᑦᑎᐊᖅᑕᑦᑕᕐᓇᐊᖅᑲᖅᓂᖏᓐᓂᒃ ᐱᓕᕆᔾᔨᒥᓂᒃ.

2011-ᒥ, ᓇᓪᓕᐅᒃᒫᒃᓴᓕᕆᔾᔪᑦ ᐅᖃᓕᒫᓕᓕᐅᓚᐅᕐᒥᔪᑦ ᐱᖓᓱᕌᖅᑐᓂᒃ 6-ᓂᒃ ᑎᒥᖁᑎᖓᓐᓂ ᖃᕆᑕᐅᔭᒃᑰᖓᔪᓂᒃ ᑐᓴᒐᒃᓴᓂᒃ ᐅᖃᓕᒫᒐᕐᓂᒃ ᐊᒻᒪᓗ ᐊᑕᐅᓯᕐᒥᒃ ᐅᖃᓕᒫᒐᕐᒥᒃ ᑕᐃᔭᐅᔪᒥᒃ ᑕᕐᕿᖕᒋᓐᓂᒃ Reflections-ᓂᒃ. ᐊᑐᖅᑕᐃᓐᓇᒥᔪᑦᑕᐅᖅ ᐃᓚᐅᕝᕕᒋᕙᑦᑕᑦᑎᓐᓂᒃ ᐃᓕᑕᕆᔭᐅᓯᒪᓂᖓᓂᒃ ᐅᑦᑐᖓᓂᒃ ᐅᒡᒍᐊᕈᑕᐅᓂᕐᒥᒃ ᑲᑎᒍᑕᐅᓯᒪᕙᒃᑐᓂᒃ, NAOSH-ᑯᑦ ᐱᓇᓱᐊᕈᓯᖓᓂᒃ ᖃᓄᐃᓕᐅᕈᔾᔭᕐᓂᐊᖅᑐᓂᒃ, ᐊᒻᒪᓗ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓂᒃ ᐃᑲᔪᕆᐊᕈᑕᐅᕙᒃᑐᓂᒃ ᓵᓚᒃᓴᐅᑎᓇᓱᐊᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐊᔾᔨᒋᙱᑦᑑᑎᐅᔪᓂᒃ ᑕᑯᔭᒐᖅᕝᕕᐅᕙᒃᑐᓂᒃ ᓇᓂᑐᐃᓐᓇᖅ ᐅᑭᐅᖅᑕᖅᑐᒥ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦᑕᐅᖅ ᐊᑎᓕᖅᑎᑦᑎᓚᐅᕆᕗᑦ ᒪᑯᓂᖓ ᓄᑖᓂᒃ ᐱᒋᐊᖅᑎᑕᐅᓯᒪᓕᖅᑐᓂᒃ:

- ᐊᑕᐅᓯᕐᒥᒃ ᐃᓅᓯᓕᒃ ᓗᒐᓐᒥᒃ *One Life Logan*-ᒥᒃ– ᐱᒋᐊᖅᑎᑦᑎᓚᐅᖅᑐᒍᑦ ᖃᕆᑕᐅᔭᒃᑰᖓᔪᒥᒃ ᐱᖑᐊᕈᑎᒥᒃ ᐊᑐᕈᒥᓇᕈᑕᐅᑦᑐᓂ ᐱᓕᕆᕝᕕᒥ ᐅᓗᕆᐊᓇᓐᒃᑯᑎᖃᕐᓂᕐᒥᒃ ᒪᒃᑯᒃᑐᓄᑦ ᐱᓕᕆᔨᓄᑦ, ᐅᑭᐅᖃᖅᑐᓂᒃ 13–25. ᐱᖑᐊᕈᑎᑦ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᔾᔪᑕᐅᓗᓲᑦ ᖃᓄᖅ ᐱᒻᒪᕆᐅᓂᖅᒪᖔᑕ ᓇᖕᒥᓂᖅ ᑲᒪᔾᔭᐅᓂᕐᒥᒃ ᐅᓗᕆᐊᓇᖅᓂᖅᑲᕆᐊᖅᒋᓂᕐᒥᒃ ᐱᓕᕆᕝᕕᖕᓂᒃ;
- ᐊᑭᖏᔪᓐᓇᖅᓂᖅ ᖃᕆᑕᐅᔭᒃᑯᑦ - ᐃᓚᒋᕙᒃᑕᕗᑦ ᐊᑐᖅᐸᒃᑐᓄᑦ ᒫᓐᓇ ᐃᓱᒪᒃᓱᕈᓐᓇᖅᓯᔪᑦ ᐊᑭᖏᖕᖏᕈᓐᓇᖅᓂᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᓐᓄᑦ ᐊᑭᓕᕆᐊᓕᖕᒥᒃ ᖃᕆᑕᐅᔭᒃᑯᑦ;
- ᐅᓪᓗᕆᐊᓇᕈᑎᓕᖕᓂᒃ ᑎᑎᕋᖅᓯᒪᔪᖅᑐᑦ - ᓴᓇᔭᐅᓚᐅᖅᑐᑦ ᓯᕗᓪᓕᖅᐹᑎᐊᑦ ᐅᓗᕆᐊᓇᖅᑐᖅᑲᓂᒋᑦ ᖃᐅᔨᓴᕈᑎᓂᒃ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᒪᔪᕋᐅᑎᖃᕐᓂᐊᓕᖕᓄᑦ ᐊᒻᒪᓗ

ᖁᒻᒧᐊᒃᑎᑕᐅᓯᒪᔪᓃᑦᑐᓄᑦ ᐅᑐᙵᐊᓇᕿᓇᒍ. ᐱᐅᔫᒪᙵᐅᕗᑦ ᑖᒃᑯᐊ ᐊᑐᒐᒃᓴᐃᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓄᑦ ᐊᑐᕈᓐᓇᕐᓂᖅ ᐅᑐᙵᐊᓇᖅᑐᓕᙵᓂᕐᒧᑦ ᑲᑎᒪᓂᕆᓐᓂᕆ ᐊᒻᒪᑐ ᐱᓕᕆᔾᔪᓄᑦ ᑐᑭᓯᓂᐊᕐᕕᐅᔪᓐᓇᖅᑕᑦᑕᕐᓂᕐᒧᑦ; ᐊᒻᒪᑐ

- ᓇᓚᐅᑦᑎᑰᖅᑐᓂᒃ ᑐᓴᐅᒪᐅᔭᑎᑦᑎᙱᓪᓚᐊᓂᖅ - ᑐᓴᒪᔭᐅᑎᑦᑎᔾᔪᑏᑦ ᐊᑐᖅᑎᑦᑎᕙᓪᓚᐊᔾᔪᑕᐅᓇᓯᐊᖅᐳᑦ ᑕᒪᐃᓐᓂᒃ ᐅᑐᙵᐊᓇᕈᓐᓇᖅᑐᓂᒃ ᖃᐅᔨᒪᔭᐅᑎᑦᑎᓂᕐᒥᒃ ᐊᒻᒪᑐ ᐱᓕᕆᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓄᓪᓗ ᐅᓂᒃᑳᑎᐊᖃᑦᑕᙵᐊᖃᕐᓂᕆᓐᓂᒃ ᐅᑐᙵᐊᓇᕐᓂᖃᕆᑦᑐᒦᓐᓂᕐᒥᒃ.

ᐋᕿᐅᒪᓂᕆᓐᓂᒃ ᐱᐅᓂᖅᐹᖑᓂᕆᑦ

ᐋᕿᐅᒪᑎᑦᑎᕗᒍᑦ ᐋᕿᐅᒪᑦᑎᐊᕐᓂᖅᐹᖑᔪᓐᓇᖅᑐᓂᒃ ᐊᒻᒪᑐ ᐋᕿᒋᐊᕈᓐᓇᕐᓂᖅᐹᖑᔪᒥᒃ ᑎᒥᐅᔪᒥᒃ ᐃᑲᔫᓯᐃᕙᒃᑐᒥᒃ ᐱᔾᔦᑎᖁᐅᑎᓂᒃ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᓂᖅ.

ᑎᑭᑕᐅᔪᒪᔪᑦ:

- ᐊᔭᐅᕐᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᐱᕈᖅᐸᓪᓕᐊᓂᖅ ᐊᒻᒪᑐ ᐱᕙᓪᓕᐊᓂᖅ;
- ᐱᐅᓯᕙᓪᓕᐊᑎᑦᑏᓐᓇᕈᒪᓂᖅ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ ᐊᑐᖅᐸᒃᑕᕐᕆᓐᓂᒃ;
- ᓚᐅᑎᑦᑎᖅᑲᑦᑕᕐᓂᖅ ᐃᖃᓇᐃᔭᖅᑎᓂᒃ; ᐊᒻᒪᑐ
- ᐅᔾᔮᖅᑐᖅᑲᑦᑕᕐᓂᕐᒥᒃ ᑎᒥᖁᑎᑦᑎᓐᓂᒃ ᐋᕿᐅᒪᑦᑎᐊᒃᑲᓐᓂᕈᑏᑦ ᐊᕿᐅᒪᔭᐅᓂᕆᓐᓂᒃ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐱᓂᐊᕐᓂᕆᓯᒪᔭᕆᓂᒃ ᑲᔪᓯᑎᑦᑏᓐᓇᖅᐳᑦ ᐱᐅᓂᖅᐹᓂᒃ ᐱᔨᑦᑎᕋᐃᒃᑕᑕᕈᒪᓂᖅ. ᐱᐅᓂᖅᐸᑦᑎᐊᒥᒃ ᐱᔨᑦᑎᕋᐃᒃᑕᑕᕈᓐᓇᕐᓂᐊᕈᑎᒃ, ᐱᒻᒪᕆᐅᕗᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐱᔨᑦᑎᕋᕈᑎᕆᑦ, ᐊᑐᐊᒐᕆᑦ, ᐊᑐᒐᒃᓴᓕᐊᕆᓯᒪᔭᕆᑦᓱ ᐊᓪᓚᑎᐊᕐᕆᐊᖅᑲᕐᓂᕆᑦ ᐱᔭᕆᐊᖅᑕᕆᓐᓄᑦ ᐃᑲᔫᐸᒃᑕᕆᑦ ᐊᒻᒪᑐ ᐃᖃᓇᐃᔭᖅᑎᕆᑦ ᑕᐃᑲᓂ ᐊᔾᔨᑦᑎᐊᕐᑐᑎᒃ ᓈᒻᒪᒃᓴᑎᐊᕐᑐᑎᓪᓗ ᐱᓕᕆᐊᕐᒥᓂᒃ.

2011-ᒥ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ:

- ᓇᑐᓇᐃᒃᑯᑕᖅᑖᖅᑎᑕᐅᓚᐅᖅᑐᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᓂᕐᒥᓂᒃ (COR™)-ᒥᒃ ᐃᓕᑕᕆᔭᐅᔾᔪᑎᒥᒃ;
- ᓴᓇᓚᐅᖅᑐᑦ ᐱᐅᔫᑎᐅᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑏᑦ ᒪᓕᒐᕆᓐᓂᒃ ᐃᑲᔪᖅᑕᖃᑦᑕᖅᑐᓄᑦ ᐃᓚᒋᔭᐅᕙᒃᑐᓄᓪᓗ ᐃᑲᔪᑎᓂᒃ; ᐊᒻᒪᑐ
- ᐃᖃᓇᐃᔭᖅᑎᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐊᒥᓯᒐᓴᓐᓂᒃ ᐊᔾᔨᒋᙱᑦᑑᑎᓂᒃ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᖃᑦᑕᓚᐅᖅᑐᑦ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐅᐱᒍᓯᒻᒪᕆᒃᐳᑦ ᐃᓂᖅᓯᓯᒪᑦᑎᐊᕐᓂᕐᒥᒃ ᓇᑐᓇᐃᒃᑯᑕᖅᑖᕆᔭᒥᓂᒃ ᑕᐃᔭᐅᔪᒥᒃ COR™-ᒥᒃ ᓇᑐᓇᐃᒃᑯᑕᕐᒥᒃ. ᑖᓐᓇ ᓇᑐᓇᐃᒃᑯᑕᖅᑖᖅ ᐃᖃᓇᐃᔭᕐᕕᖕᒥ/ ᐱᓕᕆᕙᖕᒥ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᑐ ᐅᑐᙵᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐃᓕᑕᕆᔭᐅᔾᔪᑎᐅᖃᑦᑕᕐᒪᑕ ᓴᓇᕖᔪᐊᕐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᑐᕌᖕᒐᓪᓗᑎᒃ ᒥᑭᓪᓕᑎᖅᑕᐅᓂᕆᓐᓄᑦ ᐃᓄᓕᕆᓂᕐᒧᑦ ᑮᓇᐅᔭᓄᑦ ᐊᑭᑦᑐᖃᑦᑕᕐᓂᕆᓐᓂᒃ ᐱᓕᕆᕕᒋᔭᐅᔪᓂ/ ᐃᖃᓇᐃᔭᕐᕕᐅᔪᓂ ᐱᓂᕐᑐᖃᑦᑕᕐᓂᕐᒧᑦ ᐊᒻᒪᑐ ᐋᓐᓂᖃᑦᑕᕐᓂᕐᒧᑦ. ᓴᕿᐅᒪᔾᔪᑕᐅᕙᖅ ᐱᓂᐊᕐᓂᕋᑎᓐᓄᑦ ᐅᑐᙵᐊᓇᖅᑐᖃᖅᑎᑎᑕᐃᓕᒪᓂᕐᒥᒃ ᐊᒻᒪᑐ ᓴᕿᐅᒫᔪᑕᐅᑐᓂ ᓯᕗᓕᐅᖅᑎᐅᖃᑦᑕᕐᓂᑎᓐᓂᒃ ᒪᓕᒍᒥᓇᖅᑐᓂᒃ ᐊᑐᖃᑦᑕᕐᓂᕐᒧᑦ.

ᐱᐅᓯᕆᐊᖅᑕᐅᖁᓪᓗᒋᑦ ᖃᓄᐃᓐᓂᕆᑦ ᐱᔨᑦᑎᕆᖅᐸᒃᑕᑎᓐᓂᒃ ᐊᑐᐃᓐᓇᐅᕙᒃᑐᑦ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᓴᓇᓚᐅᖅᑐᑦ ᐃᑐᓕᕆᓐᓂ ᓯᓚᑖᓅᓪᓗ ᐱᔨᑦᑎᖅᑕᐅᑎᒋᓂᕐᒧᑦ ᐱᐅᔫᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᒪᓕᒋᐊᕐᓂᒃ ᐊᑐᓂ ᐊᕕᒃᑐᖅᓯᒪᓂᕆᓐᓂ ᐱᓕᕆᕖᖁᑎᑎᓐᓂ. ᑕᒪᓐᓇ ᐊᑐᖅᑕᐅᒐᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᕿᒥᕐᕈᐊᓕᓚᐅᖅᐳᑦ ᐱᐅᓯᕆᕙᒃᑕᕆᓐᓂᒃ ᐊᒻᒪᑐ ᐱᐅᓯᕆᐊᖅᑎᑦᑎᓪᓗᑎᒃ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ, ᐊᑑᑎᖃᑦᑎᐊᒃᑲᓐᓂᕈᓐᓇᕐᓂᕐᒧᑦ. ᐱᕕᒃᓴᕈᑕᐅᓚᐅᕆᕗᑦ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᑦ ᐊᑐᖅᑕᐅᓲᑦ ᑐᑭᓕᐅᖃᑦᑎᕌᑎᐊᕐᓂᖅᓴᐅᓂᕆᓐᓄᑦ ᑕᒪᐃᓐᓂᒃ ᐊᕕᒃᑐᖅᓯᒪᓂᐅᔪᓂ ᓄᓇᕗᒻᒥᑐ ᓄᓇᓯᐊᕐᒥᑐ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐱᓂᐊᕐᓂᖃᕐᒪᑕ ᐊᖑᒪᓂᕐᒥᒃ ᑐᕌᒐᔭᕐᒥᓂᒃ ᐊᒻᒪᑐ ᖃᐅᔨᓴᖃᑦᑕᕐᓂᐊᖅᑐᑦ ᐅᓂᒃᑳᖃᑦᑕᕐᑐᑎᓪᓗ, ᖃᓄᖅ ᐱᓕᕆᓯᒪᓂᕐᒥᓂᒃ ᐱᔨᑦᑎᕋᑦᑎᐊᕆᐊᖃᕐᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ ᒪᓕᖕᓂᖅ, ᐱᖓᓱᑦ ᑕᕿᑕᒫᖅ ᓈᔭᕐᕖᖓᑕ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑦ ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᖕᒥᔪᑦ ᖁᕕᐊᓇᖅᑐᒥᒃ ᐱᓕᕆᕕᖕᓂᕐᒥᒃ ᐊᕙᑎᓕᖕᒥᒃ, ᐃᓕᓐᓂᐊᖅᑎᑕᐅᔪᓐᓇᖅᓯᓯᒪᓪᓗᑎᒃ

ᐃᖃᓇᐃᔭᖅᑎᖏᑦ, ᐊᑐᓕᖅᑎᑕᐅᓂᖏᓐᓂᒃ ᐊᔾᔨᒌᖏᑐᒡᒍᑏᑦ ᐊᓐᓂᐊᖅᑐᓕᕆᓂᖑᓪᓗ ᖃᓄᐃᓐᖏᓐᓂᖑᓪᓗ ᐱᒋᐊᕈᑕᐅᓯᒪᔪᑦ, ᐊᒻᒪᓗ ᐸᕝᕕᔅᓴᖅᑎᑕᐅᓂᖏᓐᓄᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐃᑲᔪᓇᐊᒃᑲᓐᓂᕈᓐᓇᖅᑲᑦᑕᕐᓂᖅ ᓄᓇᓕᖕᓄᑦ. ᐃᖃᓇᐃᔭᖅᑏᑦ ᐃᓚᐅᖃᑦᑕᓚᐅᖅᐳᑦ 588-ᓂᒃ ᐅᓪᓗᕐᓂᒃ ᐃᓕᓐᓂᐊᕐᓂᕐᒥᒃ 2011-ᒥ, ᐃᓚᖃᖅᓯᑎᒃ ᐊᑕᐅᑎᒃᑰᖅᓯᑎᒃ ᐃᓕᓐᓂᐊᕈᑕᐅᔪᓂᒃ ᒪᑯᓂᖓ ᓱᕐᓗ ᒪᓕᒐᐃᑦ ᐊᑐᖅᑕᐅᔭᓇᐊᖅᑲᕐᓂᖏᓐᓄᑦ ᖃᐅᔨᓴᕐᓂᕐᒥᒃ, ᓯᕗᓪᓕᖅᐹᓂᒃ ᐱᓂᕐᓗᒃᑐᖅᑲᖅᑎᓪᓗᒍ ᐃᑲᔫᑎᓂᒃ, ᐅᖃᐅᓯᕐᓂᒃ ᑐᑭᓯᓇᕐᓂᖅᓴᓂᒃ ᐊᑐᖃᑦᑕᕐᓂᖅ, ᐃᒃᐱᒍᓱᑦᑎᐊᕐᓂᖅ ᐱᓕᕆᕝᕕᖕᒥ/ᐃᖃᓇᐃᔭᕐᕕᖕᒥᒃ, ᐱᔾᔪᑎᖃᑦᑎᐊᖅᑲᑦᑕᓇᐊᖅᑲᕐᓂᖅ ᐃᑲᔪᖅᑕᐅᔪᒪᔪᓂᒃ, ᐊᒻᒪᓗ ᓯᕗᓕᐅᖅᑎᐅᓂᖏᑦ ᐊᔪᕈᓐᓀᖅᓴᖅᑕᐅᓂᕐᒥᒃ. ᑲᑎᓪᓗᒋᑦ 85 ᐳᓴᓐᑎᖏᓐᓃᑐᑦ ᐃᖃᓇᐃᔭᖅᑎᕗᑦ ᓇᓪᒪᒃᓴᕐᓂᕋᐃᓯᒪᓚᐅᖅᑐᑦ ᐊᐱᖅᓱᖅᑕᐅᒐᒥᒃ; 96 ᐳᓴᓐᑎᖏᑦ ᐃᓚᐅᓚᐅᖅᑐᑦ ᐅᖃᓚᐅᖅᑐᑦ ᐊᓕᐊᓇᐃᓂᖓᓂᒃ ᐱᓕᕆᔨᐅᓂᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᓐᓂᒃ. ᑕᒪᒃᑯᐊ ᐊᐱᖅᑯᑕᐅᓪᓗᑎᒃ ᖃᐅᔨᓴᓂᐊᖅᑕᐅᓚᐅᖅᑐᑦ ᓴᖅᑭᓯᒪᔪᑦ ᓴᖅᑭᐅᒪᑎᑦᑎᕗᑦ ᐊᒥᓱᒪᓇᐅᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ ᑐᑭᓯᓂᐊᕝᕕᐅᑦᑕᕐᓂᖏᓐᓂᒃ.

ᐊᐆᑎᖃᑦᑎᐊᖅᑐᒥᒃ ᐊᐅᓚᑦᑎᓂᖃᕐᓂᖅ

ᐊᑐᖅᐸᒃᑐᒍᑦ ᐊᐆᑎᖃᑦᑎᐊᖅᑐᓂᒃ, ᐅᓂᒃᑳᖃᑦᑕᕐᓂᕐᒥᒃ ᓯᕗᓕᐅᖅᑎᖃᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ ᑭᒡᒐᖅᑐᐃᑦᑎᐊᖅᑐᒥᒃ ᐃᓚᒋᔭᐅᔭᓇᐊᖅᑲᖅᑐᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥᐅᑕᓂᒃ ᐱᓕᕆᔨᐅᖅᑕᐅᖅᑕᖅᑐᓂᒃ.

ᑎᑭᑕᐅᔪᒪᔪᑦ:

- ᐊᐆᑎᖃᑦᑎᐊᕐᓂᐊᖅᑐᓂᒃ ᓯᕗᓕᐅᖅᑎᖃᑦᑎᐊᕐᓂᖅ; ᐊᒻᒪᓗ
- ᐱᐅᒋᔭᐅᔪᓂᒃ ᐃᓄᓕᒫᓄᑦ ᐃᓱᒪᒋᔭᐅᓂᕐᒥᒃ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ ᐅᓂᒃᑳᑎᐊᖅᑕᖅᐳᑦ ᐃᓚᒋᔭᐅᔪᓄᑦ ᐃᑲᔪᖅᑕᐅᔭᓇᐊᓕᖕᓄᑦ, ᒪᑐᐃᖓᑎᐊᖅᓯᑎᒃ ᐊᒻᒪᓗ ᑕᑯᒃᓴᐅᑎᐊᖅᑐᒥᒃ ᖃᓄᐃᓕᖓᓂᖅᑲᖅᓯᑎᒃ ᑭᒡᒐᖅᑐᖅᑕᐅᓂᖏᓐᓄᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᐅᑕᐃᑦ ᐱᓕᕆᔨᖏᑦ. ᑎᒥᖁᑎᖓᓐᓂᒃ ᐅᓂᒃᑳᓕᐅᖅᑲᑦᑕᖅᓯᑎᒃ, ᑐᑭᓯᓂᐊᕝᕋᖅᑲᑦᑕᖅᓯᑎᒃ, ᓇᓪᒪᒋᔭᐅᒐᓗᐊᕐᒪᖔᑕ ᐊᐱᖅᑯᑎᒃᑯᑦ ᖃᐅᔨᓴᖅᑲᑦᑕᖅᓯᑎᒃ, ᐊᒻᒪᓗ ᖃᓄᐃᓕᐅᓚᖓᓂᕐᒥᒃ ᐸᕐᓇᒃᐸᓪᓕᐊᖅᑲᑦᑕᖅᓯᑎᒃ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ ᐱᐅᓯᕙᓪᓕᐊᑎᑦᑏᓐᓇᕋᓯᐊᒃᐸᒃᑐᑦ ᐃᓄᓕᒫᓄᑦ ᑕᐅᑐᒃᑕᐅᓂᖓᕙᒥᓂᒃ.

2011-ᖑᓂᖓᓂ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ:

- ᒪᓕᑦᑎᐊᓚᐅᖅᐳᑦ ᑎᒥᖁᑎᖓᓐᓂᒃ ᐱᓕᕆᓂᖓᓐᓂᒃ ᐅᓂᒃᑳᓕᐅᓇᐊᖅᑲᕐᓂᖏᑦ ᓈᒪᓈᖅᓯᒪᔭᓇᐊᖅᑐᓂᒃ;
- ᑲᔪᓰᓐᓇᓚᐅᖅᑐᑦ ᑐᓴᐅᒪᔭᐅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒥᒃ ᐃᓄᖕᓄᑦ ᐱᐅᔪᒥᒃ ᐃᓱᒪᒋᔭᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ; ᐊᒻᒪᓗ
- ᓴᓇᓚᐅᖅᑐᑦ ᐱᖓᓱᓄᑦ ᐊᕐᕌᒍᓄᑦ ᖃᓄᐃᓕᐅᕈᑎᒋᓂᐊᖅᑕᒥᓄᑦ ᐸᕐᓇᐅᑎᓂᒃ ᐊᕐᕌᒍᕗᑦ ᐊᑐᕐᓂᐊᖅᑐᓄᑦ 2012-2014.

ᔭᓄᐊᕆᒥ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ ᐅᖃᓕᒫᒐᓕᐅᓚᐅᖅᑐᑦ ᓴᖅᑭᑦᑎᑦᑎᑐᑎᒃ *ᑯᐊᐳᕆᓴᐅᓂᖓᓄᑦ ᑎᒥᐅᔪᑦ ᐸᕐᓇᐅᑎᓂᒃ*. ᑐᖓᕝᕕᖅᓯᑎᒃ ᐱᒋᐊᖅᑕᐅᓂᑰᔪᓂᒃ 2011-ᒥ ᑎᒥᖁᖓᓄᑦ ᑯᐊᐳᕇᓴᐅᓪᓗᑎᒃ ᐸᕐᓇᐅᑎᖏᓐᓂᒃ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ ᓴᓇᖃᑦᑕᐃᓐᓇᕐᓂᐊᖅᐳᑦ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᐊᒻᒪᓗ ᑐᓂᐅᖅᑲᐃᖅᑲᑦᑕᕐᓂᖅ ᐊᑐᐃᓐᓇᐅᓗᑎᒃ ᐱᖓᓱᑦ ᑕᖅᑭᑕᒫᑦ ᓈᔭᖏᓐᖓᑕ ᐱᓕᕆᐊᕆᓯᒪᔭᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ ᐃᓚᒋᔭᐅᕙᒃᑐᓄᑦ. ᑕᒪᒃᑯᐊ ᐅᓂᒃᑳᓕᐊᑦ ᕿᒥᕐᕈᐊᕐᓂᑰᕗᑦ ᐊᐅᓚᑕᐅᔪᓂᒃ, ᐱᓕᕆᐊᖑᓚᐅᖅᑐᓂᒃ, ᐊᑐᓴᒃᓴᓕᐊᖑᓯᒪᔪᓂᓪᓗ ᓄᑖᓂᒃ ᑐᓴᒃᓴᖅᑲᕈᑕᐅᓂᖏᑦ ᖃᓄᖅ ᐱᓕᕆᓚᐅᕐᒪᖔᑦ ᑎᑭᐅᒪᔪᒪᓪᓗᑎᒃ ᑐᕌᒐᔭᖏᑦ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ ᐊᒃᓱᒻᒪᓇᒃ ᐱᓕᕆᓚᐅᖅᑐᑦ ᖃᐅᔨᒪᔭᐅᓂᖅᓴᐅᓕᖅᑯᔨᓂᕐᒥᒃ ᑎᒥᖁᑎᖓᓐᓂᒃ ᑭᓇᒃᑰᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐃᓄᖕᓄᑦ ᐃᓱᒪᒋᔭᐅᕙᓂᖏᓐᓂᒃ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ ᐃᓚᐅᓚᐅᖅᑐᑦ ᑕᑯᔭᒐᖅᑎᑦᑎᔪᓂᒃ ᐱᓕᕆᕝᕕᖕᒥᓂᒃ, ᐊᑭᓕᖅᑐᖅᑕᐅᓇᑎᒃ ᐃᓚᐅᖃᑦᑕᐅᕐᒥᔪᑦ ᓄᓇᓕᖕᓂ ᑲᑎᕈᔫᔭᖅᑐᓂᒃ, ᐊᒻᒪᓗ ᓯᕗᓪᓕᖅᐹᖅᓯᐅᑎᓂᒃ ᐃᑲᔫᑎᓂᒃ ᐃᑲᔪᖅᑎᐅᓪᓗᑎᒃ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᒃ ᓯᕗᓪᓕᖅᐹᖑᓂᓄᑦ ᐃᑲᔪᕆᐊᖅᑎᐅᕙᒃᑐᓄᑦ, 7-ᖑᔪᓂ ᓄᓇᓕᖕᓂ ᑲᑎᖅᑲᑎᒌᖕᓂᐅᓚᐅᖅᑐᓂ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦᑕᐅᖅ:

- ᐱᖓᓲᔪᖅᑐᓂᒃ 6-ᓂᒃ ᐃᓗᐊᓂ ᐃᖃᓇᐃᔭᕝᕕᖓᑕ *Insight*-ᒥᒃ ᐅᖃᓕᒫᒐᓕᐅᓚᐅᖅᑐᑦ ᑐᓴᒐᒃᓴᓂᒃ;
- ᓴᓇᓚᐅᖅᑐᑦ ᓄᓇᓖᑦ ᐅᖃᐅᓯᐊᒍᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᑦ/ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᖏᑦ ᖃᐅᔨᒪᓕᖅᑎᑦᑎᓂᖏᑦ ᐊᔾᔨᖑᐊᕐᔪᐊᓂᒃ;
- ᑐᓴᐅᒪᔭᐅᑎᑦᑎᕆᐊᒃᑲᓂᓚᐅᖅᑐᖅ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᓇᓚᐅᑦᑎᒃᑯᑦ ᑐᓵᔭᐅᔪᒃᓴᓂᒃ;
- ᓄᑖᖑᖅᑎᑕᐅᓚᐅᖅᓂᖏᑦ ᓇᓴᐅᑎᑐᐃᓐᓇᐅᑦᑕᐃᓕᑎᑦ *Don't be a Number*-ᒥᒃ ᑐᓴᐅᒪᑎᑦᑎᔾᔪᑎᑦ ᑐᓵᓚᔪᑦ ᐱᓕᕆᕝᕕᖕᒥ ᐅᓗᕆᐊᓇᖅᑐᖅᑲᓇᐊᖅᑲᖏᓐᓂᒥᒃ ᒪᒃᑯᒃᑐᓄᑦ ᐱᓕᕆᖅᑐᓄᑦ ᐅᑭᐅᓕᖕᓂᒃ 13–25;
- ᐃᑲᔪᖅᑕᐅᖏᓇᓚᐅᕐᒥᔪᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ *ᕚᑐᓃᔅᑯᑦ ᓴᓇᔨᓕᒫᓄᑦ ᐊᒻᒪᓗ ᐅᑭᐅᖅᑕᖅᑐᒥ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᖏᑦ ᑲᑐᔾᔨᖅᑎᒋᖏᑦ*;
- ᑐᓴᐅᒪᔭᐅᑎᑕᐅᓚᐅᕐᒥᔪᑦ *ᑐᑭᓯᓇᑦᑎᐊᖅᑐᒥᒃ/ᐅᖃᐅᓯᑐᐃᓐᓇᓂᒃ ᐊᑐᖅᓯᑎᒃ ᐊᖏᖅᑲᑎᒌᒍᑎᑦ* ᐃᓕᓐᓂᐊᖅᑎᑕᐅᓯᒪᔭᓇᐊᖅᑲᕐᓂᖏᓐᓄᑦ ᑕᒪᕐᒥᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᑯᓂ ᐃᖃᓇᐃᔭᖅᑎᖏᑦ; ᐊᒻᒪᓗ
- ᐊᑐᓕᖅᑎᑕᐅᕆᐊᒃᑲᓂᓚᐅᖅᑐᑦ ᑐᓴᒃᓴᓕᐊᒥᒃ *ᐱᓕᕆᐊᖅᑎᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᖏᖅᑲᑎᒌᒍᑎᑦ*.

ᑭᖑᓪᓕᖅᐸᕆᔭᖓᓐᓂ ᐊᕐᕋᒍᓂᒃ 2009-2011-ᒧᑦ ᖃᓄᐃᓕᐅᕈᑕᐅᓂᐊᖅᑐᓂᒃ ᐸᕐᓇᐅᑎᓂ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᓯᕗᓕᐅᖅᑎᖏᑦ ᐱᓕᕆᖃᑎᒌᒃᑎᖏᑦ ᐸᕐᓇᒃᐸᓪᓕᐊᓕᓚᐅᕆᕗᑦ ᐊᒡᒋᖅᑐᓄᑦ ᐱᖓᓲᓂᐊᖅᑐᓄᑦ ᐊᕐᕋᒍᓄᑦ. ᑕᐃᒪᐃᓐᓂᖏᓐᓂᑕᐅᖅ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᓄᑖᕈᕆᐊᑎᕆᓚᐅᕆᕗᑦ ᑕᐅᑐᒐᕆᔭᖏᓐᓂᒃ, ᑎᓕᔭᐅᓯᒪᓂᕐᒥᓂᒃ ᐊᒻᒪᓗ ᐱᒻᒪᕆᐅᑎᑕᖏᓐᓂᒃ, ᐊᒻᒪᓗ ᖃᓄᐃᓕᐅᕐᓂᐊᕐᓂᕐᒥᓄᑦ ᓯᕗᓪᓕᐅᑎᑕᐅᓂᐊᖅᑐᓂᒃ ᐊᕐᕋᒍᓄᑦ 2012–2014-ᓄᑦ. ᓄᑖᑦ ᑕᐅᑐᒐᕆᔭᐅᓂᐊᕐᒥᔪᑦ ᑐᙵᕕᒃᑲᓐᓂᐊᓕᖅᑐᑦ ᐱᒻᒪᕆᐅᓯᒪᔪᓂᒃ ᐱᔪᓐᓃᖅᓯᒪᓕᖅᑕᑦᑎᓐᓂᒃ, ᐊᒃᓱᕈᕐᓇᕈᑕᐅᖃᑦᑕᓚᐅᖅᑐᓂᒃ ᐅᕙᑦᑎᓐᓄᑦ ᐊᒻᒪᓗ ᑐᓴᕐᕕᒋᓯᒪᔭᑦᑎᓐᓂᒃ ᐃᑲᔪᖅᑕᐅᖃᑦᑕᖅᑐᓂᒃ ᐃᓚᒋᔭᐅᕙᒃᑐᓂᒃ.

ᑮᓇᐅᔭᓕᕆᓂᒃᑯᑦ ᒪᑭᑕᑦᑎᐊᕈᓐᓇᕐᓂᖅ

ᐊᖑᒪᔭᐃᓐᓇᕆᔭᕗᑦ ᐱᔭᕆᐊᖃᕐᓂᖏᑦ ᐃᓚᒋᔭᐅᕙᒃᑐᑦ ᐅᑐᕆᐊᓇᕈᑎᖃᖅᑎᐊᖅᓯᑎᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑮᓇᐅᔭᖅᑎᒍᑦ ᑲᔪᓯᑦᑎᐊᕈᓐᓇᕐᓂᖏᓐᓄᑦ.

ᑎᑭᑕᐅᔪᒪᔪᑦ:

- ᐊᐅᓚᑕᐅᔪᓂᒃ ᐊᑑᑎᖃᑦᑎᐊᖏᓐᓇᕈᒪᓂᖅ;
- ᓇᓕᒧᕿᒃᑎᑦᑎᖃᑦᑕᕐᓂᖅ ᓈᒪᔪᓂᓪᓗᒃ ᐃᑲᔪᓯᐊᖅᑖᖅᑎᑦᑎᖃᑦᑕᕐᓂᖅ ᐊᒻᒪᓗ ᐊᑭᓕᖅᑐᖅᑕᐅᑎᑦᑎᔾᔪᑎᖏᓐᓂᒃ;
- ᒪᓕᒃᑕᐅᓂᖏᑦ ᓯᓚᕐᔪᐊᕐᒥᐅᑕᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖃᑦᑕᕆᐊᖃᕐᓂᕐᒧᑦ ᒪᓕᒐᒃᓴᐃᑦ; ᐊᒻᒪᓗ
- ᑲᔪᓰᓐᓇᕈᓐᓇᕐᑯᓪᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᔨᓄᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᔾᔪᑏᑦ ᑮᓇᐅᔭᐃᑦ.

ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓂᑦ ᐊᑭᓖᒐᓖᒍᑏᑦ ᐊᒻᒪᓗ ᐱᕈᖅᓯᐊᖑᔪᓂᒃ ᐅᑎᖅᕕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᐃᑦ ᑮᓇᐅᔭᖃᕈᑕᐅᕙᒻᒪᑕ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓄᑦ. ᐅᔾᔨᖅᑐᑦᑎᐊᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᓂᒃ ᐊᑐᖅᑐᒃᓴᓂᒃ ᐊᒻᒪᓗ ᐊᑭᓕᐅᑎᒃᓴᓂᒃ ᖃᐅᔨᒪᔾᔭᑕᐅᓰᖑᕗᑦ ᐊᑐᑦᑎᐊᕐᓂᕐᒥᒃ ᐊᑐᒐᒃᓴᓂᒃ, ᑕᐃᒫᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᐊᒻᒪᓗ ᐱᔨᑦᑎᕋᐅᑎᒃᓴᓂᒃ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᑦᑎᐊᕈᓐᓇᕐᓂᐊᕐᒪᑕ ᒫᓐᓇᐅᔪᒥ ᓯᕗᓂᒃᓴᒥᓗ.

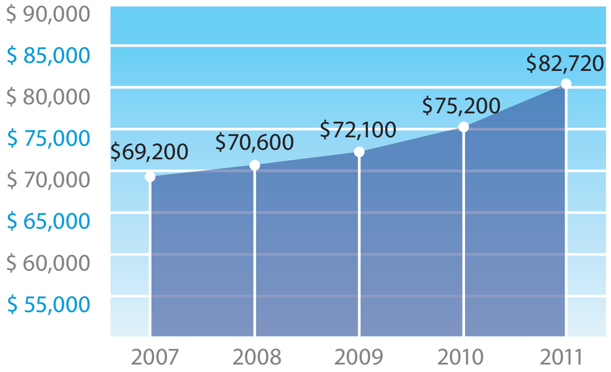
2011-ᒥ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ:

- ᒪᓕᑦᑎᐊᓚᐅᖅᑐᑦ ᐊᕐᕋᒍᒥ ᐊᑭᑐᓂᖅᐹᕆᔭᐅᔪᓐᓇᖅᑐᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕈᓐᓇᐅᑏᑦ ᐅᑎᖅᑎᑕᐅᖃᑦᑕᕈᓐᓇᖅᓂᖏᑦ YMIR-ᖑᓂᖅᑕᐅᔪᑦ ᓇᐃᓇᖅᑕᐅᓪᓗᑎᒃ, ᓇᒪᔪᓂᒃ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓂᒃ ᐃᓇᖏᖅᓯᔾᔭᑕᐅᓂᕐᒧᑦ;
- ᖃᐅᔨᓴᖃᑦᑕᓚᐅᖅᑐᑦ ᐊᑭᓕᖅᑑᑕᐅᕙᓪᓕᐊᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓄᑦ/ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᓈᓴᖅᑕᐅᑎᑦᑎᒃᑲᓐᓂᕐᓂᕐᒥᒃ, ᐃᖅᑲᓇᐃᔭᕆᔭᐅᔪᑦ ᓇᓗᓇᐃᒃᑯᑕᕆᔭᖏᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᑎᑦᑎᖃᑦᑕᕐᓂᖅ ᐊᒻᒪᓗ ᑎᒃᓕᒃᑐᖃᖃᑦᑕᖅᓯᒪᙱᒻᒪᖔᑕ ᐱᖁᔭᑕᐅᓗᑎᒃ ᖃᐅᔨᓴᖅᑕᐅᓚᐅᖅᑐᓂᒃ;
- ᑲᔪᓯᑎᑕᐅᓚᐅᖅᑐᑦ ᖃᐅᔨᓴᕈᑎᓄᑦ ᐊᑭᓕᑐᖅᑕᐅᔪᓇᐊᓕᑦ ᐊᒻᒪᓗ ᐱᓕᕆᖑᔭᕆᐊᖃᖅᓂᖏᓐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᐃᑦ; ᐊᒻᒪᓗ
- ᐅᔾᔨᖅᑐᖅᑕᐅᓗᑎᒃ ᒪᓕᒃᑕᐅᓂᖏᑦ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖃᑦᑕᕐᓂᕐᒧᑦ ᒪᓕᒋᐊᓖᑦ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᓈᓴᐃᖃᑦᑕᖅᑐᑦ ᐃᑲᔪᓯᐊᖅᑖᖅᑎᖑᐊᖅᑐᓂᒃ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᐱᓕᕆᔩᑦ/ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᕐᕋᒍᑕᒫᖅ ᑮᓇᐅᔭᓕᐊᕆᓪᓚᓚᐅᖅᑕᖏᑦ, ᐊᑭᑐᓂᖅᐹᕆᔭᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᑎᑭᐅᒪᓪᓗᑎᒃ ᑕᐃᔭᐅᔪᓂᒃ ᖃᓪᓗᓈᑎᑐᑦ ᓇᐃᓈᖅᑕᐅᓯᒪᔪᓂᒃ YMIR-ᒥᒃ. ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᖁᕝᕙᓇᐊᖅᑎᑦᑎᓚᐅᖅᑐᑦ YMIR-ᖑᓂᖅᑕᐅᔪᒥᒃ ᐅᑎᕝᕙᒃᓴᒪᐅᑕᐅᔪᓐᓇᖅᑎᑕᐅᓂᖏᓐᓂᒃ $75,200-ᓂᒃ 2010-ᒥ $82,720-ᓄᑦ 2011-ᒥ.

ᑖᒃᑯᐊ ᐊᒥᓲᓂᖏᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓚᐅᖅᐳᑦ ᐱᑕᖅᑯᐃᓐᓂᕐᒧᑦ ᑕᒪᒃᑭᖅᑐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐃᓇᖏᖅᓯᔾᔭᑕᐅᔪᓂᒃ 77 ᐳᓴᓐᑎᖏᓐᓃᑦᑐᓄᑦ ᐱᓕᕆᔨᓄᑦ/ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ, ᐊᖑᒪᔭᐅᓪᓗᑎᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑐᕌᖓᔭᖏᑦ 70-80 ᐳᓴᓐᑎᒦᖁᔭᐅᓂᖏᓐᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᒪᓕᒃᓗᑎᒃ ᐱᓕᕆᔨᖏᓐᓂᒃ/ᐃᖅᑲᓇᐃᔭᖅᑎᖏᓐᓂᒃ.

ᐊᕐᕋᒍᒥ ᐊᑭᑐᓂᖅᐹᓇᔭᐅᔪᓐᓇᖅᑐᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕈᓐᓇᐅᑏᑦ ᐅᑎᖅᑎᑕᐅᖃᑦᑕᕈᓐᓇᕐᓂᖏᑦ (YMIR)
ᓄᓇᑦᓯᐊᕐᒥᓗ ᓄᓇᕗᒻᒥᓗ 2007-2011



ᐊᑭᑐᓂᖅᐹᓇᔭᐅᔪᓐᓇᖅᑐᑦ ᐅᑎᖅᑎᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᑦ YMIR-ᖑᓂᖃᖅᑕᐅᔪᑦ 2011-ᒥ ᐱᖓᔪᑭᔭᐅᓪᓗᓂ ᐳᖅᑐᓂᖅᐹᖑᖅᑕᐅᓚᐅᖅᑐᖅ ᑲᓇᑕᓕᒫᒥ, ᑕᑯᒃᓴᐅᓪᓗᑎᒃ ᑕᑯᔭᒃᓴᓂᒃ ᐊᑕᓃ.

ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᐊᑭᓕᖅᑐᐃᑦᑎᐊᖃᑦᑕᖁᓪᓗᒋᑦ ᓈᒪᔪᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᒪᓕᑦᑎᐊᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᑦ/ᐱᓕᕆᔩᑦᑐ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᕙᓪᓕᐊᔭᖏᓐᓄᑦ ᐅᓂᒃᑳᖅᑕᐅᖃᑦᑕᕆᐊᓖᑦ ᒪᓕᒐᖏᓐᓂᒃᐃᖃᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕐᓂᖏᓐᓄᑦ ᒪᓕᒐᖅᑎᒍᑦ ᐊᑐᐊᖏᓐᓄᓪᓗ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᓇᓴᐃᒥᐊᒃᑲᓐᓂᖃᑦᑕᕆᐊᖃᕐᓂᒥᓄᑦ ᓇᓴᖅᑕᐅᑎᑦᑎᒃᑲᓐᓂᖃᑦᑕᖅᐳᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓄᑦ ᑎᑎᖃᖁᑎᒋᔭᐅᔪᓂᒃ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᓈᓴᖅᑕᐅᑎᑦᑎᑲᓐᓂᓚᐅᖅᐳᑦ 2011-ᒥ 83-ᖑᓚᐅᖅᑐᓂᒃ. ᖃᐅᔨᓴᖅᑕᐅᓪᓗᑎᒃ ᓈᓴᖅᑕᐅᑦᑎᐊᒃᑲᓐᓂᖅᑐᑦ ᑐᑭᓯᓇᑦᑎᐊᕈᑕᐅᓲᖑᔪᑦ ᑕᒻᒪᖅᑕᖅᓯᒪᖕᒋᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᐅᓂᒃᑳᑦᑎᐊᖃᑦᑕᕆᐊᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒪᒃᓴᑭᑕᐅᓕᑦᑕᕐᓂᖏᓐᓂᒃ ᐊᑭᓕᖅᑐᖅᑕᐅᑎᒋᓂᖏᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ.

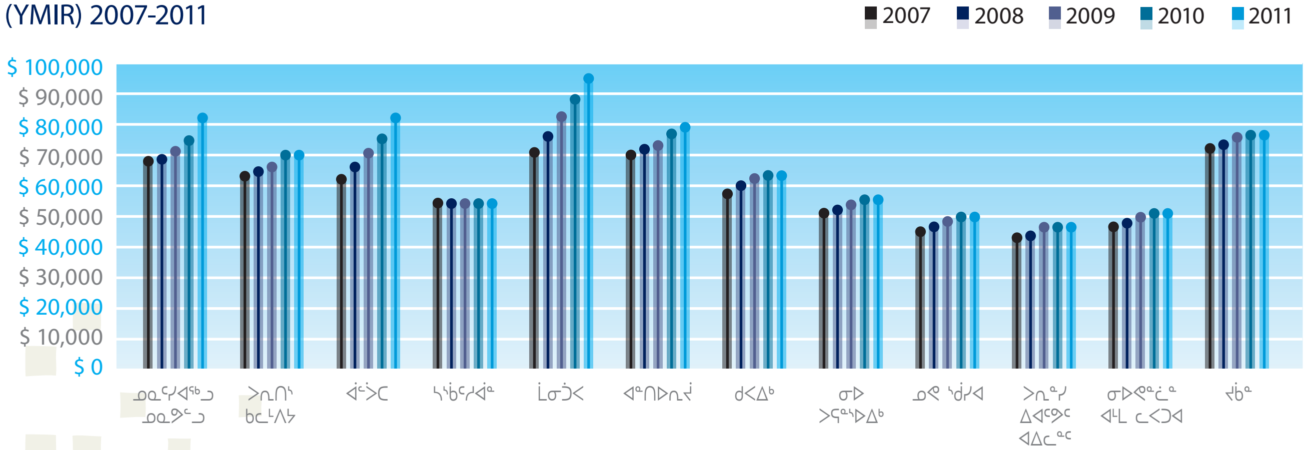
ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᑕᒪᐃᓐᓂ ᖃᓄᐃᑦᑑᓂᖏᑦ ᐊᐅᓚᑕᐅᔪᑦ, ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᑎᒃᑯᐊᖅᑕᐅᓯᒪᖃᑦᑕᕐᒪᑕ ᓴᓈᖃᕐᓂᕐᒥᓄᑦ ᑐᖓᕕᖃᖅᑐᓂᒃ ᓇᓗᓇᐃᒃᑯᑕᖅᑕᖅᑎᑦᑎᖃᑦᑕᕐᓂᕐᒥᒃ, ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᐅᒍᑎᒋᓯᓇᓪᓗᒋᑦ ᐊᑐᕈᓐᓇᕐᓂᖏᑦ ᑕᐃᒃᑯᐊ ᐊᑭᓖᖃᑦᑕᕆᐊᓕᖏᓐᓄᑦ. ᐊᒥᓱᓂᖏᓐᓄᑦ ᐊᔾᔨᒌᖏᓐᓂᖏᑦ ᓴᓈᖃᕐᓂᕐᒍᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᓯᒍᓐᓂᖏᑦ ᐊᒻᒪᓗ ᖃᓄᐃᑦᑐᓂᓴᐃᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᕈᑎᓂᒃ, ᓇᓗᓇᐃᒃᑯᑕᖅᑖᕆᓯᒪᔭᖏᓐᓂᒃ ᑕᒻᒪᖅᓯᒪᔪᖅᑲᓴᖑᑦ ᐊᒃᓱᐊᓗᒃ ᐊᑭᑐᔫᖃᑦᑕᖅᐳᑦ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑕᐃᒪᖓᑦ ᖃᐅᔨᓴᖅᐸᑦᓕᖕᒋᓇᐅᔭᓯᔫᖑᔪᑦ ᐊᒻᒪᓗ ᓇᓗᓇᐃᒃᑯᑕᕆᔭᖏᓐᓂᒃ ᕿᒥᕐᕈᐊᖃᑦᑕᖅᓯᑎᒃ ᖃᐅᔨᓕᑦᑎᐊᕆᐊᖃᑦᓂᕐᒍᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᑕᒻᒪᖅᓯᒪᖕᒋᑦᑐᒥᒃ ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑐᖓᕕᐅᓪᓗᑎᒃ ᐱᓕᕆᐊᕆᕝᕕᒃᑕᖅᒥᑦ/ᐊᐅᓚᑦᑎᕝᕕᒃᑕᖅᒥᑦ. ᑕᒪᒃᑯᐊ ᕿᒥᕐᕈᐊᖅᑕᐅᓕᕌᖓᒥᒃ, ᐱᓕᕆᕝᕕᖕᒋᑦᑐ ᐅᐸᒃᑕᐅᖃᑦᑕᖅᓯᑎᒃ ᑕᑯᓂᐊᖅᑕᐅᓯᒪᓪᓗᑎᒃ, ᐃᑲᔪᕐᓂᖃᖃᑦᑕᖅᐳᖅ ᐱᕕᒃᓴᖃᕈᓐᓇᕐᓂᕐᒍᑦ ᐱᓕᕆᖃᑎᖃᑦᑎᐊᕈᓐᓇᕐᓂᖅ ᓇᖕᒥᓂᖅ ᑖᒃᑯᐊᑑᓂᖏᓐᓂᒃ ᐃᓄᑑᖃᑎᒦᒃᓯᑎᒃ, ᑐᑭᓯᐅᒪᔭᐅᑎᑦᑎᐊᒃᑲᓐᓂᕈᓐᓇᕐᓂᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓄᑦ ᒪᓕᒃᑕᐅᔭᕆᐊᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐱᔨᑦᑎᖅᑕᐅᐸᒃᑐᓂᒃ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐊᓯᐃᑖᒃ 81-ᖑᔪᓂᒃ ᕿᒥᕐᕈᐊᓚᐅᖅᐳᑦ 2011-ᖑᑎᓪᓗᒍ.

ᐊᒻᒪᑕᐅᖅ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᖃᐅᔨᓚᐅᕐᒥᔪᑦ 21-ᓂᒃ ᐱᕐᕋᔭᐅᑕᐅᔪᕕᓂᐅᔪᓂᒃ ᑮᓇᐅᔭᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᕙᒥᒃ ᐊᕐᕋᒍᓕᒫᖅ.

2011-ᒥ, ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑐᑕᐅᕙᓪᓕᐊᕙᒃᑐᑦ ᐊᑦᑎᒃᓯᒥᐊᓚᐅᖅᑐᑦ $1.73-ᒧᑦ ᐊᑐᓂ $100-ᑕᒫᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑭᓕᖅᑐᖅᑕᐅᕙᓪᓕᐊᔪᓂᒃ ᐅᓂᒃᑳᓂᒃ $1.80-ᓂᒃ 2010-ᖑᓚᐅᖅᑐᒥ, 4 ᐳᓴᓐᑎᒥᒃ ᒥᑭᓪᓕᒋᐊᕐᓂᖃᓚᐅᖅᑐᒥᒃ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦᑕᐅᖅ ᒥᑭᓪᓕᒋᐊᖅᑎᑦᑎᔪᓐᓇᖅᓯᓯᒪᓚᐅᕐᒥᔪᑦ ᐱᓕᕆᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓄᑦ ᑕᒪᐃᓐᓂᒃ ᑮᓇᐅᔭᓕᕆᒃᑎᒍᑦ ᐊᒻᒪᓗ ᐳᓴᓐᑎᖏᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐊᑭᓖᔪᖅᑕᐅᕙᓪᓕᐊᔪᓂᒃ.

ᓯᓚᕐᔪᐊᕐᒥᐅᑕᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒍᑦ ᐅᓂᒃᑳᖃᑦᑕᕆᐊᖃᕐᓂᕐᒍᑦ ᒪᓕᒐᒃᓴᓂᒃ ᐱᓕᕆᔨᐅᔪᑦ IFRS-ᑯᑎᒍᑦ ᐊᑐᓕᕆᐊᖅᑎᑦᑎᓚᐅᕆᙵᑦ ᐊᔾᔮᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᓄᑖᓄᑦ ᐅᓂᒃᑳᓕᐅᖅᑲᑦᑕᕈᓯᐅᓂᐊᖅᑐᓄᑦ, ᓇᓗᓇᐃᖅᑕᐅᕙᓪᓕᐊᓗᑎᒃ ᑕᐃᒃᑯᐊ ᐊᒃᑐᖅᑕᐅᓯᒪᓂᐊᓕᖅᑐᑦ ᑕᒪᑐᒧᖓ, ᓲᕐᓗ ᒪᑯᐊ: ᐃᖃᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔫᑦ ᐃᑲᔫᓯᐊᖅᑖᕆᕙᒃᑕᖏᑦ, ᐊᑐᖅᑐᐊᕈᑏᑦ, ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ ᒪᓕᒐᐃᑦ ᐊᒻᒪᓗ ᐊᑭᑐᔫᑎᓂᒃ ᐱᖁᑎᓕᕆᔾᔪᑏᑦ.

ᐊᕐᕋᒍᒥ ᐊᑭᑐᓂᖅᐹᓇᔭᐅᔪᓐᓇᖅᑐᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕈᓐᓇᐅᑏᑦ ᐅᑎᖅᑎᑕᐅᖃᑦᑕᕈᓐᓇᕐᓂᖏᑦ
(YMIR) 2007-2011



2011-ᒥ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᑦ

ᐅᓂᒃᑳᓕᐊᑦ ᐃᓚᒋᔭᐅᖃᑦᑕᖅᑐᓄᑦ

WSCC Workers' Safety & Compensation Commission | ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ

ᐊᖓᔪᖅᑲᐅᑎᓂᒃ ᐊᐅᓚᑦᑎᔨᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᐅᖃᐅᓯᖓᐃᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᓯᒪᔪᒧᕐ: ᑎᓯᐱᕆ 31, 2011

ᐃᓚᒋᔭᐅᓪᓗᑎᒃ ᐊᕐᕋᒍᓕᒫᖅ ᐅᓂᒃᑳᓕᐊᓄᑦ, ᐊᖓᔪᖅᑲᐅᑎᓂᖕᒫᖅᑐᑦ ᐊᐅᓚᑦᑎᔨᐅᖃᑕᐅᔪᓂᒃ ᐅᖃᐅᓯᖓᐃᑦ ᑐᑭᓯᐊᓪᓚᑎᑦᑎᔾᔪᑕᐅᓂᐊᖅᐳᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᔾᔪᑎᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑎᓄᑦ ᑲᒥᓴᒃᑯᑦ ᑲᑎᒪᔨᕆᓄᑦ ᐊᐅᓚᑕᐅᔪᓂᒃ ᐊᒻᒪᓗ ᖃᓄᐃᑦᑐᑎᕆᓂᖏᓐᓂᒃ. ᐅᑯᐊ ᑕᒡᕙ ᐊᑖᓃᑦᑐᑦ ᓇᓴᖅᑕᐅᓯᒪᑦᑎᐊᒃᑲᓂᖅᑐᖅ ᑕᒪᖅᓯᒪᔪᖅᑲᕆᒪᕐᒫᑕ ᑭᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᕆᓂᒃ ᐅᓂᒃᑳᐊᑦ, ᐃᓚᒋᔭᐅᒪᓇᕐᒪᑕ ᐱᒪᓇᐅᓂᖅᐹᒥᒃ ᑕᒪᒃᑯᐊ ᖃᐅᔨᓴᖅᑕᐅᓂᕐᒥᓄᑦ, ᐅᖃᓕᒫᖅᑕᐅᖃᑕᐅᔭᓇᐊᖃᖅᓯᑎᒍ.

ᓯᕗᒧᑦ ᑕᐅᑐᒃᐸᓪᓚᐊᓂᕐᒥᒃ ᖃᐅᔨᒪᔾᔪᑎᖃᖅᓂᖅ

ᑖᒃᑯᐊ ᐅᓂᒃᑳᓚᐊᑦ ᐃᓗᓕᖃᖅᐳᑦ ᓯᕗᒧᑦ ᑕᐅᑦᐸᓪᓚᐊᓂᕐᒥᒃ ᖃᐅᔨᒪᔾᔪᑎᖃᕐᓂᕐᒥᒃ ᐋᖅᑭᐅᒪᓪᓗᑎᒃ ᐱᓪᓚᑖᖅᑐᑦ ᓴᖅᑭᓯᒪᓂᖏᑦ ᐊᔾᔨᒋᙱᑐᐃᓐᓇᐅᓇᐊᖅᑯᓯᓂᕆᑦ ᐱᑕᖃᖅᓂᖏᓐᓂᒃ. ᓯᕗᒧᑦ ᑕᐅᑦᐸᓪᓚᐊᓂᕐᒧᑦ ᖃᐅᔨᒪᔾᔪᑎᑦ ᑐᖏᓇᖅᑲᖅᑕᐅᓯᖁᔾᔪᑦ ᐊᒥᓯᓂᒃ ᐅᓗᕆᐊᓇᖅᓂᖅᑐᓂᒃ ᐊᒻᒪᓗ ᓇᓗᓇᑦᑕᐅᔪᓂᒃ ᑕᐃᒃᑯᐊ ᖃᐅᔨᒪᔾᔪᑕᐅᔪᑦ ᐃᑉᐱᓐᓂᒃᑯᑦ ᓇᓚᐅᑦᑖᑦᑕᐅᓯᒪᔾᔪᑎᓇᓗᑦ. ᓯᕗᒧᑦ ᑕᐅᑦᐸᓪᓚᐊᑦᑐᓂ ᖃᐅᔨᒪᔾᔪᑎᖃᖅᓂᖅ ᐃᓚᖃᖅᓱᓇᐊᖅᑐᖅ, ᑕᒪᒃᑯᓐᖑᐃᓐᓇᐅᖕᒋᑦᑐᓂᓪᓗ ᒪᒃᑯᓐᖑ: ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᑐᕌᖑᓇᔭᕆᓐᓂᒃ, ᖃᓄᐃᓕᐅᕈᑎᒃᓴᕆᓐᓂᒃ, ᑎᑭᐅᑎᔪᒪᔭᕆᓐᓂᒃ, ᓯᕗᒧᑦ ᐃᓱᒪᒋᔭᕆᓐᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᖅᑎᑦᑎᓂᖏᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᕆᓐᓂᒃ.

ᐅᓗᕆᐊᓇᕈᑕᐅᔪᑦ ᓇᓗᓇᕈᑕᐅᔪᓐᓄ ᓯᕗᓂᒃᓴᒥ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ ᐃᓚᖃᕈᓐᓇᖅᒥᔪᑦ ᒪᒃᑯᓐᖑ, ᑕᒃᑯᓐᖑᓘᕐᕆᑲᓗᐊᖅᒥᔪᓂᒃ: ᐊᓯᔾᔨᖅᐸᓪᓚᐊᓂᕐᒥᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᖏᑦ ᓂᐅᖅᑎᒃᓴᓕᕆᓂᖅ, ᓴᓈᕕᒃᔪᐊᖅᑕᖅᑐᑦ ᐊᒻᒪ ᓄᑕᒪᐃᓂᒃ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓚᐊᓂᕐᒥᓂᒃ ᖃᓄᐃᓐᓂᕐᒥᑦ, ᒪᓕᒐᐃᑦ, ᑮᓇᐅᔭᓕᕆᓂᖏᑦ ᒪᓕᒃᑕᐅᖅᑕᕆᐊᖏᑦ, ᓵᙵᓂᐊᖅᑕᐅᒍᑎᑦ ᐃᖅᑲᖅᑐᐃᕕᒃᑯᓄᑦ ᐋᖅᑭᒃᑕᐅᔪᑦ, ᐊᓯᕐᕆᑦᑐ ᐅᓗᕆᐊᓇᕈᑎᖅᑕᕐᓂᕐᒥᑦ ᖃᐅᔨᒪᔭᐅᔪᑦ ᖃᐅᔨᒪᔭᐅᕐᕆᑦᑐᑦ. ᐅᖃᐅᑎᕙᕇᖅᑕᕗᑦ ᑖᒃᑯᓐᖑ ᐅᖃᓕᒫᖅᑐᑦ ᑐᖓᕕᖃᕈᑦᑎᓂᐊᕐᓂᕐᒥᓐᓂᖅ ᓯᕗᒧᑦ ᑕᐅᑦᐸᓪᓚᐊᔭᓂᒃ ᖃᐅᔨᒪᔾᔪᑎᖃᕐᓂᕐᒥᓂᒃ ᑖᒃᑯᓇᓃᑦᑐᓂᒃ ᐅᖃᓕᒫᒐᖅᓂᒃ.

ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᕐᓂᕐᒧᑦ ᒪᓕᒃᑕᐅᔭᕆᐊᖏᑦ

2008-ᖑᑎᓪᓗᒍ, ᑲᓇᑕᒥ ᑮᓇᐅᔭᓕᕆᔩᑦ ᒪᓕᒐᓕᕆᔩᖑᓂᑦ ᑲᑎᒪᔩᑦ ᑐᓴᖅᑎᑦᑎᓚᐅᖅᐳᑦ ᑕᒪᕐᒥᒃ ᐃᓄᓕᒫᖅᓯᐅᑎᓄᑦ ᑮᓇᐅᔭᓕᕆᔨᖅᑲᖅᑐᑦ, ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᖏᒍᖅᑲᖅᑎᑕᐅᔪᑦ ᐱᕆᐊᖅᓯᒪᔪᓂᒃ, ᑭᖑᓂᐊᒍᓪᓗᓐᓃᑦ, ᔭᓄᐊᕆ 1, 2011-ᒥᒃ, ᐊᑐᖅᑲᑦᑕᕆᐊᖅᑲᖅᑐᑦ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᐊᓂᒃ ᒪᓕᒐᒃᓴᓂᒃ International Financial Reporting Standards (IFRS-ᖑᓂᖅᑕᐅᔪᑦ ᓇᐃᓈᖅᑕᐅᓯᒪᓪᓗᑎᒃ).

2011-ᒥᑦ, ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ ᓴᓇᔭᐅᕙᓚᐅᖅᓯᒪᑕ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᑲᓇᑕᒥ ᑕᒪᐃᓐᓂᒃ ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᔪᐃᑦ ᐅᒃᐱᕈᓱᐅᓂᖕᒋᑦ/ᑐᙵᕝᕕᐅᓂᖕᒋᑦ. ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᐊᑐᕆᐊᓕᓚᐅᖅᐳᑦ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᓕᐅᕈᑎᓂᒃ ᔭᓄᐊᕆ 1, 2011-ᖑᓕᖅᑎᓪᓗᒍ, ᐃᓚᖅᑲᓕᖅᓯᑎᒃ ᓴᓇᔭᐅᓂᖕᒋᓐᓂᒃ ᐊᒻᒪᓗ ᐊᑕᐅᓯᕐᒧᑦ ᐊᕐᕌᒍᒧᑦ ᐅᓂᒃᑳᕈᑎᓂᒃ ᐊᔾᔨᖏᓐᓂᖅᑲᖅᑲᓂᖕᒋᓐᓂᒃ ᓈᓴᐅᑎᓂᒃ. ᑕᐃᒪᐃᓐᓂᖕᒋᓐᓄᑦ, ᐃᓚᖕᒋᑦ 2010-ᒥ ᓈᓴᐅᑏᑦ ᐅᖃᐅᓯᐅᓯᒪᒃᑲᓐᓂᖅᐳᑦ ᒪᓕᒃᑕᐅᔪᓇᐊᖅᑲᖅᓂᖕᒋᓐᓄᑦ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᕈᑎᑕᐅᖁᔭᐅᔪᑦ.

ᑮᓇᐅᔭᖅᑲᖅᑎᑦᑎᖅᑕᖅᓂᕐᒧᑦ ᐊᑐᐊᕋᐃᑦ

ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᒪᓕᒐᖕᒐᑦ ᓄᓇᕗᑦᐊᕐᒧᑦ ᓄᓇᕗᒻᒧᓪᓗ (ᒪᓕᒐᐃᑦ) ᒪᓕᒃᑕᐅᔪᓇᐊᖅᑲᖅᐳᑦ ᑕᐃᒃᑯᐊ ᖃᐅᔨᓴᖅᑕᐅᔪᑦ ᓈᒻᒪᒋᐊᖅᑲᖅᓂᖕᒋᓐᓂᒃ ᑮᓇᐅᔭᒃᓴᖅᑲᓇᐊᖅᑲᖅᓂᖕᒋᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓚᓇᔩᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖕᒋᓐᓄᑦ ᑮᓇᐅᔭᐃᑦ. ᑕᒪᓐᓇ ᖃᐅᔨᒪᔾᔪᑕᐅᕗᖅ ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᐊᖑᒪᔪᓐᓇᑦᑎᐊᕐᓂᖕᒋᓐᓂᒃ ᐊᑭᓕᖅᑐᐃᓐᓇᓇᐊᖅᑕᖅᖕᒋᓐᓂᒃ. ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᑮᓇᐅᔭᖅᑲᖅᓂᖕᒋᓐᓄᑦ ᖃᓄᐃᓕᐅᕈᑎᖕᒋᑦ ᑐᖅᖁᖕᒪᑕ ᓇᓚᒍᑦᑎᐊᖅᑲᖅᓂᕐᒥᒃ ᐅᑯᓐᖑ, ᐊᑭᓕᖅᑐᖅᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐃᑲᔫᓯᐊᖅᑖᑎᑦᑎᔪᓐᓇᖅᓂᖅ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐱᓚᓇᔪᓄᑦ ᑕᕝᕙᓇᓴᐃᓐᓇᖅᑐ ᒪᑭᑕᔪᓐᓇᖅᑎᑦᑎᐊᓂᐊᖅᑐᑎᒃ ᐊᑭᓖᖅᑕᐅᔪᓐᓇᖅᑐᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᖅᑕᖅᓂᖅᒥᒃ ᐊᑭᓕᖅᑕᐅᖅᑕᖅᑐᓂᒃ. ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᐊᑯᓂᐅᔪᒧᑦ ᑐᖅᖁᖅᑲᖅᐳᑦ ᐊᒥᐊᑯᖅᑲᖅᓯᒪᓂᖅ ᑮᓇᐅᔭᖅᑖᖅᑎᐊᖅᑐᓂᒃ (ᐊᕐᓂᖕᒋᓐᓂᒃ ᐱᖁᑎᖕᒋᓐᓂᒃ ᓴᓂᐊᓂ ᐊᑭᓕᖅᑐᖅᑕᐊᓕᖕᒋᓐᓂᒃ) ᐊᕐᓂᖅᑲᖅᑎᕆᔭᐅᑎᑦᑐᓂᒃ 108-ᒥᒃ - 120 ᐳᓴᓐᑎᓂᒃ, ᐃᓚᒋᔭᐅᖕᒋᑦᑐᑎᒃ ᐅᖕᒪᑖᖅᑐᑦ ᑮᓇᐅᔭᖅᑯᑎᑲᓐᓂᖕᒋᓐᓂᒃ. 2010-ᒥ, ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᐊᓯᔾᔨᖅᓯᓚᐅᖅᑐᑦ ᑮᓇᐅᔭᖅᑲᖅᑎᑕᐅᖅᑕᖅᑕᓚᐅᖅᓂᖕᒋᓐᓂᒃ ᑲᑎᑦᑐᒋᑦ ᐱᖁᑎᖕᒋᑦ ᐊᕙᒃᑐᖅᑕᐅᑦᑐᑎᒃ ᓯᖅᑲᓕᔭᐅᑦᑐᑎᒃ ᑕᒪᖅᒥᒃ ᐊᑭᓕᖅᑐᖅᑲᖅᑲᖅᑕᖕᒋᓐᓄᑦ ᐊᒻᒪᓗ ᐃᓚᔭᐅᓪᓗᑎᒃ ᐱᓂᑦᑐᒃᑐᖅᑲᖅᑲᖅᓂᖕᒋᑦ ᐊᒥᐊᖅᑯᑎᕆᔭᐅᔪᓂᒃ ᑲᑎᖕᒐᓂᖕᒋᓐᓄᑦ ᐱᖅᑯᑎᓕᒫᖕᒋᑦ ᐊᕙᒃᑐᖅᑕᐅᓯᒪᔪᓄᑦ ᓯᖅᑲᓕᖅᑕᐅᓗᒋᑦ ᐊᑭᓕᖅᑐᖅᑲᖅᑲᖅᑕᖕᒋᓐᓄᑦ. ᑕᒪᓐᓇ ᐊᓯᔾᔨᖅᑕᐅᓯᒪᓕᖅᓂᖅ ᐱᐅᓯᕚᓪᓕᖅᑕᐅᓯᒪᓕᖅᑐᖅ ᐊᓯᖕᒋᓐᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᑲᑎᒪᔨᐅᕙᒃᑐᓄᑦ.

ᐊᒥᐊᒃᑯᖕᒋᑦ ᐅᖕᒪᑖᖅᑐᑦ ᑮᓇᐅᔭᐃᑦ (ᐸᐸᑕᐅᔪᑦ) ᒥᑭᓪᓕᑎᖅᑕᐅᕙᒃᐳᑦ ᐊᕐᕌᒍᒥᒃ-ᐊᕐᕌᒍᒧᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᓂᖕᒋᓐᓂᒃ ᐊᑭᓖᖅᑕᐅᕙᓪᓕᐊᔭᓇᐊᖅᑐᓄᑦ ᐊᑭᑦᑐᓇᐊᖅᑕᐅᕙᒃᑐᓄᑦ; ᐊᑭᓖᖅᑕᐅᕙᓪᓕᐊᔪᑦ ᑕᐃᒪ ᐋᖅᑭᒃᓯᒪᑦᑎᐊᖅᓂᖅᓴᐅᔪᓐᓇᖅᓂᐊᓕᖅᐳᑦ, ᐅᓗᕆᐊᓇᖕᒋᓐᓂᖅᓴᐅᓕᖅᓯᑎᒃ ᐊᓯᔾᔨᕆᑕᓗᐊᖑᓗᖅᑲᖅᑲᓇᐃᖅᓂᖕᒋᑦ ᑮᓇᐅᔭᓂᒃ ᐱᔭᖅᓯᐊᓇᔭᐅᔪᓂᒃ ᐅᑎᖅᕙᐅᔪᓇᐃᖅᓂᖕᒋᑦ, ᒥᑭᓪᓕᑎᖅᑕᐅᓯᒪᔪᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓇᐃᖅᓂᖕᒋᑦ ᐱᓂᑦᑐᒃᑐᖅᑲᖅᑲᖅᓴᖅᑐᑦ ᐊᒻᒪᓗ ᐱᐅᓯᕚᓪᓕᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐅᓗᕆᐊᓇᖕᒋᓐᓂᖅᓴᐅᓂᖅ ᓇᓪᓕᐅᒃᑯᒫᕐᓴᓕᕆᔾᔪᑦ ᐃᑲᔫᑎᖕᒋᑦ. ᐊᕐᓂᖕᒋᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓂᖕᒋᑦ ᐊᑭᓖᖅᑕᐅᕙᓪᓕᐊᓂᖕᒋᓐᓂᒃ ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᑦ ᖃᖕᒐᑐᐃᓇᖅ ᐊᕐᕌᒍᒥ ᐊᑭᑐᓇᐊᕈᓇᖅᒪᑦ,

ᒥᑭᓪᓕᒋᐊᕐᓗᓂᓗᓐᓃᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑕᐃᒪᐃᑎᑕᖅᑭᓐᓂᒃ ᐋᕿᐅᒪᔾᔪᑎᒋᓂᐊᕐᓗᒍ ᑐᕌᒐᓴᖅᑭᖏᓐᓂᒃ ᑮᓇᐅᔭᖅᑲᖅᑯᔭᖅᑭᖏᓐᓄᑦ. ᑮᓇᐅᔭᖅᑲᖅᑎᑕᐅᑎᒋᓂᖅᒋᑦ ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ 107-ᒥᒃ ᐳᓴᓐᑎᒌᓕᖅᑐᖅ, ᑲᑕᒃᓯᒪᔪᖅ 116 ᐳᓴᓐᑎᒌᓚᐅᖅᑐᓂ 2010-ᒥ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑮᓇᐅᔭᖅᑲᖅᑎᒋᓂᖅᒋᓐᓂᒃ ᒫᓐᓇᐅᔪᖅ ᖃᓄᐃᓕᖓᓂᖅᒋᑦ ᐊᑦᑎᖅᓂᖅᓴᒥᒐᓚᓕᖅᐳᑦ ᑐᕌᒐᓚᐅᖅᑕᖓᓂᒃ ᐊᖏᓂᖅᑲᕈᒪᓚᐅᖅᓂᖅᒋᓂᒃ, ᑭᓯᐊᓂ ᐊᑯᓂᐅᔪᒧᑦ ᓯᓚ ᐊᑭᓕᖅᑐᓇᐊᓕᑦ ᓯᓚ ᑮᓇᐅᔭᒃᓴᖅᑕᑦᑎᐊᕐᓂᐊᖅᑐᑦ.

ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᖏᑦ ᐅᖃᐅᓯᖃᕐᓂᐊᖅᑐᑦ ᐊᒻᒪᓗ ᖁᒥᕿᐊᕐᓂᐊᖅᑐᑦ ᑮᓇᐅᔭᒃᓴᖃᕐᓂᖏᑦ ᑐᕌᒐᓕᐅᕐᓂᖏᓐᓂ 108-ᒥᒃ - 120 ᐳᓴᓐᑎᖏᓐᓂᒃ ᐃᓚᒋᔭᐅᓂᖏᑦ 2013-ᒥ ᐊᑭᓕᖅᑐᖅᑕᐅᓯᓪᓕᐊᑎᒋᓂᖏᓐᓂᒃ ᐋᖅᑭᐅᒪᔭᐅᓂᐊᖅᑐᓂᒃ ᔫᓐᖑᓕᖅᐸᑦ, ᑕᐃᒫᒃ ᐅᔾᔮᖅᑑᑕᐅᓂᖏᑦ ᐊᖑᒪᔭᓐᓇᕐᓂᐊᕐᓂᖏᓐᓂᒃ ᐊᑯᓂᐅᔪᒧᑦ ᑮᓇᐅᔭᓕᕆᓂᖏᑦ ᖃᓄᐃᓕᐅᕈᑎᒋᔭᒪᔭᖏᓐᓄᑦ.

ᑕᒪᕐᒥᒃ ᑕᑯᓪᓗᒋᑦ 2011-ᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᓴᖅᑭᓪᖅᑭᓯᒪᔪᑦ

ᐱᒻᒪᕆᐅᔪᑦ ᐱᑦᓯᐊᓚᐅᖅᑐᑦ 2011-ᒥ ᐊᒃᑐᐃᓂᖅᑲᓚᐅᖅᑐᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓄᑦ ᐱᔾᔪᑕᐅᒐᓚᐅᖅᑐᑦ ᐱᖕᖓᓱᓂᒃ ᖃᖓᑕᓲᖅᑎᓂᒃ ᑲᑕᖅᑐᖅᑲᓚᐅᖅᑭᓂᖅ ᐊᕕᒃᑐᖅᓯᒪᓂᓴᑎᓐᓂᒃ, ᐱᔾᔪᑕᐅᓯᓚᐅᖅᑐᓂᒃ 14-ᓂᒃ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᓂ ᐱᓯᓇᕝᕕᐅᔪᓂᓗᓐᓃᑦ ᐃᓅᔪᓐᓃᕈᑕᐅᓚᐅᖅᑐᓂᒃ. ᑲᑎᑦᑐᒋᑦ ᑮᓇᐅᔭᓇᓴᐅᔪᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᓚᐅᖅᑐᑦ ᖃᖓᑕᓲᑦ ᑲᑕᓚᐅᖅᑎᑦᑐᒋᑦ ᓇᓚᐅᑦᓵᖅᑕᐅᓯᒪᔪᑦ $8.2 ᒥᓕᔭᓐᖑᕐᓃᓐᓂᖅ, ᑕᐃᒃᑯᐊᓗ $0.2 ᒥᓕᔭᓐᖑᕐᒋᑦ ᐊᑭᓕᖅᑕᐅᓚᐅᖅᓯᑎᒃ 2011-ᒥ. ᐊᒃᑐᖅᑕᐅᓯᒪᓂᖅᒋᑦ ᐊᖏᖅᑕᐅᓯᒪᔪᓂ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᐊᑭᓕᖅᑕᐅᓴᓇᐊᖅᑲᖅᓂᖅᒋᑦ ᐊᖏᓂᖅᑲᓕᖅᐳᑦ. $8.0 ᒥᓕᔭᓐᓂᒃ (ᐃᓚᖅᑲᖅᓯᑎᒃ ᓇᓪᓕᐅᒃᑯᒫᖅᑳᕈᑎᖏᓐᓂᒃ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑕᐅᓴᓇᐊᓕᖏᓐᓂᒃ). ᓱᖅᑲᓕᑎᖅᑕᐅᓯᒪᓂᖏᑦ ᑕᒪᒃᑯᐊ ᓈᓴᐅᑏᑦ ᐃᒪᐃᓕᖓᔪᑦ:

- ᑯᓯᑦ ᐃᐅᒃᑯᑦ, ᐊᒍᓯ 20, 2011-ᒥ ᖃᐅᓯᐃᑦᑐᖅ, ᓄᓇᕗᒻᒥ $5.7 ᒥᓕᔭᓐ
- ᐋᒃᑎᒃ ᓴᓐᐅᐊᔅᑎᑯᑦ, ᓯᑎᐱᕆ 22, 2011-ᒥ, ᑖᑕᒻ ᕿᑭᖅᑕᖕᖓᓂ, ᓴᓗᓇᐃᑦᒥ, ᓄᓇᕗᓯᐊᖅ, $1.6 ᒥᓕᔭᓐ; ᐊᒻᒪᓗ
- ᐃᐊ ᑎᓐᑎᒃᑯᑦ, ᐊᒃᑐᐱᕆ 4, 2011-ᒥ, ᔪᑦᓯᑦᑮᑉ ᖃᓂᒋᔮᓂ, ᓄᓇᕗᓯᐊᕐᒥ $0.7 ᒥᓕᔭᓐ.

2011-ᒥ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑎᑎᕋᓚᐅᖅᐳᑦ ᐊᒥᒐᖅᓱᕐᓂᕐᒥᓂᒃ $19.8 ᒥᓕᔭᓐᓂᒃ, ᒥᑭᓕᑎᕈᑕᐅᓚᐅᖅᑐᓄᑦ ᐊᒥᐊᒃᑯᕐᑯᑎᒥᓄᑦ $19.7 ᒥᓕᔭᓐᓂᒃ, $39.6 ᒥᓕᔭᓐᖑᓚᐅᖅᓯᒪᔪᓂᒃ 2010-ᖑᑎᓪᓗᒍ. ᐱᔪᐊᖅᑐᒥᒃ ᐊᑭᑐᔪᑕᐅᓯᒪᔪᑦ, ᐃᓚᐅᖕᒋᓪᓗᑎᑦ ᖃᖓᑕᓲᑦ ᑲᑕᖅᑕᐅᓚᐅᖅᑐᑦ, ᒪᑯᐊᖑᔪᑦ: ᐊᑭᖕᒋᑦ ᓇᖕᒥᓂᖅ ᐊᑭᓕᖅᑐᐃᓂᖕᖏᓐᓄᑦ ᐊᑭᑭᓪᓕᒋᐊᕈᑕᐅᓲᑦ, ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖕᖏᓐᓄᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᓴᓇᐊᖅᑐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔩᑦ ᐊᒻᒪᓗ ᐊᑦᑎᖕᓂᖅᓴᐅᖅᑳᑦᑕᖅᓂᖕᖏᓐᓂᒃ ᓂᕆᐅᒋᔭᐅᓚᐅᖅᑐᓂᒃ ᐱᔪᖅᓯᐊᓇᓴᐅᓚᐅᖅᑐᓂᒃ ᐅᑎᖅᐸᓪᓕᐊᔪᓂᒃ. ᑕᒪᐃᓐᓂᖕᖑᓄᑦ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑮᓇᐅᔭᖅᑯᑎᖅᑲᖅᑎᒋᓂᖅᒋᑦ ᒥᑭᓪᓕᒋᐊᖅᓯᒪᓚᐅᖅᑐᑦ 116 ᐳᓴᓐᑎᒥᒃ 10 ᐳᓴᓐᑎᓄᑦ.

2011 -ᒥ ᓴᖅᑭᓯᒪᓕᖅᑐᑦ ᐊᒻᒪᓗ ᐊᒃᑐᖅᑕᐅᓯᒪᓂᖕᒋᑦ ᐊᒥᐊᒃᑯᐃᑦ (ᒥᓕᔭᓐᖕᒋᓐᓂ)

ᐸᐸᑕᐅᔩᑦ ᐊᒥᐊᒃᑯᐃᑦ ᑎᓯᐱᕆ 31, 2010-ᒥ	$39.6
ᓂᕆᐅᒋᔭᐅᔩᑦ ᓱᕈᓂᒃᓴᒥ ᐊᑭᒃᓴᖕᒋᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᖃᖓᑕᓲᑦ ᑲᑕᒃᓯᒪᓂᖕᒋᓄᑦ	(8.2)
ᐊᑭᑐᓂᖕᒋᑦ ᓇᖕᒥᓂᖅ ᐊᑭᓕᖅᑐᖅᐸᓪᓕᐊᖅᑕᑦᑕᕐᓂᖏᑦ ᐊᑭᑭᓪᓕᒋᐊᕈᑎᑦ ᖃᐅᔨᓴᖅᑕᐅᖅᑕᑦᑕᕐᓂᖏᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᕙᒃᑐᓂᒃ	(7.3)
ᓴᓇᐃᓴᐅᓂᖕᒋᑦ ᐱᕈᖅᓯᐊᓂᒃ ᐅᑎᖅᓯᒪᔩᓂᒃ	(5.2)
ᐊᑎᖕᓂᖅᓴᐅᓂᖕᒋᑦ ᓂᕆᐅᒋᔭᐅᔩᓂᒃ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᐅᓂᐊᖅᑐᓂᒃ	1.4
ᐊᑎᖕᓂᖅᓴᐅᓂᖕᒋᑦ ᓂᕆᐅᒋᔭᐅᔩᓂᒃ ᐊᐅᓚᑦᑎᓂᖏᑦ ᐊᑭᓕᐅᑎᒃᓴᐃᑦ, ᐊᓯᔾᔨᖅᓯᒪᓂᖕᒋᑦ ᐊᑭᑐᓂᕆᓚᐅᖅᑕᖕᖓᓂᒃ ᓇᓚᐅᑦᓵᖅᑕᐅᓯᒪᔪᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᐃᑦ ᐅᑎᖅᑎᑕᐅᔭᓐᓇᖏᓐᓂᖕᒋᓐᓂᒃ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑳᖅᓯᒪᓚᐅᖅᑐᑦ 2011-ᒥ ᓱᕈᓂᐊᒍᑦ ᐊᖅᑯᑖᓚᐅᖅᑐᒥᒃ ᐋᓐᓂᖅᓯᒪᓚᐅᖅᑐᓄᑦ	(0.6)
ᐊᒥᐊᒃᑯᖕᒋᑦ ᑎᑭᑦᑐᒍ ᑎᓯᐱᕆ 31, 2011	**$19.7**

ᐅᖃᐅᓯᖅᑳᕐᑎᑦ ᑮᓇᐅᔭᐃᑦ ᖃᓄᐃᓕᖓᓂᖕᖏᓐᓂᒃ

ᐱᕙᖅᓯᐊᖑᓯᒪᔩᑦ

ᐃᑲᔪᓯᐊᖅᑖᕆᓴᐅᓯᒪᔪᑦ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐊᑭᓕᖅᑕᐅᓯᒪᔩᑦ ᐊᖅᑯᑎᖕᖑᓂᒃ ᐋᓐᓂᖅᑯᑎᒋᓯᒪᓴᖕᒋᓐᓂᒃ, ᐊᒻᒪᓗ ᐃᓚᖕᒋᓐᓂ ᐱᓕᕆᔩᑦ, ᑭᖑᓂᑐᖅᑳᓗᐊᒍᑦ ᐊᖅᑯᓂᒃ ᐋᓐᓂᖅᑯᑎᒋᓚᐅᖅᓯᒪᓴᖕᒋᓐᓂᒃ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐸᐸᑦᑎᕙᖕᒪᑕ ᑮᓇᐅᔭᓂᒃ ᐱᕙᖅᓯᓂᖅᑯᑦ ᓂᐅᕕᖅᓯᒪᓴᖕᒋᓐᓂᒃ ᐅᓗᕆᐊᓇᕈᓐᓇᖅᑐᑕᐅᓂᖏᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᓴᓇᐊᖅᑲᖅᓂᖕᒋᓐᓄᑦ ᓱᕈᓂᒃᓴᒥ ᐃᑲᔪᓯᐊᖅᑖᕆᓇᐊᖅᑳᕈᑕᐅᒋᐅᒥᔪᑦ, ᐊᒻᒪᓗ ᐊᑭᓕᖅᑐᖅᑕᐅᓴᓇᖅᑲᖅᓂᖕᒋᓐᓄᑦ ᑲᒪᒋᓴᐅᔭᕆᑦᓴᖕᒋᓐᓄᑦ ᐊᑭᖕᒋᑦ.

ᐱᕙᖅᓯᐊᖅᑲᖅᑳᑦ ᓂᐅᕕᖅᑕᐅᓯᒪᔩᑦ ᖃᐅᔨᑦᑐᖕᒋᑦ ᓯᓚ ᐊᓯᔾᔨᖅᓯᒪᖕᒋᓪᓗᑕ 2010-ᒥ. ᐱᔪᐊᖅᑐᒥᒃ ᓴᖕᒋᕚᖕᒋᑦ ᑮᓴᐅᓕᖅᑳᕐᕕᐅᓯᒪᔩᑦ ᐃᓚᖅᑲᖅᐳᑦ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓕᐊᔾᔪᑎᖅᑲᖅᑐᓂᒃ 30 ᐳᓴᓐᑎᓂᒃ, ᑲᓇᑕᒥ, ᐊᒥᐊᓕᑲᒥᐅᓂ, ᓯᓚᕐᔪᐊᕐᒥᓗ ᓇᖕᒥᓂᖅᑳᕐᕕᐅᔩᑦ 45 ᐳᓴᓐᑎᒦᑦᑐᑦ, ᐱᖅᑯᑎᓂᒃ ᐃᓗᕐᔪᐊᖅᑲᖅᓂᕐᒥᒃ 15 ᐳᓴᓐᑎᑦ, ᐊᒻᒪᓗ ᓂᐅᕕᐊᖑᓯᒪᔩᓂᒃ ᐃᓗᓂᒃ ᐊᑭᓕᒃᓴᖅᑳᕐᕕᐅᑯᑕᖕᖏᓐᖕᒋᑦ 10 ᐳᓴᓐᑎᒦᑦᑐᑦ. ᐱᒻᒪᕆᐅᓂᖕᖑᑦ ᐱᕙᖅᑎᑕᐅᔩᖅ ᑭᓪᓚᖅᑐᐃᒍᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐊᑯᓂᐅᔪᒧᑦ ᐅᑐᕋᐊᓇᖅᑐᖅᑳᖅᑏᑎᑦᑐᓐᓇᖅᑕᖕᖑᓐᓂᒃ.

ᐊᑯᓂᐅᔩᒥᒃ ᓂᕆᐅᒋᔭᐅᔩᑦ ᐅᑎᖅᑳᐅᓂᐊᖅᑑᔭᖅᑐᑦ 7.12 ᐳᓴᓐᑎᖕᒋᓐᓂᐸᑦ, ᐃᓚᖅᑲᓇᑦᑐᑎᑦ ᓇᓚᐅᑦᓵᖅᑕᐅᓯᒪᔩᓂᒃ ᐊᑭᑦᑐᓇᐊᕈᑎᖅᑲᖅᓂᐊᖅᑐᓂᒃ 3.5 ᐳᓴᓐᑎᓂᒃ ᐊᒻᒪᓗ ᐅᑎᖅᑳᐅᓚᓇᒍᓐᓇᖅᓂᐊᖅᓂᖕᒋᓐᓂᒃ 3.5 ᐳᓴᓐᑎᒦᑦᑐᓂᒃ. ᐊᑕᐅᓯᖅᒥ ᐊᕐᕌᒍᒥ ᐃᓱᓕᕝᕕᖅᑲᓚᐅᖅᑐᒥ ᑎᓯᐱᕆ 31, 2011-ᒥ, ᐱᕙᖅᓯᐊᖑᔩᓂᒃ ᐅᑎᖅᑳᐅᓯᒪᓚᐅᖅᐳᑦ 4.6 ᐳᓴᓐᑎᓂᒃ; ᖄᖕᒋᐅᑎᓯᒪᓪᓗᑎᒃ ᑕᐃᒫᒃᓴᐃᓐᓇᖅ ᐊᑯᓂᐅᓂᖅᑲᓚᐅᖅᑐᒥᒃ 2.7 ᐳᓴᓐᑎᒥᒃ. ᓯᑕᒪᓄᑦ ᐊᕐᕌᒍᓄᑦ ᐊᑐᓚᐅᖅᑐᓄᑦ ᐃᓯᓕᓚᐅᖅᑐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᒥ, ᐱᕙᖅᓯᐊᓂᒃ ᐅᑎᖅᑳᐅᑎᒋᓚᐅᖅᑐᑦ 3.2 ᐳᓴᓐᑎᓂᒃ, ᓴᓂᐊᓂ ᓴᖕᒋᓂᖅᓴᐅᓚᐅᖅᑐᓂᒃ ᐅᑎᖅᑳᐅᑎᒋᓚᐅᖅᑕᓂᒃ 2.5 ᐳᓴᓐᑎᒦᓚᐅᖅᑐᓂᒃ. ᐱᕙᖅᓯᐊᖑᓴᖕᓂᒃ ᐅᑎᖅᑳᐅᓚᐅᖅᑐᑦ 2010-ᒥ ᐃᒪᐃᓕᖓᓚᐅᖅᑐᑦ 8.53 ᐳᓴᓐᑎᓂᒃ, 0.02 ᐳᓴᓐᑎᐅᑎᒋᔩᒥᒃ ᖁᑦᑎᓂᓚᐅᖅᑐᓂᒃ ᐊᑭᑐᒌᓇᓴᐅᓚᐅᖅᑐᓂᒃ. ᐊᒥᒐᖅᓂᖕᒋᑦ ᐱᕙᖅᓯᐊᓂᒃ ᑮᓇᐅᔭᓕᐊᖑᓚᐅᖅᑐᑦ ᒪᓕᒃᓯᒋᑦ ᑐᕌᒐᓇᓴᐅᓚᐅᖅᑐᑦ ᐅᑎᖅᑳᐅᔩᒥᓇᓇᓴᐅᓚᐅᖅᑐᓂᒃ 7.12 ᐳᓴᓐᑎᓂᒃ ᓴᖅᑭᑎᓚᐅᖅᐳᑦ ᐊᒥᒋᖕᒋᓐᓂᖅᓴᐅᓕᖅᓂᖕᒋᓐᓂᒃ $5.2 ᒥᓕᔭᓐᖕᒋᓂᑦᑐᓂᒃ ᐊᒥᐊᒃᑯᓂᒃ ᑮᓇᐅᔭᖅᑯᑎᒋᓴᐅᔩᓂᒃ.

ᐱᒻᒪᕆᐅᓂᖅᐹᖑᓚᐅᖅᑐᓂᒃ ᓴᖅᑭᓚᐅᖅᑐᑦ ᐱᖅᑯᑎᓂᒃ ᐱᕙᖅᓯᐊᓇᓴᐅᔩᓂᒃ 2011-ᒥ, ᐱᓴᐅᓚᐅᖅᑐᑦ ᐃᓗᕐᔪᐊᓂᒃ ᓂᐅᕕᖅᑕᐅᓯᒪᔩᓂᒃ ᐊᑯᓂ ᐊᑭᓕᒃᓴᐃᓴᕐᕕᐅᔩᓂᒃ (8.0 ᐳᓴᓐᑎᓂᒃ), ᐃᓗᕐᑯᑎᒋᓴᐅᔩᓂᒃ (11.6

ᐳᓴᓐᑎᑦ), ᑮᓇᐅᔭᓕᐅᕈᑕᐅᕚᓪᓕᐊᔪᓂᒃ (10.1 ᐳᓴᓐᑎᑦ) ᐊᒻᒪᓗ ᐊᒥᐊᓕᑲᒥᐅᓃᑦᑐᓂᒃ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ (3.6 ᐳᓴᓐᑎᑦ) ᖃᓂᒋᔭᖅᑭᓃᔅᓯᑎᒃ $15 ᒥᓕᔭᓐᖏᓐᓃᑦᑐᑦ ᖁᕝᕙᓇᐊᖅᑕᐅᓯᒪᔪᑦ. ᐱᖁᑏᑦᓇᔭᐅᔪᓂᒃ ᐲᔭᖅᑕᐅᓚᐅᖅᑐᑦ ᑕᒪᒃᑯᓇᖓᑦ ᐊᑯᓂᐅᓂᓕᖕᒥᒃ ᐱᔾᔪᑎᖃᓚᐅᖅᑐᑦ ᑲᓇᑕᒥᐅᑕᓂᒃ ᐱᖁᑎᖃᕐᕕᐅᔪᑦ (-7.1 ᐳᓴᓐᑎᑦ) ᐊᒻᒪᓗ ᑲᓇᑕᐅᓪᓗ/ ᐊᒥᐊᓕᑲᒥᐅᓪᓗ ᓄᓇᖁᑎᐊᓗᐊᑕ ᓯᓚᑖᓃᑦᑐᓂᒃ ᐱᖁᑎᖃᕐᕕᐅᔪᑦ (-7.4%), ᖃᓂᒋᔭᖕᒐᓃᓗᑕᐅᓚᐅᖅᑐᑦ $5 ᒥᓕᔭᓐᓂᒃ ᔭᒐᐃᔭᐅᔪᓂᒃ.

2011 ᐱᒋᐊᓕᕌᖅᑎᓪᓗᒍ, ᓂᐅᕿᑎᒃᓴᖃᕐᕕᐅᔪᑦ ᐱᐅᓯᓯᒪᐃᓐᓇᑲᐃᓐᓇᓚᐅᖅᑐᑦ ᑕᐃᒪᖓᑦ 2010-ᖑᓚᐅᖅᑐᒥᒃ. ᓂᐅᕿᑎᒃᓴᐃᑦ ᐊᓯᔾᔨᖅᐸᓪᓕᐊᓚᐅᕆᕗᑦ ᑐᓪᓕᖅᐹᖓᓂᒃ ᐊᕝᕙᖓᓂ ᐊᕐᕋᒍᒥ, ᑮᓇᐅᔭᖃᖅᑎᑦᑎᕙᒃᑐᑦ ᖃᓄᐃᓕᒋᐊᓕᕐᒥᒐᒥᒃ ᐊᑭᓕᒃᓴᖃᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᓚᐅᖅᑐᒥ ᔪᐊᓇᑉᒥᐅᑕᓂ ᐊᒻᒪᓗ ᐃᓱᒪᓘᑕᐅᓂᖏᓐᓄᑦ ᐊᒥᐊᓕᑲᒥᐅᑦ ᑮᓇᐅᔭᓕᐅᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᑎᖅᐸᓪᓕᐊᔪᓐᓇᕐᓂᖏᑦ. ᓂᐅᕿᑎᒃᓴᖃᕖᑦ ᐱᐅᓯᒋᐊᓕᓚᐅᕆᕗᑦ ᓯᑕᒪᖑᓐᓂᒃ ᐊᕙᒃᑐᖅᑕᐅᓯᒪᓂᖓᑕ ᐊᕐᕋᒎᑉ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᓇᔾᒃᑯᓪᓗ ᐱᕈᖅᓯᐊᖃᕐᕕᖏᑦ ᐱᐅᓯᒋᐊᓕᓚᐅᓪᓗᑎᒃ 0.73 ᐳᓴᓐᑎᓂᒃ ᐱᖓᔪᐊᓐᓂᒃ ᐊᕐᕋᒎᑉ ᐊᕙᒃᑐᖅᑕᐅᓯᒪᕝᕕᖓᓂᒃ 4.6 ᐳᓴᓐᑎᓄᑦ ᐊᕐᕋᒎᑉ ᐃᓱᐊᓂ.

ᐃᑲᔫᓯᐊᑖᖅᐸᒃᑐᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᓇᔾᒃᑯᑦ ᐃᑲᔫᓯᐊᖅᑖᓇᐊᖃᖅᑐᓄᑦ ᐊᑭᓕᖅᑐᓇᐊᖃᖅᑕᖏᑦ ᑕᑯᒃᓴᐅᔪᖃᖅᐳᑦ ᐱᓪᓚᑖᓚᐅᖅᑐᓂᒃ ᐊᑭᑐᓂᖏᓐᓂᒃ ᑕᒪᐃᓐᓂᒃ ᓂᕆᐅᒋᔭᐅᔪᓂᒃ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᓇᔭᐅᔪᒪᖅᑐᓂᒃ ᓴᕿᓯᒪᔪᓂᒃ ᐱᓂᕐᓗᓚᐅᖅᑐᓂᒃ ᑕᐃᔅᓯᒪᓂ ᓯᕗᓂᐊᒍᓪᓗᓐᓃᑦ ᑎᓯᐱᓇ 31, 2011-ᒥ. ᑕᒪᒃᑯᐊ ᐊᑭᓕᒐᒃᓴᐃᑦ ᐃᓚᖃᕐᒥᔪᑦ ᐋᓐᓂᐊᖅᕕᖕᒦᓐᓂᖏᓐᓄᑦ ᐊᓐᓂᐊᓯᐅᖅᑕᐅᓂᕐᒧᓪᓗ ᐊᑭᓇᐊᓕᖕᓄᑦ, ᕿᓚᒻᒥᐅᔪᓘᑦ ᑮᓇᐅᔭᓕᐊᖑᓇᔭᓚᐅᖅᑐᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ, ᐊᔪᓕᕐᓂᖏᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᓯᕗᓂᒃᓴᒥ ᐊᑐᕈᒪᖅᑐᓄᑦ ᐊᒻᒪᓗ ᐃᓚᒋᔭᖏᓐᓄᑦ ᑲᒪᒋᔭᐅᔭᓇᐊᖅᑲᖅᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑐᓇᐊᓕᖕᓄᑦ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᓇᔾᒃᑯᑦ ᐃᓚᖃᓇᕗᑦ ᐱᕙᒃᓴᖅᑎᑦᑎᓂᖏᓐᓂᒃ ᓂᕆᐅᒋᔭᐅᔪᓂᒃ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᓇᐊᖅᑲᓂᐊᖅᑐᓂᒃ ᐊᖑᓇᓯᒃᑎᓄᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᑎᓄᑦ ᐊᑭᓕᖅᑕᐅᔭᓇᐊᖅᑲᕐᓂᐊᖅᑐᓄᑦ ᒪᓕᒃᑕᐅᔭᓇᐊᖅᑲᕐᓂᖏᓐᓄᑦ ᑐᑭᓯᐅᒪᖅᑲᑦᑕᐅᑎᓂᖏᑦ ᐊᖏᖅᑲᑎᒌᒍᑎᖏᑦ ᓄᓇᒥᐅᑕᓕᓇᔾᒃᑯᓐᓄᑦ ᐊᖑᓇᓯᒃᑎᓄᑦ..

ᐃᑲᔫᓯᐊᖅᑖᕈᑎᓄᑦ ᐊᑭᓕᖅᑐᓇᐊᓕᑦ ᐊᑭᑦᑐᓇᐊᓚᐅᕐᓇᕗᑦ 2011-ᖑᓕᖅᑎᓪᓗᒍ, 9.2 ᐳᓴᓐᑎᓂᒃ $241.3 ᒥᓕᔭᓐᖑᓚᐅᖅᑐᓂᒃ $263.4 ᒥᓕᔭᓐᓄᑦ, ᐱᔾᔪᑕᐅᓗᐊᖅᓯᑎᒃ ᓂᕈᐅᒋᔭᐅᓚᐅᖅᑐᓂᒃ ᐊᑭᑐᓂᖅᓴᐅᓂᖏᑦ ᑕᒪᐃᓐᓂᒃ ᓯᕗᓂᐊᓂ ᐊᕐᕋᒎᓚᐅᖅᑐᒥᒃ ᐊᒻᒪᓗ ᐊᑐᓕᖅᑐᒥ ᐊᕐᕋᒍᒥ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᕈᑕᐅᔪᓂᒃ ᐋᓐᓂᐊᖅᑐᖅᓯᐅᑎᓄᑦ ᐃᑲᔫᑎᓄᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖏᑦ ᐊᑭᑐᓂᖅᓴᐅᓂᖏᓐᓄᑦ ᓂᕈᐅᒋᔭᐅᓚᐅᖅᑐᓂᒃ ᑐᓂᔭᐅᖃᑦᑕᓚᐅᖅᑐᓂᒃ 2011-ᒥ ᐊᕐᕋᒍᒥ. ᐊᓯᔾᔨᕈᑕᐅᒐᓛᓚᐅᖅᐳᑦ ᐊᑭᑦᑐᓇᐊᖅᓯᒪᓂᖏᑦ ᐊᑭᓕᓇᐊᓖᑦ ᐱᖁᑎᑦ ᐊᑭᑦᑐᓇᐊᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ ᖁᕝᕕᐊᓇᐊᕈᑕᐅᓚᐅᕐᒪᑕ $1.4 ᒥᓕᔭᓐᓂᒃ, ᐱᔾᔪᑕᐅᓗᑎᒃ ᐱᖁᑏᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖏᑦ ᐊᑦᑎᖕᓂᖅᓴᐅᓚᐅᕐᒥᖕᒪᑕ ᓂᕈᐅᒋᔭᐅᓚᐅᖅᑐᓂᒃ.

ᐊᒥᐊᒃᑯᖁᑎᒋᔭᐅᔪᑦ ᐸᐸᑕᐅᔪᑦ

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᓇᔾᒃᑯᑦ ᐊᒥᐊᒃᑯᖁᑎᖏᑦ ᐱᑕᖃᖅᐳᑦ ᐅᖓᑖᓃᑦᑐᓂᒃ ᐊᒥᐊᒃᑯᓂᒃ ᑮᓇᐅᔭᓂᒃ ᓯᕗᓂᒃᓴᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᕐᓂᐊᖅᑐᓄᑦ ᑐᕌᖓᓪᓗᑎᒃ ᑮᓇᐅᔭᒃᓴᖅᑦᑎᐊᕐᓂᐊᕐᒪᑕ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᓇᔾᒃᑯᑦ ᐸᐸᑦᑎᖕᒪᑕ ᑕᓪᓕᒪᓂᒃ ᐊᒥᐊᒃᑯᖃᕐᕕᖏᓐᓂᒃ: ᐊᐅᓚᑦᑎᓂᕐᒧᑦ, ᐱᓂᕐᓗᒃᑲᐊᕈᓐᓇᕐᓂᕐᒧᑦ, ᐱᕈᖅᓯᐊᓇᔭᐅᔪᑦ ᐊᑭᑐᓂᖏᑦ ᐊᓯᔾᔨᑭᑕᖃᑦᑕᖅᓂᖏᓐᓄᑦ, ᐅᓗᓇᐊᓇᖅᑐᓕᓇᓂᖏᑦ ᐊᒻᒪᓗ ᐊᑭᑐᔫᑎᓄᑦ ᐊᓯᔾᔨᖅᓯᔾᔪᑎᒃᓴᓄᑦ. ᐅᓂᒃᑳᓇᐊᒃᑳᓂᕈᑕᐅᔪᓂᒃ 13-ᒥ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕙᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᓯᒪᔪᓂᒃ ᑎᑎᕋᖅᓯᒪᔪᖃᖅᐳᖅ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᓂᒃ ᓱᓇᓗᑦ ᐊᑑᑎᖃᕐᒪᖔᑕ ᐊᒥᐊᒃᑯᐃᑦ ᐊᒻᒪᓗ ᑐᕋᓪᓚᓇᔭᐅᔪᑦ ᐊᖏᕈᔪᓂᑎᒋᓂᖏᓐᓄᑦ. ᐊᐅᓚᑕᐅᔪᓄᑦ ᐊᒻᒪᓗ ᐱᓂᕐᓗᒃᑐᖃᔪᐊᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᐊᒥᐊᑯᖏᑦ ᒫᓐᓇᐅᔪᖅ ᐊᑖᓃᑉᐳᑦ ᑐᕋᓪᓚᓇᔭᐅᓚᐅᖅᑐᓂᒃ ᐊᒥᓲᓂᓇᔭᐅᓂᐊᓚᐅᖅᑐᓄᑦ ᐱᔾᔪᑕᐅᓂᖏᓐᓄᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᓂᖏᑦ 19.8 ᒥᓕᔭᓐᓂᒃ ᐊᒥᒐᖅᓯᖅᓂᐅᓕᓚᐅᖅᑐᒥᒃ 2011-ᒥ. ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ ᐅᖃᐅᓯᖃᕐᓂᖅ ᐊᒻᒪᓗ ᐃᓱᒪᓕᐅᕈᑎᖃᕐᐸᓪᓕᐊᔪᓐᓇᕐᓂᖅ ᐃᓗᓯᕝᕙᐅᒃᑲᓂᕈᓐᓇᕐᒪᖔᑦ ᐊᒥᐊᒃᑯᖃᕐᕕᐅᔪᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᓂᐊᖅᑐᑦ ᐊᐅᓚᑦᑎᔾᔪᑏᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᖏᓐᓄᑦ ᐱᓕᕆᔨᖏᓐᓄᑦ..

ᐅᑯᐊ ᑕᒡᕙ ᐊᑖᓃᑦᑐᑦ ᑕᑯᒃᓴᐅᑎᑦᑎᕗᑦ ᑮᓇᐅᔭᖃᕐᓂᖏᓐᓂᒃ ᖃᓄᐃᓕᖏᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᒥᐊᒃᑯᖁᑎᖏᓐᓃᑦᑐᓂᒃ ᐊᒥᐊᒃᑯᖏᓐᓂᒃ. ᑮᓇᐅᔭᓪᓚᓂᑦ ᐅᑎᖅᑎᑕᐅᓯᒪᔪᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓄᑦ 2007-ᒥ ᐊᒻᒪᓗ ᓄᓇᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᐅᕈᓐᓇᕐᓂᖅᑯᑦ ᒪᑭᑦᑕᑦᑎᐊᕈᓃᕈᑕᐅᓂᖏᑦ 2008-ᒥ ᐊᒃᑐᐃᓂᖃᖅᐳᑦ ᑮᓇᐅᔭᖃᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᒥᐊᒃᑯᖁᑎᒋᔭᐅᔪᓄᑦ ᐊᒥᐊᒃᑯᒋᔭᐅᔪᓂᒃ.

	2006	2007	2008	2009	2010	2011
ᑮᓇᐅᔭᖃᕐᓂᖏᑦ ᖃᓄᐃᓕᖏᓂᖏᑦ	144%	133%	117%	116%	116%	107%
ᐊᒥᐊᒃᑰᖁᑎᖏᓐᓂ ᐊᒥᐊᒃᑯᖏᑦ (ᒥᓕᔭᓐᖏᓐᓃᑦᑐᑦ)	$103.90	$91.60	$41.20	$39.80	$39.50	$19.70

ᐅᖃᐅᓯᖃᕈᑏᑦ ᑕᒪᐃᓐᓂᒃ ᔭᒐᐃᔭᐅᓯᒪᔪᓂᒃ

ᑮᓇᐅᔭᓕᐅᕐᓂᒃ

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᓇᔾᒃᑯᑦ ᒪᕐᕉᖕᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᕈᓐᓇᕐᒪᑕ, ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᖅᓯᒪᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᐊᒻᒪᓗ ᐱᕈᖅᓯᐊᖑᓯᒪᔪᓂᒃ ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᓂᒃ. 2011-ᖑᑎᓪᓗᒍ, ᑮᓇᐅᔭᓕᐊᖏᑦ ᑲᑎᓪᓗᒋᑦ $53.9 ᒥᓕᔭᓐᖑᓚᐅᖅᑐᑦ, ᒥᑭᓪᓕᒋᐊᖅᓯᒪᓪᓗᑎᒃ 6.7 ᐳᓴᓐᑎᓂᒃ 2010-ᒥ, ᑮᓇᐅᔭᓕᐊᖑᓚᐅᖅᑐᓂᒃ $57.8 ᒥᓕᔭᓐᖑᓚᐅᖅᑐᓂᒃ.

ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑏᑦ

ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐊᕆᕙᒃᑕᖏᑦ ᓂᕈᐅᒋᔭᐅᕙᒃᐳᑦ ᑮᓇᐅᔭᖅᑯᑎᖃᕐᓂᐊᕐᓂᖓᓐᓂᒃ ᐊᕐᕌᒍᑕᒫᖅ ᐊᑭᖏᓐᓄᑦ ᓄᓇᑖᒥ ᐋᓐᓂᐊᖅᓯᒪᓕᕈᑎᖏᓐᓄᑦ, ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᐃᓇᐊᖅᑐᓄᑦ ᐋᖅᑭᒃᓱᐃᒪᓇᖅᑎᑦᑎᓂᕐᒥᒃ. ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᑮᓇᐅᔭᓕᐊᕆᕙᒃᑕᖏᑦ ᐃᓚᖃᖅᐳᑦ ᐊᑭᓕᖅᑐᐃᓇᐊᖅᑕᐅᓂᐊᖅᑐᓂᒃ ᐊᑎᓕᐅᖅᑕᐅᓯᒪᔪᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓄᑦ ᑳᓐᑐᓪᓕᖅᑎᐅᕗᑦ. ᐊᕐᕌᒍᑕᒫᖅ, ᑕᒪᒃᑯᐊ ᐱᕙᓪᓕᐊᓂᖅᓴᐃᑦ ᖃᐅᔨᒪᔾᔪᑕᐅᕗᑦ ᐃᑲᔫᑕᐅᓂᖏᓐᓂᒃ ᐊᑭᓕᖅᑐᑕᐅᒐᓛᖅᑐᓂᒃ ᑐᓂᔭᐅᔭᓐᓂᐊᖅᑐᓂᒃ ᐊᕐᕌᒍᓂᒃ ᓄᓇᒥᒃ ᐊᕙᑎᖓᓂ ᐊᕐᕌᒍᓂᐊᖅᑐᒧᑦ.

2011-ᖑᑎᓪᓗᒍ, ᓂᕈᐅᒋᔭᐅᔪᑦ ᐊᑭᑦᑐᓪᓚᑖᖅᓂᖏᑦ ᓄᑖᒃ ᐋᓐᓂᐊᖅᑐᖅᓯᒪᔪᓐᓄᑦ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ $2.08-ᒦᓚᐅᖅᑐᖅ $100 ᑕᒫᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑭᑕᐅᔭᓇᓕᖕᓄᑦ

ᐃᖃᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᕙᓪᓕᐊᔭᖏᓐᓄᑦ. ᑕᒪᒃᑯᐊ ᐋᕿᐅᒪᔭᐅᓂᖏᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᑎᒋᓂᐊᕐᓂᖏᑦ 2011-ᒥ ᐋᕿᒃᑕᐅᓯᒪᓚᐅᖅᑐᑦ $1.73-ᒥ; ᑕᒪᓐᓇ ᐃᓚᖃᓚᐅᖅᑐᖅ ᓇᖕᒥᓂᖅ ᐊᑭᓕᒐᒃᓴᕆᔭᐅᔪᓂᒃ ᒥᑭᒡᓕᑎᓇᓂᖅ $0.35 $100-ᑕᒫᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕆᐊᖃᖅᑐᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐊᑭᓕᐅᓯᐊᑖᕆᔭᐅᕙᒃᑐᓄᑦ. ᓇᖕᒥᓂᖅ ᐊᑭᓕᖅᑐᖅᑕᐅᓂᖏᓐᓄᑦ ᐃᑲᔪᑏᑦ ᐊᑐᓕᖅᑎᑕᐅᓚᐅᖅᐳᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓄᑦ ᑕᐃᒪᖓᓂᒃ 1999-ᒥᓂᑦ ᒥᑭᓕᕆᐊᖅᑕᐅᖁᓪᓗᒋᑦ ᐊᒥᐊᒃᑯᖏᑦ ᐊᒻᒪᓗ $7.3 ᒥᓕᔭᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᕐᓂᕐᒧᑦ ᐃᑲᔫᑎᓄᑦ ᐊᑭᑭᒡᓕᕆᐊᖅᓯᒪᔾᔪᑕᐅᓚᐅᖅᑐᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓄᑦ 2011-ᒥ.

ᐊᑐᖅᑕᐅᒐᔪᒃᑐᓂᒃ ᐊᑭᓕᖅᑕᐅᓪᓚᕆᓚᐅᖅᑐᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᓄᑦ 2011-ᒥ, $1.77-ᖑᓚᐅᖅᑐᖅ, ᖁᕝᕙᓯᓐᓂᖅᓴᐅᓚᒑᒃᑐᑦ ᐊᑐᓕᖅᑎᑕᐅᓂᐊᕋᓱᒋᔭᐅᓚᐅᖅᓯᒪᔪᒥᒃ $1.73-ᓂᒃ. ᑕᒪᓐᓇ ᑐᑭᓯᓇᖅᐳᖅ ᐊᔾᔨᒌᖏᓐᓂᖏᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᕙᒃᑕᖏᓐᓂᖔᖅᑐᑦ ᖃᐃᑕᐅᓯᒪᔪᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᖏᖅᑐᓂᒃ ᐳᖅᑐᓂᖅᓴᓃᑦᑐᓂᒃ ᐊᑭᓕᖅᑐᐃᕙᓪᓕᐊᕙᒃᑐᓂᒃ ᐊᒻᒪᓗ ᐊᑦᑎᖕᓂᖅᓴᐅᓃᑦᑐᓂᒃ ᐊᑭᓕᖅᑐᐃᕙᓪᓕᐊᔪᓂᒃ ᓴᓈᖃᖅᑐᓂᒃ/ᐃᖃᓇᐃᔮᖃᖅᑐᓂᒃ ᐊᔾᔨᐊᖅᔪᑐᐃᓐᓇᓚᐅᖅᐸᖏᑦ ᓂᕆᐅᒋᔭᐅᓚᐅᖅᑐᓂᒃ.

ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓕᐊᓂᖅᓴᐅᓂᖏᓐᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ, ᐊᖏᔫᑎᐅᓂᖅᓴᐅᓚᐅᖅᐳᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ/ᓴᓇᔩᑦ ᐊᑭᓕᐅᓯᐊᖏᓐᓂᒃ ᐊᑭᓖᓚᓖᒍᑕᐅᕙᒃᑐᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᖏᓐᓄᑦ 2011-ᖑᑎᓪᓗᒍ, $2.44 ᐱᓕᔭᓐᖑᓚᐅᖅᑐᑦ, ᓴᓂᐊᓂ $2.33 ᐱᓕᔭᓐᖑᓚᐅᖅᑐᓂᒃ 2010-ᒥ. ᐱᐅᓯᕆᐊᖅᓯᒪᓂᖏᓐᓄᑦ ᐅᑭᐅᖅᑕᖅᑐᒥ ᑮᓇᐅᔭᓕᐅᕐᕕᒃᓴᐅᔪᓐᓇᖅᑐᑦ ᐊᒻᒪᓗ ᐊᑭᑦᑐᕆᐊᖅᑕᐅᓂᑦ ᕿᑎᖅᐸᓯᐊᓃᑦᑐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑕᐅᕙᓪᓕᐊᕙᒃᑐᑦ ᐊᖅᑯᑎᓕᒫᒍᑦ ᐊᑭᑐᓂᖅᐸᕆᔭᐅᔪᓐᓇᖅᓂᖅᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕆᐊᓕᑦ ᑮᓇᐅᔭᓕᐊᓂᒃ (YMIR-ᖑᓂᒃ) ᑕᒪᕐᒥᒃ ᐃᑲᔪᕐᓂᖃᓚᐅᖅᐳᑦ ᑕᒪᐃᑎᒍᑦ ᐊᑭᑦᑐᕆᐊᕐᓂᖏᓐᓄᑦ ᖃᐅᔨᓴᕈᑎᓂᒃ ᐊᑭᓕᖅᑐᖅᑕᐅᓚᐃᓐᓇᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐊᓂᒃ 2011-ᒥ. ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᐊᑭᓕᐅᓯᐊᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑏᑦ ᐊᑭᑦᑐᕆᐊᖅᓯᓚᐅᖅᑐᑦ 17.1 ᐳᓴᓐᑎᓂᒃ $43.1 ᒥᓕᔭᓐᓄᑦ, ᓴᓂᐊᓂ 2010-ᒥ $36.8 ᒥᓕᔭᓐᖑᓚᐅᖅᑐᓂᒃ.

ᐊᑭᓕᖅᑐᖅᑕᐅᓂᐊᕋᓱᒋᔭᐅᔪᑦ 2012-ᒥ ᐊᖀᐅᒪᔭᐅᓕᕆᕗᑦ $1.77-ᓂᒃ $100-ᑕᒫᓄᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᕐᒧᑦ ᐊᑭᓕᐅᓯᐊᕙᓂᕐᓂᖔᖅᑐᓂᒃ.

ᐱᕈᖅᓯᐊᕆᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐊᑦ

ᐱᕈᖅᓯᐊᕆᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐊᖑᔪᑦ ᐱᔭᐅᖃᑦᑕᖅᐳᑦ ᐊᑯᓂᐅᔪᒥᒃ ᐱᕈᖅᓯᐊᖑᑎᑕᐅᔪᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᓂᒃ ᐊᐅᓚᑕᐅᔪᓂᒃ ᓯᓚᑎᒥᐅᑕᓄᑦ ᑮᓇᐅᔭᓂᒃ ᐱᕈᖅᓴᐃᓂᓄᑦ ᐊᐅᓚᑦᑎᕐᕕᒻᒪᕆᐅᔪᓄᑦ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐱᕈᖅᓯᐊᖑᕐᒥᑦ ᓇᓗᓇᐃᒃᑯᑎᖃᖅᐳᑦ ᑎᒥᒍᐊᖅᑕᐅᔪᑎᑐᑦ ᓂᐅᕿᑎᒃᓴᐅᔪᓐᓇᖅᓯᒪᔪᓂᒃ ᐱᔾᔪᑕᐅᓪᓗᑎᒃ ᓂᐅᕝᕕᐊᒃᓴᐅᓇᕐᒪᖅᑐᓂᒃ ᖃᐅᔨᒪᔭᐅᓂᕐᒥᒃ ᑮᓇᐅᔭᓄᑦ, ᐊᒻᒪᓗ ᐆᑦᑐᖅᑕᐅᓯᒪᓕᖃᑦᑕᖅᑐᑦ ᓈᒻᒪᖅᑕᐅᓯᒪᓕᖅᑎᑦᑐᓂᒃ ᐊᑭᓕᖅᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᕐᓂᐅᔪᓂᒃ ᓴᓗᐃᔭᐅᓂᒃᑯᓐᓂᒃ ᒪᓕᒃᓯᒪᑎᑦ ᐅᓂᒃᑳᕆᔭᐅᔪᓂᒃ ᒪᓕᒋᐊᖃᕐᕕᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒃᑐᓂᒃ. ᕿᑐᕐᒋᐅᕈᑎᖏᑦ ᐊᒻᒪᓗ ᑐᓂᔭᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒃᑐᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᖃᑦᑕᖅᐳᑦ ᑮᓇᐅᔭᓕᐅᕈᑎᓕᐅᕐᕕᐅᔪᓂᒃ ᓈᓚᐅᑎᓕᒫᖏᓐᓂᒃ. ᐊᐅᓚᓂᖏᓐᓂ ᐊᑭᑐᖏᓐᓂ ᐃᓕᑕᕆᔭᐅᖃᑦᑕᖅᐳᑦ ᐅᑉᐱᕐᓂᖅ ᓂᐅᕕᕐᕕᐅᕙᒃᑐᑦ. ᓂᐅᕕᖅᑕᐅᔪᑦ ᐊᒻᒪᓗ ᓂᐅᕐᕈᑎᒃᓴᓇᔭᐅᕙᒃᑐᑦ ᑮᓇᐅᔭᓕᐅᕈᑎᑦ ᐃᓕᑕᕆᔭᐅᖃᑦᑕᖅᐳᑦ ᐅᓪᓗᖓᓂᒃ ᓂᐅᕕᕐᓂᖏᓐᓂᒃ.

ᑮᓇᐅᔭᓕᐅᕈᑎᓄᑦ ᓂᐅᕐᕈᑎᒃᓴᖃᖃᑦᑕᖅᑐᓂᒃ ᐊᓯᔾᔨᖅᑎᒃᓯᒪᓕᕐᒪᑕ ᑕᐃᒪᖓᓂᒃ 2008-ᖑᓚᐅᖅᑐᒥ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᓂᕆᐅᓚᐅᖅᑐᑦ ᐊᑯᓂᐅᔪᒥᒃ ᐅᑎᖅᕕᐅᓂᐊᕋᓱᒋᓂᖅ 7.12 ᐳᓴᓐᑎᓂᒃ. 2011-ᒥ, ᑮᓇᐅᔭᓕᐅᕈᑎᖃᓚᐅᖅᑐᑦ 4.6 ᐳᓴᓐᑎᑐᐃᓐᓇᖅᓂᒃ ᐅᖓᓗᐊᓂᑦ $10.9 ᒥᓕᔭᓐᓂᒃ, ᒥᑭᓐᓂᖅᓴᐅᓚᐅᖅᑐᓂᒃ $5.2 ᒥᓕᔭᓐᓂᒃ ᐱᔭᕆᐊᖃᓚᐅᖅᑕᒥᓂᒃ; ᓴᓂᐊᓂᓕ 2010-ᖑᑎᓪᓗᒍ, ᑮᓇᐅᔭᓕᐅᕈᑎᖃᓚᐅᖅᑎᓪᓗᒋᑦ ᐱᕈᖅᓯᐊᒥᓂᒃ 8.3 ᐳᓴᓐᑎᓂᒃ ᐅᑎᖅᕕᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ $5.4 ᒥᓕᔭᓐᑲᓐᓂᐅᓚᐅᖅᑐᓂᒃ ᐅᖓᑖᓂ ᐱᔪᒪᓚᐅᖅᑕᖏᓐᓂᒃ ᑮᓇᐅᔭᖃᕆᐊᖃᖅᓂᖏᓐᓄᑦ ᕿᑐᕐᕆᐅᕈᑎᒃᓴᐃᑦ ᐃᓕᔭᐅᓯᒪᓕᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕈᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᐃᓂᕐᒧᑦ. ᓯᑕᒪᓂᒃ ᐊᕐᕌᒍᓂᒃ ᐅᑎᖅᕕᐅᓂᖃᖅᔪᓚᐅᖅᐳᑦ 3.2 ᐳᓴᓐᑎᓃᑦᑐᓂᒃ ᓱᓕ ᑕᐃᒪᐃᓕᖓᑐᐃᓐᓇᖅᓯᑎᒃ ᑕᑯᒃᓴᐅᔪᑦ 2008-ᒥ ᓂᐅᕐᕈᑎᒃᓴᐅᓚᐅᖅᑐᓂᒃ ᐋᕿᒋᐊᖅᓯᒪᑎᒋᓂᕐᒥᒃ.

ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ

ᓇᓪᓕᐅᒃᑯᒪᖅᑖᕆᐊᖅᑐᓄᑦ ᐊᑭᓕᕆᐊᓂᑦ ᑭᒡᒍᖅᑐᐃᓂᐅᕗᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ ᐱᔭᐅᓯᒪᔪᒥᒃ ᓯᕗᓂᐊᓂᒃ ᐊᕐᕌᒍᒥᒃ ᒫᓐᓇᐅᔪᒥ ᐊᑐᕐᓂᖓᓂ ᐊᒻᒪᓗ ᓯᕗᓂᐊᓂ ᐊᕐᕌᒍᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ. ᐅᑎᖅᕕᐅᓯᒪᑎᒋᓂᖏᑦ 2011-ᒥ ᑕᒪᒃᑯᐊ ᐊᑭᓕᖅᑐᕆᐊᓕᑦ ᑲᑎᓪᓗᒋᑦ $58.8 ᒥᓕᔭᖑᓚᐅᖅᐳᑦ, 42 ᐳᓴᓐᑎᒥᒃ ᐊᑭᑦᑐᕆᐊᖅᓯᒪᓚᐅᖅᑐᑦ ᓯᕗᓂᐊᓂᒃ $41.4 ᒥᓕᔭᓐᖑᓚᐅᖅᑐᓂᒃ ᐊᑐᓚᐅᖅᑐᓂᒃ 2010-ᖑᑎᓪᓗᒍ. ᑕᒪᓐᓇ ᐊᑭᑦᑐᕆᐊᖅᓯᒪᓂᖅ ᑕᐃᒪᐃᓕᖓᔾᔪᑎᖃᓗᐊᖅᑐᖅ ᑕᒪᐃᓐᓂᑲᓴᒃ ᒫᓐᓇᐅᔪᖅ ᓯᕗᓂᒃᓴᒥᓗ ᓂᕆᐅᒋᔭᐅᓂᖏᓐᓂᒃ ᐊᑭᒥᓂᐊᖅᑕᖏᓐᓂᒃ ᒫᓐᓇᐅᔪᖅ ᐊᕐᕌᒍᒥ ᐋᓐᓂᖅᓯᒪᓂᐅᓂᐊᖅᑐᓂᒃ.

ᐊᐅᓚᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐊᑭᓕᒐᒃᓴᐃᑦ

ᑕᒪᐃᓐᓂᒃ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐊᒻᒪᓗ ᑕᒪᐃᓐᓂᒃ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᒥᑭᒡᓕᒋᐊᓚᒑᓚᐅᖅᐳᑦ, $23.7 ᒥᓕᔭᓐᓄᑦ 2011-ᒥ, $24.0 ᒥᓕᔭᓐᓂᒃ 2010-ᒥ.

ᑕᒪᐃᓐᓂᒃ ᐅᓗᕆᐊᓇᕈᑏᑦ

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑕᐃᒪᖓᑦ ᐅᓗᕆᐊᓇᖅᑐᒦᖏᓇᐅᔭᕐᒪᑦ ᒥᑭᒡᓕᑎᖅᑕᐅᓯᒪᖃᑦᑕᕐᕆᒃᑯᑎᒃ. ᐃᑲᔪᕈᒪᓪᓗᒋᑦ ᐱᒻᒪᕆᐅᓗᐊᖅᑎᑦᑎᑕᐃᓕᒪᓂᖅᑐᒥᒃ ᐅᓗᕆᐊᓇᕈᑕᐅᔪᓂᒃ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐊᖅᑭᒃᓯᓯᒪᒃᑭᑦ ᐊᑐᐊᒐᖏᒃ, ᐱᐅᓯᕆᔭᐅᔭᕆᐊᖃᖅᑐᓂᒃ ᐊᑐᖅᑕᐅᔪᓐᓂᒃ ᐊᒻᒪᓗ ᐃᓗᐊᓂ ᖃᐅᔨᓴᖅᐸᓪᓕᐊᑦᑎᓂᒃ. ᐃᖃᓇᐃᔭᕐᕕᒋᐊᓇᕐᒥᒃ ᑮᓇᐅᔭᓂ ᓇᓴᐃᒃᑲᓐᓂᖅᑎᑦᑐᑦ, ᐅᓂᒃᑲᑦᑕᕐᓂᐊᕐᕕᐅᔪᑦ ᐊᐅᓚᑕᐅᔪᓂᒃ ᖃᐅᔨᓴᖅᑲᓐᓂᖅᓂᖅᑐᓂᒃ ᓇᓴᐃᒃᑲᓐᓂᖅᑎᑕᐅᒐᓱᒃᑎᒃ ᒪᓕᖕᒪᖏᑦ ᒪᓕᒋᐊᖃᖅᑕᖅᑐᓂᒃ. ᐅᓗᕆᐊᓇᕈᑕᐅᔪᑦ ᐱᓪᓗᐊᖅᑐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐱᓕᕆᐊᖅᓯᒪᔪᓐᓇᖁᑦ ᐊᓪᓚ ᑮᓇᐅᔭᓄᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓄᑦ ᐃᓚᖃᖅᑐᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐊᒻᒪᓗ ᐱᕈᖅᓯᐊᓂᒃ ᐅᑎᖅᕕᐅᔪᓄᑦ.

ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᕆᐊᓃᑦ

ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᕆᐊᓃᑦ ᖃᓄᑐᐃᓇᖅ ᐊᔾᔨᒌᖏᑦᑐᑎᒃ ᐊᓯᔾᔨᖅᑎᖅᑲᓐᓂᕐᓂᖅᐳᑦ, ᐃᓚᖃᕈᑎᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᓄᑦ ᐊᖏᒡᓕᒋᐊᖅᑕᐅᔪᓂᒃ ᐊᒻᒪᓗ ᐅᓗᕆᐊᓇᖅᑐᓂᒃ; ᐃᓅᓯᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ ᐱᓕᕆᐊᖅᑕᐅᔪᓐᓇᖏᑦᑐᓂᒃ; ᐅᑎᖅᐸᓪᓕᐊᕙᑦ ᐱᓕᕆᐊᖅᑕᐅᓂᖏᓐᓄᑦ ᐱᐅᓯᕆᔭᐅᔪᓄᑦ;

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐋᑑᑎᖃᑦᑎᐊᕈᓐᓇᕐᓂᖕᒋᑦ ᑲᒪᒋᔭᐅᓂᖕᒋᓐᓂᒃ ᐊᒻᒪᓗ ᐊᐅᓚᑕᐅᓂᖕᒋᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᔪᐊᕈᑏᑦ; ᓴᖑᓐᓂᐊᖅᑕᐅᕐᑯᔨᓂᕐᒧᑦ ᐃᓱᒪᓕᐊᖑᓯᒪᔪᑦ ᐊᒻᒪᓗ ᖃᓄᐃᑦᑑᓃᖕᒋᓐᓂᒃ ᐅᑭᐅᖅᑕᖅᑐᒥ ᑮᓇᐅᔭᓕᐅᕐᕕᐅᑎᒋᔪᓐᓇᖅᑐᑦ.

ᒪᑯᐊ ᑕᒡᕙ ᐊᑖᓃᑦᑐᑦ ᐋᖅᑭᐅᒪᔭᐅᕗᑦ ᒥᑭᓪᓕᑎᕈᑕᐅᓂᕐᒧᑦ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᐊᑭᓕᖅᑐᓇᐊᕐᑲᖅᑐᓄᑦ ᐅᓗᓇᐊᓇᕈᑕᐅᕙᒃᑐᓄᑦ:

- ᐋᖅᑭᐅᒪᓂᖕᒋᑦ ᐊᑐᖅᑕᐅᔪᒃᓴᐃᑦ ᐱᐅᓯᒃᓴᐃᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᔪᐊᕈᑎᑦ ᒪᓕᒃᑐᒋᑦ ᒪᓕᒐᐃᑦ; ᐊᒻᒪᓗ
- ᑐᕌᒐᓇᔭᐅᔪᑦ ᐊᑐᒐᒃᓴᓕᐊᓇᔭᐅᓯᒪᔪᑦ ᓲᕐᓗ ᐅᓗᓇᐊᓇᕐᓂᖅᑲᖕᒋᓐᓂᕐᒧᑦ ᐱᐅᓂᖅᓴᐅᔾᔪᑏᑦ ᐊᒻᒪᓗ ᐱᓕᕆᕕᖕᒥᓄᑦ ᐅᑎᖅᐸᓪᓕᐊᔪᓐᓇᕐᓂᖅ ᐊᖏᔪᑎᐅᓂᖅᓴᓂ ᖁᕝᕙᓯᖕᓂᖅᓴᐅᔪᓂᒡᓗᓐᓃᑦ ᐅᓗᓇᐊᓇᕐᓂᖅᑲᕐᓂᖕᒋᓐᓂᒃ ᓴᓇᕝᕕᖕᒋᑦ.

ᐱᕈᖅᓯᐊᓇᔭᐅᔪᓂᒃ ᐅᑎᕐᕕᐅᓯᒪᔪᑦ

ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᔩᖕᒋᑦ ᑲᒪᔩᐅᕗᑦ ᐊᖀᓂᕐᒥᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᐱᕈᖅᓯᐊᓇᔭᖕᒋᓐᓄᑦ ᐊᑐᐊᒐᕐᓂᒃ. 2010-ᖑᑎᓪᓗᒍ, ᕿᒥᕐᕈᐊᖅᑕᐅᓚᐅᕐᒪᑕ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᓕᕈᑕᐅᓇᓱᐊᖅᑐᑦ, ᐱᐅᓯᓇᔭᖕᒋᑦ ᑕᒪᒃᑯᐊ ᐱᓕᕆᐊᖑᓂᖕᒋᑦ ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑕᐅᖕᒪᑕ, ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖕᒋᓐᓄᑦ ᐅᓗᓇᐊᓇᕈᑎᖃᕐᓂᖕᒋᑦ ᖃᓄᐃᒋᔭᐅᓂᖕᒋᓐᓂᒃ. ᐱᕐᑯᑏᑦ ᐊᔾᔨᒋᖕᒋᑦᑑᑏᑦ ᐊᓯᔾᔨᖅᑕᐅᒐᓛᓚᐅᖅᐳᑦ ᖃᐅᔨᓴᖅᑕᐅᓚᐅᖅᓯᑎᒃ ᑖᒃᑯᐊ ᐱᕈᖅᓯᐊᖑᓇᓯᒃᑐᑦ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐱᕐᑯᑎᖕᒋᑦ ᐊᔾᔨᒌᖕᒋᑦᑑᑎᒻᒪᕆᐅᕗᑦ ᐊᒥᓱᓂᒃ ᐃᓕᑕᕆᔭᐅᓂᖃᖅᓯᑎᒃ ᐱᕐᑯᑎᓂᒃ ᐱᐅᓂᖅᐹᖑᑎᑕᐅᒋᐊᕐᓂᖕᒋᓐᓄᑦ ᐅᑎᕐᕕᐅᓗᑕᐅᔪᓐᓇᖅᑐᑦ ᐊᒻᒪᓗ ᐊᐅᓚᑕᐅᔪᓐᓇᕐᑯᓪᓗᒋᑦ ᐅᓗᓇᐊᓇᕈᑕᐅᓂᖕᒋᑦ. ᐱᕈᖅᓯᐊᖑᔪᓄᑦ ᐊᔾᔨᒌᖕᒋᑦᑑᑎᑦ ᑎᒍᒥᐊᖅᑕᐅᓂᖕᒋᑦ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᐊᒥᓱᒐᖕᓴᓄᑦ ᓯᓚᑎᒥᐅᑕᓄᑦ ᐱᕈᖅᓯᐊᒃᓴᓂᒃ ᐊᐅᓚᑦᑎᔨᐅᔪᓄᑦ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᓇᖕᒥᓂᖅ ᐊᐅᓚᑦᑎᔪᓐᓇᖕᒋᓚᑦ ᐃᓚᖕᒋᓐᓂᒃ ᑕᐃᒃᑯᓂᖓ ᐅᓗᓇᐊᓇᕈᑎᖃᕐᓂᖕᒋᓐᓂᒃ. ᑕᒪᒃᑯᐊ ᐅᓗᓇᐊᓇᕈᑎᖕᒋᑦ ᐃᓚᖃᕐᒪᑕ ᐊᓯᔾᔨᐸᓪᓕᐊᖃᑦᑕᕐᓂᖕᒋᓐᓂᒃ ᓂᐅᕐᕈᑎᒃᓴᓄᑦ ᐊᒻᒪᓗ ᖃᐅᔨᒪᔭᐅᖕᒋᑦᑐᓂᒃ ᐊᓯᔾᔨᖅᑕᐅᓂᖕᒋᓐᓂᒃ. ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᔪᓄᑦ ᐅᑎᕐᕕᐅᔪᓐᓇᖅᑐᑦ ᐊᑭᓕᐅᑎᒃᓴᐃᑦ ᑕᐃᒃᑯᓇᖓᑦ ᐊᑯᓂᐅᔪᒧᑦ ᓂᓇᐅᒋᔭᐅᔪᓂᒃ ᐅᑎᕐᕕᒃᓴᖅᑐᓂᒃ, ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑕᐅᔪᒪᔪᓐᓃᖅᑐᑦ ᐊᒃᑐᐃᓂᖃᕈᓐᓇᕐᒥᔪᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑮᓇᐅᔭᑎᒍᑦ ᖃᓄᐃᓕᖓᓂᖕᒋᓐᓂᒃ.

ᓯᕗᒻᒧᑦ ᑕᐅᑐᒃᐸᓪᓕᐊᓂᖅ

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐊᐅᓚᑦᑎᕙᖕᒪᑕ ᑲᔪᓰᓐᓇᖅᑐᒥᒃ ᐃᓱᒪᓘᑕᐅᓂᕐᒥᒃ. ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᓕᕈᑎᒃᓴᐃᑦ ᐃᑲᔪᖅᓯᐃᔾᔪᑕᐅᕗᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᖕᒋᓐᓂᒃ ᐊᔪᖕᒋᓐᓂᖅ ᑮᓇᐅᔭᖅᑎᒍᑦ ᒪᑭᑕᕐᑎᐊᕈᓐᓇᕐᓂᖅ, ᐊᕿᐅᒪᐃᓐᓇᕐᓗᒋᓪᓗ ᐊᑐᖅᑕᐅᑎᖅᑲᑦᑕᖅᑕᖕᒋᑦ ᐊᒻᒪᓗ ᓇᓕᒧᒌᒃᑎᐅᓂᖕᒋᓐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᖕᒋᓐᓄᑦ ᐃᑲᔪᖅᑕᐅᔭᓇᐊᖃᕈᑏᑦ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᒫᓐᓇᐅᔪᖅ ᕿᒥᕐᕈᐊᖅᐸᓪᓕᐊᓕᖅᑐᑦ ᐱᐅᓯᓇᔭᐅᕙᒃᑐᓂᒃ ᐃᓕᐅᖅᑲᖅᑕᐅᕙᓪᓕᐊᖃᑦᑕᕐᓂᖕᒋᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕐᓂᐊᖅᑐᑦ ᐃᓗᐊᓂ ᖃᓇᑕᐅᔭᒃᑯᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑕᕈᑎᓄᑦ. ᑕᐃᒃᑯᐊ ᐃᓚᒋᐊᕈᑎᓂᒃ ᓇᓪᓕᐅᒃᑯᒪᖅᑖᖅᐸᒃᑐᓄᑦ ᐃᓚᔭᐅᓯᒪᕙᒃᑐᑦ ᒫᓐᓇᐅᔪᖅ ᕿᒥᕐᕈᐊᖅᑕᐅᑦᑎᐊᓕᕋᕗᑦ. ᑖᒃᑯᐊ ᕿᒥᕐᕈᐊᖅᑕᐅᓂᖕᒋᑦ ᐱᔭᕇᖅᑕᐅᓯᒪᓂᐊᖅᑐᑦ 2012-ᒥ ᐊᒻᒪᓗ ᑐᑭᓯᔭᐅᔪᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᖕᒋᓐᓂᒃ ᐊᒃᑐᐃᓂᖃᕈᓐᓂᐊᖅᑐᑦ ᑕᕿᑕᒫᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᖅᐸᒃᑐᓂᒃ ᓱᓕ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᖅᐸᒃᑐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᖑᑎᓪᓗᒍ. ᑕᐃᒪᓕ ᐱᔭᕇᖅᑕᐅᑎᓪᓗᒋᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᓂᖕᒋᑦ, ᖃᓄᐃᑦᑐᑐᐃᓇᐃᑦ ᐊᑭᓕᐅᑎᒃᑲᓐᓃᑦ ᓇᓪᓕᐅᒃᑯᒫᖅᓴᖅᑖᖅᐸᒃᑐᓄᑦ ᐅᑎᖅᑎᑕᐅᓂᐊᖅᐳᑦ ᐊᒻᒪᓗ ᐅᖓᑖᓄᑦ ᐊᑭᓕᖅᑕᐅᓗᐊᖅᓯᒪᔪᑦ ᐃᓱᒪᒋᔭᐅᓐᓃᖅᑕᐅᓂᐊᖅᑐᑦ.

ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᐱᒻᒪᕆᐅᔪᒥᒃ ᑲᑕᒃᐹᓪᓕᖅᓯᒪᓚᐅᖅᐳᑦ ᑮᓇᐅᔭᓂᒃ ᖃᓄᐃᓂᖕᒋᓐᓂᒃ 2011-ᒥ, ᐱᓗᐊᖅᑐᒥᒃ ᐱᔾᔪᑕᐅᓪᓗᑎᒃ ᐱᕈᖅᓯᐊᖑᔪᓂᒃ ᓂᐅᕐᕈᑕᐅᓚᐅᖅᑐᑦ ᐅᑎᕐᕕᖃᓚᐅᕐᒪᑕ ᐊᑖᓃᑦᑐᓂᒃ 7 ᐳᓴᓐᑎᓂᒃ, ᐊᒻᒪᓗ ᖃᖓᑦᑕᔫᒃᑯᑦ ᑲᑕᖅᑐᖃᓚᐅᕐᓂᖕᒋᓐᓄᑦ. ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᐱᓕᕆᔩᖕᒋᑦ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᑦ ᕿᒥᕐᕈᐊᕐᓂᐊᖅᑐᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᓂᖕᒋᓐᓂᒃ ᐃᓕᒋᔭᐅᓂᕐᒧᑦ ᐊᕐᕌᒍᑕᒫᖅ ᑮᓇᐅᔭᓂᒃ ᐊᑐᖅᑐᒃᓴᓂᒃ ᐊᒻᒪᓗ ᐊᑭᓕᖅᑐᖅᑕᐅᒐᓚᓐᓂᐅᓂᐊᖅᑐᓂᒃ ᐋᕿᓂᕐᒧᑦ ᔫᓐᒥᒃ ᓯᑎᐱᕆ 2012-ᒧᑦ.

ᐊᐅᓚᑦᑎᔩᓄᑦ ᑲᒪᔨᒋᔭᐅᕆᐊᓖᑦ ᕿᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐅᓂᒃᑳᖅᑲᖅᑕᕆᐊᖅᑲᖅᓂᖅ

ᑖᒃᑯᓇᓃᕐᑲᑕᐅᕗᑦ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᕈᑏᑦ ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ, ᑎᓯᐱᕆ 31, 2010-ᒧᑦ, ᐊᒻᒪᓗ ᔭᓄᐊᕆ 1, 2010-ᒧᑦ, ᐊᒻᒪᓗ ᐊᕐᕋᒍᓄᑦ ᐃᓱᓕᓯᒪᔪᓄᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ ᐊᒻᒪᓗ ᑎᓯᐱᕆ 31, 2010-ᒥ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐱᓕᕇᔾᓗ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᒃᑯᓪᓗ ᑲᒥᓯᓇᒃᑯᑦ ᑲᑎᒪᔩᖏᓐᓂᒃ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ (ᑲᒥᓯᓇᒃᑯᖏᑦ), ᐊᒻᒪᓗ ᑕᒪᕐᒥᒃ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᒃᓴᓕᐊᕆᔭᐅᓯᒪᔪᑦ ᑖᒃᑯᓇᓂ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᓂᒃ ᑲᒪᒋᔭᐅᖃᑦᑕᕆᐊᖃᖅᐳᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐊᐅᓚᑦᑎᔨᐅᑎᑕᖏᓐᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ, ᐊᒻᒪ ᕿᒥᕐᕈᐊᖅᑕᐅᓚᐅᖅᓯᑎᒃ ᐊᖏᖅᑕᐅᓯᒪᓪᓗᑎᒡᓗ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᓐᓄᑦ. ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ ᓴᓇᔭᐅᓯᒪᕗᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᓯᓚᕐᔪᐊᕐᒥ ᕿᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖃᑦᑕᕆᐊᖃᕐᓂᕐᒧᑦ ᒪᓕᒐᖏᑦ International Financial Reporting Standards-ᖑᓂᖅᑕᐅᔪᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ, ᐊᒻᒪᓗ ᐃᓚᖃᖅᓯᑎᒃ ᓲᕐᓗ ᒪᑯᓂᖓ, ᐃᑲᔫᓯᐊᑖᕆᔭᐅᔪᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ, ᐱᓗᐊᖅᑐᒥᒃ ᑐᖕᒐᕕᖃᕐᒪᑕ ᐊᐅᓚᑦᑎᔩᖏᓐᓄᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐱᐅᓂᖅᐹᒃᑯᑦ ᓇᓚᐅᑦᑖᕈᓐᓇᖅᑕᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᒋᒋᐊᖅᓯᒪᔭᖏᓐᓂᒃ. ᕿᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᒃᓴᓕᐊᕆᔭᐅᔪᑦ ᐊᓯᖏᓃᑦᑐᑦ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᓂᒃ ᒪᓕᑐᐃᓐᓇᑦᑎᐊᖅᐳᑦ ᑕᐃᒃᑯᓂᖓ ᐅᖃᐅᓯᐅᓯᒪᔪᑦ ᑎᑎᖃᖏᓐᓂᒃ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓂᒃ.

ᐱᓕᕆᐊᖑᓂᖏᓐᓂ ᑲᒪᒋᔭᐅᔭᕆᐊᓖᑦ ᓯᓚᔫᔭᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐋᕿᐅᒪᑦᑎᐊᕐᓗᑎᒃ ᐊᒻᒪᓗ ᓇᓕᒧᑮᑦᑎᐊᖃᑦᑕᕐᓗᑎᒃ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐅᕐᓂᕐᒥᒃ, ᐊᖓᔪᖃᐅᑏᑦ ᐋᕿᐅᒪᑦᑏᓐᓇᓲᖑᕗᑦ ᕿᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐊᐅᓚᑦᑎᑦᑎᐊᕈᑎᒃᓴᓂᒃ ᐊᒻᒪᓗ ᐱᐅᓯᕆᔭᐅᔭᕆᐊᖃᖅᑐᓂᒃ ᑐᕌᖓᔪᓂᒃ ᑐᑭᓕᐅᑦᑎᐊᕐᓂᒃᑯᑦ ᓇᓗᓇᖏᑦᑐᑕᐅᓂᖅ ᐊᐅᓚᑕᐅᓂᕕᓂᖏᓐᓂᒃ ᕿᓇᐅᔭᐃᑦ ᐊᖏᖅᑕᐅᓯᒪᓚᐅᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᒪᓕᒃᓯᒪᓪᓗᑎᒃ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᓂᒃ ᒪᓕᒐᕐᓂᒃ, ᐱᖁᑏᓪᓗ ᓴᐳᓐᓂᐊᖅᑕᐅᒋᐊᖅᓯᒪᑦᑎᐊᕐᓂᖏᓐᓂᒃ, ᐊᒻᒪᓗ ᑎᑎᖅᑕᐅᕙᓪᓕᐊᖃᑦᑕᐃᓐᓇᕐᓂᖏᓐᓂᒃ ᓅᓪᒪᒃᑐᓂᒃ ᐸᐸᑕᐅᔪᓂᒃ.

ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᑲᒪᔩᐅᕗᑦ ᐅᔾᔨᖅᑐᑦᑎᐊᕆᐊᖃᕐᓂᖅ ᐊᖓᔪᖃᐅᑎᖏᑦ ᐃᖃᓇᐃᔭᖅᑎᓂ ᐱᓕᕆᑦᑎᐊᖃᑦᑕᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᑲᒪᒋᔭᕆᐊᖃᖅᑕᕐᓂᕐᒥᒃ ᕿᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐅᓂᒃᑳᓕᐅᖃᑦᑕᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐃᓗᐊᓂ ᐱᓕᕆᕝᕕᖓᑕ ᐊᐅᓚᑦᑎᔾᔪᑎᒃᓴᓂᒃ. ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦᑕᐅᖅ ᐊᑐᖅᐸᒃᑭᕗᑦ ᑕᒪᒃᑯᓂᖓ ᑲᒪᒋᔭᐅᔭᕆᐊᖃᖅᑐᓂᒃ, ᑲᑎᒪᔩᖅᓯᖏᑦᑎᓪᓗ ᐃᖃᓇᐃᔭᖅᑎᐅᖏᑦᑐᓂᒃ ᑲᒥᓯᓇᒃᑯᖕᓂᒃ. ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᑲᑎᒪᖃᑦᑕᐃᓐᓇᖅᐳᑦ ᐃᓚᒌᑦᑐᒋᑦ ᐊᖓᔪᖃᐅᑏᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐊᐅᓚᑦᑎᔨᐅᑎᑕᐅᔪᑦ, ᐊᒻᒪᓗ ᓯᓚᑕᓂᕐᒥᐅᑕᓂᒃ ᕿᓇᐅᔭᓂᒃ ᓈᓴᐃᔩᐅᒃᑲᓐᓂᖅᐹᒃᑐᓂᒃ ᖃᐅᔨᓴᖅᑎᓂᒃ, ᖃᖕᓚᓖᖅ. ᓯᓚᑖᓃᕐᒥᐅᑕᐃᑦ ᕿᓇᐅᔭᓂᒃ ᓇᓴᐃᔩᐅᒃᑲᓐᓂᖅᑐᑦ ᖃᐅᔨᓴᖅᑏᑦ ᑕᒪᐃᓐᓂᑦᑎᐊᖅ ᐊᒻᒪᓗ ᐃᓱᒪᖅᓱᖅᑎᑕᐅᓪᓗᑎᒃ ᑕᑯᔪᓐᓇᖅᑎᑕᐅᖃᑦᑕᖅᐳᑦ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᓐᓄᑦ.

ᕿᓇᐅᔭᓂᒃ ᓈᓴᖅᑕᐅᑎᑦᑎᒃᑲᓐᓂᓲᖅ ᖃᐅᔨᓴᖅᑎᖓᑦ ᑲᓇᑕᒥᒃ ᐊᕐᕋᒍᑕᒫᖅᑕᐅᖅ ᐃᖕᒥᒃᑯᖅᑐᓄᑦ, ᑐᕌᖓᖅᑎᖅᑐᓂᒃ, ᓈᓴᖅᑕᐅᑎᑦᑎᖅᑲᑦᑕᕐᒥᔪᖅ ᖃᐅᔨᓴᖅᑕᐅᓪᓗᑎᒃ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ, ᐱᔾᔪᑕᐅᓂᕐᒧᑦ ᓇᓗᓇᐃᖅᑕᐅᖁᓪᓗᒋᑦ ᐃᓱᒪᒋᔭᖏᓐᓂᒃ, ᑕᐃᒃᑯᓂᖓ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᖑᔪᓂᒃ. ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᖅᑲᑦᑕᕐᒥᔪᖅ ᑕᐃᒃᑯᐊ ᐊᐅᓚᑕᐅᓂᕕᓂᖏᑦ ᐅᔾᔨᕐᓇᖅᓯᒪᔭᖏᑦ ᓇᓴᐃᒃᑲᓐᓂᓯᖅᓂᖏᓐᓂᒃ, ᑕᒪᐃᓐᓂᑦᑎᐊᖅ ᐋᕿᐅᒪᔭᐅᓂᖏᓐᓂᒃ, ᒪᓕᑦᑎᐊᖅᓱᐊᕐᒪᖕᒪᑕ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᓪᓗᑐᖅᑐᓂᒃ ᒪᓕᒐᕐᓂᒃ.

ᒧᐊᕐᓂ ᓯᐸᐳᓪ Morneau Shepell, ᐃᖕᒥᒃᑰᖅᑐᑦ ᐃᖃᓇᐃᔭᕐᕕᐅᔪᑦ ᑐᑭᓯᓂᐊᕐᕕᐅᖃᑦᑕᕐᓂᕐᒧᑦ ᐱᓪᓚᑖᖅᓯᒪᔪᕕᓂᐅᔪᓂᒃ, ᐱᓕᕆᐊᖃᓚᐅᖅᐳᖅ ᐱᓪᓚᑖᖑᓚᐅᖅᑐᓂᒃ ᐊᑭᖅᑲᖅᑎᒋᓚᐅᕐᓂᖏᓐᓂᒃ, ᐊᒻᒪᓗ ᐃᓱᒪᒋᔭᒥᓂᒃ ᑎᑎᕋᓚᐅᖅᑐᖅ ᓇᓪᓕᒋᖕᒪᖕᒪᑕ ᐊᒻᒪᓗ ᖃᓄᐃᖏᑦᑎᐊᕐᒪᖕᒪᑕ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᖃᖅᑕᖅᑕᖅᑐᑦ ᑲᒥᓯᓇᒃᑯᑦ.

ᑏᓐ ᒨᕌᓐ
ᐊᖓᔪᖄᖅ ᐊᒻᒪᓗ ᐊᐅᓚᑦᑎᔨᕐᔪᐊᖅ ᐃᖃᓇᐃᔭᖅᑎᓕᒫᒥᒃ

ᒡᓗᐊᕆᔭ ᐸᑐᕆ
ᐊᖓᔪᖄᑉ ᑐᒡᓕᖓ ᕿᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐱᔨᑦᑎᖅᑎᓂ

ᒪᐃ 22, 2012

ᖃᓄᐃᓕᖓᓕᕈᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᖃᐅᔨᓴᖅᑎᑉ ᐅᓂᒃᑳᕈᑎᖏᑦ ᐃᓱᒪᒋᔭᖓᓂᒃ

MORNEAU SHEPELL

ᐱᔪᓐᖅᓯᒪᓕᕐᑭᑦ ᖃᓄᐃᓕᖓᓕᕈᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᖃᐅᔨᓴᕈᑏᑦ ᐊᑭᖃᖅᑎᒋᓂᖏᓐᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᖏᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᔨᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔨᒃᑯᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑲᒥᓯᓇᒃᑯᖏᓐᓂᒃ ᑲᑎᒪᔨᓂᒃ (ᑕᐃᔭᐅᔪᓂᒃ "ᑲᒥᓯᓇᒃᑯᓐᓂᒃ") ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ (ᐅᓪᓗᖓᓂᒃ "ᐊᑭᒋᓕᖅᑕᖏᓐᓂᒃ"). ᐅᓂᒃᑳᖅᑕᐅᓯᒪᓂᖏᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑏᑦ, ᐱᓪᓚᑖᓚᐅᖅᑐᓂᒡᓗ ᓇᓚᐅᑦᑖᕈᑏᑦ, ᐊᑭᑐᑎᒋᓂᐊᕐᓂᖏᓐᓂᒃ ᑐᑭᓕᐅᕈᑎᑦ ᐊᒻᒪᓗ ᖃᓄᐃᓕᖓᓪᓚᓂᓚᐅᕐᓂᖏᑦ ᑖᒃᑯᓇᓃᖃᑕᐅᒐᒥᒃ ᐱᓪᓚᑖᖅᓯᒪᔪᓂᒃ ᐊᑭᒃᑲᕐᓂᖏᓐᓂᒃ ᐅᓂᒃᑲᓕᐊᓂᒃ, ᐱᒋᐊᖅᓱᑎᒃ ᐱᓪᓚᑖᕝᕕᐅᓚᐅᖅᑐᒥᒃ ᐅᓪᓗᒃᖅᓱᑎᒃ ᑖᒃᑯᓇᖓ ᐃᓚᒋᔭᐅᓪᓗᑎᒃᑯ ᐃᓱᒪᒋᔮᒃᑲᓐᓄᑦ ᐅᖃᐅᓯᒃᓴᓕᐊᖑᓯᒪᔪᓄᑦ.

ᐃᓱᒪᒋᔭᕋ:

1. ᖃᐅᔨᒪᑎᑦᑎᔾᔨᑎᒃᓴᓕᐊᖑᓯᒪᓂᖏᑦ ᖃᓄᐃᓕᖓᓕᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐅᓂᒃᑳᕈᑏᑦ ᒪᓕᒃᓯᑎᒃ ᑐᓂᔭᐅᓚᐅᖅᑐᑦ ᑲᒥᓯᓇᒃᑯᓐᓂᖔᖅᑐᓂᒃ, ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐅᕙᑦᑎᓐᓄᑦ ᒪᓕᒃᑕᐅᒃᑦᑕᓇᐊᒃᑲᓂᕿᖅᑕᐅᓯᒪᔪᓂᒃ. ᖃᐅᔨᓴᖅᑕᐅᓚᐅᖅᐳᑦ ᑐᑭᓕᐅᑎᐊᕐᒪᖔᑕ ᖃᐅᔨᒫᔾᔨᑎᒃᓴᓕᐊᖑᔪᓯᒪᔪᑦ, ᓇᒻᒪᖕᓂᕋᖅᓯᒪᓚᐅᖅᑦᑎᓐᓂᒃ ᐊᑐᕈᓐᓇᕐᓂᖅ, ᐊᒻᒪᓗ ᑐᑭᑖᖅᓯᒪᓕᖅᓯᑕ ᖃᐅᔨᒪᑎᑦᑎᔾᔨᑎᓕᐊᓇᔭᐅᓯᒪᔪᑦ ᓈᒻᒪᖕᓂᕐᓂᒃ ᐊᒻᒪᓗ ᓯᓕᑦᔫᓂᕐᓂᒃ, ᐱᖏᑦᑐᑑᓪᓗᑎᒃ ᑕᐃᒃᑯᐊ ᐊᖏᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᔪᓕᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔪᓐᓇᕐᓂᕐᒧᑦ ᐃᓄᖕᓄᑦ ᐊᑭᓕᖅᑐᒡᒃᓴᖏᓄᑦ ᖃᐅᔨᒪᑎᑦᑎᔾᔨᑎᒃᓴᓕᐊᖑᔪᓯᒪᔪᑦ, ᐱᔪᓐᓇᕐᓂᕐᒧᑦ ᖃᓄᐃᓕᖓᓗᑕᐅᓕᕈᓐᓇᕐᓂᕐᓂᒃ ᐊᑭᑐᑎᕆᔪᓐᓇᕐᓂᕐᓂᒃ ᐋᕿᔪᓐᓇᕐᓂᖅ ᐊᑭᓕᖅᑐᒃᑦᑕᓇᐊᖅᑲᖅᑕᕐᓂᕐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ. ᑭᖑᓂᐊᒍᑦ ᐱᓪᓚᑖᕝᕕᐅᓚᐅᖅᑐᑦ ᐅᓪᓗᕐᓂᕐᓂᒃ ᐊᑐᖅᑕᐅᔪᓂᒃ, ᑲᒥᓯᓇᒃᑯᑦ ᓇᓗᓇᐃᖅᓯᓕᓚᐅᕐᒪᑕ ᓈᓴᖅᑕᐅᓯᒪᓂᕐᓂᕐᓂᒃ ᐊᒥᒐᕐᓂᖅᑲᕐᓂᕐᓂᒃ ᐲᔪᑕᐅᓂᕐᓂᕐᓂᒃ ᐃᓕᕆᐊᕈᑎᓄᑦ ᐊᔪᓕᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔪᓐᓇᕐᓂᕐᒧᑦ ᐃᓄᖕᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᓄᑦ ᐊᒻᒪᓗ ᐱᓯᕆᐊᑐᓂᕐᓂᕐᓄᑦ ᐱᓴᐅᔪᓐᓇᖅᑲᑦᑕᕐᓂᕐᓂᕐᓂᒃ ᓈᓴᐅᓯᕆᔾᔨᑏᑦ, ᑲᒥᓯᓇᒃᑯᑦ ᐱᓴᕆᖅᓯᒪᓕᐅᕐᑦᑐᑦ ᓯᓚ ᕿᒥᕐᕈᐊᖅᑕᐅᓂᕐᓂᕐᓂᒃ ᑕᐃᒃᑯᓂᖓ ᓈᓴᐅᓯᕆᔾᔨᑎᕐᓂᕐᓂᒃ ᑕᐃᓯᒪᓂ ᑖᒃᑯᐊ ᐅᓂᒃᑳᓕᐊᑦ ᑎᑎᕋᖅᑕᐅᓕᖅᑎᓪᓗᒋᑦ. ᑕᒪᐃᓐᓂᕐᓂᒃ ᕿᒥᕈᐊᖅᑕᐅᓯᒪᓂᕐᒥᑦ ᐊᓯᔾᔨᕈᑕᐅᔪᓐᓇᖅᐳᑦ ᐊᓯᔾᔨᖅᑕᐅᕐᑎᑐᐃᓐᓇᕐᓇᐊᖅᑲᖅᓯᑎᒡᓗᓐᓃᑦ ᑎᑎᕋᖅᓯᒪᓂᕐᒥᑦ ᐊᕐᒋᖅᑕᐅᓯᒪᔪᓂᒃ ᐱᓕᕆᐊᓇᐃᑦᑎᓯᒪᔪᓄᑦ ᐃᓄᖕᓄᑦ ᐊᑭᓕᐅᓯᐊᖅᑕᕆᐅᕙᒃᑐᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᖏᑦ.

2. ᖃᓄᐃᓕᓂᐊᖅᑐᔫᖅᑐᓂᒃ ᓇᓚᐅᑦᑖᕈᑕᐅᓯᒪᔪᑦ ᐊᑐᓕᖅᑎᑕᐅᓯᒪᔪᑦ ᓇᓴᖅᑕᐅᒃᑦᑕᕐᓂᕐᓂᕐᓂᑦ ᐊᑭᓕᖅᑐᓇᐊᖅᑲᒃᑦᑕᖅᑕᕐᓂᕐᑦ ᓇᓪᓕᒃᑐᑦ ᐋᕿᐅᒪᑦᑎᐊᖅᓱᑎᒡᓗ ᑐᕋᖓᓂᕐᓂᕐᓂᒃ ᖃᐅᔨᒪᕐᓂᕐᒧᑦ ᖃᓄᐃᑐᐃᓐᓇᓇᐊᖅᑲᕐᓂᕐᓂᕐᓂᒃ.

3. ᐱᐅᓯᓇᔭᐅᓚᐅᖅᑐᑦ ᐊᑐᖅᑕᐅᓯᒪᔪᑦ ᓇᒻᒪᒃᐳᑦ ᐱᔾᔪᑕᐅᓂᕐᒧᑦ ᖃᐅᔨᓕᖓᓕᕈᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᐋᕿᐅᒪᑎᑦᑎᓂᕐᒧᑦ ᐊᒻᒪᓗ ᒪᓕᒃᓯᒪᑎᑦᑎᐊᖅᓱᑎᒃ ᐊᕐᒋᖅᑕᐅᓯᒪᔪᓂᒃ ᖃᐅᔨᒪᓕᕈᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᑲᕐᓂᕐᒧᑦ ᐱᐅᓯᓇᔭᐅᒃᑦᑕᓇᐊᒃᑲᖅᑐᓂᒃ ᐃᖃᓇᐃᔭᖅᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᓂᑦ ᑎᒥᖁᑎᖏᓐᓄᑦ ᓇᓂᑐᐃᓐᓇᖅ ᑲᓇᑕᒥ. ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓚᓂᐊᕐᒥ ᖃᐅᔨᒪᓕᕌᕈᑕᐅᔪᓐᓇᖅᑐᑦ ᒪᓕᑦᑎᐊᖅᐳᑦ ᑮᓇᐅᔭᒃᑲᖅᑎᑕᐅᓂᕐᓂᕐᓄᑦ ᐊᒻᒪᓗ ᐱᕈᖅᓯᐊᖃᕐᓂᕐᓂᕐᓂᒃ ᐊᑐᐊᕆᕐᓂᕐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ.

4. ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᖃᐅᔨᒪᓕᕈᑕᐅᔪᓐᓇᖅᑐᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ ᖃᐅᔨᒪᓕᕈᑕᐅᔪᓂᒃ ᐊᑭᑐᑎᕆᓚᐅᖅᑐᑦ ᐅᓪᓗᖓᓂᒃ ᐋᕿᒃᑕᐅᒐᒥᒃ $263,368,000-ᖑᔪᑦ. ᑕᒪᓐᓇ ᐃᓚᖃᖅᐳᖅ ᐱᕙᒃᓴᖃᕐᓂᕐᓂᕐᓂᑦ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᐊᒻᒪᓗ ᓯᕗᓂᒃᓴᒥ ᑲᒪᒋᔭᐅᒃᑦᑕᓇᐊᖃᑖᕐᓂᕐᓂᕐᓄᑦ ᐊᑭᓕᖅᑑᑎᒃᓴᓂᒃ ᓂᕆᐅᒋᔭᐅᔪᓂᒃ ᐊᑭᓕᖅᑕᐅᓛᕐᓂᕐᓂᕐᓂᒃ ᑭᖑᓂᐊᒍᑦ ᖃᐅᔨᒪᓕᕈᑕᐅᔪᓂᒃ ᐅᓪᓗᕐᓂᕐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᖅᓯᒪᔪᓄᑦ ᐅᓪᓗᖓᓂᒃ ᓯᕗᓂᐊᓂᓗᓐᓃᑦ ᖃᐅᔨᒪᓕᕈᑕᐅᔪᓄᑦ ᐅᓪᓗᓇᓴᐅᔪᓂᒃ. ᑕᒪᓐᓇ ᐊᑭᓕᖅᑐᖅᑕᐅᓴᓇᐊᖅᑲᕐᓂᖅ ᐃᓚᖃᖅᐳᖅ ᐊᖑᓇᓱᒃᑎᓄᑦ ᒥᑭᐊᖅᑲᐊᖅᑎᓄᓪᓗ ᑎᒥᖁᑎᕐᓂᕐᓂᒃ, ᑭᓯᐊᓂ ᐃᓚᐅᑎᑦᑎᕐᓂᕐᑐᖅ ᐃᖕᒥᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᖅᑎᑦᑎᔾᔨᐅᔪᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔾᔨᓂᒃ. ᐱᑕᖃᖅᐳᖅ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᕈᒪᕐᓗᓄᑦ ᓴᕿᓐᓂᐊᖅᑐᓂᒃ ᐊᑯᓂᐅᔾᔨᑎᖃᖅᑐᓂᒃ ᐃᖃᓇᐃᔭᕝᕕᖕᒥᓂᒃ/ᐱᓕᕆᕝᕕᖕᒥᓂᒃ ᖃᓂᒪᓂᖅᑖᕈᑎᖃᖅᓯᒪᔪᓂᒃ, ᑖᒃᑯᓇᓃ ᐃᓚᒋᔭᐅᕆᒻᒪᑕ.

5. ᐊᖏᓂᕐᒋᑦ ᖃᐅᔨᒪᓕᕈᑕᐅᔪᑦ ᐊᑭᓕᖅᑐᓇᐊᖅᑲᖅᓂᐊᖅᑐᓂᒃ ᓇᒪᔪᓂᒃ ᐱᕙᒃᓴᖃᕈᑕᐅᔪᑦ ᑕᒪᐃᓐᓄᑦ ᐃᓄᐃᑦ ᓇᖕᒥᓂᖅ ᐋᓐᓂᐊᓕᖅᓯᒪᓂᕐᒋᓐᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᓇᐊᖅᑲᓂᐊᖅᑲᕐᓂᕐᓄᑦ (ᐱᖏᓪᓗᒋᑦ ᑭᓯᐊᓂ ᑕᐃᒃᑯᐊ ᐊᑯᓂᐅᔪᒥᒃ ᑐᑭᑖᕈᑕᐅᓴᓇᐊᖅᑳᖑᔪᑦ ᐃᖃᓇᐃᔭᕝᕕᖕᒥᒃ/ᐱᓕᕆᕝᕕᖕᒥᒃ ᖃᓂᒪᓂᖅᑖᕈᑎᖃᖅᓯᒪᔪᑦ ᖃᐅᔨᔭᐅᓂᕐᒋᑦ) ᐊᒻᒪ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᕐᓂᕐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ ᓇᓚᒧᕆᑦᑎᐊᖅᑐᓂᒃ ᑎᑎᕋᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᓴᕿᓯᒪᔪᓂᒃ ᖃᐅᔨᒪᓕᕈᑕᐅᔪᓂᒃ ᐊᑐᓚᐅᖅᑐᓂᒃ.

6. ᑖᒃᑯᐊ ᐅᓂᒃᑳᓕᐊᑦ ᓴᓇᔭᐅᓯᒪᒐᑦ, ᐃᓱᒪᒑᔭᕋ, ᒪᓕᒃᑕᐅᑎᐊᖅᓱᑎᒃ ᖃᐅᔨᒪᓕᕈᑕᐅᓂᑯᑦ ᐊᑐᖅᓱᑎᒃ ᐱᐅᓯᓇᔭᐅᕙᒃᑐᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᒃᑦᑕᕐᓂᕐᓂᕐᓂᒃ ᑲᓇᑕᒥ.

7. ᖃᐅᔨᒪᓕᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᑐᑭᓕᐅᕈᑎᖏᑦ ᑐᖓᕕᖅᑲᖅᐳᑦ ᐃᓗᓕᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᒪᓕᒐᖏᓐᓂᒃ ᔪᓇᕐᓯᐊᕐᒥᒃ, 2007-ᒥ, ᐃᓗᓕᖏᓐᓂᒃ 21, ᐃᖃᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓄᑦ ᒪᓕᒐᐃᑦ, ᔫᓇᐃᒻᒥ, 2007, ᐃᓗᓕᖏᓐᓂᒃ 15 ᐊᒻᒪᓗ ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᐊᒐᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᐅᓯᓇᔭᐅᖁᔭᖏᓐᓂᒃ ᐊᑐᓇᐊᖅᑲᖅᑕᖏᓐᓂᒃ ᐱᓕᕆᐊᖑᓂᖏᓐᓂᒃ ᐱᓪᓚᑖᖅᑐᓂᒃ ᐅᓪᓗᖅᑲᖅᑎᑦᑎᖃᑦᑕᕐᓂᖅ.

ᑏᓐ ᒫᑳᐃ **Thane MacKay,** FCIA

ᖃᐅᔨᒪᓕᕈᑕᐅᕙᒃᑐᓂᒃ ᐃᓕᓐᓂᐊᖅᓯᒪᔪᖅ ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃᑖᒃᑯᐊ ᐅᓂᒃᑳᓕᐊᑦ ᐱᓕᕆᖃᑎᖓᓄᑦ ᕿᒥᕈᐊᖅᑕᐅᓯᒪᑭᕗᑦ Hᐊᐅᕗᑦᓭᓂᒧᑦ, ᖃᐅᔨᒪᓕᕈᑕᐅᕙᒃᑐᓂᒃ ᐃᓕᓐᓂᐊᖅᓯᒪᔪᖅ ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ

ᐃᖏᒃᑯᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᖃᐅᔨᓴᖅᑎᐅᑉ ᓈᓴᐃᒃᑲᓐᓂᖅᑏᑦ ᐅᓂᒃᑳᓕᐊᖏᑦ

Auditor General of Canada
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ᐃᖏᒃᑯᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᖃᐅᔨᓴᖅᑎᐅᑉ ᓈᓴᐃᒃᑲᓐᓂᖅᑏᑦ ᐅᓂᒃᑳᓕᐊᖏᑦ

ᒥᓂᔅᑕᐅᔪᓄᑦ ᑲᒪᔨᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᖏᓐᓂᒃ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᓄᓇᕗᑦᑐᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕘᒻᒥ

ᐅᓂᒃᑳᓕᐊᖏᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᖕᓂᒃ ᐅᓂᒃᑳᓕᐊᕐᔪᓯᒪᔪᓂᒃ

ᓈᓴᒃᑲᓐᓂᓚᐅᖅᑭᑦ ᓇᓴᐅᑎᖏᑦ ᑖᒃᑯᓇᓃᖅᑲᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᖕᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᔨᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᑲᒥᓯᓇᒃᑯᖏᓐᓂᒃ ᓄᓇᕗᑦᓯᐊᕐᒧᑦ ᐊᒻᒪᓗ ᓄᓇᕘᒻᒧᑦ, ᑕᒪᕐᒥᒃ ᐃᓚᖅᑲᖅᓱᑎᒃ ᐅᓂᒃᑳᕈᑎᓂᒃ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᖅᑎᒍᑦ, ᑎᓯᐱᕆ 31, 2011-ᒥ, ᑎᓯᐱᕆ 31, 2010-ᒥ ᐊᒻᒪᓗ ᔭᓄᐊᕆ 1, 2010-ᒥ ᐊᒻᒪᓗ ᐅᓂᒃᑳᕈᑎᖏᓐᓂᒃ ᑕᒻᑭᖅᑐᓂᒃ ᓴᐅᐃᔭᐅᓯᒪᔪᓂᒃ, ᐅᓂᒃᑳᕈᑎᓪᓗ ᐊᓯᔾᔨᖅᓯᒪᓂᖏᓐᓂᒃ ᐱᖁᑎᖏᓐᓂᒃ ᐊᑭᖃᕈᓐᓇᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐅᓂᒃᑳᕈᑎᓂᒃ ᑮᓇᐅᓪᓚᓐᑎᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐊᖑᒍᓂᒃ ᐃᓱᓕᕝᕕᖃᓚᐅᖅᑐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᒥ ᐊᒻᒪᓗ ᑎᓯᐱᕆ 31, 2010-ᒥ, ᐊᒻᒪᓗ ᓇᐃᓈᖅᓯᒪᔪᓂᒃ ᐱᒻᒪᕆᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑕᔪᓂᒃ ᐊᑐᐊᒐᕐᓂᒃ ᐊᓯᖏᓐᓂᓪᓗ ᐅᓂᒃᑳᑕᐅᑦᑐᓂᒃ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᒃᓴᖏᓐᓂᒃ.

ᐊᖓᔪᖅᑳᐅᑎᑦ ᐊᐅᓚᑦᑎᔩᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᑲᒪᔨᐅᕝᕙᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᖕᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ

ᐊᖓᔪᖅᑳᐅᑕᐅᓂᖏᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᑲᒪᔨᐅᖕᒪᑕ ᓴᓇᔭᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᓇᒪᓈᖅᓯᒪᑎᑦᑎᐊᖅᑐᓂᒃ ᐅᓂᒃᑳᖃᑦᑕᕐᓂᖅ ᑕᒃᑯᓂᖓ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᖕᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ, ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᓱᓕᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖃᑦᑕᕐᓂᐊᖅᑐᓂᒥᒃ ᒪᓕᒐᕐᓂᒃ, ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔮᕙᖓᑕ ᐃᓗᐊᓂ ᐊᐅᓚᑦᑎᔾᔪᑎᒃᓴᐅᔪᒃ ᐊᖓᔪᖅᑳᐅᑎᓄᑦ ᓈᓚᖕᓂᕋᖅᑕᐅᔪᓂᒃ ᐊᑐᓇᖃᕐᓂᖏᓐᓄᑦ ᓴᓇᔭᐅᔪᓐᓇᑦᑎᐊᕐᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᖕᓂᒃ ᐱᑕᖃᓇᐃᖅᑲᖏᑦᑎᐊᕐᓂᖏᓐᓂᒃ ᓱᓕᖏᑦᑐᓂᒃ ᑎᑎᖅᑲᓂᒃ, ᐱᕋᔭᓐᓂᖑᔪᓐᓃᑦ ᑕᒻᒪᖅᑕᖅᓯᒪᑐᐃᓐᓇᓂᖑᔪᓐᓃᑦ.

ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᓈᓴᐃᒃᑲᓐᓂᖅᑏᑦ ᐅᓂᒃᑳᓕᐊᖏᑦ

ᑲᒪᔨᐅᔪᖓ ᐃᓱᒪᒋᔭᓐᓂᒃ ᐅᖃᐅᓯᖃᕐᓂᐊᖅᑐᓂᒥᒃ ᑖᒃᑯᓂᖓ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᒃ ᑐᖓᕕᒋᓪᓗᒋᑦ ᓈᓴᒃᑲᓐᓂᓚᐅᕐᓂᑲᓂᒃ. ᓇᓴᐃᑦᑎᐊᒃᑲᓐᓂᓚᐅᖅᑕᕋ ᒪᓕᒃᓯᒋᑦ ᑲᓇᑕᒥ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᓇᐃᓴᐃᓂᖏᑦ ᖃᐅᔨᓴᕈᑎᓂᒃ. ᑕᐃᒃᑯᐊ ᒪᓕᒋᐊᓖᑦ ᒪᓕᒐᖅᑲᕐᒪᑕ ᒪᓕᑦᑎᐊᕆᐊᖃᕐᓂᕆᓂᒃ ᐱᕋᔭᓐᓂᖅᑲᕆᐊᖃᕐᓂᖏᑦᑎᐊᖅᓯᒪᔪᑦ ᐊᒻᒪ ᐸᕐᓇᓯᒪᑦᑎᐊᕆᐊᖃᕐᓂᖅ ᐊᒻᒪᓗ ᐱᓕᕆᑦᑎᐊᕆᐊᖃᕐᓂᖅ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᒃ ᖃᐅᔨᓴᕐᓂᒥᒃ ᑐᑭᓕᐅᑦᑎᐊᕐᓗᓂ ᓇᓗᓇᕈᓐᓃᕐᓗᑎᒃ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᖕᓂᒃ ᐅᓂᑳᕈᑕᐅᔪᑦ ᓱᓕᖏᑦᑐᖅᑕᖅᑲᖏᓐᓂᖏᓐᓂᒃ.

ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖅᑕᐅᓯᒪᔪᓂᒃ ᖃᐅᔨᓴᕐᓂᖅ ᓈᓴᖅᑕᐅᒃᑲᓐᓂᖅᓯᒋᐊᓪᓗᑎᒃ ᐱᓕᕆᐊᖑᓲᖑᒪᑕ ᐱᐅᓯᖅᑎᑕᐅᓪᓗᑎᒃ ᓇᓴᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᓂᖏᓪᓗ ᓴᕿᐅᒪᕐᑯᔨᓂᒥᒃ ᐊᒥᓲᓂᖅᑕᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑎᑎᕋᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ. ᐱᐅᓯᕆᔭᐅᓚᐅᖅᑐᑦ ᑐᖓᕕᒃᖢᑦ ᑮᓇᐅᔭᓂᒃ ᖃᐅᔨᓴᑎᒨᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᓯᒪᓂᖏᓐᓂᒃ, ᐃᓚᖅᑲᖅᓱᑎᓪᓗ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓂᒃ ᐅᓗᕆᐊᓇᕈᑎᖃᕐᓚᖓᑦ ᓱᓕᖏᑦᑐᖅᑕᖃᕐᓚᖓᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓂᕆᓚᐅᖅᑕᖏᓐᓂᒃ, ᑕᐃᒪᐃᓐᓂᕈᑎᓪᓗ ᐱᕋᔭᓐᓂᖏᑦ ᐅᕙᓐᓄᓐᓂᑦ ᑕᒻᒪᖅᓯᒪᓂᖏᓐᓄᑦ. ᑕᒃᑯᐊ ᐅᓗᕆᐊᓇᕈᑎᒃᖃᖅᑐᓂᒃ ᖃᐅᔨᓴᕈᑎᖏᓐᓂᒃ, ᖃᐅᔨᓴᖅᑎᐅᔪᖅ ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᒃᑲᓐᓂᖅᑐᖅ ᐃᖅᑲᓇᐃᔭᕝᕙᖓᑕ ᐃᓗᐊᓂ ᐊᐅᓚᑦᑎᔾᔪᑎᕆᓪᓚᑦᑕᖏᓐᓂᒃ ᑎᒥᖁᑎᖓᓐᓂ ᓴᓇᔭᐅᓂᖏᓐᓂᒃ ᓇᓚᒍᑕᐅᓯᒪᓕᑎᐊᕐᓗᑎᓪᓗ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᒃ, ᓇᒻᒪᒐᔭᖅᑐᓂᒃ, ᑭᓯᐊᓂ ᐱᔾᔪᑕᐅᖏᑦᑐᓂᒃ ᐃᓱᒪᒋᔭᕐᒥᒃ ᐅᖃᐅᓯᖅᑲᓂᕐᒥᒃ ᐃᖅᑲᓇᐃᔭᕝᕙᖓᓐᓂ ᐊᐅᓚᑦᑎᔾᔪᑎᒋᔭᖏᑦ ᓈᒻᒪᒃᑕᑦᑕᕐᒪᖔᑦ. ᖃᐅᔨᓴᖅᑕᐅᓚᕐᒪᖔᑦ ᓈᓴᐅᑏᑦ ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᖅᐸᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᖏᑦ ᐊᑐᖅᑲᑦᑕᖅᑕᖏᑦ ᐊᒻᒪ ᑐᑭᓕᐅᑎᐊᖅᑲᑦᑕᕐᒪᖔᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᓇᓚᐅᑦᑖᕈᓯᖏᑦ, ᐊᒻᒪᓗ ᖃᐅᔨᓂᐊᖅᑕᐅᑎᐊᖅᓯᒃ ᑕᒪᕐᒥᒃ ᐅᓂᒃᑳᖅᑕᐅᓯᒪᓕᑎᐊᕐᒪᖔᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᒃ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ.

ᐅᒃᐱᕆᖕᖏ ᖃᐅᔨᓴᖅᑕᐅᒃᑲᓐᓂᖅᓯᒪᓂᖏᑦ ᓇᓴᖅᑕᐅᒃᑲᓐᓂᓯᒪᓪᓗᑎᒃ ᓴᕿᑦᑎᓯᒪᔪᑦ ᓈᒪᔩᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᖃᓄᐃᖏᓐᓂᖏᓐᓂᒃ ᐅᕙᓐᓄᑦ ᐅᖃᐅᓯᐅᔫᓇᕐᓂᖅ ᐊᔪᖏᓐᓂᖅᑲᑦᑎᐊᖅᓯᕗᖓ ᑮᓇᐅᔭᓂᒃ ᖃᐅᔨᓴᖅᑎᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᓈᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐃᓱᒪᒋᔭᒃᑲᓂᒃ ᑕᐃᒪᐃᓐᓂᖏᓐᓂᒃ.

ᑐᖓᕕᐅᓂᖏᑦ ᐊᔪᖏᓐᓂᖅᑲᑦᑎᐊᖅᑐᒧᑦ ᐃᓱᒪᒋᔭᐅᓯᒪᓂᖏᓐᓂᒃ

ᐅᖃᐅᓯᐅᓪᓗᑎᒃ ᑕᐃᒪᓂ ᐅᓂᒃᑳᓚᖑᔪᓂᒃ 11-ᖓᓂᑦᑐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ, ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᑲᒥᓯᓇᒃᑯᖏᑦ ᓄᓇᕗᑦᑐᐊᒥᓗ ᓄᓇᕘᒻᒥ, ᑕᐃᒃᑯᐊ ᐃᓚᖏᑦ ᑦᑭᑕᒫᖅ ᐊᔪᓕᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔪᓐᓇᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᓈᓴᖅᑕᐅᓯᒪᓕᑦᑎᐊᖏᑦᑐᕕᓂᐅᓂᖏᓐᓄᑦ ᑕᒻᒪᐅᑕᐅᓯᒪᓂᖏᑦ, ᐊᒻᒪᓗ ᐃᓚᖏᑦ ᐃᓄᐃᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᕕᓂᐅᓪᓗᑎᒃ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᖃᕐᑎᑦᑐᓂᒃ. ᐊᖓᔪᖅᑳᐅᑏᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᔪᓕᖅᓯᒪᓕᐅᖅᐳᑦ ᑐᑭᑖᕈᓐᓇᖅᓯᒪᖅ ᖃᓄᐃᓕᔾᔪᑕᐅᓂᐊᕐᒪᖔᑦ ᑕᐃᒃᑯᐊ ᑕᓪᓚᖅᑕᐅᓯᒪᔪᑦ, ᐃᑲᕐᓯᐊᖅᑖᕆᐊᓕᖕᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓄᑦ, ᐊᑭᓕᖅᑐᐃᓂᕐᒧᑦ ᐊᑭᓕᒃᓴᖅᑲᕝᕕᐅᔪᓄᑦ, ᐊᒻᒪᓗ ᐱᓯᒪᔭᐅᔪᓂᒃ ᐊᑭᓕᖅᑐᒐᒃᓴᖏᓐᓄᑦ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᕐᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᓂᖏᓐᓄᑦ ᐊᑭᓕᕆᐊᓕᖕᓄᑦ, ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕆᔭᐅᓂᐊᖅᑐᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ. ᑕᒪᐃᓐᓂᖓᓄᑦ, ᐊᔪᕐᓇᓚᐅᖅᐸᖅ ᓇᒪᔪᓂᒃ ᓇᓚᔾᔭᓕᑎᐊᖅᑐᓂᓪᓗ ᓇᓴᐃᒃᑲᓐᓂᖅᓯᒪᓂᕐᒥᒃ ᓴᕿᑎᑦᑎᔾᔪᓐᓇᕐᓂᖅ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ ᑕᐃᒃᑯᐊ ᐊᒥᐊᒃᑯᕆᔭᐅᓇᔭᖅᑐᑦ, ᐊᒻᒪ ᑐᑭᑖᕐᓇᓚᐅᖅᑲᓪᓚᖓ ᐋᕿᕆᐊᖅᑕᐅᔪᖅᑲᓇᐊᖅᑳᓪᓚᖓᓕᖕᒋᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓇᖏᖅᑕᖏᓐᓄᑦ ᐊᒻᒪᓗ ᐱᖅᑯᑎᕆᔭᖏᓐᓄᑦ ᐊᑭᖃᖅᑐᓂᒃ ᑎᑭᓪᓗᒍ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ, ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕐᓂᐊᖅᑐᓄᑦ ᐊᑭᖃᕐᓂᖏᑦ, ᑕᒪᓐᓂᒃ ᑲᑎᓪᓗᑎᑦ ᓴᕆᐊᔭᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓪᓚᓐᓂᑦ ᐊᐅᓚᑕᐅᓚᐅᖅᓂᖏᓐᓂᒃ ᐊᖅᑯᒧᑦ ᐃᓱᓕᓯᒪᔪᒧᑦ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ.

ᐃᖕᒥᒃᑰᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᖃᐅᔨᓴᖅᑎᐅᑉ ᓈᓴᐃᒃᑲᓐᓂᖅᑏᑦ ᐅᓂᒃᑳᓕᐊᖏᑦ

ᐊᔪᖏᓂᖃᑦᑎᐊᖅᑐᒥᒃ ᐃᓱᒪᒋᔭᐅᓂᖏᑦ

ᐃᓱᒪᒋᔭᕋᓂ ᑕᐃᒪ, ᐱᖏᑕᑐᐊᕆᓪᓗᒋᑦ ᖃᓄᐃᓕᔾᔪᑕᐅᔪᓐᓇᕐᓂᖏᑦ ᑕᐃᒃᑯᐊ ᐱᔾᔪᑕᐅᔪᓐᓇᖅᑐᑦ ᐅᖃᐅᓯᒪᔪᑦ ᑐᙵᕕᐅᓂᖏᑦ ᐊᔪᖏᓐᓂᖃᑦᑎᐊᖅᑐᒧᑦ ᐃᓱᒪᒋᔭᐅᓯᒪᓂᖏᓐᓂᒃ, ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᓈᒻᒪᒃᐳᑦ, ᑕᒪᐃᓐᓂᑦᑎᐊᖅ ᑎᑎᕋᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ, ᐅᓂᒃᑳᑦᑎᐊᖅᓯᑎᒃ ᑮᓇᐅᔭᑎᒍᑦ ᖃᓄᐃᓂᖏᓐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᖏᑦ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᓃᑦ ᑲᒥᓯᓇᒃᑯᖏᓐᓂᒃ ᓄᓇᑦᓯᐊᕐᒥᓗ, ᓄᓇᕗᒻᒥ, ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ, ᑎᓯᐱᕆ 31, 2010-ᒧᑦ, ᐊᒻᒪᓗ ᔭᓄᐊᕆ 1, 2010-ᒧᑦ, ᐊᒻᒪ ᑮᓇᐅᔭᐃᑦ ᖃᓄᐃᓕᐅᖅᑕᐅᓚᐅᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓪᓚᕇᑦ ᐊᐅᓚᑕᐅᓚᐅᕐᓂᖏᓐᓂᒃ ᐊᕐᕌᒍᓂᒃ ᐃᓱᓕᕝᕕᖃᖅᑐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᒥᒃ ᐊᒻᒪᓗ ᑎᓯᐱᕆ 31, 2010-ᒥ, ᒪᓕᒃᑕᐅᑦᑎᐊᖅᓯᑎᒃ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐅᓂᒃᑳᖃᑦᑕᕐᓂᖏᑦ ᒪᓕᒐᕐᓂᒃ.

ᐅᓂᒃᑳᓕᐊᑦ ᐊᓯᖏᓐᓂᒃ ᒪᓕᒐᓕᕆᕐᒧᑦ ᒪᓪᓕᒐᓪᓗᑐᕐᓂᓪᓗ ᒪᓕᒃᑕᐅᓯᒪᔭᕆᐊᖃᖅᑐᓂᒃ

ᒪᓕᒃᑕᐅᔭᕆᐊᖃᓂᖏᓐᓄᑦ *ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐊᐅᓚᕐᑎᓂᕐᒧᑦ ᒪᓕᒐᖏᑦ* ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ, ᐅᓂᒃᑳᓕᖅᐳᖓ, ᐃᓱᒪᒋᔭᕋᓂᒃ, ᑕᐃᒃᑯᐊ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑐᙵᕕᐅᔪᑦ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖃᑦᑕᕐᓂᕐᒧᑦ ᒪᓕᒐᐃᑦ ᐊᑐᖅᑕᐅᓯᒪᕗᑦ, ᐃᓱᒪᒋᔭᐅᓚᐅᖅᓯᑎᒃ ᐅᑎᒧᑦ ᐊᕐᕌᒍᓄᑦ ᐊᑐᓕᖅᑎᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᓄᑖᓂᒃ ᒪᓕᒐᖅᑲᖅᑕᕐᓂᖏᓐᓄᑦ, ᐅᓂᒃᑳᖅᑕᐅᓯᒪᓕᑦᑎᐊᖅᐳᑦ ᐅᓂᒃᑲᕐᑖᒍᑎᓂ 4-ᒥ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ, ᑕᒪᐃᖏᓐᓇᖅᑐᒥᒃ ᒪᓕᒃᓯᒪᓪᓗᑎᒃ ᐊᕐᕌᒎᓚᐅᖅᑐᒥᒃ ᓯᕗᓂᐊᓂᒃ.

ᐊᒻᒪᑕᐅᖅ, ᐃᓱᒪᒋᔭᕋᓂ, ᐱᖏᑕᑐᐊᕆᓪᓗᒋᑦ ᑕᐃᒃᑯᐊ ᐊᒃᑐᐃᓂᖃᕈᓐᓇᖅᑐᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᑦ ᑐᙵᕕᐅᓂᖏᑦ ᐊᔪᖏᓐᓂᖃᑦᑎᐊᖅᑐᒧᑦ ᐃᓱᒪᒋᔭᐅᓯᒪᓂᖏᓐᓂᒃ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ, ᓈᒻᒪᑦᑎᐊᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᑎᑎᖅᑲᓕᐅᕈᑎᖏᑦ ᐊᑐᖅᑕᐅᓯᒪᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᓂᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ ᐊᒻᒪᓗ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ ᐊᖏᕈᑕᐅᓯᒪᓕᑦᑎᐊᖅᐳᑦ ᑖᒃᑯᓇᓃᑦᑐᑦ. ᐊᒻᒪᑕᐅᖅ, ᐊᐅᓚᑕᐅᖃᑦᑕᕐᓂᕕᓂᖏᑦ ᑮᓇᐅᔭᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᓂᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ, ᐅᔾᔨᕆᓯᒪᕙᒃᑲ ᓇᓴᐃᓂᓐᓂᒃ ᑮᓇᐅᔭᓂᒃ ᐅᓂᒃᑳᓕᐅᕈᑎᖏᓐᓂᒃ, ᑕᒪᐃᓐᓂᑦᑎᐊᖅ ᐱᒻᒪᕆᐅᓂᖏᓐᓂᒃ, ᒪᓕᒃᓯᒪᑦᑎᐊᖅᑐᑦ ᐃᓗᓕᖏᓐᓂᒃ IX-ᖓᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐊᐅᓚᕐᑎᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ ᒪᓕᒐᓪᓗᑐᕆᔭᖏᓐᓂᓪᓗ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᖏᓐᓂᒃ ᐊᒻᒪᓗ ᒪᓕᒐᓪᓗᑐᖏᓐᓂᒃ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ.

Terrance DeJong

ᑎᐅᕆᓐᔅ ᑎᔮᖕ

ᐃᓕᑕᕆᔭᐅᓯᒪᔪᖅ ᑮᓇᐅᔭᓕᕆᔨ,

ᐃᑲᔪᖅᑎ ᑕᒪᐃᓐᓂᒃ ᑮᓇᐅᔭᓂᒃ ᓇᓴᐃᔨᕐᔪᐊᕐᒧᑦ ᖃᐅᔨᓴᖅᑎᒧᑦ ᑲᓇᑕᒥ

ᒪᐃ 22, 2012,

ᐃᐊᕐᒪᓐᑕᓐ, ᑲᓇᑕ

ᐅᓂᒃᑳᓕᐊᑦ ᑮᓇᐅᔭᐃᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ

(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

	ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31		ᑎᑭᓪᓗᒋᑦ ᔭᓄᐊᕆ 1
	2011	2010	2010
ᐱᖁᑎᒋᔭᖏᑦ			
ᑭᓇᐅᓪᓚᕆᑦ ᑮᓇᐅᔭᓄᓪᓗ ᓇᓚᒧᒌᒃᑐᑦ (ᐅᓂᒃᑳᑦ 5)	**$ 425**	$ 5,543	$ 7,097
ᐱᕈᖅᓯᐊᑦ (ᐅᓂᒃᑳᑦ 6)	**274,809**	270,527	268,098
ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᖃᐃᑕᐅᓂᐊᖅᑐᑦ (ᐅᓂᒃᑳᑦ 7(a))	**2,013**	1,667	816
ᐊᓯᖏᑦ ᐅᑎᖅᑎᑕᐅᓂᐊᖅᑐᑦ (ᐅᓂᒃᑳᑦ 7(b))	**2,117**	337	153
ᐊᑭᓕᖅᓯᒪᕙᒌᖅᑐᑦ ᐊᑭᓕᓇᐊᓖᑦ	**168**	275	290
ᐱᖁᑏᓪᓗ ᓴᓇᕿᑏᓪᓗ (ᐅᓂᒃᑳᑦ 8)	**5,509**	5,481	4,180
ᐱᖁᑏᑦ ᐊᑭᓕᐅᒐᓗᐊᑦ (ᐅᓂᒃᑳᑦ 9)	**3,021**	3,403	3,350
	288,062	287,233	283,984
ᐊᑭᓕᒐᒃᓴᐃᑦ ᐊᒻᒪᓗ ᐱᖁᑎᒋᔭᐅᔪᑦ			
ᐊᑭᓕᒐᒃᓴᐃᑦ			
ᐊᑭᓕᖅᑐᒐᒃᓴᐅᖏᓇᖅᑐᑦ ᐊᒻᒪᓗ ᑲᑎᐸᓪᓕᐊᔪᑦ ᐊᑭᓕᖅᑐᓇᐊᓖᑦ	**2,984**	3,485	3,337
ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᐅᑎᖅᑐᒃᓴᐃᑦ	**1,009**	981	1,846
ᔾᔭᐃᔭᓐ ᒪᐃᓐᑯᑦ ᐅᔭᕋᓐᓂᐊᕐᕕᖓᓄᑦ ᐊᑭᓕᓇᐊᓕᒃ (ᐅᓂᒃᑳᑦ 10)	**-**	930	5,004
ᐃᑲᔫᖅᑕᐅᔭᓇᐊᓕᖓᓄᑦ ᐊᑭᓕᒐᒃᓴᐃᑦ (ᐅᓂᒃᑳᑦ 11)	**263,369**	241,295	233,025
ᐃᖃᓇᐃᔮᓃᖅᑐᓄᑦ ᓱᓕ ᐃᑲᔫᑏᑦ (ᐅᓂᒃᑳᑦ 12(b))	**983**	983	931
	268,345	247,674	244,143
ᐱᖁᑎᖅᑲᕐᓂᖏᑦ (ᐅᓂᒃᑳᑦ 13)			
ᐊᐅᓚᑦᑎᔾᔪᑎᒃᓴᓄᑦ ᐸᐸᑕᐅᔪᑦ	**(14,044)**	5,236	7,578
ᐊᑭᑐᔫᑏᑦ ᐱᖁᑏᑦ ᐃᓇᖏᖅᑕᐅᓂᖏᓐᓄᑦ ᐸᐸᑕᐅᔪᑦ	**301**	187	-
ᐱᕈᖅᓯᐊᓂᑦ ᐊᑭᖏᑦ ᐊᓯᔾᔨᑭᑕᖅᑲᑦᑕᕐᓂᖏᓐᓄᑦ ᐸᐸᑕᐅᔪᑦ	**13,548**	16,475	10,558
ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ	**100**	105	105
ᐱᓂᕐᓗᒡᔪᐊᖅᑐᖅᑲᖁᔭᖅᐸᑦ ᐸᐸᑕᐅᔪᑦ	**19,812**	17,556	21,600
	19,717	39,559	39,841
	$ 288,062	$ 287,233	$ 283,984

ᑲᒥᔭᐅᔭᓇᐊᓖᑦ (ᐅᓂᒃᑳᑦ 14), ᑐᐊᕕᕐᓇᖅᑐᓄᑦ (ᐅᓂᒃᑳᑦ 15)

ᑖᒃᑯᓇᓃᖅᑕᐅᔪᑦ ᐅᓂᒃᑳᑦᑕᓖᑦ ᐃᓚᒋᔭᐅᕗᑦ ᑖᒃᑯᓄᖓ ᐊᑑᑎᓕᒻᒪᓇᐅᓂᖅ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐆᓂᒃᑳᕈᑎᓄᑦ.

ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᐊᐅᓚᑦᑏᔩᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ:

ᐅᐃᓕᔭᒻ ᐊᕼᐆ
ᐃᒃᓯᕙᐅᑕᐅᖅ, ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᓐᓄ

ᐅᓂᒃᑳᕈᑏᑦ ᑕᒪᐃᓐᓂᒃ ᓴᐅᐃᔦᓂᒃ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᕐᑐᖅ ᑎᓯᐱᕆ 31
(ᑕᐅᓴᖏᓐᓃᕐᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

	2011	2010
ᑮᓇᐅᔭᓕᐊᑦ, ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᑦ		
ᖃᐅᔨᓴᕈᑎᓂᒃ	**$ 43,174**	$ 37,002
ᐃᓚᔭᐅᓗᑎᒃ: ᐅᓗᕆᐊᓇᖅᑐᖃᖕᒋᓐᓂᕐᒧᑦ ᐱᐅᓂᖅᓴᐅᔾᔪᑎᖕᒋᓐᓄᑦ ᐊᑉᓕᕆᐊᖃᕈᑏᑦ	**563**	220
ᐂᖅᑕᐅᓗᑎᒃ: ᐅᓗᕆᐊᓇᖅᑐᖃᖕᒋᓂᕐᒧᑦ ᐱᐅᓂᖅᓴᐅᔾᔪᑎᖃᕐᓂᕐᒧᑦ ᐅᑎᕐᕕᐅᔪᑦ	**(841)**	(607)
ᑖᒃᓰᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᑲᑎᓪᓗᒋᑦ ᑮᓇᐅᔭᓕᐊᑦ	**42,896**	36,615
ᐱᕈᖅᓯᐊᑦ		
ᕿᑐᖕᒋᐅᕈᑎᖕᒋᑦ	**7,296**	6,526
ᐊᑉᓕᐊᓯᐊᕆᔭᐅᕚᒃᑐᑦ	**1,312**	1,046
ᐱᕈᖅᓯᐊᓂᒃ ᖃᑭᒥᐊᕈᑏᑦ - ᑲᑎᓪᓗᒋᑦ (ᐅᓂᒃᑳᑦ 6(d))	**3,236**	14,381
ᐱᕈᖅᓯᐊᖅᑲᕐᓂᕐᒧᑦ ᐊᑉᓖᒐᓛᒍᑎᓄᑦ	**(857)**	(767)
ᑖᒃᓰᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐱᕈᖅᓯᐊᓂᒃ ᑮᓇᐅᔭᓕᐊᖕᒋᑦ	**10,987**	21,186
	53,883	57,801
ᐊᑉᓕᖅᑐᒐᒃᓴᐃᑦ		
ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᖅᑐᓄᑦ ᐊᑉᓕᕆᐊᓖᑦ		
ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑉᓕᕆᐊᓖᑦ ᒫᓐᓇᐅᔪᖅ ᐊᕐᕌᒍᒥ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ (ᐅᓂᒃᑳᑦ 11(b))	**41,727**	26,635
ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑉᓕᕆᐊᓖᑦ ᓯᕗᓂᐊᒍᑦ ᐊᕐᕌᒍᒥ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ (ᐅᓂᒃᑳᑦ 11(b)) ᑎᓕᔭᐅᓯᒪᔪᑦ ᒪᓕᒐᖅᑎᒍᑦ ᐊᑉᓖᕐᑯᔭᐅᓂᖅ ᐊᑉᓕᖅᑑᑕᐅᓚᐅᖅᑐᓂᒃ (ᓴᑐᖅᑕᐅᓯᒪᔪᓂᒃ) ᔾᔭᐃᔭᓐᑦ ᒪᐃᓐᑯᑦ ᐅᔭᕋᖕᓂᐊᖅᑎᖕᒋᓄᑦ ᐅᑎᓇᐊᓖᑦ (ᐅᓂᒃᑳᑦ 10)	**18,557** **13**	15,679 (72)
ᐱᖓᔪᕆᔭᐅᔪᑦ ᐃᓚᕆᔭᐅᔪᑦ ᒪᓕᒐᖅᑎᒍᑦ ᑐᓂᔭᐅᔭᓇᐊᖅᑲᖅᑐᑦ ᐅᑎᖅᑎᑕᐅᓂᖕᒋᑦ	**(250)**	(226)
ᐅᑎᓇᐊᓖᑦ ᐊᖑᓇᓱᒃᑎᓄᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᐲᓄᓪᓗ	**(1,229)**	(552)
	58,818	41,464
ᐱᓕᓇᖁᕕᖕᒥ ᐱᓕᓇᐊᖑᔭᓇᐊᖅᑲᖅᑐᓄᑦ ᑕᒪᐃᓐᓂᓗ ᐊᑉᓕᒐᒃᓴᐅᓲᑦ (ᐅᓂᒃᑳᑦ 17)	**14,907**	16,619
	73,725	58,083
ᑕᒪᒃᑭᕐᓗᒋᑦ ᓴᐅᐃᔭᐅᔪᑦ	**$ (19,842)**	$ (282)

ᑖᒃᑯᓇᓃᖅᑕᐅᔪᑦ ᐅᓂᒃᑳᑦᑫᓛᑦ ᐃᓚᒋᔭᐅᕗᑦ ᑖᒃᑯᓄᖓ ᐋᑑᑎᓕᒻᒪᕆᐅᓂᖅ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖕᒋᓐᓂᒃ ᐆᓂᒃᑳᕈᑎᓄᑦ.

ᐅᓂᒃᑳᑦ ᐊᓯᔾᔨᖅᓯᒪᓂᖕᒋᓐᓄᑦ ᐱᕐᑯᑎᖃᕐᕕᐅᔪᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᓇ 31
(ᑕᐅᓴᖕᒋᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔾᔨᑦ ᒪᓕᒃᓯᒋᑦ)

	ᐊᐅᓚᕐᑎᓂᕐᒧ ᐊᒥᐊᒃᑯᐃᑦ (ᐊᒥᒐᕐᓃᑦ)	ᐊᑭᑐᔩᑏᑦ ᐱᕐᑯᑏᑦ ᐊᓯᔾᔨᖅᖃᑦᑕᕐᓂᖕᒋᓐᓄᑦ ᐸᐸᑕᐅᔪᑦ	ᐱᕈᖅᓯᐊᑦ ᐊᑭᖕᒋᑦ ᐊᓯᔾᔨᕐᖃᑦᑕᕐᓂᖕᒋᓐᓄᑦ ᐸᐸᑕᐅᔪᑦ	ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕐᓂᕐᒧᑦ ᐊᒻᒥᐊᑯᑦ	ᐱᓂᕐᓗᒃᐊᕈᓐᓇᕐᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ	ᑲᑎᓪᓗᒋᑦ
ᐊᒥᐊᑯᖕᒋᑦ ᑎᑭᓪᓗᒍ ᔭᓄᐊᕆ 1, 2010	**$ 7,578**	**$ —**	**$ 10,558**	**$ 105**	**$ 21,600**	**$ 39,841**
ᑕᒪᕐᒥᒃ ᑲᑎᓪᓗᒋᑦ ᓴᒐᐃᓴᐅᔪᑦ 2011	(282)	—	—	—	—	(282)
ᓄᑕᐅᓂᖕᒋᑦ ᐱᕈᖅᑐᓂᒃ ᐊᑭᖕᒋᑦ ᐊᓯᔾᔨᕐᖃᑦᑕᖅᑐᑦ -ᒫᓇᒧᑦ ᐊᕐᕋᒍᒧᑦ ᕿᑭᒍᑕᐅᔪᑦ	(8,557)	—	8,557	—	—	—
ᓄᑕᐅᓂᖕᒋᑦ ᐱᕈᖅᑐᓂᒃ ᐊᑭᖕᒋᑦ ᐊᓯᔾᔨᕐᖃᑦᑕᖅᑐᑦ - ᓯᕗᓂᐊᓂ ᐊᕐᕋᒍᒧᑦ ᕿᑭᒍᑕᐅᔪᑦ	2,640	—	(2,640)	—	—	—
ᓄᑕᐅᔪᑦ ᐱᓂᕐᓗᒃᐊᓇᖅᑐᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ	(960)	—	—	—	960	—
ᓄᑕᐅᔪᑦ ᐱᓂᕐᓗᒃᐊᖅᓇᖅᑐᓂᒃ ᔾᔭᐃᔭᓐᑦ ᒪᐃᓐᑯᑦ ᐅᔭᕋᓂᐊᕐᕕᖕᒐᓄᑦ	5,004	—	—	—	(5,004)	—
ᓄᑕᐅᔪᑦ ᐊᑭᑐᔩᑎᓄᑦ ᐱᕐᑯᑎᓄᑦ ᐊᓯᔾᔨᕐᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᓄᑦ	(187)	187	—	—	—	—
ᐊᒥᐊᑯᖕᒋᑦ ᑎᓯᐱᓇ 31, 2010-ᒥ	**5,236**	**187**	**16,475**	**105**	**17,556**	**39,559**
ᑕᒪᕐᒥᒃ ᑲᑎᓪᓗᒋᑦ ᓴᒐᐃᓴᐅᔪᑦ 2011	(19,842)	—	—	—	—	(19,842)
ᓄᑕᐅᔪᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐸᐸᑕᐅᔪᓂᒃ - ᐊᑦᑕᕐᓇᖅᑐᓄᑦ ᖃᐅᔨᒪᓂᕐᒧᑦ ᐃᓚᓐᓂᐊᕈᑎᓄᑦ	5	—	—	(5)	—	—
ᓄᑕᐅᔪᑦ ᐱᕈᖅᓯᐊᑦ ᐊᑭᖕᒋᓐᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ - ᒫᓇᐅᔪᖅ ᐊᕐᕋᒍᒥ ᕿᑭᒋᐊᕈᑎᑦ	(2,589)	—	2,589	—	—	—
ᓄᑕᐅᔪᑦ ᐱᕈᖅᓯᐊᑦ ᐊᑭᖕᒋᓐᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ - ᓯᕗᓂᐊᓂ ᐊᕐᕋᒍᒥ ᕿᑭᒋᐊᕈᑎᑦ	5,516	—	(5,516)	—	—	—
ᓄᑕᐅᔪᑦ ᐱᓂᕐᓗᒃᐊᕈᑎᓄᑦ ᐸᐸᑕᐅᔪᓄᑦ	(2,256)				2,256	
ᓄᑕᐅᔪᑦ ᐊᑭᑐᔩᑎᓄᑦ ᐱᕐᑯᑎᓂᒃ ᐊᓯᔾᔨᕈᑎᓄᑦ ᐸᐸᑕᐅᔪᑦ	(270)	270	—	—	—	—
ᓄᑕᐅᔪᑦ ᐊᑭᑐᔩᑎᓄᑦ ᐱᕐᑯᑎᓂᒃ ᐊᓯᔾᔨᕈᑎᓄᑦ ᐸᐸᑕᐅᔪᑦ	156	(156)	—	—	—	—
ᐊᒥᐊᒃᑯᖕᒋᑦ ᑎᓯᐱᓇ 31, 2011	**$ (14,044)**	**$ 301**	**$ 13,548**	**$ 100**	**$ 19,812**	**$ 19,717**

ᐊᐅᓚᑕᐅᓂᖕᒋᓐᓄᑦ ᐊᒻᒪᓗ ᐸᐸᑕᐅᔪᑦ (ᐅᓂᒃᑳᑦ 13)

ᑖᒃᑯᓇᓐᓂᖅᑲᑕᐅᔪᑦ ᐅᓂᒃᑳᑦᕋᓛᑦ ᐃᓚᒋᔭᐅᕙᑦ ᑖᒃᑯᓄᖓ ᐊᑑᑎᓕᒻᒪᕆᐅᓂᖅ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖕᒋᓐᓂᒃ ᐆᓂᒃᑳᕈᑎᓄᑦ.

ᐅᓂᒃᑳᕈᑏᑦ ᑮᓇᐅᔾᓚᑖᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

	2011	2010
ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᔪᑦ		
ᑮᓇᐃᔭᐃᑦ ᐱᔭᐅᓚᐅᖅᑐᑦ ᐅᑯᓇᖓᑦ:		
ᖃᐅᔨᓴᖅᑕᐅᓚᐅᕐᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔾᔪᑦ	**$ 43,484**	$ 35,299
ᐱᕈᖅᓱᐊᓂᒃ ᑮᓇᐅᔭᖃᕐᕕᖕᓂᒃ	**—**	11,949
ᐊᑭᓕᖅᑕᐅᕙᓪᓚᐊᕙᒃᑐᓂᒃ	**1,313**	1,046
ᕿᑐᖏᐅᕈᑎᖏᑦ	**7,296**	6,527
ᑭᓇᐅᔾᔭᓚᕇᑦ ᐊᑭᓕᖅᑕᐅᓯᒪᔪᑦ ᐅᑯᓄᖓ:		
ᐊᑭᓕᖅᑕᐅᓂᖏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᖅᓯᒪᔪᑦ ᐱᖓᔪᒋᔭᐅᓪᓗᑎᒡᓗᓐᓃᑦ ᐃᓚᒋᔭᖏᓐᓄᑦ ᑭᒡᒐᖅᑐᐃᔾᔨᖏᓐᓄᑦ	**(36,731)**	(33,192)
ᓂᐅᕙᕈᑎᓂᒃ ᐱᕐᑯᑎᓂᒃ ᐱᔾᔦᑎᖃᐅᑎᓂᒡᓗ	**(16,568)**	(15,833)
ᐱᕈᓯᐊᕆᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᓂᒃ	**(1,109)**	—
ᐊᑭᓕᖅᑕᐅᓂᖏᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᓯᒪᔪᑦ ᐃᖃᖅᑐᐃᕖᒃᑯᑦ ᔾᔭᐃᔭᓐ ᒪᐃᓐᑯᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖓᓐᓂᒃ ᓴᐳᓐᓂᐊᖅᑎᐅᔪᓂᒃ (ᐅᓂᒃᑳᑦ 10)	**(943)**	(4,002)
ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓂᑦ ᐅᑎᕐᕕᐅᔪᑦ	**(841)**	(607)
ᑮᓇᐅᔭᓪᓚᓈᑦ (ᐊᑐᖅᑕᐅᓂᖏᑦ) ᑐᕋᖓᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᔪᓄᑦ	**(4,099)**	1,187
ᐱᕈᖅᓱᐊᒃᓴᓂᒃ ᐱᓕᕆᓂᕐᒧᑦ		
ᓂᐅᕕᕐᓂᕐᒧᑦ ᐱᕐᑯᑎᓂᒃ ᓴᓇᕈᑎᓂᒡᓗ	**(852)**	(2,188)
ᓂᐅᕕᖅᑕᐅᓂᖏᑦ ᐱᕐᑯᑏᑦ ᐊᑭᓕᐅᒐᓗᐊᑦ	**(167)**	(553)
ᑮᓇᐅᔭᓪᓚᓈᑦ ᐱᕈᖅᓱᐊᓄᑦ ᐱᓕᕆᐊᓄᑦ	**(1,019)**	(2,741)
ᒥᑭᒡᓕᕆᐊᕐᓂᖏᑦ ᑮᓇᐅᔭᓪᓚᓈᓪᓗ ᑮᓇᐅᔭᓪᓚᓈᓪᓗ ᓇᓕᒨᖏᑦ	**(5,118)**	(1,554)
ᑮᓇᐅᔭᓪᓚᓈᑦ ᑮᓇᐅᔭᐃᓪᓗ ᓇᓕᒨᖏᑦ, ᐊᕐᕌᒍᒥ ᐱᒋᐊᓕᓵᕐᓂᕐᒥ	**5,543**	7,097
ᑮᓇᐅᔭᓪᓚᓈᑦ ᑮᓇᐅᔭᐃᓪᓗ ᓇᓕᒨᖏᑦ, ᐊᕐᕌᒍᒥ ᐃᓱᓕᑦᑐᒥ	**$ 425**	$ 5,543

ᑖᒃᑯᓇᓃᖅᑕᐅᔪᑦ ᐅᓂᒃᑳᑦᕋᑗᑦ ᐃᓚᒋᔭᐅᕗᑦ ᑖᒃᑯᓄᖓ ᐊᑑᑎᓚᒻᒪᕆᐅᓂᖅ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐆᓂᒃᑳᕈᑎᓄᑦ.

ᐅᓂᒃᑳᕋᓛᑦ ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑰᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

1. ᖃᓄᐃᑦᑑᓂᖏᑦ ᐊᐅᓚᑕᐅᔪᑦ

ᐃᖃᓇᐃᔭᖅᑏᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᓪᓗ ᑲᒥᓯᓇᒃᑯᑦ ᑲᑎᒪᔨᖏᑦ (ᑲᒥᓯᓇᒃᑯᑦ) ᐃᓂᖃᕐᒪᑕ ᑲᓇᑕᒥ. ᑲᒥᓯᓇᒃᑯᑦ, ᐅᑭᐅᖅᑕᖅᑐᒥ ᐊᕙᒃᑐᖅᓯᒪᓂᕐᒦᑦᑐᑦ, ᐱᓐᖑᖅᑎᑕᐅᓚᐅᖅᐳᖅ ᐊᐅᓚᑕᐅᓪᓗᓂᓗ ᓴᖏᓂᖅᑭᒥᓂᒃ ᑐᓂᔭᐅᓯᒪᔪᓂᒃ ᐊᑐᖅᓯᑎᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᒃᑯᓐᓄᑦ ᒪᓕᒐᓂᑦ ᓄᓇᑦᓯᐊᕐᒥ ᓄᓇᕗᒻᒥ (ᒪᓕᒐᐃᑦ). ᐊᒻᒪᑕᐅᖅ, ᑲᒥᓯᓇᒃᑯᑦ ᑲᒪᔨᐅᕆᖏᑦ ᐊᐅᓚᑦᑎᔨᐅᓂᕐᒥᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ, ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓂ ᐋᓐᓂᐊᓕᖅᑕᐃᓕᒪᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ ᐊᒻᒪᓗ ᖃᖅᑕᔫᓂᒃ ᐊᑐᖅᑲᑦᑕᕐᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ ᓄᓇᑦᓯᐊᕐᒥ ᓄᓇᕗᒻᒥ. ᑲᒥᓯᓇᒃᑯᑦ ᑲᑎᒪᔨᖏᑦ ᑖᒃᓯᔭᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᑰᓇᐅᔭᓕᐊᖑᓂᒃ ᐊᒻᒪᓗ ᐱᖁᑎᓂᒃ ᐊᒻᒪᓗ ᐱᔨᑦᑎᕋᐅᑎᓄᑦ ᓂᐅᕖᖑᓚᒥᒃ ᑖᒃᓯᔭᖅᑕᐅᔫᓂᒃ ᐊᑭᓖᖅᑲᑦᑕᖅᑐᑦ.

ᑲᒥᓯᓇᒃᑯᑦ ᐊᐅᓪᓚᑎᕙᖕᓂᒃ ᐱᓕᕆᕙᖅᐳᑦ ᔭᓗᓇᐃᕝᒥ, ᓄᓇᑦᓯᐊᕐᒥ ᑲᓇᑕᒥ ᐊᒻᒪᓗ ᐊᕙᒃᑐᖅᓯᒪᓂᐅᔪᓐᓃᑦᑐᓂᒃ ᑎᑎᕋᕝᕕᖃᖅᓯᑎᒃ ᐃᖃᓗᖕᒥ, ᓄᓇᕗᒻᒥ, ᑲᖏᖅᖠᓂᕐᒥ ᐃᖃᓗᒃᑑᓐᓂ, ᓄᓇᕗᒻᒥ.

ᑲᒥᓯᓇᒃᑯᑦ ᑎᓕᔭᐅᓯᒪᕗᑦ ᐱᑕᖅᑎᑦᑎᔾᔪᖅᑯᔭᐅᓂᖅ ᐃᑲᔫᓯᐊᒃᓴᓐᖑᕆᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔾᔪᑦ/ᐃᖃᓇᐃᔭᖅᑏᑦ ᐊᒻᒪᓗ ᐊᑰᓕᑎᑦᑎᖃᑦᑕᕐᓂᖅ ᖃᐅᔨᓴᕈᑕᐅᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᐊᑭᓕᐅᑎᒃᓴᓐᓂᐊᖅᑕᖏᓐᓄᑦ ᒫᓇᐅᔪᖅ ᓯᕗᓂᒃᓴᒥᓗ ᐊᑭᓕᖅᑐᕙᒃᓴᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕐᓂᐊᖅᑐᓄᑦ. ᑲᒥᓯᓇᒃᑯᑦᑕᐅᖅ ᑲᒥᓯᐅᑎᒋᕙᑦ ᓴᓇᔭᐅᓂᖏᓐᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒥᒃ ᖃᐅᔨᒪᔾᔪᑎᒃᓴᐃᑦ ᐊᑐᖅᑕᐅᔪᒃᓴᐃᑦ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑎᐅᓂᕐᒥᒃ ᐅᓗᕆᐊᓇᖅᑐᖃᕐᓂᐊᖅᑲᖏᓐᓂᕐᒥᒃ ᐱᐅᓯᖅᑲᕐᓂᕐᒥᒃ ᐱᓕᕆᕙᖕᓂ.

ᒐᕙᒪᒃᑯᑦ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᒐᕙᒪᒃᑯᑦ ᓄᓇᕗᒻᒥ ᐊᑎᓕᐅᖅᓯᒪᔫᒃ ᒐᕙᒪᐅᖅᑲᑎᒌᖕᓂᕐᒥᓄᑦ ᐊᖏᕈᑎᓂᒃ ᑕᒪᒃᑭᖅᓯᓂᖏᓐᓄᑦ ᑎᒍᒥᐊᖅᑕᐅᓗᑎᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ/ᐱᓕᕆᔩᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᓪᓗ ᑲᒥᓯᓇᒃᑯᑦ ᑲᑎᒪᔨᖏᑦ ᑕᐃᒫᒃ ᑖᒃᑯᐊ ᑲᒥᓯᓇᐅᔪᑦ ᐊᑕᐅᓯᓂᐊᕐᒪᑕ ᓯᓚ ᐱᔨᑦᑎᕋᖅᑎᐅᓗᑎᒃ ᑕᒪᐃᓐᓂᒃ ᐅᑭᐅᖅᑕᖅᑑᑉ ᐊᕙᒃᑐᖅᓯᒪᓂᖏᓐᓂᒃ. ᐊᑐᕈᓐᓃᖅᑎᑕᐅᔪᓐᓇᖅᐳᑦ ᐊᖏᕈᑎᖏᑦ ᓇᓪᓕᐊᖕᓂᑐᐃᓐᓇᖅ, ᐊᕐᕋᒍᓕᒫᖅ ᖃᐅᔨᒪᔭᐅᑎᑦᑎᑎᐊᕈᑎᒃ.

2. ᐅᖅᑲᐅᓯᐅᓯᒪᓂᖏᑦ ᒪᓕᑦᑎᐊᕐᓂᖅ, ᑐᙵᕕᐅᓂᖏᑦ ᓴᓇᔭᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᓇᐃᓈᖅᑕᐅᓯᒪᔪᑦ ᐱᒻᒪᕆᐅᓂᖏᑦ ᑰᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᕆᔭᐅᔪᑦ

ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᖏᑦ ᑲᒥᓯᓇᒃᑯᑦ ᓴᓇᔭᐅᓯᒪᓕᖅᐳᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᓯᓚᕐᔪᐊᕐᒥ ᑰᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐅᓂᒃᑳᓕᐅᕐᓂᕐᒧᑦ (IFRS-ᑯᑦ) ᒪᓕᒐᕐᓂᒃ, ᓴᖅᑭᑎᑕᐅᒪᓗᒥᒃ ᓯᓚᕐᔪᐊᕐᒥ ᑰᓇᐅᔭᓕᕆᓂᐅᔪᓂᒃ ᒪᓕᒐᓕᕆᔩᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ (IASB-ᑯᓐᓄᑦ).

ᑕᒪᒃᑯᐊ ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᕕᓂᖏᓐᓄᑦ ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᓯᒪᔪᒧᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ ᓯᕗᓪᓕᖅᐹᖑᔭᐅᔪᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᓴᓇᔭᐅᓯᒪᓕᖅᑐᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᓯᓚᕐᔪᐊᒥᐅᓄᑦ ᒪᓕᒐᐃᑦ. ᑕᑯᒋᐊᕈᓐᓇᖅᑕᐃᑦ ᐅᓂᒃᑳᕋᓛᖅ 4 ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᖃᕐᓂᖏᓐᓄᑦ ᖃᓄᖅ ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᓕᕆᐊᓚᐅᖅᓯᒪᖕᒪᖔᑕ ᓯᓚᕐᔪᐊᒥᐅᓄᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ (IFRS-ᑯᑦ) ᒪᓕᒐᕐᓂᒃ.

ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᕈᑏᑦ ᐊᖏᖅᑕᐅᓚᐅᖅᐳᑦ ᑐᓂᔭᐅᔭᓐᓇᓱᒃᑐᓂᒧᑦ ᐊᐅᓚᑦᑎᔨᖏᓐᓄᑦ ᑲᑎᒪᔨᓄᑦ ᒪᐃ 22, 2012-ᖑᑎᓪᓗᒍ.

ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᒃᓂᒃᑳᕈᑏᑦ ᓴᓇᔭᐅᓯᒪᒐᑦ ᑕᐃᔅᓱᒪᓂᓚᒫᖅ ᖃᖓᓚᒫᖅ ᐊᑭᑐᒃᑕᖅᓯᒪᓂᖏᓐᓂᒃ ᑐᙵᕕᖃᖅᓯᑎᒃ, ᐱᖕᖓᑦᑑᑦᑐᑎᒃ ᑕᐃᒃᑯᐊ ᓇᓗᓇᐃᒃᑯᑕᖅᑎᑕᐅᔪᑦ ᑎᒍᒥᐊᖅᑕᐅᔪᑦ-ᓂᐅᕐᕈᑎᒃᓴᐅᓂᐊᕐᓂᖏᓐᓄᑦ ᐆᒃᑐᕋᖅᑕᐅᓯᒪᓕᖅᑐᓂᒃ ᐊᑭᖃᖅᑎᑕᐅᓯᒪᓂᖏᓐᓂᒃ. ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ ᑐᓴᐅᓯᒪᔪᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᑲᓇᑕᒥᒃ ᑰᓇᔭᐃᑦ, ᑕᒪᒥᓪᓗ ᐊᑭᑐᓂᖏᑦ ᖃᓂᒋᔮᕆᐊᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᖃᓂᖕᓂᖅᓴᓄᑦ ᑕᐅᓴᖅᑐᓇᔭᖅᑐᓄᑦ ($000−ᓄᑦ), ᑕᐃᒃᑯᐊ ᐱᖕᒋᑦᑐᑦᑐᑎᒃ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᑦ ᐊᓯᐅᔭᐅᓂᖅᓴᖅᑕᐅᑦᑐᑎᒃ. ᐅᑯᐊ ᑕᕝᕙ ᓇᐃᓈᖅᓯᒪᕗᑦ ᐱᒻᒪᕆᐅᔪᓂᒃ ᑰᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᕆᔭᐅᔪᓂᒃ:

ᐅᓂᒃᑳᕋᓵᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

a) ᑮᓇᐅᔭᓪᓚᕇᑦ ᑭᓇᐅᔭᓪᓚᕆᖕᓄᓪᓗ ᓇᓕᒧᒋᔭᐅᔪᑦ

ᐱᔾᔪᑎᒋᓪᓗᒋᑦ ᐅᖃᐅᓯᐅᓂᖏᑦ ᑮᓇᐅᔭᓪᓚᑖᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᑦ ᐊᒻᒪᓗ ᐅᓂᒃᑳᕈᑏᑦ ᑮᓇᐅᔭᑎᒍᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ, ᑮᓇᐅᔭᓪᓚᑦᑖᑦ ᐊᒻᒪᓗ ᓇᓕᒧᒋᔭᖏᑦ ᐃᒪᐃᐳᑦ ᑮᓇᐅᔭᓪᓚᑦᑖᕐᓂᒃ ᐊᒻᒪᓗ ᑮᓇᔭᐅᓕᕈᑕᐅᕙᒃᑐᓂᒃ ᑎᒍᒃᓴᕈᕐᕕᖃᖅᑐᓂᒃ ᐱᖓᓱᓂᒃ ᑕᕿᓂᒃ ᓈᔪᓂᒃ. ᑮᓇᐅᔭᓪᓚᕇᑦ ᐊᒻᒪᓗ ᕿᓚᒥᐅᔪᒧᑦ ᐱᕈᖅᓯᐊᑦ ᑎᒍᒥᐊᖅᑕᐅᔪᑦ ᐱᕈᖅᓴᐃᔨᓄᑦ ᐊᐅᓚᑦᑎᔨᐅᑎᑕᐅᔪᓄᑦ ᐃᓚᒋᔭᐅᖏᓚᑦ ᑮᓇᐅᓪᓚᕇᖕᓄᑦ ᑮᓇᐅᔭᓪᓚᕆᖕᓄᓪᓗ ᓇᓗᒧᒋᔭᐅᔪᓄᑦ.

b) ᖃᐅᔨᓴᖅᑕᐅᔭᕆᐊᖃᖅᑐᓄᑦ ᐊᑭᓕᖅᑕᐅᔭᕆᐋᑦ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᐅᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐅᑎᖅᑎᑕᐅᔭᕆᐋᒃ ᓇᓪᓕᐅᒃᑯᒫᓕᕆᔨᒃᑯᓐᓂᒃ

ᐊᕐᕌᒍᑕᒫᖅ ᐱᒋᐊᓕᓴᖅᑎᓪᓗᒍ, ᑲᒥᓯᓇᒃᑯᑦ ᐊᑭᓖᑎᑦᑎᖃᑦᑕᕐᒪᑕ ᖃᐅᔨᓴᖅᑕᐅᔾᔪᑎᖏᓐᓄᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᐊᑐᕐᓂᖏᓐᓄᑦ ᓴᓈᕆᕙᒃᑕᖏᓐᓂᒃ/ᐱᓕᕆᐊᕆᕙᒃᑕᖏᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓂᕐᒧᑦ, ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᓕᕆᓂᖏᓐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᕆᓂᐊᕐᒥᔭᖏᓐᓂᒃ ᐊᕐᕌᒍᒥ. ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓖᒑᓵᒍᑏᑦ ᐊᑭᓕᖅᑕᐅᕙᓪᓕᐊᖃᑦᑕᐃᓐᓇᓲᖑᕗᑦ ᐊᕐᕌᒍ ᐊᑐᕐᓂᖓᓂ. ᐊᕐᕌᒎᑉ ᐃᓱᐊᓂ, ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ ᑐᓂᓯᓲᖑᕗᑦ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᐅᓂᒃᑳᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓪᓚᕆᒍᓐᓇᕐᓂᕐᒧᑦ ᐃᖃᓇᐃᔭᖅᑎᖏᓐᓄᑦ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᔭᐅᓯᒪᔪᓂᒃ, ᐊᒻᒪᓗ ᐊᔾᔨᒌᖏᓐᓂᖏᓐᓂᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓚᐅᕐᓂᖏᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐊᑭᓕᐅᓯᐊᑖᕆᔭᐅᔪᑦ ᐊᒻᒪᓗ ᐊᑭᓕᐅᓯᐊᖅᑖᕆᔭᐅᓪᓚᕆᓚᐅᖅᑐᑦ, ᐃᓕᑕᕆᔭᐅᓯᒪᖃᑦᑕᖅᓱᑎᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓂᕐᒧᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᓕᖅᓱᑎᒃ ᖃᐃᑕᐅᓂᐊᖅᑐᑎᑐᑦ ᐅᕝᕙᓘᓐᓃᑦ ᒥᑭᒻᒋᐊᖅᑕᐅᔪᑎᑐᑦ ᖃᐅᔨᓴᕈᑕᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐊᓂᒃ ᐊᒻᒪᓗ ᑎᑎᕋᖅᑕᐅᓯᒪᖃᑦᑕᖅᓱᑎᒃ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐅᑎᖅᑎᑕᐅᔭᕆᐊᖃᕐᓂᐊᖅᑐᑎᑐᑦ.

ᑮᓇᐅᔭᓕᐊᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᑕᒪᒃᑯᓇᖓᑦ ᖃᐅᔨᓴᕈᑕᐅᓂᖏᓐᓂᒃ ᑎᑎᕋᖅᑕᐅᕙᓪᓕᐊᖅᑕᖅᑐᑦ ᐊᕐᕌᒍᒥ, ᖃᓄᐃᓕᖓᓪᓚᕆᓚᐅᕐᓂᖏᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᔪᑦ ᐊᑭᓕᐅᓯᐊᖅᑕᖑᓚᐅᖅᑐᓄᑦ ᐊᑭᓕᖅᑕᐅᓚᐅᖅᑐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᖏᓐᓄᑦ.

ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑕᐅᔭᕆᐋᑦ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐅᑎᕐᕕᐅᔭᕆᐋᑦ ᓇᓗᓇᐃᒃᑯᑕᖃᖅᑎᑕᐅᕗᑦ ᓱᖅᓗ ᐊᑭᓕᒃᓴᕆᔭᐅᔪᑎᑐᑦ ᐊᒻᒪᓗ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᖃᖅᑐᑎᑐᑦ ᐊᒻᒪᓗ ᐊᑭᓪᓚᑖᖏᑦ ᐊᑐᖅᑕᐅᖃᑦᑕᖅᓯᑎᒃ, ᑭᖑᓂᐊᒍᓪᓗ ᓇᓴᖅᑕᐅᖃᑦᑕᖅᓯᑎᒃ ᐊᑯᓂᐅᔪᒥᒃ ᐊᑭᓕᒃᓴᕆᔭᐅᔪᑎᑐᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᐊᑐᓇᐊᕐᓂᖏᑦ ᕿᑐᖏᐅᖅᑕᐅᕙᓪᓕᐊᓂᖏᑦ. ᐱᔾᔪᑕᐅᓂᖏᓐᓄᑦ ᖃᓚᒥᐅᔪᒧᑦ ᐊᑭᓕᒃᓴᕆᔭᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᖃᖅᑐᓄᑦ ᐊᒻᒪᓗ ᐅᑎᖅᑎᑕᐅᔭᕆᐋᑦ, ᐊᑭᑐᖅᑐᑦ ᒪᓕᒃᑕᖅᑕᐅᕙᓪᓕᐊᔪᑦ ᖃᓂᖅᑕᐅᑎᑦᑎᕗᑦ ᐊᑭᓕᖅᓱᑎᒃ ᐊᑭᓕᖅᑕᐅᓂᐊᖅᑐᑦ.

ᐊᑭᓕᖅᑕᐅᕙᓪᓕᐊᔪᓐᓇᕐᓂᖏᑦ ᐊᑭᓕᒃᓴᕆᓴᐅᔪᑦ ᖃᐃᑕᐅᔭᕆᐋᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᕙᓪᓕᐊᖏᓐᓇᖅᐸᒃᑐᑦ ᑐᖕᕕᐅᓪᓗᑎᒃ ᐃᓯᒪᒃᓴᖅᓯᐅᕈᑕᐅᓯᒪᓂᖏᑦ. ᐱᕕᒃᓴᖃᖅᑎᑕᐅᕗᑦ ᐊᑭᓂᐊᖅᑐᔮᕆᔭᐅᖅᑎᑦᑐᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᖃᐃᑕᐅᔭᕆᐋᑦ, ᓴᕿᐅᒪᔪᖃᖅᑎᓪᓗᒋᑦ ᑮᓇᐅᔭᐃᑦ ᑲᑎᖅᓱᖅᑕᐅᔪᓐᓇᓲᖑᓐᓂᖏᑦ ᒪᓕᒃᑐᒋᑦ ᓯᕗᓪᓕᐅᓚᐅᖅᓯᒪᔪᑦ ᖃᓄᐃᓕᖓᓂᖏᑦ ᖃᐃᑕᐅᔭᕆᐊᖃᓚᐅᕐᒥᔪᑦ. ᐊᒥᓱᓂᖏᑦ ᐱᕕᒃᓴᖃᖅᑎᑕᐅᓂᖏᓐᓄᑦ ᐊᔾᔨᒌᒍᑕᐅᕗᑦ ᐱᖁᑎᑦ ᐃᓕᐅᔭᕙᓪᓕᐊᖏᓐᓇᓇᐊᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᐊᖅᑐᔮᕐᓂᖏᓐᓂᒃ. ᐊᖏᓂᖏᑦ ᐱᕕᒃᓴᖃᖅᑎᑕᐅᔪᑦ ᖁᕙᕆᐊᖅᐸᑕ, ᐊᑐᖅᑕᐅᒃᐸᑕ ᐅᕝᕙᓘᓐᓃᑦ ᐃᓕᑕᕆᔭᐅᔪᓐᓃᖅᓯᒪᒃᐸᑕ, ᐃᓕᑕᕆᔭᐅᓯᒪᖃᑦᑕᖅᐳᑦ ᐅᓂᒃᑳᓕᐊᖏᓐᓂᒃ ᑕᒪᐃᓐᓂᒃ ᔭᒐᐃᔭᐅᓯᒪᔪᓂᒃ. ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦ ᐊᖏᖅᑲᑦᑕᕆᐊᖅᐳᑦ ᑕᒪᐃᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᕐᒧᑦ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᖃᖅᑐᓂᒃ ᖃᐃᑕᐅᔭᕆᐊᖃᓚᐅᖅᑐᑦ ᖁᔭᓇᖅᑕᐅᓂᐊᕌᖓᑕ.

c) ᓴᑐᖅᑕᐅᕙᓪᓕᐊᔪᑦ ᐱᖓᔪᒋᔭᐅᔪᓂᒃ ᐃᓚᒋᔭᐅᔪᓂᒃ

ᐊᑖᓂ 64-ᖓᓂ ᑎᑎᕋᖅᓯᒪᓂᖏᓐᓂ ᐃᖃᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᒪᓕᒐᖏᓐᓂ ᓄᓇᕐᓯᐊᕐᒥᓗ ᓄᓇᕗᒻᒥᓗ, ᑲᒥᓯᓇᒃᑯᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᕗᑦ ᑎᒃᑯᐊᖅᑕᐅᓯᒪᓂᖅ ᑲᒪᒋᔭᐅᒋᐊᖅᑎᑦᑎᔨᐅᔪᓐᓇᕐᓂᖅ ᐱᔾᔪᑎᒋᓪᓗᒋᑦ ᓇᓪᓕᐅᒃᑯᒫᓴᖅᑖᕋᓯᐊᖅᓵᑦ ᐋᓐᓂᐊᖅᓯᒪᓂᖓᓂᒃ. ᐊᖏᕈᑕᐅᒍᓂ ᐊᖏᖃᑎᒌᖕᓂᖏᓐᓄᑦ, ᐅᕝᕙᓘᓐᓃᑦ ᒪᓕᒐᓕᐅᕈᑕᐅᒍᑎᒃ ᐃᖃᖅᑐᐃᕕᒃᑯᓐᓄᑦ ᐋᖅᑭᒃᑕᐅᔪᒥᒃ, ᒪᓕᒐᓕᕆᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᕆᐋᑦ ᐊᓯᖏᓪᓗ ᐊᑭᖃᓚᐅᖅᑐᑦ ᐊᑭᖃᓚᐅᖅᑐᑦ ᐄᔭᖅᑕᐅᓯᒪᖃᑦᑕᖅᐳᑦ ᑐᓂᔭᐅᓂᐊᖅᑐᓂᒃ ᑮᓇᐅᔭᓂᒃ. ᑮᓇᐅᔭᐃᑦ ᖃᓄᐃᑦᑐᑐᐃᓇᐃᑦ ᐊᒥᐊᒃᑯᖏᑦ

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔾᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖕᒋᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔾᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐱᔾᔪᑎᖃᑦᑕᖅᐳᑦ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᖅᑕᕐᓂᐊᖅᑐᒧᑦ. ᑕᒪᒃᑯᐊ ᕿᓚᓃᑦᐳᑦ ᐅᖓᑖᓂᓗ ᓯᕗᓂᒃᓴᒥ ᐃᑲᔫᓯᐊᖅᑖᕆᔾᔪᕚᒫᖅᑐᓂᒃ ᐱᔾᔪᔮᒃᓴᓂᒃ.

ᑮᓇᐅᔾᓕᐊᕐᔪᕙᑦ ᖃᐃᑕᐅᓯᒪᕙᓂᒃ ᐱᖓᕙᒋᔾᔪᕙᓂᒃ ᓴᑐᖅᑕᐅᓯᒪᕙᑦ ᑎᑎᕋᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᐊᕐᕌᒍᒥ ᐊᖏᕈᑕᐅᓯᒪᕙᓂ. ᐱᕕᒃᓴᖃᖅᑎᑕᐅᖏᓚᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᒃᓴᓄᑦ ᓯᕗᓂᒃᓴᒥ ᐱᖓᕙᒋᔾᔪᕙᓄᑦ ᓴᑐᐃᖁᐅᕙᓐᓇᕐᓂᖅ ᐱᔾᕙᑕᐅᓂᖏᓐᓄᑦ ᒪᓕᒐᖃᕐᓂᖏᓐᓄᑦ ᐋᕿᐅᒪᔾᔪᓂᖏᑦ.

d) ᐱᕈᖅᓯᐊᑦ

ᐱᕈᖅᓯᐊᑦ ᓇᓗᓇᐃᒃᑯᑕᖃᖅᑎᑕᐅᕙᑦ ᑎᒍᒥᐊᖅᑕᐅᓂᖅ ᓂᐅᕈᑎᒃᓴᐅᓂᕐᒧᑦ ᐱᓯᒪᔾᔪᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᓂᐅᕕᐊᒃᓴᐅᓂᐊᕐᓂᕐᒧᑦ ᓂᐅᕕᖅᑕᐅᒃᑲᓐᓂᕈᓐᓇᕐᓂᕐᒧᑦᓗᓐᓃᑦ ᕿᓚᒻᒥᐅᓂᐊᖅᑐᒥᒃ, ᐊᒻᒪᓗ ᑎᑎᕋᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᑐᓂᖏᑦ ᑮᓇᐅᔾᓕᐅᕈᑕᐅᓂᖏᓐᓄᑦ ᔭᒐᐃᔭᐅᓂᖏᓐᓄᑦᓗᓐᓃᑦ, ᐃᓕᑕᕆᔭᐅᓯᒪᔪᑦ ᐊᑐᖅᑕᐅᑦᓗᑎᒃ ᐱᕈᖅᓯᐊᓂᒃ ᑮᓇᐅᔾᓕᐊᖑᔪᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᓂᖏᓐᓂᓗ ᑕᒪᐃᓐᓂᒃ ᔭᒐᐃᔭᐅᔪᓂᒡᓗᓐᓃᑦ.

ᕿᑐᖏᐅᕈᑏᑦᓗ ᐊᑭᓕᒐᓯᒃᓴᐃᑦᓗ ᐃᓕᑕᕆᔭᐅᓯᒪᔪᑦ ᑮᓇᐅᔾᓕᐊᖑᕙᑦᓕᐊᔪᓂᒃ ᑮᓇᐅᔾᓕᐊᕆᔭᐅᙱᓕᐅᖅᑕᖏᓐᓂᒃ. ᓅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐅᓂᖅ ᑕᐃᒪᐃᓕᒫᖓᒥᒃ. ᓂᐅᕕᖅᑕᐅᔪᓄᑦ ᓂᐅᕕᐊᒃᓴᖃᕐᓂᕐᒧᑦᓗ ᐱᕈᖅᓯᐊᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᕗᒃᐳᑦ ᐅᑦᓗᖓᓂᒃ ᓂᐅᕿᑕᐅᓂᖏᓂᒃ.

ᐱᕈᖅᓯᐊᑦ ᑮᓇᐅᔭᓂᒃ ᑲᓇᑕᐳ ᓯᓚᑖᓂᒃ ᒪᓕᒃᑐᑦ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᖃᑦᑕᖅᐳᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓄᑦ, ᑭᐳᑎᔭᐅᓂᖏᓐᓄᑦ ᐊᑭᖏᓐᓂᒃ ᒪᓕᒃᓯᑎᒃ ᐊᕐᕌᒎᑉ ᐃᓱᐊᓂ. ᕿᑐᖏᐅᕈᑎᖏᑦ, ᐊᑭᓕᐊᒃᓴᖏᑦ, ᐊᒻᒪᓗ ᐱᓐᖑᖅᓯᒪᔪᑦ ᖃᑭᒋᐊᕈᑕᐅᓂᖏᑦ ᐊᒻᒪᓗ ᔭᒐᐃᔭᐅᓂᖏᑦᑕᐅᖅ ᑐᑭᓕᐅᖅᑕᐅᖃᑦᑕᕐᒥᔪᑦ ᑲᓇᑕᐳ ᓯᓚᑖᓂᒃ ᑭᐳᒃᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓄᑦ ᐅᑦᓗᖏᑦ ᑲᒪᒋᔭᐅᕕᖏᑦ ᐊᑐᖅᑕᐅᑦᓗᑎᒃ. ᑭᐳᑎᓂᕐᒧᑦ ᖃᑭᒋᐊᕈᑏᑦ ᐊᒻᒪᓗ ᔭᒐᐃᔭᐅᓂᖏᑦ ᓴᕿᓚᕿᓯᒪᔪᑦ ᑐᑭᓕᐅᖅᑕᐅᓂᖏᓐᓂᒃ ᑲᓇᑕᐳ ᓯᓚᑖᓂᒃ ᑮᓇᐅᔾᐃᑦ ᐊᒥᐊᒃᑯᖏᑦ ᐊᕐᕌᒎᑉ ᐃᓱᐊᓂ ᐊᒻᒪᓗ ᑮᓇᐅᔾᖑᖅᑎᑕᐅᔪᕕᓃᑦ ᐊᕐᕌᒍᒥ ᑎᑎᕋᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᑐᓂᖏᑦ ᑮᓇᐅᔾᓕᐅᕈᑕᐅᓂᖏᓐᓄᑦ ᔭᒐᐃᔭᐅᓂᖏᓐᓄᑦᓗᓐᓃᑦ.

ᑲᑎᒪᔩᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᖃᑦᑕᖅᐳᑦ ᕿᓕᕇᓕᖅᑎᖅᑕᐅᓯᒪᓂᖃᖅᑐᓂᒃ ᑐᑭᓕᐅᕈᑕᐅᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᓴᕿᑎᑕᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐊᑭᒃᓴᖏᑦ ᓈᒪᖕᓂᐊᖅᑐᑦ ᐱᕈᖅᓯᐊᓇᔭᖏᓐᓂᒃ ᐊᑭᖃᖅᑎᑕᐅᒥᐊᕈᑎᖏᑦ ᒪᓕᒃᑕᐅᑦᓗᑎᒃ:

- ᐳᖅᑐᓂᖅ 1: ᑕᐃᔭᐅᓯᒪᔪᖅ ᐊᑭᖓ (ᐋᕿᒋᐊᖅᑕᐅᓯᒪᓇᓂ) ᓂᐅᕈᑎᒃᓴᖃᕝᕕᐅᔪᓂ ᑕᒪᒃᑯᓂᖓᑦᓴᐃᓐᓇᖅ ᐱᖁᑎᓂᒃ;
- ᐳᖅᑐᓂᖅ 2: ᐊᓯᖏᑦ ᓴᓇᕈᑏᑦ ᑕᒪᐃᓐᓄᑦ ᐃᓕᓯᒻᕕᐅᓯᒪᔪᑦ ᐱᒻᒪᕆᐅᔪᓂᒃ ᐊᒃᑐᐃᓂᖃᕐᓂᐊᖅᑐᓂᒃ ᓇᒻᒪᒃᑐᒥᒃ ᐊᑭᖃᕈᑕᐅᓂᖓᓄᑦ ᖃᐅᔨᒪᔭᐅᔪᓂᒃ, ᓇᖕᒥᓂᖅ ᐊᓯᐊᒍᑦᓗᓐᓃᑦ;
- ᐳᖅᑐᓂᖅ 3: ᓴᓇᕈᑏᑦ ᐊᑐᖃᑦᑕᖅᑐᑦ ᑐᑭᓯᔭᐅᓯᒪᔪᓂᒃ ᐱᒻᒪᕆᐅᔪᒥᒃ ᐊᒃᑐᐃᓂᖃᕐᓂᐊᖅᑐᓂᒃ ᓇᒻᒪᒃᑐᒥᒃ ᐊᑭᖃᕈᑕᐅᓂᖓᓄᑦ ᑐᖓᕕᖃᖏᑦᑐᓂᒃ ᖃᐅᔨᒪᔭᐅᔪᓂᒃ ᓂᐅᕈᑎᒃᓴᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᖃᐅᔨᒪᔾᔪᑎᓂᒃ.

ᐊᓯᔾᔨᖅᐸᑦᓕᐊᓂᖏᑦ ᐊᑭᖏᓐᓂᒃ ᐱᐅᓯᕆᔭᐅᔪᓂᑦ ᓴᕿᑦᑎᔪᓐᓇᕐᒥᔪᑦ ᓅᑕᐅᓂᖏᓐᓂᒃ ᐱᕐᑰᑦ ᐳᖅᑐᓂᖅᑲᕐᓂᖏᓐᓂᒃ ᓇᓗᓇᐃᒃᑯᑕᖅᑎᑕᐅᓂᖏᓐᓂᒃ. ᑕᐃᒪᐃᑦᑐᓂᒃ ᓅᑕᐅᔪᖅᑲᓚᐅᖏᓚᖅ ᐊᓯᐊᓄᑦ ᐳᑐᓂᖅᑎᑕᐅᔪᓂᒃ 2011-ᒥ (2010-ᒥᓗ).

ᓈᒪᔪᓂᒃ ᐊᑭᑐᑎᒋᓂᖏᑦ ᐃᓄᓕᒫᓄᑦ ᒪᑐᐃᖓᔪᓂᒃ ᓂᐅᕈᑎᒃᓴᓄᑦ ᐱᕈᖅᓯᐊᖑᔪᑦ ᑐᖓᕕᖅᑯᓱᖑᕗᑦ ᑕᐃᔭᐅᓯᒪᔪᒥᒃ ᓂᐅᕈᑎᒃᓴᐅᓂᕐᒧᑦ ᐊᑭᖅᑎᑕᐅᔪᓂᒃ, ᐊᒻᒪᓗ ᓇᖕᒥᓂᖅ ᑎᒍᒥᐊᖅᑕᐅᔪᓂᒃ ᐱᕈᖅᓯᐊᖑᔪᓂᒃ, ᓱᕐᓗ ᐊᑕᐅᓯᖕᒋᑦᑐᒧᑦ ᑮᓇᐅᔭᖅᑎᑕᐅᔪᓂᒃ, ᐊᒻᒪᓗ ᓈᓴᖅᑕᐅᖃᑦᑕᖅᓯᑎᒃ ᐊᒥᓯᒐᓴᖕᓄᑦ ᑲᒪᒋᖃᓇᐊᖃᕐᓂᖏᓐᓄᑦ ᐊᑯᑕᐅᓯᒪᔪᓂᒃ ᐊᑭᒃᓴᓕᐊᖑᓯᒪᔪᓂᒃ. ᓇᒪᔪᓂᒃ ᐊᑭᖃᕐᓂᖏᑦ ᐊᑯᓂ ᐃᒡᓗᑖᓇᔭᐅᔪᒧᑦ ᐊᑭᓕᒃᓴᐃᔾᔾᐸᑦᓕᐊᔾᔪᑎᒃᓴᐃᑦ ᐋᑭᖅᑕᐅᓲᑦ ᓯᓚᑎᒥᐅᑕᓄᑦ ᑐᑭᓕᐅᖅᑎᓄᑦ, ᖃᐅᔾᔭᖃᑦᑕᖅᓯᑎᒃ ᐊᔾᔨᒌᖏᓐᓂᖏᓐᓂᒃ ᐱᐅᓗᓐᓂᖏᓐᓂᒃ ᐊᑭᖃᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᓯᖏᓐᓄᑦ ᐱᔭᓈᖅᑕᐅᓯᒪᔪᓄᑦ ᓂᐅᕕᖅᑕᐅᕌᓂᒃᓯᒪᔪᓄᑦ ᐅᕝᕙᓗᓐᓃᑦ ᓂᐅᕕᐊᒃᓴᐅᑎᑕᐅᔪᓄᑦ ᓂᐅᕈᑎᒃᓴᖃᕝᕕᖕᓂ, ᐊᒻᒪᓗ ᐊᑭᑭᓪᓕᒋᐊᖅᑕᐅᒃᑲᓐᓂᕈᓐᓇᖅᓯᑎᒃ ᑮᓇᐅᔾᐃᑦ ᐃᖏᕐᑲᕐᑲᕙᑦᓕᐊᓂᖏᓐᓂᒃ ᖃᐅᔾᔭᖅᑕᐅᓯᒪᔪᓂᒃ, ᑐᖓᕕᐅᑦᓗᑎᒃ ᓂᐅᕈᑎᒃᓴᖃᖅᑐᓂᒃ ᐊᑐᖅᑐᐊᖅᑕᐅᕙᑦᓕᐊᔪᑦ, ᐊᑭᑭᓪᓕᒋᐊᕈᑏᑦ ᐊᑐᖅᑕᐅᑦᓗᑎᒃ ᐊᔾᔨᒋᖏᑕᖏᑦ ᐊᓯᖏᑦ ᓂᐅᕈᑎᒃᓴᓃᖃᑕᐅᔪᓂᒃ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓚᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

e) ᐱᕐᑯᑏᓪᓗ ᓴᓇᕐᕿᑏᓪᓗ ᓱᓇᒍᐃᓐᓇᐃᑦ

ᐱᕐᑯᑏᓪᓗ ᓴᓇᕐᕿᑏᓪᓗ ᓱᓇᒍᐃᓐᓇᐃᑦ ᑎᑎᕋᖅᑕᐅᕐᑲᑦᑕᖅᐳᑦ ᐊᑭᕐᑲᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᑭᑭᓪᓕᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᓇᓚᐅᑖᖅᑕᐅᓪᓗᑎᒃ ᐊᑑᑎᕐᑲᕈᓐᓇᕐᓂᖏᑦ ᐱᑦᑕᕐᓂᖏᓐᓂᒃ, ᐊᑐᖅᓯᑎᒃ ᐊᑖᓃᑦᑐᓂᒃ ᑐᑭᒧᐊᑐᐃᓐᓇᕐᑎᐊᖅᑐᓂᒃ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ:

ᐃᒡᓗᕐᔪᐊᑦ	25 ᐊᕐᕌᒍᐃᑦ
ᐃᒡᓗᕐᔪᐊᑦ ᐃᓗᓕᒃᓴᖏᑦ	10 ᐊᕐᕌᒍᐃᑦ
ᓴᓇᕐᕿᑏᑦ ᐱᕐᑯᑏᑦ	2 - 6 ᐊᕐᕌᒍᐃᑦ
ᖃᕆᑕᐅᔭᕐᕿᑏᑦ	5 ᐊᕐᕌᒍᐃᑦ
ᐱᕐᑯᑎᒋᔭᐅᔪᓂᒃ ᐱᐅᓯᒋᐊᕈᑎᑦ	ᐊᑖᓃᑦ ᐊᑑᑎᕐᓇᕐᓂᖏᓐᓂᒃ ᐊᑭᖏᓐᓂᒃ ᐅᖓᓯᓐᓂᓐᓃᑦ ᐊᑐᖅᑐᐊᑕᐅᑎᒋᓂᖏᓐᓂᒃ ᐊᑭᖏᓐᓂᒃ

ᖃᖓᑐᐃᓐᓇᖅ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᓴᓇᕐᕿᑎᓪᓗᓐᓃᑦ ᓱᓇᒍᐃᓐᓇᖅ ᐱᒪᕆᐅᔪᒃ ᐃᓚᖅᑲᐅᖅᐸᑦ ᐊᔾᔨᒌᙱᑦᑑᑎᐅᔪᒃ ᐱᐅᔪᙱᓐᓇᕈᓐᓇᖅᑐᓂᒃ, ᐃᓚᖏᑦ ᓈᓴᖅᑕᐅᓯᒪᓲᖑᕗᑦ ᑲᑎᙵᙱᔅᓯᒋᑦ. ᐊᑭᑭᓪᓕᕙᓪᓕᐊᓂᖏᑦ, ᐊᑐᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᐊᖏᕋᓇᔭᐅᔪᑦ ᐱᒪᕆᐅᓂᖅᑲᕐᓂᖏᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᕐᑲᑦᑕᖅᐳᑦ ᑮᓇᐅᔭᓕᕆᓂᐅᑉ ᐊᕐᕋᒎᑉ ᐃᓱᐊᓂ, ᐋᕿᑦᑎᐊᖅᑕᐅᕐᑲᑦᑕᖅᓯᑎᓪᓗ ᐋᕿᑦᑎᐊᕆᐊᖅᑲᖅᐸᑕ. ᓇᓚᐅᑖᐅᖅᑕᐅᓯᒪᔪᑦ ᐃᓚᖏᑦ ᐱᕐᑯᑏᓪᓗ ᓱᓇᒃᑯᑖᓪᓗ ᓴᓇᕐᕿᑎᓪᓚᐃᑦ ᐋᕿᑦᑎᐊᖅᑕᐅᓚᐅᖅᓯᒪᔪᑦ 2011-ᒥ (ᑕᑯᓗᒋᑦ ᐅᓂᒃᑳᑦ 8-ᒥᑦᑐᑦ). ᐊᑭᑭᓪᓕᒋᐊᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ ᐊᑭᖏᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᕐᑲᑦᑕᖅᐳᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐊᒻᒪᓗ ᑕᒪᐃᓐᓂᒃ ᐊᑭᓕᖅᑐᕆᐊᓕᖏᓐᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᓂᖏᓐᓂ ᑕᒪᐃᓐᓂᒃ ᔭᕕᔭᐅᓯᒪᔪᑦ.

f) ᐱᕐᑯᑏᑦ ᐊᑭᖅᑲᖅᑐᑦ ᓇᒍᓇᒻᒪᕆᒃᑐᒥᒃ

ᐱᕐᑯᑏᑦ ᐊᑭᖅᑲᖅᑐᑦ ᓇᒍᓇᒻᒪᕆᒃᑐᓂᒃ ᐃᓚᖅᑲᓯᕐᕈᔪᒃ ᖃᕆᑕᐅᔭᒃᑯᑦ ᐃᑎᕐᑲᖅᑕᐅᓯᕐᕈᔪᓂᒃ ᐃᓚᖅᑲᑦᑕᖅᓯᑎᒃ ᓂᐅᕕᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᐃᓗᓕᒃᓴᖏᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᕝᕕᐅᑉ ᐃᓗᐊᓂ ᓴᓇᔭᐅᓯᒪᓪᓗᑎᒃ ᖃᕆᑕᐅᔭᒃᑯᑦ ᐃᓗᓕᒃᓴᐃᑦ. ᑕᒪᒃᑯᐊ ᐱᕐᑯᑏᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᕐᑲᑦᑕᖅᐳᑦ ᐊᑭᓕᒃᓴᓂᒃ ᐊᒻᒪᓗ ᐊᑭᓕᒃᓴᐃᔭᖅᑕᐅᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᐱᕐᑯᑏᑦ ᐊᑑᑎᕐᑲᐃᓐᓇᕈᓐᓇᕐᓂᖏᓐᓂᑦ (2-15 ᐊᕐᕌᒍᐃᑦ) ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᑐᑭᒧᐊᒍᑎᑐᐃᓐᓇᐃᑦ ᐊᑐᓕᒃᓴᐃᑦ. ᐊᑭᓕᒃᓴᐃᔨᑕᐅᕙᓪᓕᐊᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᓂᖏᑦ ᑎᑎᕋᖅᑕᐅᕙᒃᑐᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᕐᑲᑦᑕᖅᐳᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐊᒻᒪᓗ ᑕᒪᐃᓐᓂᒃ ᐊᑭᓕᖅᑐᕆᐊᓕᖏᓐᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᓂᖏᓐᓂ ᑕᒪᐃᓐᓂᒃ ᔭᕕᔭᐅᓯᒪᔪᑦ.

g) ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ ᓯᓚᑎᒧᑦ ᐊᒻᒪᓗ ᑲᑎᑕᐅᓯᒪᓂᖏᑦ ᐊᑭᓕᖅᑐᑲᒃᓴᐃᑦ

ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ ᓯᓚᑎᒧᑦ ᐊᒻᒪᓗ ᑲᑎᑕᐅᓯᒪᓂᖏᑦ ᐊᑭᓕᖅᑐᑲᒃᓴᐃᑦ ᓇᒍᓇᐃᒃᑯᑕᕐᑲᕐᑲᑦᑕᖅᐳᑦ ᑕᐃᒫᔅᓴᐃᓐᓇᖅ ᑮᓇᐅᔭᓂᒃ ᐊᑭᓕᖅᑐᑲᒃᓴᐅᔪᓂᒃ ᓈᒪᒃᑐᓂᒃ ᐊᑭᕐᑲᖅᑎᑕᐅᓗᑎᒃ, ᐊᒻᒪᓗ ᓈᓴᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐊᑭᓕᒃᓴᔭᖅᑕᐅᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᕿᑐᙵᕐᓂᖅᑕᐅᕙᓪᓕᐊᔪᑎᖏᑦ. ᕿᓚᒻᒥᐅᕐᑲᑦᑕᕐᓂᖏᓐᓄᒃ ᐊᑭᓕᒃᓴᔭᐅᕐᑲᑦᑕᕐᓂᖏᑦ ᐊᑭᓕᑕᐅᔭᕆᐊᓖᓪᓗᑦ ᑲᑎᑕᐅᓯᒪᓂᖏᓪᓗ ᐊᑭᓕᖅᑐᑲᒃᓴᐃᑦ, ᐊᑭᑐᓂᖏᑦ ᒪᓕᒃᑲᑦᑕᖅᐳᑦ ᓈᒪᔪᒥᒃ ᐊᑭᕆᓇᔭᖅᑕᖏᓐᓂᒃ.

h) ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᑲᒃᓴᐃᑦ

ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᑲᒃᓴᐃᑦ ᑭᒡᓕᖅᑐᐃᕗᑦ ᒫᓇᐅᔪᖅ ᐊᑭᖏᓐᓂᒃ ᓂᕈᐅᒋᔭᐅᔪᓂᒃ ᓯᕗᓂᒃᓴᒥ ᐊᑭᓕᖅᑐᖅᑕᐅᓂᐊᖅᑐᓂᒃ ᐱᔾᔪᑎᒋᓪᓗᒋᑦ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᓂᕐᒧᑦ ᐃᑲᔫᓯᐊᒃᓴᐃᑦ, ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓂᒃ ᐊᑭᓖᔾᔪᑏᑦ, ᐊᒻᒪᓗ ᐊᔪᓕᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᓚᐅᖅᓯᒪᓐᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕆᑕᐅᓯᒪᔪᓄᑦ ᓴᕿᓯᒪᔪᒃ ᐱᓂᕐᓗᒃᓯᒪᔪᖅᑲᕐᓂᕐᒧᑦ, ᓯᕗᓂᐊᒍᑦ ᐃᓯᓕᕝᕕᖓᑕ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᕐᕋᒍᓂᒃ. ᐃᑲᔪᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᑲᒃᓴᐃᑦ ᐃᓚᖅᑲᓯᕐᕈᔪᒃ ᐱᕕᒃᓴᖅᑎᑕᐅᓂᖏᓐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕆᓯᒪᔪᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᑲᒃᓴᓂᒃ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐊᒥᓱᓂᒃ ᓇᓚᐅᑦᑖᕆᐊᖅᑯᖅᑰᕈᑦ ᓇᓚᐅᑖᑦᑕᐅᓂᖏᓐᓄᑦ ᐃᑲᔪᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ, ᓱᕐᓗ ᓇᓚᐅᑦᑖᕈᑎᓂᒃ ᓯᕗᓂᒃᓴᒥ ᐃᓅᔾᔪᑎᒃᓴᐃᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᐊᕐᓂᖏᑦ, ᕿᑐᙱᐅᕈᑎᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ, ᐊᒻᒪᓗ ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᓂᕐᒧᑦ ᐊᕐᕿᐅᒪᔭᐅᔪᑦ. ᐃᑲᔪᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᐊᕐᕋᒍᑕᒫᖅ ᐋᕿᒃᑕᐅᓯᒪᖁᔪᑦ ᖃᓄᐃᓕᓂᐊᖅᑑᕆᔭᐅᔪᓄᑦ ᖃᐅᔨᒪᔾᑕᕐᓄᑦ ᐊᑭᖃᕐᓂᐊᕐᓂᕋᖅᑕᐅᓯᒪᔪᓄᑦ. ᐃᖕᒥᒃᑰᖅᑐᓄᑦ ᖃᓄᐃᓕᓂᐊᖅᑐᔾᕐᓂᖏᓐᓂᒃ ᐊᑭᖃᕐᓂᐊᕐᓂᖏᓐᓄᑦ ᐃᓱᒪᒋᔭᐅᔪᑦ ᓈᒪᙱᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᖃᓄᐃᖏᑦᑎᐊᕐᓂᖏᓐᓂᒃ ᐃᑲᔪᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ ᐊᑕᕗᑦ ᑖᒃᑯᓇᖓ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᓕᐊᖏᓐᓄᑦ.

ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᐃᓚᕐᑲᖅᐸᒃᑐᑦ ᐱᕕᒃᓴᖅᑲᖅᑎᑕᐅᓂᖏᓐᓄᑦ ᑕᒪᕐᒥᒃ ᐃᑲᔫᓯᐊᒃᓴᖅᑖᕆᐊᓖᑦ ᐱᕕᒃᓴᖅᑲᖅᑎᑕᐅᔪᑦ ᒦᓇᐅᔪᖅ ᒪᓕᒐᕐᓄᑦ, ᐊᑐᐊᒐᕆᔭᐅᔪᓄᑦ ᐊᒻᒪᓗ ᐱᓕᕆᐊᕐᑲᕐᓂᕐᒧᑦ ᐱᐅᓯᕆᔭᐅᔪᓄᑦ. ᐱᕕᒃᓴᕐᓂᖏᑦ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᕈᑎᑦ ᓴᕿᓯᒪᔪᑦ ᑐᑭᑖᑲᐅᑎᒋᔪᓇᖏᓐᓂᖏᓐᓂᒃ ᐃᕐᑲᓇᐃᔭᕐᕕᖕᒥᒃ/ᐱᓕᕆᕙᖕᒥᓂᓐᓃᑦ ᖃᓂᒪᒍᑎᑖᖅᓯᒪᔪᓄᑦ ᐃᓚᓕᐅᑎᔭᐅᓚᐅᖏᑦᑐᑦ ᑖᒃᑯᓇᓂ ᐊᑭᕐᑲᓂᖏᓐᓂᒃ ᓴᓇᔭᐅᔪᓂᒃ, ᐱᔾᔪᑕᐅᓪᓗᑎᒃ ᐆᒃᑐᕋᖅᑕᐅᑦᑎᐊᕈᓐᓇᖏᓐᓂᖏᓐᓄᑦ.

ᐃᓚᖏᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᖑᔪᕆᐊᓖᑦ ᐊᒻᒪᓗ ᑕᒪᐃᓐᓂᒃ ᐊᑭᓕᒃᓴᐃᑦ ᐃᓕᓯᕕᐅᕙᒃᐳᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᖏᓐᓂᒃ ᒦᓇᐅᔪᒧᑦ ᐊᑐᖅᑐᒧᑦ ᐊᕐᕌᒍᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖏᓐᓄᑦ, ᐊᒻᒪᓗ ᓯᕗᓂᐊᓂ ᐊᕐᕌᒍᖓᑕ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖏᓐᓂᒃ. ᐊᖏᓂᖏᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᕿᕐᒥᕿᐊᖅᑕᒃᑕᖅᑐᑦ ᐃᖕᒦᖅᑐᓄᑦ ᖃᓄᐃᓕᖓᓂᐊᖅᑐᔾᕐᓂᖏᓐᓄᑦ ᖃᐅᔨᒪᔾᑕᕆᓴᐅᕝᑐᓄᑦ, ᑐᑭᓕᐅᑎᐊᕆᐊᖅᑲᕐᓂᖏᓐᓄᑦ ᐃᓚᒋᔭᐅᓂᕐᒧᑦ ᐊᕐᕌᒍᑕᒫᖅ ᖃᓄᐃᓕᖓᓂᐊᖅᑐᔾᕐᓂᖏᓐᓄᑦ ᖃᐅᔨᒪᔭᐅᓂᖏᑦ ᐊᔾᔨᒍᓐᓃᖅᑲᑦᑕᕐᓂᖏᓐᓄᑦ ᐃᑲᔫᐊᒃᓴᓅᖓᔪᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖓᓂ.

i) ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᑦ

ᐃᖅᑲᓇᐃᔭᕈᓐᓇᐃᓪᓕᐊᓄᑦ ᐊᐊᓕᖅᓯᒪᔪᑦ ᐃᑲᔫᑏᑦ

ᑕᒪᕐᒥᒃᑲᓴᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᑲᒥᓯᓐᓇᒃᑯᓐᓂᒃ ᐅᓕᒃᑕᐅᓯᒪᕗᑦ ᐃᓄᓕᒫᖅᓯᐅᑎᓂᒃ ᐱᔨᑦᑎᕋᖅᑎᐅᓂᕐᒥᓄᑦ ᐱᓕᕆᔪᓐᓃᕈᑎᒋᕙᒃᑕᖏᓐᓂᑦ ᐸᕐᓇᐅᑎᓄᑦ (ᐸᕐᓇᐅᑏᑦ), ᐊᑮᓚᓛᒃᑕᐅᕙᓪᓕᐊᖏᓐᓇᖅᑐᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐸᕐᓇᒍᑏᑦ ᓴᕿᑕᐅᓯᒪᔪᑦ ᒪᓕᒐᕐᓄᑦ ᐊᒻᒪᓗ ᐋᕿᐅᒪᑎᑕᐅᓪᓗᑎᒃ ᑲᓇᑕᐅᑉ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ. ᐊᑭᓕᖅᑕᐅᕙᓪᓕᐊᖏᓐᓇᕆᐊᖅᐸᒃᑐᑦ ᑖᒃᑯᐊ ᑕᒪᐃᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ, ᑲᒥᓯᓇᒃᑯᓐᓄᑦᑐᑦ, ᐅᓕᒃᑕᐅᓯᒪᑦᑎᐊᕐᓂᐊᕐᒪᑕ ᒦᓇᐅᔪᖅ ᐱᔭᑦᑎᕋᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᐊᓖᑦ. ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᒦᓇᐅᔪᖅ ᒪᓕᒐᐃᑦ ᐊᑐᓕᖅᑐᑦ, ᑲᒥᓯᓇᒃᑯᑦ ᒪᓕᒐᖅᑎᒍᑦ ᐊᓯᖏᓐᓂᒃ ᐊᑮᔭᕆᐊᖅᑲᖅᑎᑕᐅᖏᓚᑦ ᖃᖓᓂᑦᑎᓂᒃ ᐱᔾᔪᑎᑦᑕᖅᑕᐅᓂᑰᔪᓄᑦ ᐅᕝᕙᓗᓐᓃᑦ ᑮᓇᐅᔭᑭᒃᓴᕐᓂᕕᓂᐅᔪᓄᑦ ᐸᕐᓇᐅᑎᓂ. ᑕᐃᒪᐃᓐᓂᖏᓐᓄᑦ, ᐊᑭᓕᖅᑕᐅᕙᓛᖏᓐᓇᖅᑐᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᕗᒃᐳᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᑎᑐᑦ ᐊᕐᕌᒍᖓᓂ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓚᐅᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑭᐅᒐᖅᑐᐃᔾᔪᑎᒃ ᑲᑎᓪᓗᒋᑦ ᐊᐊᓕᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᐊᓐᓇᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ.

ᐃᖅᑲᓇᐃᔭᕐᑲᑦᑕᕈᓐᓃᖅᓯᒪᔪᓄᑦ ᐃᑲᔫᓯᐊᑦ

ᖃᓄᐃᓕᖓᔭᕆᐊᖅᑲᕐᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᒪᓕᒃᑕᐅᔭᕆᐊᖅᑲᕐᓂᖏᓐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓂᕐᒧᑦ, ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᑦ ᑲᑎᖅᓱᐃᕙᓪᓕᐊᔪᓇᖅᐳᑦ ᐱᓕᕆᔨᐅᔪᓐᓃᕈᑕᐅᖏᑦᑐᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ, ᐱᓕᕆᔨᐅᔪᓐᓃᕈᑎᒃ ᓄᕐᑲᖓᓕᖅᑎᓪᓗᒋᑦ, ᐅᕝᕙᓗᓐᓃᑦ ᓄᕐᑲᖓᓕᖅᑎᓪᓗᒋᑦ ᑐᖓᕕᖅᑲᖅᓯᑎᒃ ᐊᕐᕌᒍᓯᓴᖕᓂᒃ ᐱᔾᔪᑎᖃᖅᓯᒪᓂᖏᓐᓂᒃ ᑭᖑᓪᓕᖅᐹᒥᒡᓗ ᐊᑭᓕᐅᓯᐊᖅᑕᕆᕙᓪᓚᐅᖅᑕᖏᓐᓂᒃ, ᐊᒻᒪᓗ ᐃᓱᐊᓂ ᓅᑕᐅᓂᖏᓐᓄᑦ ᐃᑲᔫᑎᒃᓴᓄᑦ ᑐᖓᕕᐅᓪᓗᑎᒃ ᐊᕐᕌᒍᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᓂᕆᓚᐅᖅᑕᖏᑦ. ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ ᐋᕿᒃᑕᐅᕚᖅᐳᑦ ᖃᓄᐃᓐᓂᐊᖅᑐᔾᕐᓂᖏᑦ ᓇᓗᓇᐃᖅᑕᐅᑎᑦᑎᐊᖃᓚᐅᖅᓯᒪᑎᒃ. ᐊᑭᓕᖅᑐᕆᐊᖅᑕᖏᑦ ᑲᑎᑕᐅᓯᒪᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᐊᒃᓴᖏᑦ ᑐᖓᕕᒃᖅᐳᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ ᖃᓄᐃᓕᖓᓂᐊᖅᑐᔾᕐᓂᖏᓐᓂᒃ ᐊᑭᒃᓴᖅᑖᖅᑎᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᓈᓴᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᑲᒥᓯᓇᒃᑯᑦ ᖃᓄᐃᓕᓂᐊᖅᑐᔾᕐᓂᖏᓐᓄᑦ ᖃᐅᔨᒪᔾᑕᖓᓄᑦ. ᖃᓄᐃᑦᑐᑐᐃᓐᓇᐃᑦ ᖃᓄᐃᓕᓂᖏᓐᓄᑦ ᖃᐅᕆᐊᖅᓯᒪᔪᑦ ᔭᒐᐃᔭᐅᓯᒪᔪᓪᓗᓃᑦ ᐃᓕᔭᐅᖃᑦᑕᖅᐳᑦ ᑕᒪᐃᓐᓂᒃ ᔭᒐᐃᔭᐅᓯᒪᓂᖏᓐᓂᒃ ᐊᕐᕌᒍᒥ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᓂᒃ. ᐊᑭᓕᐊᓖᑦ ᓄᕐᖅᑐᑲᕐᓂᕐᒧᑦ ᐃᓱᐊᓄᓪᓗᓐᓃᑦ ᑎᑭᐅᑎᑦᑎᐊᕐᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐃᓱᐊᓂ ᓅᑦᑎᐊᕐᑲᕐᓂᙳᓄᑦ ᐃᑲᔫᑎᒃᓴᐃᑦ ᓈᓴᖅᑕᐅᕐᑲᑦᑕᖅᐳᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᐱᕐᑰᑎᑦ ᐊᑭᕐᑲᕈᑎᒋᕙᒃᑕᖏᓐᓄᑦ ᐋᕿᐅᔭᐅᕙᕆᕈᑎᕐᑲᖅᓱᑎᒃ ᐊᖏᓂᖏᓐᓂᒃ ᒪᓕᒃᓱᑎᒃ ᐱᓕᕆᐅᑎᒋᓯᒪᔭᖏᓐᓂᒃ.

ᐅᓂᒃᑳᕋᓛᑦ ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᙱᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑰᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

j) ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ

ᐃᓱᒪᓕᐅᖅᑕᐅᓯᒪᔪᑦ ᐊᑐᖅᑕᐅᖃᑦᑕᖅᐸᑦ ᓇᓗᓇᒃᑯᑦᑎᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ ᑰᓇᔭᐅᓕᐅᕐᓂᕐᒧᑦ ᐅᕝᕙᓗᓐᓃᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ, ᑐᖓᕕᐅᑦᓗᑎᒃ ᖃᓄᐃᓕᖓᔭᓇᐊᖃᕐᓂᖏᑦ ᐊᒻᒪᓗ ᒪᓕᒐᖃᕐᓂᖏᑦ ᑳᓐᑐᓛᒃᑖᓇᔭᐅᓯᒪᔪᑦ. ᐊᑭᖏᑦ ᐱᖁᑏᑦ ᐱᔭᐅᓯᒪᔪᑦ ᐋᒍᑦ ᑰᓇᐅᔭᓄᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓄᑦ ᐊᑭᓕᒃᓴᓇᔭᐅᑯᑖᒃᑐᓄᑦ ᐋᕿᐅᒪᔭᐅᓯᖑᕚᑦ ᒪᓕᒃᑕᐅᓗᑎᒃ ᑐᑭᒧᐊᑐᐃᓐᓇᖅᑐᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᓂᖏᓐᓂᒃ. ᐊᑭᓕᖅᑐᓇᐊᓖᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᐋᒍᑦ ᑰᓇᔭᑎᒍᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓂ, ᒥᑭᓪᓕᑎᖅᑕᐅᕚᐸᑦ ᐊᑐᖅᑐᐊᕐᒥᓄᑦ ᐊᑭᓕᖅᑕᐅᓯᒪᔪᓂᒃ ᑲᑎᑦᑐᒋᑦ ᖃᐅᔨᒪᔭᐅᓂᖏᑦ ᕿᑐᖏᐅᕈᑎᖏᑦ. ᐊᑭᓕᖅᑐᓇᐊᓖᑦ ᓴᕿᓯᒪᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓂᒃ ᐃᓕᑕᓇᔭᐅᓯᒪᖃᑦᑕᖅᐸᑦ ᑎᑎᕋᖅᑕᐅᑦᓗᑎᒃ ᑕᒪᐃᓐᓂᒃ ᔭᒐᐃᔭᐅᓯᒪᓂᖏᑦ ᑐᑭᒧᐊᑐᐃᓐᓇᖅᑐᑦ ᒪᓕᒃᑕᐅᑦᓗᑎᒃ ᐊᑯᓂᐅᓂᖅᑲᖅᑎᑕᐅᓂᖏᓐᓂᒃ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓐᓇᖅᑐᑦ.

k) ᓇᒻᒪᖏᓕᐅᕈᑎᖃᕈᓐᓇᕐᓂᖏᑦ ᑰᓇᐅᔭᓕᐅᕈᑕᐅᖏᑦᑐᓂᒃ ᐱᖁᑏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᑲᑎᒪᔨᖏᑦ ᖃᐅᔨᓴᖃᑦᑕᖅᑐᑦ ᐅᓂᒃᑳᕐᕕᐅᓂᑕᓖᖅ ᐅᑦᑐᖓᓂᒃ ᐱᖁᑎᖏᓐᓂᒃ ᓇᒻᒪᒍᓐᓃᖅᑐᖅᑲᖅᓯᒪᖕᒪᖔᑦ. ᓇᓗᓇᕈᓐᓃᑐᖃᖅᐸᑦ, ᑲᒥᓯᓇᒃᑯᑦ ᓇᓚᐅᑖᓇᐊᖃᖅᐳᑦ ᐱᖁᑎᖏᓐᓂᒃ ᑰᓇᐅᔭᓕᐅᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᒥᐊᒃᑯᖏᓐᓂᒃ. ᐱᖁᑏᑦ ᑰᓇᐅᔭᓕᐅᕐᕕᐅᔪᓐᓇᕐᓂᖏᑦ ᓱᓕ ᐊᖏᓂᖅᓴᐅᒍᑎᒃ ᐱᖁᑎᐅᑉ ᑰᓇᐅᔭᓕᐅᕈᑎᒋᔪᓐᓇᑕᖏᓐᓂᒃ ᐅᕝᕙᓗᓐᓃᑦ ᑭᓇᐅᔭᓕᐅᕈᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᐊᕙᒃᑐᖅᑕᐅᓯᒪᓂᖓᓂᒃ ᐊᑭᖅᑲᑦᑎᐊᕈᓐᓇᕐᓂᕐᒧᑦ, ᐋᔭᕐᑐᒋᑦ ᐊᑭᖏᑦ ᓂᐅᕐᕈᑎᒃᓴᖑᓐᖅᑎᑕᐅᓂᖓᓄᑦ ᐊᒻᒪᓗ ᐊᑭᖃᕐᓂᖓ ᐊᑐᖅᑕᐅᔪᓐᓇᕐᓂᖓᓄᑦ ᐊᖀᐅᒃᑕᐅᕚᒃᐳᖅ ᐊᑕᐅᓯᐅᓂᕐᒧᑦ ᐱᖁᑎᒧᑦ, ᑕᐃᒃᑯᐊ ᑭᓯᐊᓂ ᐱᖁᑏᑦ ᑰᓇᐅᔭᓄᑦ ᐊᐅᓚᑕᐅᔪᓐᓇᖏᒃᑯᑎᒃ ᑐᖓᕕᖅᑲᓗᐊᕐᓂᖏᓐᓄᑦ ᐊᓯᖏᓐᓄ ᐱᖁᑎᓄᑦ, ᑲᑎᖓᑎᑕᐅᔪᑦᓗᓐᓃᑦ ᐱᖁᑎᒐᓴᓄᑦ ᐊᑕᔭᓇᐊᖃᕐᓂᕐᒧᑦ. ᑎᑎᕋᖅᑕᐅᓕᕋᖓᒥᒃ ᐊᖏᓂᖏᑦ ᐱᖁᑏᑦ ᐅᕝᕙᓗᓐᓃᑦ ᑰᓇᐅᔭᓕᐅᕈᑕᐅᔪᓐᓇᖅᑎᒋᓐᓂᖏᓄᑦ ᐋᖀᒃᑕᐅᓯᒪᔪᑦ ᐅᖓᑖᓃᓕᖅᐸᑕ ᓴᑐᖅᑕᐅᓯᒪᔪᓐᓇᖅᑐᓂᒃ ᐊᒥᐊᒃᑯᖏᓐᓂᒃ ᑰᓇᐅᔭᓂᒃ, ᑕᐃᒃᑯᐊ ᐱᖁᑏᑦ ᐃᓱᒪᒋᔭᐅᓕᖅᐸᑦᑐᑦ ᐱᐅᔪᓐᓃᖅᓯᒪᓂᖅ, ᑎᑎᕋᖅᑕᐅᖃᑦᑕᖅᓱᑎᓪᓗ ᐅᓂᒃᑳᖅᑕᐅᔪᓂᒃ ᓴᑐᖅᑕᐅᓇᓯᐊᖅᓯᒪᔪᓄᑦ ᑰᓇᐅᔭᓄᑦ.

ᑐᖓᕕᐅᑦᓗᑎᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᑦ ᑰᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᖏᑦ, ᑲᒥᓯᓇᒃᑯᑦ ᐋᖀᒃᓯᓯᒪᕗᑦ ᓈᒪᔪᓂᒃ ᑰᓇᐅᔭᓕᐅᕈᑎᒃᓴᖅᑲᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᐱᐅᔪᓐᓃᖅᓯᒪᔪᓄᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᓯᒪᓂᖏᓄᑦ ᐱᖁᑏᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᑕᒪᒃᑭᕐᓗᑎᒃ ᓴᖏᓂᖃᖅᐳᑦ ᒪᓕᒐᖅᑎᒍᑦ ᐊᑭᑦᑐᓇᐊᓇᔪᓐᓇᕐᓂᕐᒥᒃ ᐊᑭᓛᒐᓛᒍᑕᐅᕙᒃᑐᓂᒃ ᐊᒻᒪᓗ/ᐅᕝᕙᓗᓐᓃᑦ ᐊᑭᓛᑎᑦᑎᔪᓐᓇᕐᓂᖅ ᐊᑭᓕᒐᓚᒃᑕᐅᓲᑦ ᖃᖔᒧᑦ ᐅᔾᔨᖅᑑᑕᐅᓂᕐᒧᑦ ᑕᒪᕐᒥᒃ ᑰᓇᐅᔭᐃᑦ ᓯᕗᓂᒃᓴᐅᓂᐊᖅᑐᒥᒃ ᐊᒻᒪᓗ ᐱᐅᔪᓐᓃᕈᓐᓇᕐᓂᖏᑦ ᐱᖁᑏᑦ ᐊᑐᕋᔪᖕᓂᐊᖏᒻᒪᑕ.

ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31-ᒧᑦ, ᐊᐅᓚᑦᑎᔩᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᖃᐅᔨᓴᓚᐅᖅᑐᑦ ᐱᐅᔪᓐᓃᖅᓯᒪᔪᖅᑲᕐᒪᖔᑕ ᐱᖁᑎᓂᒃ, ᓇᓗᓇᐃᖅᑕᐅᔪᖃᓚᐅᖅᓯᓂᓗ ᑕᐃᒪᐃᑐᖅᑲᙱᓐᓂᖅ - ᐊᓯᔾᔨᖅᓯᒪᓂᖏᓐᓂᒃ ᒪᓕᒐᐃᑦ, ᑰᓇᐅᔭᓕᐅᖅᐸᑦᓕᐊᓂᖏᑦ ᐅᕝᕙᓗᓐᓃᑦ ᐱᓕᕆᐊᖅᑲᖅᑐᑦ ᐊᕙᑎᖏᓐᓂᒃ - ᐱᖁᑎᑎᒍᑦ ᐊᒃᑐᐃᓂᖅᑲᓴᖅᑐᒥᒃ ᑲᒥᓯᓇᒃᑯᑦ ᐊᔪᖏᓂᖏᓐᓄᑦ ᓯᕗᓂᒃᓴᒥ ᑭᓇᐅᔭᓕᐅᕈᑎᑎᒍᑦ ᐃᑲᔫᓯᐊᖅᑖᕈᑎᒋᔪᓐᓇᖅᑕᖏᓐᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ (ᑰᓇᐅᔭᓕᐅᕈᑎᒋᑕᖏᓐᓂᒃ) ᐱᖁᑎᖏᓐᓂᒃ.

l) ᓄᑖᑦᓗ ᐋᕿᒋᐊᖅᑕᐅᓯᒪᔪᑦᓗ ᑰᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᒃᓴᐃᑦ, ᑐᑭᓕᐅᖅᑕᐅᓂᖏᑦᓗ ᓴᕿᑎᑕᐅᓯᒪᓕᖁᓗᐊᑦ ᓱᓕ ᐊᑐᓕᓇᐊᖅᓯᒪᖏᑦᑐᑦ

ᒪᓕᒋᐊᓛᑦᓗ ᐊᒻᒪᓗ ᑐᑭᓕᐅᖅᑕᐅᓂᖏᑦ ᓴᕿᑎᑕᐅᔪᑦ ᑭᓯᐊᓂ ᓱᓕ ᐊᑐᓕᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᐅᑦᑐᖓᓄᑦ ᓴᕿᑎᑕᐅᓚᐅᖅᑐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᑰᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᓕᐊᖏᓐᓂᒃ ᐊᑖᓂ ᑎᑎᕋᖅᑕᐅᓯᒪᕗᑦ. ᑖᒃᑯᐊ ᑎᑎᕋᖅᑕᐅᓯᒪᓂᖏᑦ ᒪᓕᒋᐊᖅᑐᑦ ᐊᒻᒪᓗ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᓂᖏᑦ, ᑲᒥᓯᓇᒃᑯᑦ ᑐᑭᓕᐅᑦᑎᐊᕐᓗᑎᒃ ᐊᑐᕐᓂᐊᕋᓯᒋᕙᖏᑦ ᓯᕗᓂᒃᓴᐅᓂᐊᖅᑐᒥ. ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᓕᒪᓂᐊᖅᑐᑦ ᑕᒪᒃᑯᓂᖓ ᒪᓕᒐᒃᓴᓂᒃ ᐊᑐᕈᓐᓇᑐᐊᕈᑎᒃ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᓪᓗᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᐊᑐᕐᓴᐃᑦ IFRS 9 ᖑᔪᑦ

ᓴᕿᑎᑕᐅᓚᐅᖅᑐᖅ ᐃᓚᖓᑦᒥ ᓯᕗᓪᓕᖅᐸᖅᓯᐅᑎᓂᒃ ᐱᓕᕆᐊᒃᓴᓂᒃ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᕐᓄᑦ ᑲᑎᒪᔨᓂᒃ ᐱᓕᕆᐊᖑᓯᒪᔪᓂᒃ ᐃᓇᖏᖅᑕᐅᓂᖏᓐᓂᒃ ᐃᓗᓕᖏᑦ IAS 39-ᒦᓪᓗᑦ *ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᐊᑐᖅᑕᐅᓂᖏᓐᓂᒃ:* ᐃᓕᑕᕆᔭᐅᓂᖏᑦ ᐊᒻᒪᓗ ᐆᒃᑐᖅᑕᐅᖃᑦᑕᕐᓂᖏᑦ ᐊᒻᒪᓗ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᓇᓗᓇᐃᒃᑯᑎᕈᑎᖏᑦ ᐊᒻᒪᓗ ᐆᒃᑐᕋᕈᑎᖏᑦ ᕿᓇᐅᔭᓂᒃ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓂᒃ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᖓᓂᒃ ᑐᑭᓕᐅᖅᓯᒪᔪᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ IAS 39-ᒦᓪᓗᑦ. ᒪᓕᒋᐊᓖᑦ ᐊᑐᓕᒃᓴᓕᕐᓂᐊᖅᐳᑦ ᐊᕐᕌᒍᑕᒪᖅ ᐅᓪᓗᖓᓂ ᑭᖑᓂᐊᓂᓗᓐᓃᑦ ᐱᒋᐊᕐᓗᑎᒃ ᔭᓄᐊᕆ 2015-ᒥ. ᖃᓄᑎᒋ ᐊᑐᓕᖅᑎᑕᐅᔫᒐᕐᓂᖏᑦ ᐃᓗᓕᖏᑦ IFRS-9-ᒦᓪᓗᑦ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᒪᓕᒋᒃᓴᐃᑦ ᓱᓕ ᑐᑭᓕᐅᕈᑕᐅᓯᖏᓚᑦ.

IFRS 13 ᓈᒻᒪᒃᑐᓂᒃ ᐊᑭᖃᖅᑎᑦᑎᔾᔪᑎᓄᑦ ᐆᒃᑐᕋᐅᑏᑦ

ᒪᐃ 2011-ᖑᑎᓪᓗᒍ, ᑕᐃᒃᑯᐊ IASB-ᑯᑦ ᓯᕗᓪᓕᖅᐹᒥᒃ ᓴᕿᑎᑦᑎᓚᐅᖅᓯᒪᔪᑦ ᒪᓕᒐᒃᓴᓂᒃ ᓯᒪᕐᔪᐊᕐᒥᐅᑕᓄᑦ ᐊᑐᕐᒐᒃᓴᐅᔪᓂᒃ IFRS 13-ᒥᒃ, ᐊᕐᕌᒍᑕᒫᖅ ᐊᑐᕈᒫᕐᓂᐊᖅᓱᑎᒃ ᐱᒋᐊᕐᓗᑎᒃ ᐅᓪᓗᖓᓂ ᑭᖑᓂᐊᓂᓗᓐᓃᑦ ᔭᓄᐊᕆ 1, 2013-ᒥ. ᑕᐃᒃᑯᐊ ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ IFRS 13-ᒦᓪᓗᑦ ᐃᓇᖏᖅᓯᕗᑦ ᓈᒻᒪᒃᑐᓂᒃ ᐊᑭᖃᖅᑎᑦᑎᔾᔪᑎᓄᑦ ᒪᓕᒐᒃᓴᓂᒃ ᐃᓗᐊᓃᓪᓗᓂᒃ ᐊᑐᓂ IFRS-ᑯᓐᓂᒃ, ᐱᕕᒃᓴᖃᕈᑕᐅᓪᓗᑎᒃ ᐊᑕᐅᓯᕐᒥᙵᖅᑐᓂᒃ ᑐᑭᓕᐅᕈᑕᐅᓂᕐᒥᒃ ᐊᑭᖃᔭᖑᐊᖅᑐᓂᒃ ᒪᓕᒐᒃᓴᓂᒃ. ᒪᓕᒋᐊᓖᑦ ᑕᐃᒃᑯᐊ ᑐᖓᕕᖃᕈᑕᐅᕗᑦ ᐆᒃᑐᖃᑦᑕᕐᓂᕐᒧᑦ ᓈᒻᒪᒃᑐᓂᒃ ᐊᑭᖃᖅᑎᑦᑎᔾᔪᑎᒃᓂᒃ ᐊᒻᒪᓗ ᐋᕿᒍᑕᐅᓪᓗᑎᒃ ᓄᑖᓂᒃ ᐅᖃᐅᓯᐅᑦᑕᓇᐊᖃᕐᓂᖏᓐᓂᒃ ᒪᓕᒋᐊᓕᖕᓂᒃ, ᐱᔪᓇᐅᑕᐅᓂᐊᖅᑐᓂᒃ ᐅᖃᓕᒫᖅᑐᓄᑦ ᑐᑭᓕᐅᕈᓐᓇᕐᓂᖅ ᐱᐅᓯᕆᔭᐅᓚᐅᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐃᓯᒪᒋᔭᐅᖃᑕᐅᓯᒪᓂᑰᔪᓂᒃ ᓴᓇᔭᐅᓂᖏᓐᓄᑦ ᓈᒻᒪᒃᑐᓂᒃ ᐊᑭᖃᖅᑎᑦᑎᔾᔫᑎᑦ ᐃᓚᒍᑦ ᓇᓗᓇᕈᑎᖃᕐᓂᐊᑐᐃᓐᓇᖅᑐᓂᒃ, ᐊᒃᑐᐃᓂᖃᕐᓂᐊᕐᒪᑕ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᓕᖅᑎᑦᑎᔪᒪᓂᐊᖅᑐᑦ IFRS 13-ᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐅᕈᑎᓄᑦ ᐊᕐᕌᒍᒥᖅ ᐱᒋᐊᕋᔭᖅᑐᓂᒃ ᔭᓂᐊᕆ 1, 2013-ᒥᒃ. ᖃᓄᑎᒋ ᐊᑐᓕᖅᑎᑕᐅᔫᒐᕐᓂᖏᑦ ᐃᓗᓕᖏᑦ IFRS-13-ᒦᓪᓗᑦ ᓯᓚᕐᔪᐊᕐᒥ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᒪᓕᒋᒃᓴᐃᑦ ᓱᓕ ᑐᑭᓕᐅᕈᑕᐅᓯᖏᓚᑦ.

ᐊᓯᖏᑦ ᐊᓯᔾᔨᖅᓯᒪᓕᖅᑐᑦ ᒪᓕᒃᓴᓂᒃ ᐊᒃᑐᐃᓂᖃᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᓂᕆᐅᒋᔭᐅᖏᑦᑐᑦ

ᔫᓐ 2011-ᒥ, ᑕᐃᒃᑯᐊ IASB-ᑯᑦ ᓴᕿᑎᑦᑎᓚᐅᖅᑐᑦ ᐋᕿᒋᐊᕈᑎᓂᒃ IAS 1-ᒧᑦ *ᑐᓂᕋᑕᐅᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕙᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ*, ᐅᖃᐅᓯᖃᖅᑐᓂᒃ ᑐᓂᔭᐅᔪᓐᓇᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᓴᕿᑎᑕᐅᓗᑎᒃ ᐊᓯᖏᑦ ᑕᒪᒃᕿᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᔪᑦ. ᐋᕿᒋᐊᕈᑎᖏᑦ ᐊᑐᓕᕆᐊᓚᐅᖅᑐᑦ ᐱᒋᐊᖅᓯᑎᒃ ᔭᓄᐊᕆ 1, 2012-ᒥ ᐅᑎᒧᑦ ᐊᑑᑎᕐᑲᖅᓯᑎᒃ ᐊᒻᒪᓗ ᐊᑐᓕᕆᐊᖅᑎᑕᐅᑲᐅᑎᒋᔪᓐᓇᖅᓯᑎᒃ. ᐊᑐᓕᖅᑎᑕᐅᓂᖏᑦ ᑕᒪᒃᑯᐊ ᐋᕿᒋᐊᕈᑎᑦ ᐊᒃᑐᐃᓂᖃᕐᓂᐊᕋᓯᒋᔭᐅᖏᓚᑦ ᑲᒥᓯᓇᒃᑯᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕙᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᖏᓐᓂᒃ ᐱᔾᔪᑕᐅᓂᕐᒧᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐊᓯᖏᓐᓂᒃ ᑮᓇᐅᔭᓕᐅᕐᕕᒃᑲᒃᑕᖏᓐᓂᖏᑦ.

ᔫᓐ 2011-ᒥ, ᔫᓐ 2011-ᒥ, IASB-ᑯᑦ ᓴᕿᑎᑦᑎᓚᐅᕐᒥᔪᑦ ᐋᕿᒋᐊᖅᑕᐅᔾᔪᑎᖏᓐᓂᒃ IAS 19-ᒥ ᒪᓕᒃᓴᓂᒃ *ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓕᕆᓂᕐᒧᑦ*, ᐊᑐᕈᓐᓃᕈᑕᐅᓂᖏᓐᓄᑦ ᐱᕕᒃᓴᕈᑕᐅᕙᒃᑐᑦ ᑭᖑᕙᕆᐊᖅᑕᐅᔾᔭᕐᓂᖏᓐᓄᑦ ᖃᓄᐃᓕᖓᓂᐊᖅᑑᔭᕐᓂᖏᓐᓂᒃ ᖃᐅᔨᔭᐅᔪᓂᒃ ᖃᑭᕝᕕᓪᓕᕈᑕᐅᔪᑦ ᐊᒻᒪᓗ ᔭᒐᐃᔭᐅᓂᖏᑦ, ᐋᕿᒋᐊᖅᑕᐅᓪᓗᑎᒃ ᐅᓂᒃᑳᖅᑕᐅᓂᖏᓐᓄᑦ ᒪᓕᒃᓴᐃᑦ ᐊᓯᔾᔨᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᔪᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓄᑦ ᐱᖁᑏᓪᓗ ᐊᑭᓕᖅᑐᕆᒃᓴᐃᓪᓗ, ᐊᒻᒪᓗ ᐱᐅᓯᕆᐊᖅᑕᐅᔭᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐅᖃᐅᓯᐅᖃᑦᑕᐃᓐᓇᕆᐊᖃᕐᓂᕐᒥᒃ ᑎᑎᕋᖅᓯᒪᓗᑎᒃ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᔪᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᖏᑦ. ᐋᕿᒋᐊᖅᑕᐅᓯᒪᓂᖏᑦ ᒪᓕᒋᐊᓖᑦ ᐊᑐᓕᕆᐊᕐᓂᐊᖅᑐᑦ ᔭᓄᐊᕆ 1, 2013-ᒥ, ᐅᑎᒧᑦ ᐊᑐᕈᓐᓇᕐᓂᐊᖅᓯᑎᒃ ᐊᒻᒪᓗ ᐊᑐᓕᖅᑎᑕᐅᑲᐅᑎᒋᔪᓐᓇᖅᓯᑎᒃ. ᐋᕿᒋᐊᖅᑕᐅᓂᖏᑦ ᒪᓕᒃᓴᐃᑦ ᐱᕐᑯᓄᑦ ᐋᒃᑐᐃᓂᖃᕐᓂᐊᕋᓯᒋᔭᐅᖏᓚᖅ ᑲᒥᓯᓇᒃᑯᑦ ᑮᓇᐅᔭᓂᒃ ᐊᐅᓚᓐᓂᕙᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᐱᔾᔪᑕᐅᓂᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᖃᑦᑖᖏᓐᓂᖏᓐᓂᒃ ᐱᕕᒃᓴᖃᕈᑕᐅᔪᓂᒃ ᑭᖑᕙᕆᐊᖅᑎᑦᑎᔾᔪᑕᐅᔪᓂᒃ ᖃᐅᔨᐊᕈᑕᐅᔪᓂᒃ ᐊᒻᒪᓗ ᔭᒐᐃᔭᓯᒪᔪᓂᒃ.

### 3.	ᐱᒪᕆᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᓇᓚᐅᑖᕈᑎᑦ ᐊᒻᒪᓗ ᐃᓯᒪᓕᐅᕈᑕᐅᕙᖕᓂᖏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᓇᓚᐅᑖᕈᑎᓕᐅᕆᐅᖅᒪᑕ ᐊᒻᒪᓗ ᐃᓯᒪᓕᐅᕈᑎᖃᕆᐊᖃᕆᐅᖅᓗᑎᒃ ᐃᓚᖏᓐᓂᒃ ᐱᒪᕆᐅᓂᖏᓐᓂᒃ ᐱᕐᑯᑎᓂᒃ ᐊᑭᓕᒃᓴᖏᓐᓂᒃᓗ. ᓇᓚᐅᑖᕈᑏᓪᓗ ᐃᓯᒪᒃᓴᖅᓯᐅᕈᑕᐅᔪᓪᓗ ᑕᐃᒪᙵᓕᒫᖅ ᖃᐅᔨᓴᖅᑕᐅᕙᓪᓕᐊᖏᓐᓇᖃᑦᑕᕐᒪᑕ

ᐅᓂᒃᑳᑦᓯᐊᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐊᒻᒪᓗ ᑐᙵᕕᖃᖅᓯᑎᒃ ᑕᐃᔅᓯᒪᓂᓂᒃ ᐊᑐᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᒻᒪᓗ ᐊᓯᖏᓐᓂᒃ, ᓱᕐᓗ ᓂᕈᐅᒋᔭᐅᓂᖏᓐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᐱᕙᓪᓕᐊᔪᒫᖅᑐᑦ ᑐᑭᖅᑦᑎᐊᕋᓯᒋᔭᐅᓪᓗᑎᒃ ᑕᐃᒪᐃᓕᖓᓂᖏᓐᓂ. ᐋᕿᒋᐊᖅᑕᐅᓂᖏᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᓇᓚᐅᑦᑖᕈᑏᑦ ᑎᑎᕋᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᐱᕙᓪᓕᐊᕕᒋᓚᐅᖅᑕᖏᓐᓂᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᔪᑦ ᐋᕿᒋᐊᖅᑕᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᓯᕗᓂᒃᓴᒥ ᖃᖓᑐᐃᓐᓇᖅ ᐊᒃᑐᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ.

ᐱᓗᐊᖅᑐᒥᒃ, ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑏᑦ ᐱᒻᒪᕆᐅᔪᓂᒃ ᓇᓚᐅᑖᕆᑕᐅᓯᒪᓂᖏᓐᓄᑦ ᓇᓗᓇᕆᑕᐅᔪᑦ ᐱᒻᒪᕆᐅᔪᒥᒃ ᐅᓗᕆᐊᓇᕈᑎᖅᑯᓐᓇᖅᑐᓂᒃ ᖃᓄᐃᓕᖓᓂᖏᓐᓄᑦ ᐋᕿᒋᐊᕈᑕᐅᔭᓇᐊᖅᑲᓕᖅᑲᑦᑕᖅᑐᓂᒃ ᑭᖑᓂᐊᓂ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᕐᕌᒍᒥᒃ, ᒪᑯᓂᖓ ᐃᓚᖅᑲᖅᑲᑦᑕᖅᐳᑦ:

- ᐅᓂᒃᑳᑦ 6 – ᐱᕈᓯᐊᖑᔪᑦ
- ᐅᓂᒃᑳᑦ 8 – ᐱᖁᑏᑦᑐ ᓴᓇᖅᑭᑎᑦᑐ ᓱᓇᑐᐃᓐᓇᐃᑦ
- ᐅᓂᒃᑳᑦ 11 – ᐃᑲᔫᓯᐊᒃᓴᐃᑦ ᐊᑭᓕᖅᑐᓇᐊᓖᑦ
- ᐅᓂᒃᑳᑦ 12 – ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᐃᑦ

ᐱᓗᐊᖅᑐᒥᒃ, ᖃᐅᔨᒪᔾᔪᑎᒋᔭᐅᔪᑦ ᐊᑐᕐᓂᕐᒧᑦ ᐱᒻᒪᕆᐅᔪᓂᒃ ᐃᓱᒪᓕᐅᕈᑎᖃᕐᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᕙᕐᓂᒃ ᐊᖏᓂᖅᐹᓂᒃ ᐱᒻᒪᕆᐅᔪᓂᒃ ᐊᒃᑐᐃᓂᖅᑲᕈᓐᓇᖅᑐᑦ ᑎᑎᕋᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑳᖅᑕᐅᓂᖏᓐᓂᒃ ᒪᑯᓂᖓ ᐅᓂᒃᑳᑦᓴᓂ:

- ᐅᓂᒃᑳᑦ 2(b) ᐊᒻᒪᓗ 7(a) – ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᖔᕐᓂᐊᖅᑐᑦ ᐊᑭᓕᐅᑏᑦ
- ᐅᓂᒃᑳᑦ 2(e) ᐊᒻᒪᓗ 8 – ᐱᖁᑏᑦᑐ ᓴᓇᖅᑏᑦᑐ ᖃᓄᐃᑦᑐᑐᐃᓇᐃᑦ
- ᐅᓂᒃᑳᑦ 2(j) – ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ

4. ᓯᕗᓪᓕᖅᐹᒥᒃ ᐊᑐᓕᖅᑎᑕᐅᓂᖏᑦ IFRS ᓯᓚᕐᔪᐊᕐᒥᒃ ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ

ᐅᖅᑲᐅᓯᐅᕿᓂᒃᑐᒥ ᑕᐃᒪ ᐅᓂᒃᑳᖏᓐᓂ 2-ᒥ, ᑲᒥᓯᓇᒃᑯᑦ ᓴᓇᖅᑲᑦᑕᖅᓯᒪᕗᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᒪᓕᒃᑐᓂᒃ IFRS-ᑯᓐᓄᑦ ᐊᑐᖅᑯᔭᐅᔪᓂᒃ ᐱᕕᒃᓴᖅᑐᓂᒃ ᐃᓱᓕᓯᒪᔪᓂᒃ ᐅᓪᓗᖓᓂ ᑭᖑᓂᐊᒍᓪᓗᓐᓃᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ, ᐊᑕᐅᑎᒃᑯᑦ ᐊᔾᔩᖏᑦᑕᖏᓐᓂᒃ ᐱᕕᒃᓴᖅᑐᓂᒃ ᖃᐅᔨᒪᔾᔪᑕᐅᔪᓂᒃ ᐅᓪᓗᖓᓂ ᐊᒻᒪᓗ ᐊᕐᕌᒍᒥ ᐃᓱᓕᕝᕕᖅᑐᒥᒃ ᑎᓯᐱᕆ 31, 2010-ᒥ. ᓴᓇᔭᐅᕙᓪᓕᐊᓂᖏᓐᓂ ᑖᒃᑯᐊ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᕈᑏᑦ, ᑲᒥᓯᓇᒃᑯᑦ ᒪᑐᐃᖅᓯᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓂᒃ ᑮᓇᐅᔭᑎᒍᑦ ᖃᓄᐃᓐᓂᕐᒥᒃ, (ᓯᕗᓂᐊᓂ ᐅᖅᑲᐅᓯᐅᓯᒪᔪᑦ ᐊᒥᐊᒃᑯᖅᑲᖅᓂᖏᓐᓂᒃ ᑎᑎᖅᑲᓂᒃ) ᓴᓇᔭᐅᓚᐅᖅᐳᑦ ᔭᓄᐊᕆ 1, 2010-ᒥ, ᑲᒥᓯᓇᒃᑯᑦ ᐅᓪᓗᖓᓂᒃ ᐊᓯᔾᔨᖅᓯᒪᓂᖏᓐᓄᑦ ᐊᑐᓕᕆᐊᖅᓯᑎᒃ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᖏᓐᓂᒃ IFRS-ᑯᑦ. ᑖᒃᑯᐊ ᐅᓂᒃᑳᑦᓯᐊᑦ ᐅᓂᒃᑳᖅᐸᑦ ᑐᙵᕕᐅᓂᖅᐹᖑᔪᓂᖏᓐᓂᒃ ᐋᕿᒋᐊᖅᑕᐅᓂᖏᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᐅᖅᑲᐅᓯᐅᑦᑎᐊᒃᑲᓐᓂᐊᖅᑲᖅᓂᖏᓐᓄᑦ ᐊᓯᐊᙳᖅᑎᑕᐅᒋᐊᓚᐅᖏᓐᓂᖏᓐᓂᒃ ᑲᓇᑕᒥ GAAP-ᑯᑎᒍᑦ ᐅᓂᒃᑳᕈᑎᓂᒃ ᑮᓇᐅᔭᖁᑎᖏᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ ᔭᓄᐊᕆ 1, 2010-ᒥ, ᐊᒻᒪᓗ ᓯᕗᓂᐊᒍᑦ ᓴᖅᑭᑎᓚᐅᖅᑕᖏᓐᓂᒃ ᐊᓯᐊᙳᖅᑕᐅᓚᐅᖏᓐᓂᖏᓐᓂᒃ ᓱᓕ ᑲᓇᑕᒥ GAAP-ᑯᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᒥᓂᒃ ᐱᒋᐊᖅᕕᖓᓂ ᐊᒻᒪᓗ ᐃᓱᓕᖅᕕᐊᓂ ᐊᕐᕌᒍᒥᒃ ᑎᓯᐱᕆ 31, 2010-ᒥ.

ᐊᑐᓇᐊᖅᑲᖏᓐᓂᖏᑦ ᐋᕿᐅᒪᔭᐅᔪᑦ

ᑕᐃᒃᑯᐊ IFRS 1-ᒥᒃ *ᓯᕗᓪᓕᖅᐹᖏᓐᓂᒃ ᐊᑐᓕᓇᐊᖅᑎᑦᑎᔪᑦ ᓯᓚᕐᔪᐊᕐᒥᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓂᒃᑳᖅᑲᑦᑕᕐᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ ᐱᔪᓐᓇᐅᑎᖃᖅᐳᑦ ᓯᕗᓪᓕᖅᐹᒥᒃ ᐊᑐᓕᓇᐊᓖᖅᑐᓂᒃ ᐃᓚᖏᓐᓂᒃ ᐊᑐᖏᑦᑐᓐᓇᕐᓂᖅᑲᕐᓂᕐᒥᒃ,* ᐅᑎᕐᒧᑦ ᐊᑐᕐᓂᐊᖅᑐᓂᒃ ᐃᓚᖏᓐᓂᒃ ᓯᓚᕐᔪᐊᕐᒥᐅᑕᓯᐅᑎᓂᒃ ᐊᑐᕐᓂᖏᓐᓂᒃ IFRS-ᑯᓐᓂᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᖅᑎᑦᑎᓕᓚᐅᖅᑐᑦ ᐅᑯᓂᖓ ᐊᑖᓃᑦᑐᓂᒃ ᐊᑐᕐᑐᓐᓇᖅᑎᑕᐅᔪᓂᒃ:

- ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᓕᖅᑎᑦᑎᓯᒪᕗᑦ ᐊᓯᔾᔨᖅᑕᐅᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᐱᕕᒃᓴᖅᑎᑕᐅᓂᕐᒥᒃ IFRIC 4-ᒥᒃ *ᑐᑭᑖᕈᑕᐅᔪᓄᑦ ᐋᕿᐅᒪᔭᐅᔪᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔾᔪᑎᖃᕐᒪᖔᑕ* ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓗᒍᑎᒃ ᑕᒪᕐᒥᒃ ᐊᕐᑮᐅᒪᔭᐅᓂᖏᑦ ᓯᕗᓂᐊᒍᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᖏᑦᑐᑦ ᐊᑖᒍᑦ EIC-150-ᑯᑦ *ᑐᑭᑖᕈᑕᐅᔪᓄᑦ ᐋᕿᐅᒪᔭᐅᔪᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔾᔪᑎᖃᕐᒪᖔᑕ* ᑐᙵᕕᐅᓪᓗᑎᒃ ᖃᓄᐃᓕᖓᐅᕐᓂᖏᓐᓂᒃ ᐅᓪᓗᖓᓂ ᐊᓯᔾᔨᖅᑕᐅᒋᐊᓕᖅᑎᓪᓗᒋᑦ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

- ᑲᒥᓯᓇᒃᑯᑦ ᓂᕈᐊᓚᐅᖅᑐᑦ ᐊᑐᕈᒪᓂᖅ ᐊᓯᔾᔨᕿᑦᓕᐊᓂᖏᓐᓂᒃ ᐊᑐᕐᓇᖅᑕᖏᓐᓂᒃ IFRS 4-ᒥ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᑳᓐᑑᓛᒃᑎᑕᐅᔪᓂᒃ, ᐊᒻᒪᓗ ᑎᑎᕋᖅᑕᐅᔪᓐᓇᖅᓱᑎᒃ ᑕᑦᓕᒪᐃᓐᓇᐃᑦ ᐊᕐᕌᒍᓄᑦ ᖃᐅᒪᑎᑦᑎᔾᔪᑏᑦ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᖅᑖᖅᐸᓕᐊᓂᖏᓐᓄᑦ ᐱᕙᑦᓕᐊᓂᕐᒧᑦ ᑕᑯᒃᓴᐅᑎᑕᐅᓂᖏᓐᓂᒃ, ᐱᔪᓐᓇᖅᑎᑕᐅᕙᒥᒃ ᑕᐃᒪᓕᖓᔪᓐᓇᕐᓂᖅ IFRS 4-ᑯᑎᒎᑦ ᐊᑐᓕᕆᐊᖅᑕᐅᓵᕐᓂᖏᓐᓂᒃ IFRS-ᑯᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᓯᖏᑦ. ᑎᑎᕋᖅᑕᐅᓯᒪᓂᖏᑦ ᓴᕿᑕᐅᓗᑎᒃ ᐊᖏᒡᓕᒋᐊᖅᑕᐅᓯᒪᓂᐊᖅᑐᑦ ᕿᑑᑕᒫᑦ ᐊᕐᕌᒍᒃᑲᓂᐅᔪᑦ, ᑎᑭᑦᑐᒋᑦ ᑭᓯᐊᓂ ᖁᓕᓂᒃ (10-ᓂᒃ) ᐊᕐᕌᒍᓂᒃ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᒃᓴᖃᑎᐊᓕᖅᐸᑕ.

- ᐱᓕᕆᐊᕗᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᓂᒃᓯᒪᓕᖅᑐᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ, ᑲᒥᓯᓇᒃᑯᑦ ᓂᕈᐊᓚᐅᕐᒥᔪᑦ ᓴᕿᑕᐅᕐᑯᔩᓂᖅ ᐅᑯᓂᖓ ᐊᑖᓃᑦᑐᓂᒃ ᐊᒥᓲᓂᓕᖕᓂᒃ ᐊᑐᓂ ᐅᓪᓗᖏᓐᓂᒃ ᐊᑐᓕᐊᕐᕓᐅᓯᒪᓚᐅᖅᑐᓂᒃ IFRS-ᑯᑦ ᒪᓕᒐᖃᐃᓐᓇᓲᖑᒐᓗᐊᕐᒪᑕ ᐊᒥᓲᓂᖏᑦ ᒫᓇᐅᔪᖅ ᓴᕿᑕᐅᖃᑦᑕᕐᑯᔭᐅᓪᓗᑎᒃ ᓯᑕᒪᐃᓄᓪᓗ ᓯᕗᓂᐊᒍᑦ ᐊᕐᕌᒍᓄᑦ ᐱᑕᖃᓚᐅᖅᑐᑦ ᐅᖃᐅᓯᐅᕐᑯᓪᓗᒋᑦ ᑎᑎᕋᕐᓗᒋᑦ): (i) ᒫᓇᐅᔪᖅ ᐊᑭᖃᕐᓂᖏᑦ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᔪᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᒐᒃᓴᐃᑦ; ᐊᒻᒪᓗ (ii) ᐊᑐᖅᑕᐅᖃᑦᑕᕐᓂᑯᓂᒃ ᐋᕿᒋᐊᖅᑕᐅᓯᒪᓂᖏᑦ (ᖃᓄᐃᓕᖓᓂᐊᖅᑐᔭᕐᓂᖏᓐᓂᒃ ᐋᕿᒃᑕᐅᓯᒪᓕᖅᑎᓪᓗᒋᑦ ᖃᑭᒋᐊᕈᑏᓪᓗ ᔭᒐᐃᔭᐅᓯᒪᓂᖏᓪᓗ) ᓴᕿᓯᒪᔪᑦ ᐸᕐᓇᐅᑎᓄᒃ ᐊᑭᓕᖅᑐᓇᐊᓕᖕᓄᑦ.

ᓇᓚᐅᑦᑖᖅᑕᐅᓂᖏᑦ

ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ ᔮᓄᐊᕆ 1, 2010-ᒥ ᐊᒻᒪᓗ ᑎᓯᐱᕆ 31, 2010-ᒥ ᒪᓕᑦᑎᐊᑐᐃᓐᓇᖅᐳᑦ ᑕᐃᒃᑯᓂᖓ ᓴᓇᔭᐅᓚᐅᖅᑐᓂᒃ ᐅᓪᓗᓴᐃᓐᓇᖏᓐᓂᒃ ᒪᓕᒃᑕᐅᓂᖏᓐᓄᑦ ᐊᓯᔾᔨᖅᑕᐅᓚᐅᖏᓐᓂᖏᓐᓂᒃ ᓱᓕ ᑲᓇᑕᒥ GAAP-ᑯᑦ (ᐋᕿᒋᐊᖅᑕᐅᕐᑳᓚᐅᖅᓱᑎᒃ ᑎᑎᕋᖅᑕᐅᓯᒪᕐᑯᓪᓗᒋᑦ ᐊᔾᔨᒌᖏᓐᓂᖏᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᖏᓐᓂᒃ).

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᕐᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᕐᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐊᕐᑮᖃᑎᒌᒍᑕᐅᓂᖏᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᐱᕐᑯᑎᒋᔭᖏᑦ ᐊᓂᕐᓇᕈᑎᓛᑦ ᔭᓄᐊᕆ 1, 2010-ᒥ (ᐅᓪᓗᖓᓂᒃ ᐊᑐᓕᕆᐊᖅᑎᓪᓗᒋᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ IFRS-ᓂᒃ)

	ᐅᓂᒃᑳᑦ	ᐊᓯᔾᔨᕆᐊᓚᐅᖏᓐᓂᖅ ᑲᓇᑕᒥ GAAP-ᑯᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᖏᓂᒃ	ᐆᒃᑐᖅᑕᐅᒃᑲᓐᓂᕐᓂᑦ ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᒃᑲᓐᓂᕐᓂᖏᓪᓗ	ᐊᑐᓕᕐᓂᖏᑦ IFRS ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ ᔭᓄᐊᕆ 1, 2010-ᒥ
ᐱᕐᑯᑎᖏᑦ				
ᑮᓇᐅᔭᐃᑦ ᑮᓇᐅᔭᐃᓗ ᓇᓚᒨᖏᑦ		$ 7,097	$ -	$ 7,097
ᐱᕈᖅᓯᐊᑦ		268,098	-	268,098
ᖃᐅᔨᓴᖅᑕᐅᕙᓂᒃ ᖃᐃᑕᐅᕙᒃᓴᐃᑦ		816	-	816
ᐊᓯᖏᑦ ᖃᐃᑕᐅᕙᒃᓴᐃᑦ		153	-	153
ᐊᑭᓕᖅᑕᐅᕚᖅᑐᑦ ᐊᑭᓕᒃᓴᐃᑦ		290	-	290
ᐱᕐᑰᑦᓗ ᓴᓇᕿᑰᑦᓗ ᓱᓇᑐᐃᓐᓇᐃᑦ		4,180	-	4,180
ᐊᑭᖃᖅᑑᒐᓗᐊᓪᓗ ᐱᕐᑰᑦ		3,350	-	3,350
		283,984	-	283,984
ᐊᑭᓕᒃᓴᐃᓪᓗ ᐱᕐᑎᖃᕐᕕᐅᕙᓪᓗ				
ᐊᑭᓕᒃᓴᐃᑦ				
ᐊᑭᓕᖅᑐᐃᓐᓇᖏᐊᓕᑦ ᐊᒻᒪᓗ ᑲᑎᓯᒪᕙᑦ ᐊᑭᓕᖅᑐᖏᐊᓖᑦ		3,337	-	3,337
ᖃᐅᔨᓴᖅᑕᐅᓯᒪᕙᓂᒃ ᐅᑎᖅᑎᑕᐅᔭᖏᐊᓖᑦ		1,846	-	1,846
ᔭᐃᔭᓐᑦ ᒪᐊᐃᓐ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓄᑦ ᐊᑭᓕᖏᐊᓖᑦ		5,004	-	5,004
ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖏᐊᓖᑦ		233,025	-	233,025
ᐃᖃᓇᐃᔮᓂᒃᓯᒪᓕᖅᑐᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ	A	849	82	931
		244,061	82	244,143
ᐱᕐᑎᖃᕐᕕᐅᕙᑦ				
ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐸᐸᑕᐅᕙᑦ	A	7,660	(82)	7,578
ᐊᑭᑐᔫᑎᓄᑦ ᐱᕐᑎᓂᒃ ᐊᓯᔾᔨᕈᑎᓄᑦ ᐸᐸᑕᐅᕙᑦ		-	-	-
ᐱᕈᖅᓯᐊᑦ ᐊᓯᔾᔨᖅᑲᑦᑕᕐᓂᖏᓐᓄᑦ ᐸᐸᑕᐅᕙᑦ		10,558	-	10,558
ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐸᐸᑕᐅᕙᑦ		105	-	105
ᐱᓂᕐᓗᒍᑕᐅᕐᕙᐊᕈᓐᓇᕐᓂᕐᒧᑦ ᐸᐸᑕᐅᕙᑦ		21,600	-	21,600
		39,923	(82)	39,841
		$ 283,984	$ -	$ 283,984

ᐅᓂᒃᑳᕋᕍᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᕐᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᕐᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐊᕿᕐᑲᑎᒌᒍᑕᐅᓂᖏᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᐱᕐᑯᑎᒋᔭᖏᑦ ᐊᓂᕐᓇᕈᑎᓖᑦ ᑎᓯᐱᕆ 31, 2010-ᒥ

	ᐅᓂᒃᑳᑦ	ᐊᓯᔾᔨᕆᐊᓚᐅᖏᓐᓂᖅ ᑲᓇᑕᒥ GAAP-ᑯᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᖏᓐᓂᒃ	ᐆᒃᑐᖅᑕᐅᒃᑲᓐᓂᕐᓂᑦ ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᒃᑲᓐᓂᕐᓂᖏᓐᓄᑦ	ᐊᑐᓕᕐᓂᖏᑦ IFRS ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ ᑎᓯᐱᕆ 31, 2010-ᒥ
ᐱᕐᑯᑎᖏᑦ				
ᑮᓇᐅᔭᐃᑦ ᑮᓇᐅᔭᐃᓄ ᓇᓚᒨᖏᑦ		$ 5,543	$ -	$ 5,543
ᐱᕈᖅᓯᐊᑦ		270,527	-	270,527
ᖃᐅᔾᔭᖅᑕᐅᔪᓂᒃ ᖃᐃᑕᐅᔫᒃᓴᐃᑦ		1,667	-	1,667
ᐊᓯᖏᑦ ᖃᐃᑕᐅᔫᒃᓴᐃᑦ		337	-	337
ᐊᑭᓕᖅᑕᐅᕝᕕᖅᑐᑦ ᐊᑭᓕᒐᒃᓴᐃᑦ		275	-	275
ᐱᕐᑯᑏᑦᑐ ᓴᓇᕐᕈᑏᑦᑐ ᓱᓇᑐᐃᓐᓇᐃᑦ		5,481	-	5,481
ᐊᑭᕐᑲᖅᑑᒐᓗᐊᑦᑐ ᐱᕐᑯᑏᑦ		3,403	-	3,403
		287,233	-	287,233
ᐊᑭᓕᒐᒃᓴᐃᑦᑐ ᐱᕐᑯᑎᖃᕐᕕᐅᔪᑦᑐ				
ᐊᑭᓕᒐᒃᓴᐃᑦ				
ᐊᑭᓕᖅᑐᐃᓐᓇᓇᐊᓕᑦ ᐊᒻᒪᓗ ᑲᑎᓯᒪᔪᑦ ᐊᑭᓕᖅᑐᓇᐊᓖᑦ		3,485	-	3,485
ᖃᐅᔾᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᐅᑎᖅᑎᑕᐅᔭᓇᐊᓖᑦ		981	-	981
ᔾᔭᐃᔭᓐᑦ ᒪᐊᐃᓐ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓄᑦ ᐊᑭᓕᓇᐊᓖᑦ		930	-	930
ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᓇᐊᓖᑦ		241,295	-	241,295
ᐃᖃᓇᐃᔮᓂᒃᓯᒪᓕᖅᑐᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ	A	894	89	983
		247,585	89	247,674
ᓇᖏᓂᖅᑲᕐᕕᐅᔪᑦ				
ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ	A	5,325	(89)	5,236
ᐊᑭᑐᔫᑎᓄᑦ ᐱᕐᑯᑎᓂᒃ ᐊᓯᔾᔨᕈᑎᓄᑦ ᐸᐸᑕᐅᔪᑦ		187	-	187
ᐱᕈᖅᓯᐊᑦ ᐊᓯᔾᔨᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᐸᐸᑕᐅᔪᑦ		16,475	-	16,475
ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ		105	-	105
ᐱᓄᕐᓗᒍᑕᐅᕐᔪᐊᕈᓐᓇᕐᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ		17,556	-	17,556
		39,648	(89)	39,559
		$ 287,233	$ -	$ 287,233

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖅᑭᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᕐᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓯᖕᑭᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᑭᑦ)

ᐊᕿᕐᑲᑎᕆᒍᑕᐅᓂᖅᑭᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᑕᒪᐃᓐᓂᒃ ᔭᒐᐃᔭᐅᓯᒪᓂᖅᑭᓐᓂᒃ ᐊᕐᕌᒍᒥ ᐃᓱᓕᕐᑐᒥᒃ ᑎᓯᐱᕆ 31, 2010-ᒥ

	ᐅᓂᒃᑳᑦ	ᐊᓯᔾᔨᕆᐊᓚᐅᖅᑭᓐᓂᖅ ᑲᓇᑕᒥ GAAP-ᑯᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᖅᑭᓂᒃ	ᐆᒃᑐᖅᑕᐅᒃᑲᓐᓂᕐᓂᑦ ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᒃᑲᓐᓂᕐᓂᖅᑭᑦᑐ	ᐊᑐᓕᕐᓂᖅᑭᑦ IFRS ᑮᓇᐅᔭᓕᕆᔾᔪᑏᑦ ᑎᓯᐱᕆ 31, 2010-ᒥ
ᑮᓇᐅᔭᓕᐊᖅᑭᑦ				
ᕿᑐᐃᓴᖅᑕᐅᔪᓂᒃ	B	$ 36,795	$ 207	$ 37,002
ᐃᓚᓗᕐᑭᑦ: ᐅᓗᕆᐊᓇᕐᓂᕐᑲᖅᑭᓐᓂᕐᒧᑦ ᐱᐅᓂᖅᓴᐅᓂᕐᒧᑦ ᐊᑭᓕᑎᑦᑎᓂ		220	-	220
ᐱᕐᓗᕐᑭᑦ: ᐅᓗᕆᐊᓇᕐᓂᕐᑲᖅᑭᓐᓂᕐᒧᑦ ᐱᐅᓂᖅᓴᐅᓂᕐᒧᑦ ᐅᑎᕐᕕᐅᔪᑦ		(607)	-	(607)
ᑲᑎᑦᓗᕐᑭᑦ ᑖᓯᔭᖅᑕᐅᓯᒪᔪᑦ ᕿᑐᐃᓴᖅᑕᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐊᖅᑭᑦ		36,408	207	36,615
ᐱᕈᖅᓯᐊᓂᒃ				
ᕿᑐᖅᑭᐅᕈᑎᓂᒃ	B	7,572	(1,046)	6,526
ᐊᑭᓕᐅᓯᐊᖅᑖᑦ	B		1,046	1,046
ᐱᕈᖅᓯᐊᓂᒃ ᖃᑭᕝᔪᑏᑦ - ᑖᒃᓯᔭᖅᑕᐅᓯᒪᖅᑭᑦᑐᑦ (ᐅᓂᒃᑳᑦ 6(d))		14,381	-	14,381
ᐱᕈᖅᓯᓂᕐᒧᑦ ᐊᑭᓛᓚᑏᒍᑏᑦ		(767)	-	(767)
ᑖᒃᓲᔭᖅᑕᐅᓯᒪᔪᑦ ᐱᕈᖅᓯᐊᓂᒃ ᑮᓇᐅᔭᓕᐊᑦ		21,186	-	21,186
		57,594	207	57,801
ᐊᑭᓕᒃᓴᐃᑦ				
ᓇᓪᓚᐅᒃᑯᒫᒃᓴᓂᑦ ᐊᑭᓕᐅᑏᑦ				
ᓇᓪᓚᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᐅᑏᑦ, ᒫᓐᓇᒥ ᐊᕐᕌᒍᒥ ᐊᓐᓂᖅᓯᒪᔪᓄᑦ (ᐅᓂᒃᑳᑦ 11(b))		26,635	-	26,635
ᓇᓪᓚᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᐅᑏᑦ, ᓯᕗᓂᐊᓂ ᐊᕐᕌᒍᒥ ᐊᓐᓂᖅᓯᒪᔪᓄᑦ (ᐅᓂᒃᑳᑦ 11(b))		15,679	-	15,679
ᑎᓕᔭᐅᓂᖅ ᐊᑮᓯᓇᐊᖅᑲᕐᓂᖅ ᐊᑭᓕᖅᑐᖅᑕᐅᓚᐅᖅᑐᓂᒃ ᔾᔭᐃᔾᔭᓐ ᒪᐃᓐᑯᑦ ᐅᔭᕋᙵᓂᐊᖅᑎᖕᒋᓄᑦ (ᐅᓂᒃᑳᑦ 10)		(72)	-	(72)
ᐱᖕᖓᕙᕆᔭᐅᔪᑦ ᐃᓚᕆᔭᐃᑦ ᒪᓕᒐᖅᑎᒍᑦ ᓇᓪᓚᐅᒃᑯᒪᒃᓴᓂᒃ ᓴᑐᐃᑎᑕᐅᔪᑦ		(226)	-	(226)
ᓴᑐᐃᑎᑕᐅᔪᑦ ᐊᖑᓇᓱᒃᐋᑦ ᒥᑭᒥᐊᕐᓂᐊᖅᐋᓪᓗ		(552)	-	(552)
		41,464	-	41,464
ᐊᐅᓚᑦᑎᓂᕐᒧᓪᓗ ᑕᒪᐃᓐᓂᒡᓗ ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓂᒃ (ᐅᓂᒃᑳᑦ 17)	A/B	16,405	214	16,619
		57,869	214	58,083
ᑕᒪᕐᒥᒃ ᑲᑎᓪᓗᕐᑭᑦ ᔭᒐᐃᔭᐅᔪᑦ		$ (275)	$ (7)	$ (282)

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᑦ ᐃᓱᓕᑦᑐᖅ ᒫᔅᓯ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐅᓂᒃᑳᑦ ᐋᕿᖅᑲᑎᒋᖕᓂᖏᓐᓄᑦ ᐱᕐᔪᑎᖃᕐᕕᐅᕙᓄᑦ ᑎᑭᑦᑐᒋᑦ ᔭᓄᐊᕆ 1, 2010-ᒥ ᐊᒻᒪᓗ ᒫᔅᓯ 31, 2010-ᒥ ᐊᒻᒪᓗ ᑲᑎᑦᑐᒋᑦ ᑕᒪᕐᒥᒃ ᔭᒐᐃᔭᐅᓚᐅᖅᑐᑦ ᐊᕐᕌᒍᒥ ᐃᓱᓕᓯᒪᔪᒥᒃ ᒫᔅᓯ 31, 2010-ᒥ:

A) ᐃᖃᓇᐃᔾᔪᓂᒃᓯᒪᓕᖅᑐᓄᑦ ᐱᓕᕆᕙᓐᓂᖅᓯᒪᓕᖅᑐᓄᑦ ᐃᑲᔫᑏᑦ

ᒪᓕᒐᐃᑦ ᖃᓄᐃᓕᖓᔭᕆᐊᖃᕐᓂᖏᓄᑦᑐ ᐃᖃᓇᐃᔭᖃᕐᓂᕐᒧᑦ, ᐃᖃᓇᐃᔭᖅᑏᑦ ᑲᑎᖅᓱᐃᕙᑦᓕᐊᔪᓐᓇᕐᒪᑕ ᐃᓄᑐᖃᖅᓯᐅᑎᒃᓴᐅᖏᑦᑐᓂᒃ ᐃᑲᔫᑎᒃᓴᓂᒃ ᓄᖃᖓᓕᕈᑎᒃ, ᐃᓂᖅᓯᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᓴᓂᒃ ᐱᔭᕇᖅᓯᒍᑎᓂᒃ ᐊᒻᒪᓗ ᐃᓱᐊᓂ ᓅᑕᐅᔭᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᑐᖓᕙᖃᖅᓱᑎᒃ ᐊᒥᓲᓂᖏᓐᓂᒃ ᐊᕐᕌᒍᓂᒃ ᐱᔾᔪᑎᖃᖅᑎᐅᓯᒪᓂᖏᓐᓂᒃ ᑭᖑᓪᓕᕐᒥᒃᑐ ᑮᓇᐅᔭᓕᐊᕆᓚᐅᖅᑕᖏᓐᓂᒃ, ᑕᒪᒃᑯᐊ ᐃᑲᔫᑏᑦ ᒪᓕᒋᐊᖃᖅᑐᑦ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᐅᔪᓐᓂᖅᓯᒪᓕᖅᑎᑦᑐᒋᑦ ᐃᑲᔫᑎᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ ᐊᑖᓂ IAS 19-ᒥ *ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᑎᖏᓐᓂᒃ* ᑕᒪᐃᓐᓂᖏᓄᑦᑐ ᐆᒃᑐᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᖃᓄᐃᓕᖓᑐᐃᓐᓇᕆᐊᖃᕐᓂᕐᒧᑦ ᐋᕿᒃᑕᐅᓚᐅᖅᑐᓂᒃ ᖃᐅᔨᒪᔪᑦᕐᓄᑦ ᐊᑐᕐᑎᒃ ᓇᓚᐅᑦᑖᕈᑎᓂᒃ ᐃᓕᑕᕆᔭᐅᓯᒪᓪᔪᑎᓂᒃ ᐋᕿᒍᑎᓂᒃ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᖃᓄᐃᓕᖓᓂᐊᕐᓱᕆᔭᐅᓚᐅᖅᑐᓂᒃ ᖃᑭᑫᓪᓕᕈᑕᐅᔪᓂᒃ ᐊᒻᒪᓗ ᔭᒐᐃᔭᐅᓯᒪᔪᓂᒃ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ. ᑕᐃᒪᓕ ᐅᓪᓗᖓᓂᒃ ᐊᓯᔾᔨᖅᓯᒪᔪᓂᒃ ᐊᑐᓕᕆᐊᕐᓂᖏᓐᓂᒃ, ᑕᐃᒃᑯᐊ ᓴᕿᓚᐅᖅᐳᑦ ᐊᒥᓱᕈᕆᐊᖅᑕᐅᔾᔪᑎᖏᑦ ᑲᑎᖅᓱᖅᑕᐅᓯᒪᔪᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᐅᔫᓐᓂᖅᓯᒪᔪᓄᑦ ᐃᑲᔫᑏᑦ $82-ᓄᑦ ᐊᒻᒪᓗ ᒥᑭᓪᓕᒋᐊᖅᑕᐅᓂᖏᓐᓂᒃ ᐊᐅᓚᑦᑎᔾᔪᑏᑦ ᐸᐸᑕᐅᔪᑦ. ᐊᒻᒪᑕᐅᖅ, ᑕᒪᓐᓇ ᐱᔾᔪᑕᐅᓚᐅᕆᕗᖅ ᐊᑭᑦᑐᕆᐊᖅᑕᐅᓯᒪᓂᖅ $7-ᓂᒃ ᑲᑎᖅᓱᖅᑕᐅᓯᒪᓕᖅᑐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᐅᕌᓂᒃᓯᒪᓕᖅᑐᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓕᐊᖑᓚᐅᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐃᑲᔫᓯᐊᒃᓴᖏᓐᓂᒃ ᐊᑭᓕᖅᑐᖅᑕᐅᓚᐅᖅᑐᓂᒃ ᐊᕐᕌᒍᒥᒃ ᐃᓱᓕᑦᑐᒥᒃ ᒫᔅᓯ 31, 2010-ᒥᒃ.

B) ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᑎᐊᒃᑲᓐᓂᕐᓂᖏᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᑕᐃᒪᓕ ᒪᓕᑦᑎᐊᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐃᓗᓕᖏᓐᓂᒃ IAS 1-ᒦᑐᓂᒃ *ᑎᑎᕋᖅᑕᐅᖃᑦᑕᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕙᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ*, ᑕᒪᐃᓐᓂᒃ ᕿᒥᕐᕈᐊᖅᓯᒪᓕᖅᐳᑦ ᐱᖁᑎᓂᒃ ᐊᑭᓕᖅᑐᕆᐊᖃᖅᑕᖏᓐᓂᒃ ᐊᒻᒪᓗ ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᑎᐊᖅᓱᑎᒃ ᓈᒻᒪᖏᓐᓂᐊᕐᒪᑕ, ᑕᒪᒃᑯ ᓇᓪᓗᓇᐃᒃᑯᑎᖅᑕᐅᑎᐊᒃᑲᓐᓂᖅᑐᑦ ᐊᒃᑐᐃᓂᖃᕐᓂᓪᓚᑦ ᑮᓇᐅᔭᐃᑦ ᖃᓄᐃᓕᖓᓂᕐᓂᓄᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ.

ᑎᑎᕋᖅᑕᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᐃᓪᓚᓃᑦ ᐊᐅᓚᑕᐅᓂᕙᓂᖏᓐᓂᒃ

ᐊᑐᓇᐊᕋᒥᒃ ᓯᕗᓂᐊᒍᑦ ᐊᓯᔾᔨᓇᐊᓚᐅᕐᖏᓂᖏᓐᓂᒃ ᑲᓇᑕᒥ GAAP-ᒥᒃ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᓂᒃ IFRS-ᒧᑦ ᐊᑐᖅᑕᐅᔫᒃᓴᓂᒃ ᐱᖁᑎᓂᒃ ᐊᒃᑐᐃᓂᖅᓯᒪᖏᓚᖅ ᐅᓂᒃᑳᖅᑕᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᑦᓚᓃᑦ ᐊᐅᓚᑕᐅᓯᒪᔫᑦ ᑎᑎᕋᖅᑕᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ.

5. ᑮᓇᐅᔭᑦᓚᓃᑦᑐ ᑮᓇᐅᔭᑦᓚᓐᖏᓗ ᓇᓕᒧᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᔫᖃᑦᑕᕐᒪᑕ ᕿᓚᒻᒥᐅᓈᖅᑕᐅᔪᑎᒍᑦ ᑮᓇᐅᔭᓂᒃ ᓂᐅᕈᑎᒃᓵᓇᐅᑎᓂᒃ. ᓂᐅᕈᑎᒃᓵᖃᕐᓂᕐᓂᖏᑦ ᑖᒃᑯᓂᖓ ᐊᕐᕌᒍᒥᒃ ᐃᒪᐃᓕᖓᓚᐅᖅᑐᑦ 0.89% (2010 – 0.50%). ᑕᒪᕐᒥᒃ ᐱᓕᕆᔾᔪᑎᑦ ᑎᒍᒥᐊᓚᐅᖅᑐᑦ ᑮᓇᐅᔭᑦᓚᓐᖏᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᑦᓚᓐᖏᓗ ᓇᓪᓕᖃᓖᑦ ᑮᓇᐅᔭᖑᖅᑎᑕᐅᑲᐅᑎᒋᔪᓇᓲᖑᕙᑦ, ᑎᒍᒥᐊᖅᑕᐅᓲᖑᓪᓗᑎᒃ ᐱᐅᔫᐊᓗᓐᓂ ᐊᑭᓕᒃᓴᖅᓯᐅᑎᑕᐅᓂᖅ ᓴᕿᑎᑕᐅᓯᒪᔪᓂᒃ ᑲᓇᑕᐅᑉ, ᑲᓇᑕᐅᑉ ᐊᕙᒃᑐᖅᓯᒪᓂᖏᓐᓄᑦ, ᐅᑭᐅᖅᑕᖅᑑᑉᓗᓐᓃᑦ ᐊᕙᒃᑐᖅᓯᒪᓂᖏᓐᓄᑦ ᒐᕙᒪᐅᔪᓄᑦ, ᑲᓇᑕᒥ ᐃᓕᑕᕆᔭᐅᓯᒪᔪᓄᑦ ᑮᓇᐅᔭᒃᑯᕕᖕᓄᑦ, ᐊᑐᖅᑐᐊᕐᕕᖕᓂᒃ ᐅᕝᕙᓗᓐᓃᑦ ᐸᐸᑦᑎᕕᖕᓄᑦ ᑲᒻᐸᓂᐅᔪᓄᑦ ᐊᑎᓕᐅᖅᑕᐅᓯᒪᔪᓂᒃ ᑲᓇᑕᒥ.

	ᑎᑭᓪᓗᒍ ᒫᔅᓯ 31-ᒧᑦ **2011**	 2010	ᑎᑭᓪᓗᒋᑦ ᔭᓄᐊᕆ 1 2010
ᕿᓚᒻᒥᐅᔪᒥᒃ ᐱᕈᖅᓯᐊᓂᒃ	**$ 384**	$ 3,167	$ 1,064
ᑮᓇᐅᔭᑦᓚᓃᑦ	**41**	2,376	6,033
	$ 425	$ 5,543	$ 7,097

6. ᐱᕈᖅᓯᐊᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᖃᕐᕕᖏᑦ ᐊᔾᔨᒌᒻᒪᑦ ᐃᓚᖏᑦ ᐋᕐᑭᐅᒫᓂᒃᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓪᓗᑎᒃ, ᓇᖕᒥᓂᖃᕐᕕᐅᓪᓗᑎᒃ, ᐊᒻᒪᓗ ᐃᒡᓗᕐᔪᐊᓂᒃ ᓇᖕᒥᓂᖃᕈᑕᐅᔪᓂᒃ ᐱᕈᖅᓯᐊᓇᔭᐅᔪᓂᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᖃᓲᖑᕗᑦ ᐊᑯᓂᐅᔪᒧᑦ ᐅᑎᕐᕕᐅᔪᒪᓂᕐᒧᑦ ᓈᒻᒪᖕᓂᐊᖅᑐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᑮᓇᐅᔭᕐᑯᕈᑎᒃᓴᖏᓐᓄᑦ ᓇᓪᓚᐅᒃᑯᒫᒃᓴᖃᓇᐊᖃᖅᑐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᖃᕈᓐᓇᕐᓂᕐᒧᑦ, ᐊᐅᓚᑕᐅᔭᓇᐊᓖᓪᓗᑦ ᐊᑭᓕᐅᑎᒃᓴᖃᓇᐊᖃᕐᓂᖏᓐᓄᑦ, ᐊᒻᒪᓗ ᐋᕐᑭᐅᒪᓂᖏᓐᓄᑦ ᑐᑭᓕᐅᑦᑎᐊᖅᑐᓂᒃ ᐊᒻᒪᓗ ᒪᑭᑕᑦᑎᐊᕈᓐᓇᖅᑐᑦ ᖃᐅᔨᓴᖅᑎᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᒑᒍᑎᒋᕙᒃᑕᖏᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᑦ. ᑕᒪᕐᒥᒃ ᐱᕈᖅᓯᐊᖑᔪᑦ, ᐃᓚᐅᓪᓗᑎᒃ ᑮᓇᐅᓪᓚᓈᓪᓗ ᑮᓇᐅᔭᓂᒡᓗ ᓇᓚᖃᓛᑦ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᐱᕈᖅᓯᔩᓄᑦ ᑲᒪᔨᐅᔪᓄᑦ, ᑎᒃᑯᐊᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᓂᐅᕐᕈᑎᒃᓴᖅᑎᐅᓂᕐᒥᒃ.

	ᑎᓯᐱᕆ 31				ᔭᓄᐊᕆ 1	
	2011		2010		2010	
	ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ	**ᐊᑭᖏᑦ**	ᐊᑭᖃᕐᓂᖏ ᑦ ᓈᒪᔪᓂᒃ	ᐊᑭᖏᑦ	ᐊᑭᖃᓂᖏᑦ ᓇᒪᔪᓂᒃ	ᐊᑭᖏᑦ
ᐋᕐᑭᐅᒪᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓚᐊᔪᑦ	**$ 127,401**	**$ 111,969**	$ 116,420	$ 107,193	$ 125,915	$ 120,459
ᐃᒡᓗᕐᔪᐊᑦ ᐱᕐᑯᑏᑦ	**37,394**	**36,214**	33,502	34,414	30,061	32,905
ᓇᖕᒥᓂᖃᕐᕕᖏᑦ	**110,014**	**110,774**	120,605	125,397	112,122	123,542
ᑲᑎᓪᓗᒋᑦ	**$ 274,809**	**$ 258,957**	$ 270,527	$ 267,004	$ 268,098	$ 276,906

a) ᐋᕐᑭᐅᒪᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓚᐊᔪᑦ

ᐊᑭᖃᕐᓂᖏᑦ ᓈᒪᔪᓂᒃ ᐊᒻᒪᓗ ᐊᑭᖏᑦ ᐋᕐᑭᐅᒪᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓚᐊᔾᔪᑏᑦ ᐃᒪᐃᓕᖓᕗᑦ:

	ᑎᓯᐱᕆ 31				ᔭᓄᐊᕆ 1	
	2011		2010		2010	
	ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ	**ᐊᑭᖏᑦ**	ᐊᑭᖃᕐᓂᖏᑦ ᓈᒪᔪᓂᒃ	ᐊᑭᖏᑦ	ᐊᑭᖃᕐᓂᖏᑦ ᓈᒪᔪᓂᒃ	ᐊᑭᖏᑦ
ᐋᕐᑭᐅᒪᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓚᐊᔪᑦ	**$ 42,138**	**$ 38,904**	$ 38,185	$ 36,442	$ 37,748	$ 36,953
ᐃᓚᔭᐅᓪᓗᑎᒃ ᐊᓯᓚᒫᖏᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔪᑦ						
ᓇᓗᓇᐃᖅᑕᐅᓯᒫᓂᑦᑐᑦ ᒐᕙᒪᑯᓐᓄᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ ᑮᓇᐅᔭᐃᑦ	**48,880**	**45,634**	44,560	43,320	54,220	53,506
ᐃᒡᓗᓂᒃ ᓂᐅᕕᖅᓯᒪᔪᑦ ᐊᑭᓕᖅᑐᖅᐸᓪᓚᐊᔭᖏᑦ	**36,383**	**27,431**	33,675	27,431	33,947	30,000
	$ 127,401	**$ 111,969**	$ 116,420	$ 107,193	$ 125,915	$ 120,459

ᑲᒥᓯᓇᒃᑯᑦ ᐊᑐᖃᑦᑕᖅᐳᑦ ᐃᓯᒪᒃᓴᖅᓯᐅᕈᑎᖃᑦᑎᐊᖃᑦᑕᕐᓂᖅ ᓇᓗᓇᐃᒃᑯᑦᑎᖅᑕᐅᓯᒪᑦᑎᐊᖁᓪᓗᒋᑦ ᐅᓗᕆᐊᓇᓅᑯᑎᖃᖅᑐᓂᒃ ᐱᓯᒪᔭᐅᔪᑦ ᐊᔾᔩᒋᑦᑑᑎᐅᔪᓂᒃ ᑮᓇᐅᔭᖁᑎᓂᒃ ᑐᙵᕕᐅᓪᓗᑎᒃ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐊᖏᔪᒥᒃ ᐃᓚᖃᕐᓂᖏᓐᓄᑦ ᑕᐃᒃᑯᐊ ᐊᔾᔨᒋᙱᑦᑑᑏᑦ ᐊᓯᐅᕐᒦᑦᑎᑕᐅᔪᓂᒃ ᑮᓇᐅᔭᓂᒃ.

ᐃᓚᒋᔭᐅᒋᕗᑦ ᖁᓛᓃᑦᑐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐱᕈᖅᓯᐊᓂᒃ ᓇᖕᒥᓂᖅ ᐱᑎᒋᒥᐊᖅᑕᐅᔪᓂᒃ ᐃᓚᒋᔭᐅᔪᓂ ᐊᒥᓱᓄᑦ ᐊᑐᖅᑐᐊᖅᑎᑕᐅᔪᓂᒃ ᒐᕙᒪᒃᑯᓐᓄᑦ, ᐅᖃᐅᓯᐅᑦᑎᐊᖅᑐᓂ ᐅᓂᒃᑳᑦ 18-ᒥ. ᑲᑎᑉᐸᓪᓚᐊᓪᓗᒋᑦ ᐱᙳᖅᑎᑕᐅᓯᒪᙱᑦᑐᓄᑦ ᖃᑭᕆᐊᕈᑏᑦ 2011-ᒥ ᓇᖕᒥᓂ ᑎᒍᒥᐊᖅᑕᐅᔪᓂᒃ ᐱᕈᖅᓯᐊᓃᑦᑐᑦ ᐊᖏᓂᖃᓚᐅᖅᐳᑦ $623 (2010 – $468).

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓚᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐱᕈᖅᐸᓪᓕᐊᔪᑦ ᐱᖑᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᓱᓕ ᖃᑭᕚᓪᓕᕈᑏᑦ ᐋᖀᐅᒪᔭᐅᕙᒌᒃᑐᓂ ᑮᓇᐅᔭᓕᐅᕈᑎᓕᑦ ᐱᕈᖅᓯᐊᑦ ᐃᒪᐃᓕᖓᕗᑦ:

	ᑎᓯᐱᕆ 31		ᔭᓄᐊᕆ 1
	2011	2010	2010
ᐋᕿᐅᒪᕙᒌᖅᑐᓂ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓕᐊᔪᑦ - ᐊᑭᖏᑦ	**$ 111,969**	$ 107,193	$ 120,459
ᑲᑎᑉᐸᓪᓕᐊᓯᒪᔪᑦ ᐱᖑᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᓱᓕ ᖃᑭᒋᐊᕈᑏᑦ	**15,432**	9,227	5,456
ᐋᕿᐅᒪᕙᒌᖅᑐᓂ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓕᐊᔪᑦ - ᐊᑭᖃᕐᓂᖏᑦ ᓈᒪᔪᓂᒃ	**$ 127,401**	$ 116,420	$ 125,915

ᐊᒥᐊᒃᑯᖏᑦ ᐅᑕᕿᔪᑦ ᐱᕈᐊᓂᒃᕙᒃᓴᒥᓂᒃ ᐊᓯᖏᓐᓂᒃ ᐋᖀᐅᒪᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᕙᓪᓕᐊᔪᑦ ᐃᒪᐃᓕᖓᕗᑦ:

	ᐊᕐᑕᐅᓯᕐᒥ ᐊᕐᕋᒍᒥ	1 - 2 ᐊᕋᒍᓄᑦ	2 - 5 ᐊᕐᕋᒍᓄᑦ	5 - 10 ᐊᕐᕋᒍᓄᑦ	ᐅᖓᑖᓂ 10 ᐊᕐᕋᒍᐃᑦ	**ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ ᑎᓯᐱᕆ 31 2011**	ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ ᑎᓯᐱᕆ 31 2010	ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ ᔭᓄᐊᕆ 1 2010
ᑮᓇᐅᔭᓪᓚᓃᑦ, ᕿᓚᒥᐅᔪᖅ ᐱᕈᖅᓯᐊᑦ ᑖᒃᓯᔭᖅᑕᐅᖏᑦᑐᑦ ᐊᑭᓕᐅᑏᑦ ᐱᕈᖅᓴᐃᔾᔪᓄᑦ ᐊᐅᓚᕐᑎᔾᔪᓄᑦ	$ 1,346	$ -	$ -	$ -	$ -	**$ 1,346**	$ 813	$ 1,666
ᒐᕙᒪᒃᑯᓄᑦ ᓂᐅᕕᖅᑕᐅᓯᒪᔪ ᐊᑐᖅᑐᐊᒐᐃᑦ	1,507	5,092	1,662	9,030	12,153	**29,444**	26,423	26,042
ᑯᐊᐳᕇᓴᓄᑦ ᓂᐅᕕᖅᑕᐅᓯᒪᔪᑦ ᐊᑐᖅᑐᐊᒐᐃᑦ	601	722	3,439	1,744	4,842	**11,348**	10,107	9,587
ᐃᒡᓗᖃᖅᑐᓄᑦ ᐊᑭᓕᖅᑕᐅᓯᒪᔪᓇᑐᑦ ᐊᑐᖅᑐᐊᒐᐃᑦ	-	-	-	-	-	**-**	842	453
	$ 3,454	$ 5,814	$ 5,101	$10,774	$16,995	**$ 42,138**	$ 38,185	$ 37,748

b) ᐃᒡᓗᕐᔪᐊᑦ ᐱᖁᑎᒋᔭᐅᔪᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᓇᓗᓇᐃᒃᑯᑦᑎᖅᓯᓲᖑᕗᑦ ᐅᓗᓇᐊᓇᓈᒃᑯᑎᓕᖕᓂᒃ ᑎᒍᒥᐊᖅᑕᐅᔪᓂᒃ ᑲᑎᖕᒐᔪᓂᒃ ᐊᔾᔨᒌᖏᑦᑐᓂᒃ ᑮᓇᐅᔭᓂᒃ, ᑐᖓᕕᐅᓪᓗᑎᒃ ᐱᖁᑏᑦ ᐊᒥᓲᓂᖅᓴᐅᓂᖏᑦ ᐃᓚᒋᔭᐅᔪᓂ ᑲᑎᑕᐅᓯᒪᔪᓂᒃ ᑮᓇᐅᔭᖁᑎᓂᒃ.

ᑲᑎᓪᓗᒋᑦ ᐱᖑᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᓱᓕ ᖃᑭᒋᐊᕈᑎᑦ (ᔭᒐᐃᔭᐅᔪᓪᓗᓐᓃᑦ) ᐱᖁᑎᓂᒃ ᓇᖕᒥᓂᕆᔭᐅᔪᓂᒃ ᐱᕈᖅᓯᐊᖑᔪᓂ ᐃᒪᐃᓕᖓᕗᑦ:

	ᑎᓯᐱᕆ 31		ᔭᓄᐊᕆ 1
	2011	2010	2010
ᑲᓇᑕᒥ ᐱᖁᑏᑦ - ᐊᑭᖏᑦ	**$ 36,214**	$ 34,414	$ 32,905
ᑲᑎᑉᐸᓪᓕᐊᓯᒪᔪᑦ ᐱᖑᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᓱᓕ ᖃᑭᒋᐊᕈᑏᑦ (ᔭᒐᐃᔭᐅᔪᑦ)	**1,180**	(912)	(2,844)
ᑲᓇᑕᒥ ᐱᖁᑏᑦ - ᐊᑭᖃᕐᓂᖏᑦ ᓇᒪᔪᓂᒃ	**$ 37,394**	$ 33,502	$ 30,061

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᕐᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

c) ᓇᖕᒥᓂᖃᖅᕕᐅᔪᑦ

ᐊᑭᖃᕐᓂᖏᑦ ᓈᒪᔪᓂᒃ ᐊᒻᒪᓗ ᐊᑭᖏᑦ ᐱᖁᑎᖃᕐᓂᕐᒧᑦ ᐱᕈᖅᓯᐊᑦ ᐃᒪᐃᓕᖓᕗᑦ:

	ᑎᓯᐱᕆ 31				ᔭᓄᐊᕆ 1	
	2011		2010		2010	
	ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ	**ᐊᑭᖏᑦ**	ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ	ᐊᑭᖏᑦ	ᐊᑭᖃᕐᓂᖏᑦ ᓇᒻᒪᔪᓂᒃ	ᐊᑭᖏᑦ
ᑲᓇᑕᒦᑦᑐᑦ ᓇᖕᒥᓂᖃᖅᕕᖏᑦ	**$ 41,695**	**$ 34,782**	$ 52,053	$ 38,735	$ 44,042	$ 34,049
ᐊᒥᐊᓕᑲᒥ ᓇᖕᒥᓂᖃᖅᕕᖏᑦ	**41,256**	**38,951**	39,334	50,503	36,490	50,502
ᓯᓚᕐᔪᐊᓂ ᓇᓂᑐᐃᓐᓇᖅ ᓇᖕᒥᓂᖃᖅᕕᖏᑦ	**27,063**	**37,041**	29,218	36,159	31,590	38,991
	$ 110,014	**$ 110,774**	$ 120,605	$ 125,397	$ 112,122	$ 123,542

ᐃᓚᒋᔭᐅᕗᑦ ᓯᓚᕐᔪᐊᒥ ᓇᓂᑐᐃᓐᓇᖅ ᓇᖕᒥᓂᖃᖅᕕᐅᔪᑦ $379 (2010 - $587) ᑲᓇᑕᒥ ᑮᓇᐅᔭᖁᑎᓂ ᐊᒻᒪᓗ ᐃᓚᒋᔭᐅᓪᓗᑎᒃ ᑲᓇᑕᒥ ᓇᖕᒥᓂᖃᖅᕕᐅᔪᓂ ᐅᖃᐅᓯᐅᔪᓂ ᐅᓂᒃᑳᓂ 16(e).

ᑲᑎᑉᐸᓪᓕᐊᓯᒪᔪᑦ ᐱᓐᖑᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᖃᑭᒥᐊᕉᑎᑦ ᐊᒻᒪᓗ ᔭᒐᐃᔭᐅᓯᒪᔪᑦ ᓇᖕᒥᓂᖃᖅᕕᐅᓂ ᐱᕈᖅᓯᐊᖑᔪᓂᒃ ᐃᒪᐃᓕᖓᕗᑦ:

	ᑎᓯᐱᕆ 31		ᔭᓄᐊᕆ 1
	2011	2010	2010
ᓇᖕᒥᓂᖃᕕᐅᔪᑦ ᐱᕈᖅᓯᐊᖑᔪᓂᒃ- ᐊᑭᖏᑦ	**$ 110,774**	$ 125,397	$ 123,542
ᑲᑎᑉᐸᓪᓕᐊᓪᓗᒋᑦ ᐱᓐᖑᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᓱᓕ ᔭᒐᐃᔭᐅᓂᖏᑦ	**(760)**	(4,792)	(11,420)
ᓇᖕᒥᓂᖃᖅᕕᐅᔪᓂᒃ ᐱᕈᖅᓯᐊᑦ - ᐊᑭᖏᑦ ᓇᒪᔪᓂᒃ	**$ 110,014**	$ 120,605	$ 112,122

d) ᐱᕈᖅᓯᐊᓂᒃ ᖃᑭᕙᓪᓕᕉᑎᑦ - ᑖᒃᓰᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ

ᑖᒃᓰᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐱᕈᖅᓯᐊᓂᒃ ᖃᑭᒥᐊᕈᑎᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᑮᓇᐅᔭᓕᖑᕙᓪᓕᐊᔪᓂᒃ ᐊᕐᕋᒍᓂᒃ ᐃᓱᓕᕝᕕᖃᖅᑐᓂᒃ ᑎᓯᐱᕆ 31-ᒥ, ᓯᖃᓕᖅᑎᑕᐅᓯᒪᕗᑦ ᐃᒪᐃᖓᔪᓂᒃ:

	2011	2010
ᐱᓐᖑᖅᑎᑕᐅᓯᒪᔪᑦ (ᔭᒐᐃᔭᐅᓂᖏᑦ) ᖃᑭᒥᐊᕉᑎᑦ ᐱᕈᖅᓯᐊᓂᒃ	**$ (9,093)**	$ 2,049
ᐊᓯᔾᔨᖅᓯᒪᓂᖏᑦ ᐱᓐᖑᖅᑎᑕᐅᓯᒪᖏᓐᓂᖏᓐᓂᒃ ᖃᑭᒥᐊᕈᑎᓂᒃ ᐱᕈᖅᓯᐊᓂᒃ ᐊᕐᕋᒍᓚᐅᖅᑐᒥ	**12,329**	12,332
ᐱᕈᖅᓯᐊᓂᒃ ᖃᑭᒥᐊᕈᑎᑦ - ᑖᒃᓯᔭᖅᑕᐅᓪᓗᑎᒃ	**$ 3,236**	$ 14,381

ᐅᓂᒃᑳᖁᑖᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

e) ᐱᕈᖅᓴᐊᑦ ᖃᓄᐃᓕᐅᖅᑎᒋᓚᐅᕐᓂᖏᑦ

ᐱᕈᖅᓴᐊᖑᔪᑦ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᐱᖓᓲᔪᖅᑐᓄᑦ 6-ᖑᔪᓄᑦ ᐱᕈᖅᓴᐊᓕᓇᔩᐅᔪᓄᑦ ᐊᐅᓚᑦᑎᔩᓄᑦ ᓂᐅᕐᕈᑎᒃᓴᖃᓚᐅᕐᓂᖏᓐᓂᒃ ᐊᑯᓯᒪᔪᓂᒃ ᐱᕈᖅᓴᐊᓂᒃ, ᐃᓱᓕᕝᕕᖅᑎᓚᐅᖅᑐᓂᒃ ᑎᓯᐱᕆ 31-ᒥᒃ ᐃᒪᐃᓕᖓᔫᑦ:

	2011	2010
ᐋᖀᐅᒪᒌᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑏᑦ	**10.10%**	7.32%
ᑲᓇᑕᒥ ᓇᖕᒥᓂᖃᕐᕚᑦ	**(7.05)%**	12.43%
ᐊᒥᐊᓕᑲᒥᐅᓂ ᓇᖕᒥᓂᖃᕐᕚᑦ	**3.58%**	7.79%
ᓯᓚᕐᔪᐊᕐᒥᐅᓂ ᓇᓂᑐᐃᓐᓇᖅ ᓇᖕᒥᓂᖃᕐᕚᑦ	**(7.05)%**	2.21%
ᑮᓇᐅᔭᐃᑦᑐ ᑮᓇᐅᔭᓂᒡᒍ ᓇᓕᖃᑖᑦ	**2.86%**	0.91%
ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑎᖏᑦ	**11.62%**	11.43%
ᐃᒡᒍᓂᒃ ᓂᐅᕕᖅᑏᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᑎᖏᓐᓂᒃ	**8.04%**	8.50%

f) ᐊᑭᖏᑦ ᓈᒻᒪᓈᖅᑕᐅᒋᐊᖅᓯᒪᓂᖏᓐᓂᑦ ᐳᑐᓕᓈᖅᑎᖅᑕᐅᓯᒪᓂᖏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓴᐊᖏᓐᓂᒃ ᐊᕕᒃᑐᖅᑕᐅᓯᒪᔪᖃᖅᐳᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐊᑭᖏᑦ ᓇᒻᒪᓇᖅᑕᐅᒋᐊᖅᓯᒪᓂᖏᑦ ᒪᓕᒃᓯᒋᑦ ᐳᑐᓂᖃᖅᑎᑕᐅᔪᓂᒃ ᐅᖃᐅᓯᐅᔪᓂᒃ ᐅᓂᒃᑳᑦ 2(d)-ᒥᒃ ᐃᒪᐃᓕᖓᓕᐅᖅᐳᑦ ᑎᑭᓪᓗᒍ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ:

	ᐳᖅᑐᓂᓛᑦ 1	**ᐳᖅᑐᓂᓛᑦ 2**	**ᐳᖅᑐᓂᓛᑦ 3**	**ᑲᑎᓪᓗᒋᑦ**
ᓇᖕᒥᓂᖃᕐᕕᐅᔪᑦ	$ 110,014	$ -	$ -	$ 110,014
ᐋᕿᐅᒪᕗᒌᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑏᑦ	-	91,018	-	91,018
ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑎᖏᑦ	-	37,394	-	37,394
ᐃᒡᒍᓂᒃ ᓂᐅᕕᖅᑏᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᑎᖏᓐᓂᒃ	36,383	-	-	36,383
ᑲᑎᓪᓗᒋᑦ	**$ 146,397**	**$ 128,412**	**$ -**	**$ 274,809**

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓴᐊᖏᓐᓂᒃ ᐊᕕᒃᑐᖅᑕᐅᓯᒪᔪᖃᖅᐳᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐊᑭᖏᑦ ᓇᒻᒪᓇᖅᑕᐅᒋᐊᖅᓯᒪᓂᖏᑦ ᒪᓕᒃᓯᒋᑦ ᐳᑐᖃᖅᑎᑕᐅᔪᓂᒃ ᐅᖃᐅᓯᐅᔪᓂᒃ ᐅᓂᒃᑳᑦ 2(d)-ᒥᒃ ᐃᒪᐃᓕᖓᓕᐅᖅᐳᑦ ᑎᑭᓪᓗᒍ ᑎᓯᐱᕆ 31, 2010-ᒧᑦ:

	ᐳᖅᑐᓂᓛᑦ 1	**ᐳᖅᑐᓂᓛᑦ 2**	**ᐳᖅᑐᓂᓛᑦ 3**	**ᑲᑎᓪᓗᒋᑦ**
ᓇᖕᒥᓂᖃᕐᕕᐅᔪᑦ	$ 120,605	$ -	$ -	$ 120,605
ᐋᕿᐅᒪᕗᒌᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑏᑦ	72,638	10,107	-	82,745
ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑎᖏᑦ	33,502	-	-	33,502
ᐃᒡᒍᓂᒃ ᓂᐅᕕᖅᑏᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᑎᖏᓐᓂᒃ	32,833	842	-	33,675
ᑲᑎᓪᓗᒋᑦ	**$ 259,578**	**$ 10,949**	**$ -**	**$ 270,527**

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓱᒋᑦ)

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᖏᓐᓂᒃ ᐊᕕᒃᑐᖅᑕᐅᓯᒪᔪᖃᖅᐳᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐊᑭᖏᑦ ᓇᒻᒪᖅᑕᐅᒋᐊᖅᓯᒪᓂᖏᑦ ᒪᓕᒃᓱᒋᑦ ᐳᑐᓂᖃᖅᑎᑕᐅᔪᓂᒃ ᐅᖃᐅᓯᐅᔪᓂᒃ ᐅᓂᒃᑳᑦ 2(d)-ᒥᒃ ᐃᒪᐃᓕᖓᓚᐅᖅᐳᑦ ᑎᑭᓪᓗᒍ ᔭᓄᐊᕆ 1 2010-ᒧᑦ:

	ᐳᖅᑐᓂᓛᑦ 1	ᐳᖅᑐᓂᓛᑦ 2	ᐳᖅᑐᓂᓛᑦ 3	ᑲᑎᓪᓗᒋᑦ
ᓇᖕᒥᓂᖃᕐᕕᐅᔪᑦ	$ 112,122	$ -	$ -	$ 112,122
ᐋᕿᐅᒪᕕᒌᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑏᑦ	81,928	9,587	-	91,515
ᐃᒡᓗᕐᔪᐊᑦ ᐱᖁᑎᖏᑦ	30,061	-	-	30,061
ᐃᒡᓗᓂᒃ ᓂᐅᕕᖅᑏᑦ ᐊᑭᓕᒃᓴᐃᔭᕈᑎᖏᓐᓂᒃ	33,947	453	-	34,400
ᑲᑎᓪᓗᒋᑦ	**$ 258,058**	**$ 10,040**	**$ -**	**$ 268,098**

ᐊᑭᖏᑦ ᓈᒻᒪᓈᕆᐊᖅᓯᒪᔪᑦ ᐋᕿᐅᒪᕕᒌᖅᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᓕᖕᓂ ᑐᑭᓕᐅᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᐱᖓᓱᓂᒃ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ ᐊᑐᕐᓂᕐᒥᒃ: ᓯᕗᓪᓕᕐᒥ ᐱᐅᓯᖃᕈᓐᓇᖅᑐᑦ ᐊᑐᕐᓂᕐᒥᒃ ᐊᑭᒃᓴᖏᓐᓂᒃ ᐋᖀᓂᕐᒥᒃ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ DEX-ᑯᑦ PCBond-ᑯᓐᓄᑦ ᐊᑭᒃᓴᖅᑖᑎᑕᐅᔾᔪᑎᓂᒃ, ᐊᑐᖅᑕᑦᑕᖅᓱᑎᒃ ᐊᒥᓱᒐᓴᖕᓂᒃ ᓂᐅᕐᕈᑎᒃᓴᓕᕆᔪᓂᒃ ᐊᑯᑕᐅᓯᒪᔪᓂᒃ ᐊᑭᓂᒃ; ᑐᒡᓕᖅᐹᖓᓂᒃ ᐱᐅᓯᖃᕈᓐᓇᓇᕗᑦ ᓈᒪᔪᓂᒃ ᐊᑭᖃᖅᑎᑦᑎᓂᕐᒥᒃ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᐊᒥᓱᒐᓴᐃᑦ 65 bps-ᖑᓂᕋᖅᑕᐅᕙᒃᑐᑦ ᐆᒃᑐᕋᐅᑎᑦ ᑲᓇᑕᒥ 5.25%-ᖃᖅᑐᓂᒃ ᐱᒋᐊᕐᓂᐊᖅᑐᓂᒃ ᔫᓐ 1, 2013-ᒥ ᓯᕗᓪᓕᐹᖑᓂᐊᖅᑐᓂᒃ ᓂᐅᕕᕈᑎᒃᓴᓂᒃ, ᐊᔾᔨᒌᖏᓐᓂᖃᕈᑕᐅᔪᖅ ᑕᓪᓕᒪᓄᑦ ᐊᕐᕋᒍᓄᑦ ᑲᓇᑕᐅᑉ ᐊᕕᒃᑐᖅᓯᒪᓂᖏᓐᓂᒃ ᐊᕕᒃᑑᑕᐅᕙᒃᑐᓂ; ᐱᖓᔪᐊᓐᓂᒃ ᐊᑐᖅᐸᒃᑐᑦ 100 bps-ᓂᒃ ᑲᓇᑕᒥ 5.75%-ᓂᒃ ᐱᒋᐊᕐᕕᖃᕋᔭᖅᑐᑦ ᔫᓐ 1, 2029-ᒥ ᓯᕗᓪᓕᐹᖏᓐᓂᒃ ᑐᑭᓕᐅᕈᑎᖃᖅᑐᓂᒃ ᓴᖏᔪᓂᖏᓂᒃ, ᐱᔪᓐᓇᐅᑎᖃᖃᑦᑕᖅᓱᑎᒃ ᑮᓇᐅᔭᕈᖅᑎᑕᐅᔪᓐᓇᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᓂᐅᕕᐊᖑᓯᒪᓂᖏᑦ ᓇᖕᒥᓂᕆᔭᐅᔪᓄᑦ ᐃᓕᔭᐅᓯᒪᓪᓗᑎᒃ.

g) ᐱᕈᖅᓯᐊᓕᕆᓂᕐᒥᒃ ᐱᓕᕆᐊᖑᔪᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐊᓯᔾᔨᖅᓯᓯᒪᓕᖅᐳᑦ ᐱᕈᖅᓯᐊᕆᕙᒃᑕᖏᓐᓂᒃ ᐊᕐᕋᒍᓂᒃ ᐃᓱᓕᕝᕕᖃᓚᐅᖅᑐᓂᒃ ᑎᓯᐱᕆ 31-ᒥᒃ ᐃᒪᐃᓕᖓᔪᓂᒃ:

	2011	2010
ᐊᒥᐊᒃᑯᖏᑦ, ᐊᕐᕋᒎᑉ ᐱᒋᐊᓕᓵᕐᓂᖓᓂ	**$ 270,527**	$ 268,098
ᐱᕈᓯᐊᓂᒃ ᖃᑭᒋᐊᖅᑐᑦ - ᑖᒃᓯᔭᖅᓯᒪᔪᑦ	**3,236**	14,381
ᕿᑐᖏᐅᕈᑎᖏᑦ	**7,296**	6,526
ᐊᑭᓕᐅᓯᐊᒃᓴᖅᑖᖑᕙᒃᑐᑦ	**1,313**	1,046
ᐊᓯᔾᔨᖅᑕᐅᔪᑦ ᕿᓚᒻᒥᐅᓂᖅᓴᓄᑦ ᐱᕈᖅᔫᕕᒃᓴᖅᑐᓄᑦ	**(63)**	(24)
ᐊᓯᔾᔨᖅᑕᐅᔪᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᑦᓚᕆᖕᓄᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓄᑦ	**(7,500)**	(19,500)
ᐊᒥᐊᑯᖏᑦ, ᐊᕐᕋᒎᑉ ᐃᓱᐊᓂ	**$ 274,809**	$ 270,527

7. ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓂᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᓂᖒᖅᑐᑦ ᐊᖏᓯᓪᓗ ᖃᐃᑕᐅᖃᑦᑕᖅᑐᑦ

a) ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓂᑦ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᓂᖒᖅᑐᑦ

	ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31		ᑎᑭᓪᓗᒋᑦ ᔭᓄᐊᕆ 1
	2011	2010	2010
ᒫᓇᐅᔪᖅ ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᖅᑐᓂᒃ ᖃᐃᑕᐅᓂᐊᖅᑐᑦ	**$ 942**	$ 436	$ -
ᑭᖑᕙᖅᓯᒪᔪᑦ ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᖅᑐᓂᒃ ᖃᐃᑕᐅᔫᒃᓴᐃᑦ	**1,424**	1,649	974
ᐲᕐᓗᒋᑦ: ᐱᙳᒃᓴᖃᕈᑎᖏᑦ ᖃᐃᑦᑎᓂᐊᖅᑑᔾᖏᑦᑐᓂᒃ ᐊᑭᓕᒃᓴᓇᔭᒥᓂᒃ	**(353)**	(418)	(158)
ᑖᒃᑰᔭᖅᓯᒪᔪᑦ ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᕐᓂᕐᒥᒃ ᖃᐃᑕᐅᓯᒪᔪᑦ	**$ 2,013**	$ 1,667	$ 816

ᑲᒥᓯᓇᒃᑯᑦ ᑲᑎᖅᓱᐃᓚᐅᖅᑐᑦ $205-ᓂᒃ (2010 – $238) ᑮᓇᐅᔭᓂᒃ ᐊᑭᓕᑎᑦᑎᒃᑲᓐᓂᕈᑎᓂᒃ ᐊᑐᕐᓂᖕᒐᓂᒃ ᐊᕐᕌᒍᒥᒃ, ᖃᐃᑕᐅᖃᑦᑕᓇᐊᖃᖅᑐᓂᒃ. ᑮᓇᔭᐃᓂᒃ ᐊᑭᖨᑎᑦᑎᒐᖨᒍᑏᑦ ᐃᓂᖅᑎᓇᐊᕈᑕᐅᓂᕐᒧᑦ ᐊᖏᓂᖃᖅᑐᑦ 2%-ᓂᒃ ᑕᕿᑕᒦᖅ ᑭᖑᕙᖅᓯᒪᔪᓂᒃ ᐊᑭᖨᔭᓇᐊᖃᖅᑐᓂᒃ, ᐃᓚᖃᖅᓱᑎᒃ ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᑮᓇᐅᔭᓂᒃ ᐊᑭᖨᑎᑦᑎᒃᑲᓐᓂᕈᑏᑦ ᖃᐃᑕᐅᖃᑦᑕᓇᐊᖃᖅᑐᓂᒃ. ᖁᓚᓃᑦᑐᓂᒃ ᐱᑕᖃᖏᓚᖅ, ᑕᐃᒃᑯᐊ ᑭᓯᐊᓂ ᐱᙳᒃᓴᖃᖅᑎᑕᐅᔫᓃᑦᑐᓂᒃ, ᐃᓱᒪᒋᔭᐅᕗᑦ ᓇᓪᒪᖏᑦᑑᓂᕐᒥᒃ. ᑲᑎᓪᓗᒋᑦ ᐱᐅᖏᑦᑐᒥᒃ ᐊᑭᓕᒃᓴᓕᖏᓂᒃ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᐊᕐᕌᒍᓚᐅᖅᑐᒥ $262-ᒥᐅᖅ (2010 – $207) ᑎᑎᕋᖅᑕᐅᓯᒪᓪᓗᓂᓗ ᑕᒪᐃᓐᓂᒃ ᐊᒻᒪᓗ ᑲᒪᒋᔭᐅᖃᑦᑕᓇᐊᖃᕐᓂᖏᓐᓂᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ.

ᐱᑐᖃᕈᖅᐸᓪᓚᐊᓂᖏᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑭᓕᐅᓯᐊᖑᕙᒃᑐᑦ ᑭᖑᕙᖅᓯᒪᖏᑦᑐᑦ ᐊᒻᒪᓗ ᓈᒪᖏᓐᓂᕋᖅᑕᐅᓯᒪᖏᑦᑐᑦ

ᐊᕐᕋᒎᒥ	31-60 ᐅᓪᓗᓂᒃ	61-90 ᐅᓪᓗᓂᒃ	91+ ᐅᓪᓗᓂᒃ	ᑲᑎᓪᓗᒋᑦ ᑭᖑᕙᖅᑐᑦ
2011	$ 657	$ 212	$ 202	$ 1,071
2010	$ 306	$ 196	$ 729	$ 1,231

ᐊᕿᖃᑎᕆᔫᑎᑦ ᐱᙳᒃᓴᒃᑲᖅᑎᑕᐅᓂᖏᑦ ᓇᓗᓇᐃᖅᓯᓯᒪᔪᓄᑦ ᐊᑭᓕᖅᑕᐅᓂᐊᖅᑐᑦ ᐊᑭᓕᒃᓴᖃᖅᑐᓄᑦ

	2011	2010
ᓅᑕᐅᖃᑕᐅᓂᖏᑦ ᐊᒥᐊᒃᑯᖏᑦ ᓄᑖᓄᑦ ᐱᒋᐊᓕᕝᓴᖅᑐᒧᑦ ᐊᕐᕌᒍᒧᑦ	**$ 418**	$ 158
ᑖᒃᑰᔭᖅᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᒃᓴᓇᔭᐅᔪᑦ ᖁᔭᓈᖅᑕᐅᓚᐅᖅᑐᑦ ᐊᕐᕌᒍᒥᒃ ᐊᑐᕐᓂᖕᒐᓂ	**(336)**	(24)
ᐱᙳᒃᓴᖃᖅᑎᑕᐅᓚᐅᕐᓂᖏᑦ ᐊᕐᕌᒍᒥᒃ ᐊᑐᕐᓂᖕᒐᓂᒃ	**292**	291
ᓴᑐᖅᑕᐅᓂᖏᑦ	**(21)**	(7)
ᓅᑕᐅᖃᑕᐅᓂᖏᑦ ᐊᒥᐊᒃᑯᖏᑦ ᐃᓱᐊᓂ ᐱᔮᕆᖅᑐᒥ ᐊᕐᕌᒍᒧᑦ	**$ 353**	$ 418

b) ᐊᓯᖏᑦ ᖃᐃᑕᐅᔫᖑᖕᒥᔪᑦ

ᐊᓯᖃᓇᕈᑦ ᖃᐃᑕᐅᕙᒃᑐᓂᒃ ᕿᑐᕐᖏᐅᕈᑎᒃᓴᖅᑎᑕᐅᕙᖏᑦᑐᓂᒃ. ᑕᐃᒃᑯᐊᓕ ᐊᖏᓂᖏᑦ ᐃᓱᒪᒋᔭᐅᓯᒪᖏᓚᑦ ᓈᒪᖏᑦᑑᑎᐊᒃᓴᖅ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᙱᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

8. ᐱᖁᑎᑦᑐ ᓴᓇᕿᑎᑦ ᓱᓇᑐᐃᓐᓇᐃᑦ

	ᐃᒡᓗᕐᔪᐊᑦ	ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ ᐱᐅᓯᕆᐊᖅᑕᐅᔪᑦ	ᓴᓇᕿᑎᑦ ᐱᖁᑎᑦ	ᐃᒡᓗᐃᑦ ᐃᓗᓕᒃᓴᙱᑦ	ᓄᓇᒃᑰᕿᑎᑦ	ᑲᑎᑦᑐᒋᑦ
ᐊᑭᙱᑦ						
ᑎᑭᑦᑐᒋᑦ ᔭᓄᐊᕆ 1 2010	$ 3,299	$ 1,064	$ 2,228	$ 776	$ 268	$ 7,635
ᐃᓚᔭᐅᔪᑦ	2,223	11	848	30	104	3,216
ᓴᒃᑯᑕᐅᔪᑦ	-	(273)	(1,730)	(566)	(63)	(2,632)
ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2010	**5,522**	**802**	**1,346**	**240**	**309**	**8,219**
ᐃᓚᔭᐅᔪᑦ	170	-	570	42	70	852
ᓴᒃᑯᑕᐅᔪᑦ	-	-	(314)	(10)	(35)	(359)
ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2011	**5,692**	**802**	**1,602**	**272**	**344**	**8,712**
ᐊᑭᑭᒡᓕᕙᑦᓕᐊᓂᙱᑦ						
ᑎᑭᑦᑐᒋᑦ ᔭᓄᐊᕆ 1 2010	637	404	1,682	511	221	3,455
ᐊᑭᑭᒡᓕᒋᐊᕐᓂᙱᓄᑦ ᐊᑭᓕᐅᑎᑦ ᐊᕐᕌᒍᒥ	240	110	255	20	46	671
ᓴᒃᑯᑕᐅᔪᑦ	-	-	(905)	(420)	(63)	(1,388)
ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2010	**877**	**514**	**1,032**	**111**	**204**	**2,738**
ᐊᑭᑭᒡᓕᒋᐊᕐᓂᙱᓄᑦ ᐊᑭᓕᐅᑎᑦ ᐊᕐᕌᒍᒥ	253	134	359	23	50	819
ᓴᒃᑯᑕᐅᔪᑦ	-	-	(314)	(5)	(35)	(354)
ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2011	**1,130**	**648**	**1,077**	**129**	**219**	**3,203**
ᑖᒃᓲᔭᖅᓯᒪᑦᑐᑎᒃ ᑎᑎᖃᙱᑦ ᐊᑭᑐᓂᙱᓄ						
ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2011	**$ 4,562**	**$ 154**	**$ 525**	**$ 143**	**$ 125**	**$ 5,509**
ᑎᑭᑦᑐᒋᑦ ᑎᓯᐱᕆ 31, 2010	**$ 4,645**	**$ 288**	**$ 314**	**$ 129**	**$ 105**	**$ 5,481**
ᑎᑭᑦᑐᒋᑦ ᔭᓄᐊᕆ 1 2010	**$ 2,763**	**$ 559**	**$ 546**	**$ 265**	**$ 47**	**$ 4,180**

ᐊᓯᔾᔨᖅᓯᒪᓂᙱᓐᓄᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ
ᐊᕐᕌᒍᒥ ᐃᓱᓕᑉᐸᖃᖅᑐᒥᒃ ᑎᓯᐱᕆ 31, 2011-ᒥ, ᑲᒥᓯᓇᒃᑯᑦ ᕿᒥᕐᕈᐊᓚᐅᖅᐳᑦ ᑕᒪᐃᓐᓂᒃ ᐊᑭᑐᔫᑎᓂᒃ ᐱᖁᑎᒥᓂᒃ ᐊᑐᖅᓯᑎᒡᓗ ᐃᓱᒪᓕᐅᕈᑎᒃᓴᓂᒃ ᑐᑭᑦᕈᑕᐅᓂᕐᒧᑦ ᐊᓯᔾᔨᖅᓯᒪᔪᖅᑲᖅᐸᑦ ᐊᑐᕈᓐᓇᕐᓂᙱᓐᓂᒃ ᑲᔪᓯᑎᑕᐅᔭᕆᐊᖅᑲᕐᓂᐊᕐᒪᙳᑕ. ᑕᒪᒃᑯᓂᖓ ᕿᒥᕐᕈᐊᕐᓂᙱᓐᓂᒃ ᐊᓯᐃᓛᒃ ᐊᓯᔾᔨᖅᓯᓚᐅᖅᐳᑦ ᓂᕆᐅᒋᔭᐅᓚᐅᖅᑐᓂᒃ ᐊᑐᖅᑕᐅᔪᓐᓇᕐᓂᙱᓐᓂᒃ ᐃᓚᙱᑦ ᐱᖁᑎᑦᑐ ᓴᓇᕿᑎᑦᑐ. ᐃᓚᙱᑦ ᖃᕆᑕᐅᔭᐃᑦ ᓴᓇᕿᑎᑦ, ᐃᒡᓗᓕᒃᓴᙱᑦᑐ, ᐊᒻᒪᓗ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ ᐱᐅᓯᕆᐊᕈᑎᒃᓴᙱᑦ, ᐊᐅᓚᑦᑎᔨᙱᓐᓄᑦ ᓯᕗᓂᐊᒍᑦ ᑐᕌᕚᖅᖅᑎᓚᐅᖅᑕᙱᑦ ᓇᓗᓇᙱᑦᑐᓂᒃ ᐊᑑᑎᒃᓴᖃᑦᑎᐊᕐᓂᕐᒥᒃ ᒫᓐᓇᐅᓕᖅᑐᖅ ᕿᓚᒻᒥᐅᓂᖅᓴᐅᓕᖅᐳᑦ ᐊᑑᑎᖃᕈᓐᓇᕐᓂᙱᓐᓂᒃ. ᐊᒃᑐᐃᓂᖃᕐᓂᙱᑦ ᑕᒪᒃᑯᐊ ᐊᓯᔾᔨᖅᑕᐅᓯᒪᔪᑦ ᐊᑭᑭᒡᓕᒋᐊᕈᑕᐅᓂᙱᓐᓄᑦ ᒫᓐᓇᐅᔪᖅ ᓯᕗᓂᒃᓴᐅᓂᐊᖅᑐᒥ ᐊᕕᒃᑐᖅᑕᐅᓯᒪᓃᓕᖅᐳᑦ ᐃᒪᐃᓕᙵᔪᓂᒃ:

	2011	2012	2013	2014
ᐊᙱᒡᓕᒋᐊᖅᑕᐅᓂᙱᑦ (ᒥᑭᒡᓕᒋᐊᖅᑕᐅᓂᙱᑦ) ᐊᑭᑭᒡᓕᒋᐊᕈᑎᓄᑦ ᐊᑭᓕᓇᐊᓖᑦ	$ (42)	$ (45)	$ 83	$ -

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

9. ᐱᖁᑏᑦ ᓱᓇᑐᐃᓐᓇᐃᑦ ᓱᓕ ᐊᑭᖃᖅᑑᒐᓗᐊᑦ

	ᓂᐅᕕᖅᑕᐅᓂᖏᑦ ᖃᕆᑕᐅᔭᐃᑦ ᐃᓗᓕᒃᓴᖏᑦ	ᐱᓕᕆᕕᖕᒐᓂ ᓴᓇᔭᐅᓯᒪᔪᑦ ᖃᕆᑕᐅᔭᓄᑦ ᐃᓗᓕᒃᓴᖏᑦ	ᑲᑎᓪᓗᒋᑦ
ᐊᑭᖏᑦ			
ᑎᑭᓪᓗᒋᑦ ᔭᓄᐊᕆ 1, 2010	$ 1,281	$ 6,457	$ 7,738
ᐃᓚᔭᐅᔪᑦ	15	697	712
ᓴᒃᑯᑕᐅᓂᖏᑦ	(1,124)	(914)	(2,038)
ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2010	**172**	**6,240**	**6,412**
ᐃᓚᔭᐅᔪᑦ	116	51	167
ᓴᒃᑯᑕᐅᓂᖏᑦ	-	-	-
ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011	**288**	**6,291**	**6,579**
ᐃᒡᓗᑖᖅᓯᒪᔪᑦ ᐊᑭᓕᒃᓴᐃᔭᖅᐸᓪᓕᐊᓂᖏᓐᓂᒃ			
ᑎᑭᓪᓗᒋᑦ ᔭᓄᐊᕆ 1, 2010	1,213	3,175	4,388
ᐊᑭᓕᒃᓴᐃᔭᖅᐸᓪᓕᐊᔪᓂᒃ ᐊᑭᓕᐅᑏᑦ ᐊᕐᕋᒍᒥ	16	415	431
ᓴᒃᑯᑕᐅᓂᖏᑦ	(1,121)	(689)	(1,810)
ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2010	**108**	**2,901**	**3,009**
ᐊᑭᓕᒃᓴᐃᔭᖅᐸᓪᓕᐊᔪᓂᒃ ᐊᑭᓕᐅᑏᑦ ᐊᕐᕋᒍᒥ	41	508	549
ᓴᒃᑯᑕᐅᓂᖏᑦ	-	-	-
ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011	**149**	**3,409**	**3,558**
ᑖᒃᓲᔭᖅᓯᒪᓪᓗᑎᒃ ᑎᑎᖅᑲᖏᑦ ᐊᑭᑐᓂᖏᓄ			
ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011	**$ 139**	**$ 2,882**	**$ 3,021**
ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2010	**$ 64**	**$ 3,339**	**$ 3,403**
ᑎᑭᓪᓗᒋᑦ ᔭᓄᐊᕆ 1, 2010	**$ 68**	**$ 3,282**	**$ 3,350**

10. ᔾᔭᐃᔭᓐᑦ ᒪᐃᓐᑯᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᐊᓗᐊᓄᑦ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ

ᕕᕗᐊᕆ 18, 2010-ᖑᑎᓪᓗᒍ, ᐃᖃᖅᑐᐃᔨᕐᔪᐊᒃᑯᑦ ᑲᓇᑕᒥ ᓴᕿᑎᑦᑎᓚᐅᕐᒪᑕ ᐃᓱᒪᓕᐊᕆᓯᒪᔭᕐᒋᓐᓂᒃ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ ᕿᓘᒃᑯᑦ ᐃᓚᖏᓪᓗ ᐊᑭᖃᖅᑐᕐᓂᖏᓐᓂᒃ ᐱᖁᑕᖕᑯᓐᓂᒃ ᐊᓯᖏᓐᓂᓗ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᔨᖏᓐᓂᒃ ᐊᓯᖏᓐᓂᓗ Fullowka et al ᐊᑭᕋᖃᖅᓯᑎᒃ Pinkertons et al-ᑯᓐᓂᑦ, (ᔾᔭᐃᔭᓐ ᒪᐃᓐᑯᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒐᓐᓂᒃ ᐃᖃᖅᑐᒐᒃᓴᖕᖑᖅᑎᑦᑎᓯᒪᓚᐅᕐᓂᖏᓐᓂᒃ) ᐃᓱᒪᓕᐅᓚᐅᖅᐳᑦ ᒪᓕᒃᑕᐅᔭᕆᐊᖃᖅᑐᓂᒃ ᐃᑲᔪᖅᓯᖅᑕᐅᓪᓗᑎᒃ ᓴᐳᓐᓂᐊᖅᑎᐅᔪᑦ/ᑭᐅᔩᐅᓚᐅᖅᑐᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᑎᓕᔭᐅᓚᐅᖅᐳᑦ ᒪᓕᒋᐊᓕᖕᒥᒃ ᐊᑭᓖᕐᑯᔭᐅᓪᓗᑎᒃ ᐊᒻᒪᓗ ᑎᑎᕋᐅᖅᓯᑎᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐃᒪᐃᓕᖓᑎᒋᔪᑦ, $5,004 2009-ᒥ. ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᐊᖏᓂᖏᑦ ᑐᖓᕕᖃᓚᐅᖅᑐᑦ ᓂᕆᐅᒋᔭᐅᓚᐅᖅᑐᓂᒃ ᐊᑭᒥᓂᐊᖅᑕᖏᓐᓂᒃ ᐱᔪᒪᔭᖏᓐᓂᒃ ᓴᐳᓐᓂᐊᖅᑎᐅᔪᑦ/ᑭᐅᔩᐅᔪᑦ, ᓴᕿᑕᐅᓯᒪᓚᐅᕐᒪᑕ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ ᑎᓕᓯᔾᔪᑏᑦ ᓄᓇᑦᓯᐊᑉ ᐃᖃᖅᑐᐃᕕᖕᒋᐊᓂᒃ ᓴᖑᓐᓂᐊᖅᑕᐅᕝᕕᐅᕙᒃᑐᓂᒃ ᐊᒻᒪᓗ ᐃᖃᖅᑐᐃᔨᕐᔪᐊᒃᑯᓐᓄᑦ ᑲᓇᑕᒧᑦ. ᑕᒪᒃᑯᐊ ᐊᕐᑮᖃᑎᑮᒍᑕᐅᓚᐅᖅᑐᑦ 2010-ᒥ ᐊᒻᒪᓗ 2011-ᒥ ᐊᒻᒪᓗ ᓇᒪᒃᓴᖅᑐᐃᓐᓇᐅᓂᖏᓐᓄᑦ ᑎᑎᖃᐃᑦ ᑐᓂᔭᐅᓚᐅᖅᑐᑦ ᐃᖃᖅᑐᐃᕕᕐᔪᐊᓄᑦ ᓄᓇᑦᓯᐊᕐᒥᒃ, ᑭᖑᓪᓕᖅᐹᖑᓂᒃ ᐊᑭᓕᖅᑕᐅᓪᓗᑎᒃ 2011-ᒥ. ᑕᐃᒪᐃᓐᓂᖏᓐᓄᑦ, ᐊᑭᑦᑐᓇᐊᖅᑕᐅᓕᓚᐅᖅᐳᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ $13-ᓄᑦ (2010 – ᐊᑭᒡᓕᒋᐊᖅᓯᒪᓚᐅᖅᑐᑦ $72-ᓂᒃ). ᐊᓯᔾᔨᖅᓯᒪᓂᖏᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᐃᒪᐃᓕᖓᓕᖅᐳᑦ:

ᐅᓂᒃᑳᕋᕐᑖᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᓘᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓯᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᔾᔭᐃᔾᔭᓐ ᒪᐃᓐ ᐅᔭᕋᖕᓂᐊᕐᕕᒃᑯᓐᓄᑦ - ᓇᓚᐅᑖᖅᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᒃᓴᐃᑦ ᔭᓄᐊᕆ 1, 2010-ᒥ	$	5,004
ᐊᑭᓕᖅᑕᐅᓚᐅᖅᑐᑦ 2010-ᒥ		(4,002)
ᐊᑭᓕᖅᑕᐅᓚᐅᖅᑐᑦ 2011-ᒥ		(72)
ᔾᔭᐃᔾᔭᓐ ᒪᐃᓐ ᐅᔭᕋᖕᓂᐊᕐᕕᒃᑯᓐᓄᑦ - ᓇᓚᐅᑖᖅᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᒃᓴᐃᑦ ᑎᓯᐱᕆ 31, 2010-ᒥ		930
ᐊᑭᓕᖅᑕᐅᓚᐅᖅᑐᑦ 2011-ᒥ		(943)
ᐊᓯᔾᔨᖅᑕᐅᓂᖏᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ 2011-ᒥ		13
ᔾᔭᐃᔾᔭᓐᑦ ᒪᐃᓐᑯᓐᓄ ᐅᔭᕋᖕᓂᐊᕐᕕᖑᑦ - ᓇᓚᐅᑖᖅᑕᐅᓯᒪᔪᑦ ᐊᑭᓕᒃᓴᐃᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ	**$**	**-**

11. ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒃᓴᐃᑦ

ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᒃᓴᐃᑦ ᒪᕿᐃᓕᖃᖕᒐᔫᖕᓂᒃ ᐊᕕᒃᑐᖅᓯᒪᖕᒪᑕ ᐃᓚᒌᒃᑐᓂᒃ:

a) ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ

ᑖᒃᑯᐊ ᐊᑭᓕᕆᐊᓖᑦ ᑭᒻᒐᖅᑐᐃᕗᑦ ᒦᓇᐅᔪᖅ ᐊᑭᑐᓂᖏᓐᓂᒃ ᓂᕈᐅᒋᔭᐅᔪᑦ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒫᒃᓴᓂᒃ ᐊᑭᓕᐅᑎᒃᓴᓄᑦ ᓴᕿᓯᒪᔪᓂᒃ ᐱᓂᕐᓗᒃᑐᖅᑲᕐᓂᕐᒧᑦ ᐊᑐᓚᐅᖅᑐᓂᒃ ᐅᓪᓗᖓᓂ ᓯᕗᓂᐊᓂᒍᓪᓗᓐᓂᑦ ᐃᓱᐊᑕ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᕐᕌᒍᒥ ᐋᓐᓂᐊᕐᕕᖕᒦᓐᓂᖏᓐᓂᑦ ᐃᓯᐊᖅᓴᐅᑎᓄᓪᓗ ᐃᑲᔪᖅᑕᐅᔭᕆᕐᑲᕐᓂᖏᓐᓄᑦ (ᐋᓐᓂᐊᐳᑎᓄᑦ ᐃᑲᔫᑏᑦ, ᕿᓚᒻᒥᐅᔪᒥᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᒃᓴᓄᑦ ᐃᑲᔪᑏᑦ ("ᓇᓪᓕᐋᒃᑯᒫᒃᓴᖏᑦ), ᐊᔪᓕᕐᓂᕐᒧᑦ ᐱᓕᕆᔪᓐᓃᕐᓂᕐᒧᓪᓗᓐᓃᑦ ᐃᑲᔫᓯᐊᒃᓴᐃᑦ ᓯᕗᓂᒃᓴᒥ ᐊᑭᑐᔫᑎᒃᓴᓄᑦ ("ᓯᕗᓂᒃᓴᒥ ᐊᑭᑐᔫᑎᒃᓴᐃᑦ") ᐊᒻᒪᓗ ᑲᒪᒋᔭᐅᕐᑲᑦᑕᕆᐊᕐᑲᕐᓂᖏᓐᓂᑦ ᐊᑭᓕᐅᑎᒃᓴᓄᑦ. ᑕᐃᒃᑯᐊ "ᓯᕗᓂᒃᓴᒥ ᐊᑭᑐᔫᑎᒃᓴᐃᑦ" ᑭᒻᒐᖅᑐᐃᕗᑦ ᐃᓚᖏᓐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑕᕐᓂᐊᖅᑐᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᖅᑲᖅᑐᑦ ᐊᑭᓕᐅᒃᓴᐅᓂᖏᓐᓂᒃ ᓂᕈᐅᖕᓇᖅᑐᓄᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᐃᑲᔫᑎᒃᓴᓄᑦ ᑐᓂᔭᐅᓂᐊᖅᑐᓂᒃ ᐋᓐᓂᖅᓯᒪᓕᐊᓂᒃᑐᓄᑦ ᑎᒥᒃᑯᑦ.

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕕᒃᓴᖃᖅᑎᑦᑎᓲᕗᑦ ᓂᕈᐅᖕᓇᖅᑐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕆᔭᐅᓂᐊᖅᑐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᓂᒃ ᐊᖑᓇᓱᒃᑎᓄᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᑎᓄᓪᓗ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒃᓴᓄᑦ, ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᑐᑭᓯᐅᒪᕐᑲᑦᑕᐅᑎᓂᕐᒧᑦ ᐊᖏᕈᑏᑦ ᓄᓇᒥᐅᑕᓕᕆᔾᔪᑎᒃᑯᓐᓂᒃ ᐊᖑᓇᓱᒃᑎᓂᒃ. (ᒪᐃ 1994-ᒥᒃ).

ᐊᑭᓕᒃᓴᐃᑦ ᐋᓐᓂᐊᐳᑎᓄᑦ ᐃᑲᔫᑎᓄᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖏᓐᓄᑦ ᐃᑲᔪᑎᑦ ᓴᕿᑎᑕᐅᓚᐅᖅᐳᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᔭᒐᐃᔭᐅᕙᓪᓕᐊᓂᖏᓐᓄᑦ ᐱᕙᓪᓕᐊᔾᔪᑏᑦ. ᑕᒪᓇ ᐱᐅᓯᕆᔭᐅᔪᖅ ᑕᐃᔭᐅᒐᔪᒃᑭᕗᖅ ᐃᓄᑐᐃᓐᓇᕐᓄᑦ ᐃᒫᒃ "ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᑲᔪᓯᓂᖏᓐᓂᒃ". ᐊᑭᓕᖅᑐᖅᑕᐅᔭᕆᐊᓖᑦ ᓯᕗᓂᒃᓴᒥ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᐊᖅᑐᑦ ᓴᓇᔭᐅᓚᐅᖅᐳᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᐋᕿᒋᐊᖅᑕᐅᓯᒪᔪᑦ ᑐᑭᓕᐅᕈᑎᖏᑦ ᔭᒐᐃᔭᐅᓯᒪᔪᓂᒃ ᐱᕙᓪᓕᐊᑎᑦᑎᔾᔪᑎᒃᓴᐅᔪᓂᒃ.

ᐅᓂᒃᑳᖁᑖᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖕᒋᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

b) ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᓄᖃᖓᓕᖅᑐᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᖏᑦ

ᑖᒃᑯᐊ ᐊᑭᓕᖅᑐᕆᐊᖏᑦ ᑭᒡᒐᖅᑐᐃᕗᑦ ᒫᓐᓇᐅᔪᖅ ᐊᑭᑐᑎᒋᓂᕐᒋᓐᓂᒃ ᓂᕈᐅᒋᔭᐅᔪᑦ ᓯᕗᓂᒃᓴᒥ ᐱᓕᕆᔫᓐᓂᖅᑐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᐃᑦ ᐊᒻᒪᓗ ᐃᓚᖏᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᐊᖏᖅᑕᐅᓯᒪᔪᓂᑦ ᐱᓕᕆᐊᓂᒃᓯᒪᓕᖅᑐᓄᑦ ᑐᓂᔭᐅᓰᑦ, ᐃᓱᐊᓂ ᕿᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐊᕐᕌᒍᒥ.

	ᐋᓐᓂᐊᕐᓂᕐᒧᑦ ᐃᑲᔪᑏᑦ	ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃ	ᓯᕗᓂᒃᓴᒥ ᐊᑭᒃᑐᔪᑎᖏᑦ	ᐱᓕᕆᔫᓐᓂᖅᑐ ᑐᓂᓯᔾᔪᑏᑦ	**ᑲᑎᖦᖢᒋᑦ 2011**	ᑲᑎᖦᖢᒋᑦ 2010
ᐊᒥᐊᒃᑯᖏᑦ, ᐱᒋᐊᕐᓂᖓᓂ ᐊᕐᕌᒍ	$ 36,976	$ 30,399	$ 26,677	$ 147,243	**$ 241,295**	$ 233,025
ᐃᓚᔭᐅᔪᑦ: ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ						
ᒫᓐᓇ ᐊᑐᖅᑐᒥ ᐊᕐᕌᒍᒥ	11,099	15,660	6,352	8,616	**41,727**	26,635
ᓯᕗᓂᐊᓂ ᐊᕐᕌᒍᓂ	6,047	3,175	532	8,803	**18,557**	15,679
ᐊᑭᓕᕆᐊᓖᑦ ᐊᓯᔾᔨᖅᑕᐅᓂᖏᑦ, ᐊᑭᑐᔪᑎᕈᖅᑎᑕᐅᓂᖏᑦ	-	-	(4,762)	4,762	**-**	-
	17,146	18,835	2,122	22,181	**60,284**	42,314
ᐲᕐᔪᒋᑦ: ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᐊᑭᓕᖅᑕᐅᔪᑦ						
ᒫᓐᓇ ᐊᑐᖅᑐᒥ ᐋᓐᓂᐊᖅᓯᒪᔪᑦ						
ᓇᓪᓕᐅᑯᒫᑦ ᐊᑭᓕᖅᑕᐅᓂᖏᑦ	2,648	3,454	-	197	**6,299**	4,055
ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑕᕈᑏᑦ ᐊᐅᓚᑕᐅᓂᖏᑦ	1,191	1,554	-	20	**2,765**	1,797
ᓯᕗᓂᐊᓂ ᐊᕐᕌᒍᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᑦ						
ᓇᓪᓕᐅᑯᒫᑦ ᐊᑭᓕᖅᑕᐅᓂᖏᑦ	5,048	5,463	2,359	10,283	**23,153**	22,538
ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑕᕈᑏᑦ ᐊᐅᓚᑕᐅᓂᖏᑦ	2,271	2,458	236	1,028	**5,993**	5,654
	11,158	12,929	2,595	11,528	**38,210**	34,044
ᐊᒥᐊᒃᑯᖏᑦ, ᐊᕐᕌᒍᑉ ᐃᓱᐊᓂ	$ 42,964	$ 36,305	$ 26,204	$ 157,896	**$ 263,369**	$ 241,295

ᓂᕈᐅᒋᔭᐅᔪᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᐅᑏᑦ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᒐᒃᓴᐃᑦ 2012-ᒥ ᐅᕙᓃᑉᐳᑦ $24,222 ($21,939 2011-ᒥ, $21,257 2010-ᒥ)

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓱᒋᑦ)

ᐃᓚᒋᐊᕈᑏᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᐊᑭᑦᑐᓇᐊᕈᑎᖏᑦ ᐃᓚᒋᔭᐅᕗᑦ ᐃᓛᒍᑦ ᑕᕿᑕᒫᖅ ᐊᑭᓕᖅᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᒫᓐᓇᐅᔪᖅ ᕿᒥᕐᕈᐊᖅᑕᐅᒃᑲᓐᓂᖅᐸᓪᓕᐊᓕᖅᐳᑦ (ᐱᓕᕆᐊᖑᔪᑦ). ᑲᒥᓯᓇᒃᑯᒃ ᓇᓗᓇᐃᖅᓯᓚᐅᖅᐳᑦ ᑕᐃᒃᑯᐊ ᓯᕗᓪᓕᖅᐹᖅᓯᐅᑏᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᑦ ᑕᒻᒪᖅᓯᒪᓐᖏᓐᓗᑎᒃ ᓈᓴᖅᑕᐅᖃᑦᑕᕆᐊᓖᑦ, ᑕᐃᒃᑯᐊᓗ SPI-ᖑᓂᕋᖅᑕᐅᓂᖏᑦ ᐃᓚᖏᓐᓂᒃ ᐱᓕᕆᔪᓐᓃᖅᓯᒪᔪᑦ ᐊᑭᓕᐅᑏᑦ ᓈᓴᖅᑕᐅᓯᒪᖃᑦᑎᐊᖃᑦᑕᖏᓐᓇᒪᑕ ᑕᐃᒃᑯᐊᓗ ᐃᓚᖏᑦ ᐃᓄᐃᑦ ᑕᒻᒪᖅᓯᒪᔪᓂᒃ ᐊᑭᓕᐅᓯᐊᖅᑖᖅᐸᒃᓯᑎᒃ.

ᑮᓇᐅᔭᐃᑦ ᖃᓄᐃᔾᔪᑕᐅᓂᖏᑦ ᐱᓕᕆᐊᖑᓂᖏᓐᓂ ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᐃᑦ, ᐊᒻᒪᓗ ᓯᕗᓂᒃᓴᒥ ᐊᒃᑐᖅᑕᐅᔪᓐᓇᕐᓂᖏᑦ ᑮᓇᐅᔭᓪᓚᑦᑖᑦ ᐊᐅᓚᕙᓐᓂᖏᑦ, ᐆᒃᑐᕋᓴᒃᓴᐅᓚᐅᖏᒻᒪᑕ ᓯᓚ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᑦ ᓴᓇᔭᐅᓕᖅᑎᓪᓗᒋ, ᐱᔾᔪᑎᒋᓪᓗᒋᑦ ᐊᒥᓱᒻᒪᕆᐊᓘᓂᖏᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᑦ ᐊᑭᓕᐅᓯᐊᖅᑖᖃᑦᑕᕐᓂᖏᑦ ᐊᒻᒪᓗ ᐱᔭᕆᐊᑐᔫᓂᖏᑦ SPI-ᑯᑦ ᓈᓴᖅᑕᐅᔾᔪᑎᖏᑦ.

ᑲᒥᓯᓇᒃᑯᑦ ᑕᐃᒪᓕᒫᖅ ᐅᑎᖅᑎᑦᑎᓲᖑᕗᑦ ᐊᑭᓕᖅᑕᐅᖏᓗᐊᖅᑐᕕᓂᐅᔪᓂᒃ ᐃᓱᒪᒋᔭᐅᔪᓐᓃᖃᑦᑕᖅᓯᑎᓪᓗ ᐅᖓᑎᓗᐊᖏᓐᓄᑦ ᐊᑭᓕᖅᑕᐅᔪᑦ, ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᑕᒻᒪᐅᑕᕕᐅᒫᖓᒥᒃ. ᑕᐃᒪᐃᓕᖓᑐᐃᓐᓇᕐᓂᐊᕆᕗᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐱᓕᕆᐊᕆᓂᐊᖅᑕᖏᓐᓂᒃ. ᑕᐃᒃᑯᐊ ᐱᓕᕆᐊᖑᓂᖏᑦ ᐱᔭᕇᖅᑕᐅᒃᐸᑕ, ᖃᓄᐃᑦᑐᑐᐃᓐᓇᐃᑦ ᐊᑭᓕᖅᑕᐅᖏᓗᐊᖅᑐᑦ ᐅᑎᖅᑎᑕᐅᓂᐊᖅᑐᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᖅᐸᒃᑐᓄᑦ ᐊᒻᒪᓗ ᐅᖓᑖᓄᑦ ᐊᑭᓕᖅᑕᐅᓗᐊᖅᓯᒪᔪᑦ ᐋᕿᒋᐊᖅᑕᐅᖃᑦᑕᕐᓂᐊᖅᑐᑦ ᑐᑭᓯᔭᐅᑦᑎᐊᖃᓚᐅᕐᑐᑎᒃ ᑐᖓᕕᒋᓗᒍ (ᐅᓂᒃᑳᑦ 15). ᓯᕗᓂᒃᓴᒥ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᐊᑭᓕᐅᑏᑦ ᐋᕿᐅᒪᓕᕐᓂᐊᖅᑐᑦ ᐊᑐᖅᑕᐅᓗᑎᒃ SPI-ᑯᑦ ᓈᓴᐅᓯᕆᔾᔪᑎᖏᑦ.

ᐅᑯᐊ ᑕᒡᕙ ᐊᑖᓂᑦᑐᑦ ᖃᓄᐃᓕᖓᓂᐊᖅᑐᔅᓯᓂᖏᓐᓂᒃ ᐋᕿᒃᑎᕆᔾᔪᑕᐅᓚᐅᖅᑐᑦ ᐊᓯᔾᔨᖅᓯᒪᓂᖏᓐᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᐊᕐᕋᒍᓄᑦ ᐃᓱᓕᕝᕕᖃᖅᑐᒧᑦ ᓯᑎᐱᕆ 31:

	2011	2010
ᐊᒥᐊᒃᑯᐃᑦ, ᐊᕐᕋᒍᐸ ᐱᒋᐊᓕᓵᕐᓂᖓᓂ	**$ 241,295**	$ 233,025
ᐃᓚᔭᐅᔪᑦ:		
ᐱᕕᒃᓴᐃᑦ ᒫᓐᓇᐅᔪᖅ ᐊᕐᕋᒍᒥᒃ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᕋᓯᐊᕈᑏᑦ	**32,662**	20,783
ᕿᑐᖕᒋᐅᕈᑎᓂᒃ ᐱᕈᖅᓯᒪᔪᑦ	**16,225**	15,743
	48,887	36,526
ᐲᕐᓗᒋᑦ		
ᐊᑭᓕᖅᑕᐅᓂᑯᑦ ᓯᕗᓂᐊᓂ ᐊᕐᕋᒍᒥ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᖅᑎᑕᐅᔪᓄᑦ	**(29,146)**	(28,192)
ᐊᑐᓚᐅᖅᑐᑦ ᓴᒪᐃᔭᐅᔪᑦ ᐅᕝᕙᓘᓐᓃᑦ (ᖃᑭᒋᐊᕈᑎᑦ)	**2,333**	(64)
	(26,813)	(28,256)
ᐊᒥᐊᒃᑯᖏᑦ, ᐊᕐᕋᒎᐸ ᐃᓱᐊᓂ	**$ 263,369**	$ 241,295

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᑲᒥᓯᓇᒃᑯᑦ ᑐᙵᕕᖃᖃᑦᑕᕐᒪᑕ ᓂᕆᐅᒋᔭᖃᕈᓐᓇᕐᓂᕐᒥᓂᒃ ᐊᑭᓕᖅᑕᐅᓂᐊᖅᑐᑦ ᐊᖏᖅᑕᐅᔪᓄᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᓄᑦ ᑮᓇᐃᔭᐃᑦ ᐊᒻᒪᓗ ᑲᔪᓲᓯᓐᓇᖅᑐᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕐᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᐋᓐᓂᐊᕐᕕᖕᒧᐊᖃᑦᑕᕐᓂᕐᒧᑦ ᐃᑲᔫᑎᖏᓐᓂᒃ ᐊᑭᓕᐅᑎᓂᒃ, ᐊᑐᖅᑕᐅᓯᒪᓚᐅᖅᑐᑦ ᓯᕗᓂᐊᒍᑦ ᐊᕐᕋᒍᓂᒃ ᒪᓕᒃᓯᑎᒃ. ᐱᔪᐊᖅᑐᒥᒃ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᓂᖕᓛᖅᐸᑦ ᓴᓗᐃᔭᐅᔪᑦ ᐅᕝᕙᓗᓐᓃᑦ ᖃᑭᒋᐊᕈᑕᐅᔪᑦ ᐃᒪᐃᓕᖓᕗᑦ:

	ᐊᑭᑦᑐᕆᐊᖅᑕᐅᓂᖏᑦ (ᒥᑭᓪᓕᒋᐊᕐᓂᖏᑦ) ᐃᑲᔫᑎᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ	
	2011	**2010**
ᐱᓚᑦᑖᓚᐅᖅᑐᑦ ᐃᓅᔾᔪᑎᒃᓴᐃᑦ ᐊᑭᑦᑐᕆᐊᖅᑎᒋᓂᖏᓐᓄᑦ, 2.52%-ᖑᓚᐅᖅᑐᑦ ᓂᕆᐅᒋᔭᐅᓚᐅᖅᑐᑦ ᓴᓂᐊᓂ 3.50% (0.73% ᓴᓂᐊᓂ 3.5% 2010-ᒥ)	**$ (1,422)**	$ (3,999)
ᓈᒻᒪᓚᐅᖏᑦᑐᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓯᐊᖅᑐᓄᑦ ᐊᑐᓚᐅᖅᑐᑦ	**2,340**	2,369
ᐊᖏᓪᓕᒋᐊᕐᓂᖏᑦ ᖃᓄᐃᓕᖓᓂᐊᖅᑐᔭᕐᓚᐅᕐᓂᖏᑦ ᐊᑭᓕᐅᓯᐊᒃᓴᐃᑦ ᐃᓚᖃᕐᓂᖏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓂᒃ ᐊᒻᒪᓗ ᐋᓐᓂᐊᕐᕕᓕᐊᖃᑦᑕᕐᓂᕐᒧᑦ ᐃᑲᔫᖅᑎᓄᑦ	**2,165**	1,091
ᐋᖀᒋᐊᖅᑕᐅᓯᒪᔪᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓂᖏᑦ ᓯᕗᓂᒃᓴᒥ ᐊᑭᑑᔪᑎᓂᒃ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ	**(750)**	475
ᑲᑎᓪᓗᒋᑦ ᐊᑐᓚᐅᖅᑐᑦ ᓴᓗᐃᔭᐅᔪᑦ ᐅᕝᕙᓗᓐᓃᑦ (ᖃᑭᒋᐊᕈᑕᐅᔪᑦ)	**$ 2,333**	$ (64)

(c) ᑐᕌᒐᕆᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕐᓂᖃᖅᑐᓂᒃ ᓴᕿᓯᒪᔪᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ (ᒪᓕᒐᐃᑦ) ᐊᒻᒪᓗ ᐊᑐᐊᒐᖏᓐᓂᒃ ᒥᑭᓪᓕᑎᕈᑕᐅᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᔪᓂᒃ

ᑲᒥᓯᓇᒃᑯᑦ ᑐᕌᒐᖃᕐᒪᑕ ᐊᐅᓚᑦᑎᔪᒪᓂᖅ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖃᕈᓐᓇᕐᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᕙᒃᑐᓂᒃ, ᑕᐃᒫᒃ ᒥᑭᓪᓕᑎᖅᑕᐅᔪᓐᓇᕐᒪᑕ ᐊᓯᔾᔨᑭᑕᖃᑦᑕᕐᓂᖏᑦ ᐊᐅᓚᑕᐅᔪᓂᒃ. ᐊᒻᒪᑕᐅᖅ ᑕᐃᒪᐃᖃᑦᑕᖅᑐᑐᖃᐅᒐᓗᐊᖅᓯᑎᒃ ᓇᓗᓇᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕈᑎᖃᖃᑦᑕᕐᓂᖏᑦ, ᑕᒪᓐᓇ ᐱᒻᒪᕆᐅᔪᒥᒃ ᐊᓯᔾᔨᕈᑕᐅᓯᒪᔪᓐᓇᖅᐳᖅ ᖃᑭᐊᓪᓕᕈᑕᐅᓂᕐᒧᑦ ᐅᕝᕙᓗᓐᓃᑦ ᓴᓗᐃᔭᐅᓂᕐᒧᑦ. ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᖃᓄᐃᓂᖏᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᐱᓕᕆᐊᖏᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓐᓇᕐᒪᑕ ᓂᐅᕈᑎᒃᓴᖃᕈᓐᓇᖅᑎᒋᓂᖏᓐᓄᑦ ᐊᑕᔪᓂᒃ, ᐱᓗᐊᖅᑐᒥᒃ ᐱᖁᑏᑦ ᐊᑭᖏᑦ ᐊᓯᔾᔨᖃᑦᑕᕐᓂᖏᓐᓄᑦ. ᕿᓚᒻᒥᐅᔪᒧᑦ ᐊᔾᔨᒌᖏᓐᓂᖃᕐᓂᖏᑦ, ᐃᓛᒎᑦ, ᐃᓚᒋᔭᐅᖏᓐᓇᑐᐃᓐᓇᖅᐸᒃᐳᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᖏᓐᓄᑦ ᐱᓕᕆᐊᖑᕙᒃᑐᓂ.

ᐱᒻᒪᕆᐅᔪᑦ ᐃᓚᒋᔭᐅᔪᑦ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᑦ ᒥᑭᓪᓕᑎᕆᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᒫᓴᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᔪᓂᒃ ᒪᑯᓂᖓ ᐃᓚᖃᖅᐳᑦ:

- ᐋᖅᑭᐅᒪᑎᑕᐅᓂᖏᑦ ᐊᑐᖅᑕᐅᖃᑦᑕᕐᓂᖏᓪᓗ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᒃᓴᓕᐊᕆᔭᐅᓯᒪᔪᑦ, ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᒃᓴᖃᐅᕐᒥᒃ ᐅᓗᕆᐊᓇᕈᑕᐅᕙᒃᑐᓂᒃ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᓴᕿᐅᒪᕚᓪᓕᐊᓇᖃᑦᑕᖅᑐᓂᒃ ᖃᖓᑐᐃᓐᓇᑦᑎᐊᖅ.

- ᖃᓄᐃᓕᖓᕙᒥᓇᕐᓂᓴᐅᔪᓄᑦ ᓴᓇᔭᐅᓯᒪᓂᖏᑦ, ᐊᑐᖅᑕᐅᓗᑎᒃ ᖃᐅᔨᒪᔭᐅᔪᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᒃᓴᓕᐊᖑᓯᒪᔪᑦ ᐊᑐᒐᒃᓴᓂᒃ, ᐊᑐᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᖃᓄᐃᓕᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᓈᓚᐅᑦᑎᖅᓯᒪᔪᑦ ᐊᒻᒪᓗ ᓈᓴᐅᑎᓄᑦ ᐊᑭᓕᐅᖅᑕᐅᕙᒃᑐᓄᑦ. ᐊᑐᖅᑕᖅᓯᒪᔪᑦ ᐊᒻᒪᓗ ᓈᓴᐅᓯᐅᔾᔪᑎᓄᑦ ᐱᐅᓯᕆᔪᑦ ᐊᑐᖅᑕᐅᖃᑦᑕᖅᓯᒪᔪᑦ ᑕᒪᒃᑯᓂᖓ ᖃᐅᔨᓴᖅᑕᐅᕙᒃᑐᓄᑦ

- ᐊᑯᓯᒪᓂᖏᑦ ᐱᖁᑎᖏᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᕆᓯᒪᔭᖏᓐᓂᒃ ᑐᑭᓕᐅᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᐊᑯᓂᐅᔪᒧᑦ ᐅᑎᕐᕕᐅᔪᓐᓇᖅᑐᓂᒃ ᓈᒻᒪᓂᐊᖅᑐᓂᒃ ᑮᓇᐅᔭᖃᕈᑕᐅᓂᖏᓐᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓂᒃ ᐊᑭᓕᐅᑎᖃᕐᓂᐊᖅᑐᓄᑦ. ᐊᐅᓚᑕᐅᓂᖏᑦ ᐱᖁᑎᖏᓐᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᓪᓗ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᑦᑎᐊᕆᐊᖃᕐᒪᑕ ᓈᒻᒪᕐᓯᒪᓕᕆᐊᖃᕐᓯᒪᖕᒪᑕ ᐊᖑᒪᓂᐊᕐᒪᑕ ᓂᕆᐅᒋᔭᐅᔪᑦ ᐱᐅᓯᕆᔭᐅᓂᐊᕐᒪᑕ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᑖᕆᐊᖃᕐᓂᖏᑦ ᐊᑭᓕᖅᑐᐃᓂᖏᓐᓄᑦ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

(d) ᒪᓕᒋᐊᓖᑦ ᖃᓄᐃᓕᖓᔭᓇᐊᖃᕐᓂᖏᑦᑐ ᒪᓕᒐᖅᑎᒍᑦ

ᒪᓕᒋᐊᓖᑦᑐ ᖃᓄᐃᓕᖓᔭᓇᐊᖃᕐᓂᖏᑦᑐ ᐊᑕᔪᑦ ᒪᓕᒐᕐᓄᑦ ᐊᒃᑐᐃᓂᖃᖅᐸᒃᑐᑦ ᖃᓄᑎᒋ ᐅᑐᓇᐊᓇᕈᑎᖃᖅᑐᓂᒃ ᐊᖏᖅᓯᒪᔪᓐᓇᕐᓂᐊᕐᒪᖔᑕ ᑲᒥᓯᓇᒃᑯᑦ. ᑕᒪᕐᒥᒃ ᓇᑦᑐᕐᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᕙᑦᑐᐊᓂᖏᑦ ᐃᑐᕐᖃᖅᑕᐅᕐᑲᑦᑕᕐᒪᑕ ᑕᐃᑯᓄᖓᓴᐃᓇᖅ ᑕᑎᕆᐊᑐᓄᑦ ᑎᑎᕋᕝᕕᓄᑦ, ᒪᓕᒋᐊᖃᖅᓯᑎᓪᓗ ᐊᔾᔨᒋᒃᑐᐃᓇᖃᓴᑎᐊᕐᓂᒃ ᒪᓕᒋᐊᓕᖏᑦ ᖃᓄᐃᓕᖓᕐᑯᔪᐅᕙᓂᓪᓗ ᒪᓕᒐᕐᓄᑦ.

(e) ᐃᓱᒪᒋᔭᐅᔫᖃᑦᑕᕐᓂᖏᑦ ᓇᓚᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᐅᑐᕐᑲᐊᓇᕈᑕᐅᓂᖏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᓇᓚᐅᒃᑯᒫᒃᓴᓕᕆᓃᓂᖏᓐᓂᒃ ᐅᑐᕐᑲᐊᓇᖅᑐᓕᕆᔫᖃᑦᑕᐅᖃᑦᑕᕐᓂᖏᑦ ᐱᔪᑎᖃᖅᐳᑦ ᐱᓕᕆᕝᕕᖕᓂ/ᐃᖃᓇᐃᔭᕝᕕᖕᓂ ᐋᓂᖅᓯᒪᔪᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᖃᓄᐃᑦᑐᖃᖅᑎᓪᓗᒍ ᐱᓂᕐᓗᑐᖃᖅᑎᓪᓗᒍᓘᓐᓃᑦ, ᐅᓂᒃᑳᕝᕕᐅᓯᒪᔪᓕᕆᐊᖃᖅᑐᓂᒃ ᐅᖃᐅᓯᐅᓯᒪᔪᓂ, ᐊᒻᒪᓗ/ᐅᕝᕙᓗᓐᓃᑦ ᐱᓕᕆᕝᕕᖕᒥ/ᐃᖃᓇᐃᔭᕝᕕᖕᒥ ᖃᓂᒪᓂᖅᑖᖅᓯᒪᓂᕐᒥᒃ ᖃᐅᔨᒪᔭᐅᓕᖅᑐᒥᒃ ᐅᓂᒃᑳᕈᑕᐅᔪᑦ ᐃᓗᐊᓂ. ᑲᒥᓯᓇᒃᑯᑦ ᐃᑲᔫᓯᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᖃᖅᑕᖅᐳᑦ ᐃᓚᖃᕈᓯᒃ ᑕᐃᒃᑯᓂᖓ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑭᓕᖅᑕᐅᕙᓪᓚᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᑕᕝᕙᐃᓚᖁᔪᑦ. ᑖᒃᑯᐊ ᓇᓴᐅᑎᖏᑦ ᖄᒥᖄᐊᖅᑕᐅᕙᒃᑐᑦ ᐊᕐᕌᒍᑕᒫᖅ. ᑲᒥᓯᓇᒃᑯᑦ ᐅᑐᕐᑲᐊᓇᖅᑑᕐᓂᖏᑦ ᐃᓱᒪᒋᔭᐅᔫᓕᖅᐸᒃᐳᖅ ᐊᖏᔪᓂᒃ ᓴᓇᕝᕕᖃᖅᑐᓄᑦ, ᐱᑐᓐᖏᑦ ᑕᐃᒃᑯᐊ ᐃᓚᖏᑦ ᐊᖏᔪᓂᒃ ᐱᓕᕆᕝᕕᓖᑦ/ᓴᓇᕝᕕᓖᑦ ᐳᖅᑐᓂᖅᓴᓂᒃ ᓇᓚᐅᒃᑯᒫᖅᓴᖅᑖᕝᕕᐅᔪᖃᑦᑕᕐᒪᑕ ᐊᑭᑐᓂᖅᓴᐅᓪᓗᑎᒃ ᐊᓯᖏᓐᓂᒃ. ᑕᒪᓐᓇ ᐊᑭᑐᔪᐊᕌᓘᑎᖃᖅᑎᑕᐅᕙᒃᑭᓪᓗᖅ ᐊᑭᑐᓂᖅᓴᓂᒃ ᐊᑭᓖᓚᒃᑎᑕᐅᖃᑦᑕᖅᓯᑎᒃ ᐊᖏᔪᓂᒃ ᐱᓕᕆᕝᕕᓖᑦ/ᓴᓇᕝᕕᓖᑦ ᖃᐅᔨᒪᔭᐅᔪᓂᒃ ᓴᖅᑭᑦᑎᓕᐊᓂᒃᑐᓂᒃ ᐊᑭᑐᓂᖅᓴᐅᖃᑦᑕᖅᑐᓂᒃ ᐊᑐᕐᑕᐅᖃᑦᑕᖅᓯᒪᓂᖏᓐᓄᑦ.

(f) ᐱᔪᓐᓇᐃᔾᔪᓂᖏᑦ ᓇᓚᐅᒃᑯᒫᒃᓴᖅᑖᕐᓯᐊᕈᑎᑦ

ᐃᓚᖓᓂᒃᑯᑦ ᐱᕕᒃᓴᖃᕐᓂᖏᑦ ᐊᓯᔾᔨᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᔪᓐᓇᐃᓐᓂᖏᑦ ᖃᖓᒍᓪᓕᕋᖓ. ᑕᐃᒃᑯᐊ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᐃᓚᖏᓐᓂᑦᑐᑦ (k)-ᒥ ᑖᒃᑯᓇᓂ ᐅᓂᒃᑳᑦ, ᑕᑯᒃᓴᐅᑎᑦᑎᔪᑦ ᑲᒥᓯᓇᒃᑯᑦ ᓇᓚᐅᑦᑖᖅᓯᒪᔭᕆᐊᓂᒃ ᑲᑎᑦᑐᒋᑦ ᑖᒃᓯᔭᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᐊᖏᖅᑕᐅᓚᐅᖅᑐᓂᒃ ᐊᕐᕌᒍᒥᒃ, ᐃᓱᐊᓂ ᐊᕐᕌᒍᒥ ᑲᔪᓯᑎᐊᓕᓚᐅᖅᑐᒥᒃ.

(g) ᕿᑐᕐᖏᐅᕈᑎᑦ ᐋᕿᐅᒪᔭᐅᓂᖏᓐᓄᑦ ᐅᑐᕐᑲᐊᓇᕈᑏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐅᑐᕐᑲᐊᓇᖅᑑᑦᑐᓇᖅᑲᖅᑕᕐᒪᑕ ᕿᑐᕐᖏᐅᕈᑎᑦ ᐋᕿᐅᒪᔭᐅᓂᖏᑦ ᐊᖏᓂᖏᑦ ᐊᓯᔾᔨᕆᑦᑕᖅᑲᕐᓂᖏᓐᓄᑦ, ᐊᒃᑐᐃᓂᖅᑲᕈᓇᕐᓂᖏᓐᓄᑦ ᐊᑭᑐᓂᖏᓐᓂᒃ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ. ᑮᓇᐅᔭᐃᑦ ᐊᒃᑐᖅᑕᐅᔪᓇᖅᑲᕐᓂᖏᑦ ᐊᓯᔾᔨᖅᑲᑦᑕᖅᑲᕐᓂᖏᓐᓄᑦ ᕿᑐᕐᖏᐅᕈᑎᑦ ᐊᖏᓂᖏᑦ ᐃᑲᔪᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓄᑦ ᓂᕆᐅᒋᔭᐅᑦᑕᖅᐳᑦ ᖃᓄᐃᓗᐊᖅᑲᕐᓂᖅᓴᖅᓂᖅ ᐊᑯᓂᐅᓂᖅᓴᑎᒍᑦ ᐋᕿᐅᒪᔭᐅᒍᑎᒃ, ᑕᐃᓕᒫᐃᓐᓇᖅ ᐊᓯᔾᔨᖅᐸᓪᓕᐊᑦᑕᖅᑲᕐᓂ ᓇᓚᐅᒃᑯᒫᒃᓴᐃᑦ ᐊᑭᑦᑐᕐᑲᖅᑕᐅᓂᖏᓐᓄᑦ.

ᑖᒃᑯᐊ ᐊᑭᑭᓪᓕᒋᐊᕈᑕᐅᕙᒃᑐᑦ ᐊᖏᓂᖏᑦ ᐃᓕᔭᐅᖃᑦᑕᖅᐳᑦ ᓯᕗᓂᒃᓴᒥ ᓇᓚᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᖅᑕᐅᓂᐊᖅᑐᑦ ᑐᑭᓕᐅᕈᑕᐅᓂᖏᓐᒧᑦ ᐊᑭᑐᔫᑎᕆᓂᐊᕐᓂᖏᓐᓂᒃ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᐃᑦ, ᐅᖃᐅᓯᐅᓯᒪᔪᑦ ᑖᒃᑯᐊ ᐃᓗᓕᖏᓐᓂ (i) ᓇᐃᓈᖅᑕᐅᓯᒪᓂᖏᓐᓂ ᐅᓂᒃᑳᑦ.

ᕿᑐᕐᖏᐅᕈᑎᑦ ᐊᖏᓂᖏᓐᓂᒃ ᐅᑐᕐᑲᐊᕈᑕᐅᔪᓐᓇᖅᑐᑦ ᓇᓗᓇᐃᒃᑯᑕᖅᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᓄᑦ ᐱᖁᑎᒋᔭᐅᔪᓄᑦ ᐅᖃᐅᓯᐅᑎᑦᑎᐊᖅᐳᑦ ᐃᓗᓕᖏᓐᓂ ᐅᓂᒃᑳᑦ 16.

(h) ᑮᓇᐅᔾᔪᑎᓄᑦᑎᑦᑎᒋᐊᕈᑎᓐᓂᖏᓐᓄᑦ ᐅᑐᕐᑲᐊᓇᕈᑕᐅᔪᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᑮᓇᐅᔭᓄᑦᑎᑦᑎᒋᐊᕈᑎᓐᓂᖏᓐᓄᑦ ᐅᑐᕐᑲᐊᕈᑎᖃᖅᑐᖅᑕᐅᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᖅᑕᐅᓯᒪᑦᑎᐊᖅᑐᑦ ᐅᓂᒃᑳᑦ 16(a)-ᒥ.

ᐅᓂᒃᑳᕐᑖᓪᓗᑦ ᑭᐅᓯᕙᓪᓕᐊᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓪᓗᐊᕆᓂᖏᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᓂᖏᓐᓂᖏᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

(i) ᖃᓄᐃᓕᖓᓂᐊᖅᑐᔾᔪᓯᓂᖏᓐᓄᑦ ᓇᓚᐅᑖᕈᑏᑦ ᐊᒻᒪ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᑦ ᑲᒪᒋᔭᐅᓂᖏᓐᓂ

ᑕᒪᐃᓐᓂᒃ ᐊᑭᖃᖅᑎᑦᑎᖃᑦᑕᕐᓂᕐᒥᒃ ᐋᕿᐅᒪᕙᑦᑎᖃᑦᑕᕐᓂᖅ ᐋᕿᐅᒪᓂᕆᔭᐅᕗᖅ ᓴᕿᐅᒪᕐᑯᓪᓗᒋᑦ ᓴᕿᑉᐸᓪᓕᐊᔪᑦ ᐱᐅᓯᕆᔭᐅᕙᓪᓕᐊᔪᑦ ᐃᓱᒪᒋᔭᐅᓗᐊᖅᑕᐃᓕᒪᐃᓐᓇᖅᓱᑎᒃ ᕿᓚᒻᒥᐅᔪᒃᑯᑦ ᐊᓯᔾᔨᑕᖃᑦᑕᕐᓂᖏᑦ ᕐᑯᒻᒧᑦ/ᐊᒻᒧᑦ. ᐊᑐᖃᑦᑕᖅᐳᑦ ᐊᑭᑐᓂᕆᔭᐅᓂᐊᖅᑐᓂᒃ ᐱᔾᔪᑕᐅᔪᑦ ᐊᖑᒪᒐᔪᐃᑦᑑᕗᑦ ᒫᓇᓵᖅ ᐱᔭᓪᓕᐊᓯᒪᔪᓂᒃ ᐱᔾᔪᑕᐅᓗᐊᒧᑦ ᑕᒪᐃᓐᓂᒃ ᐊᓯᔾᔨᖅᐸᓪᓕᐊᖏᓐᓇᖃᑦᑕᕐᓂᖏᑦ ᐊᒻᒧᑦ/ᕐᑯᒻᒧᑦ ᐃᖃᓇᐃᔮᖅᑎᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔾᔪᑎᓄᑦ ᐊᑭᖃᕐᓂᖏᑦ ᐊᕐᕌᒍᒥᒃ ᐊᕐᕌᒍᔪᒧᑦ. ᐊᑭᖃᖅᑎᑦᑎᔾᔪᑎᓕᐊᖑᕙᓪᓕᐊᓂᖏᑦ ᐊᒻᒪᓗ ᓇᓚᐅᑦᑖᖅᑕᐅᓂᖏᑦ ᑐᕌᖓᕙᒃᐳᑦ ᒪᓕᖕᓂᖅᓴᐅᕐᑯᔫᓂᖅ ᓂᕆᐅᒋᔭᐅᓂᐊᖅᑐᒥᒃ ᑐᖓᕕᖃᖅᓱᑎᒃ ᐱᕐᑯᑎᒥᓂᒃ ᐱᓂᕐᓘᑕᐅᔪᓐᓇᖅᑐᓂᒃ ᐸᐸᑕᐅᔪᓃ ᐊᒻᒪᓗ ᐱᔾᔪᑕᐅᓂᖏᓐᓂᒃ ᐊᒃᑐᐃᓂᖃᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᕈᓯᕆᔭᐅᕙᓪᓕᐊᔪᓂᒃ ᐱᐅᓯᕆᔭᐅᕙᓪᓕᐊᔪᓂᒃ ᐊᒻᒪᓗ ᑕᐃᒃᑯᓂᖓ ᐊᑭᓕᖅᑐᐃᔭᕆᐊᖃᕐᓂᖅ.

ᐋᓂᐊᕐᕕᓕᐊᖃᑦᑕᕆᐊᖃᕐᓂᕐᒧᑦ ᐃᑲᔪᕈᑏᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᒐᒃᓴᐃᑦ ᑭᒡᒐᖅᑐᐃᕗᑦ ᐊᑭᑐᓂᖏᓐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᒥ ᓂᕆᐅᒋᔭᐅᔪᓂᒃ ᓯᕗᓂᒃᓴᒥ ᐃᑲᔪᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᖁᖅᑐᓄᑦ ᐋᓂᐊᕐᕕᖕᓄᑦ, ᐋᓂᐊᓯᐅᖅᑎᓄᑦᑐ ᐱᕋᑦᑎᕐᖅᑕᐅᓂᕐᒧᑦ, ᕿᓚᒻᒥᐅᔪᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓂᒃ ᐊᑭᓕᖅᑐᐃᓂᕐᒧᑦ, ᐊᐅᓚᕈᑎᒃᓴᓂᒃ/ᓇᒧᖓᕈᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᐃᓂᖅ, ᐊᔪᕐᓈᕐᓂᖅᓴᖅᑕᐅᒃᑲᓂᕆᐊᖅᑲᖅᑐᓄᑦ ᐃᑲᔪᑎᓄᑦ ᐊᓯᖏᓄᑦᑐ ᐊᖏᖅᑕᐅᓯᒪᔪᓄᑦ ᐋᓂᐊᕐᕈᑎᓕᕆᓂᕐᒧᑦ ᐱᔮᑎᕐᕿᐅᑎᓄᑦ ᒪᓕᒐᑦ ᒪᓕᒡᒍᒋᑦ. ᐋᓂᐊᕐᕕᓕᐊᖃᑦᑕᕐᓂᕐᒧᑦ ᐃᑲᔪᑏᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᑦ ᓈᓴᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᓴᒐᐃᔭᐅᓯᒪᓂᖏᓐᓂᒃ ᐱᕙᓪᓕᐊᑎᑦᑎᔾᔪᑏᑦ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᑦ ᐊᑐᖅᑕᐅᓲᑦ ᑕᐃᔭᐅᖃᑦᑕᕐᒥᔪᑦ "ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᐃᓱᒪᒋᔭᐅᔪᓐᓃᖅᓯᒪᓂᖏᓐᓂᒃ" ᐃᓱᒪᒋᔭᖃᑦᑕᕐᓂᕐᒥᒃ. ᑕᐃᒪᐃᓕᖓᔪᓂ, ᐊᑐᐊᓂᒃᓯᒪᔪᑦ ᐊᑭᓕᖅᑕᐅᓚᐅᖅᑐᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᖃᐅᔨᒪᔭᐅᔪᑦ ᓇᐃᓈᖅᑕᐅᓯᒪᖃᑦᑕᖅᐳᑦ ᐱᓂᕐᓗᒃᕕᐅᓯᒪᓂᖏᓐᓂᒃ ᐊᕐᕌᒍᒥᒃ, ᐊᑭᓕᖅᑕᐅᕝᕕᖓᓐᓂᒃ ᐊᕐᕌᒍᒥ, ᒪᓕᑎᐊᕈᓇᕈᒪᒧᑦ ᐊᑕᓂᖏᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᓂᖏᓐᓂᒃ ᐊᔾᔨᖏᑦᑑᑎᐅᔪᓂᒃ ᐊᑯᓂᐅᓂᖃᖅᑐᓂᒃ ᖃᔾᔨᑦᑐᑎᒃ ᐊᑐᓂ ᐋᓂᐊᕝᕕᐅᓯᒪᔪᓂ ᐊᕐᕌᒍᓂ. ᑕᐃᔅᓯᒪᓂ ᐊᑐᐊᓂᒃᓯᒪᔪᑦ ᑐᖓᕕᐅᑉᓗᑎᒃ, ᐊᑐᓂ ᐊᑯᓂᐅᓂᕆᓚᐅᖅᑕᖓᓂ, ᓴᓇᔭᐅᖃᑦᑕᖅᐳᑦ ᓯᕗᓂᐊᓂᒃ ᐋᓂᐊᕝᕕᐅᓯᒪᓚᐅᖅᑐᓂᒃ ᐊᕐᕌᒍᓂᒃ ᐊᒻᒪᓗ ᐃᓕᔭᐅᖃᑦᑕᖅᓯᑎᒃ ᐱᓂᕐᓘᕝᕕᐅᓯᒪᔪᓄᑦ ᐊᕐᕌᒍᓄᑦ ᓱᓕ ᐱᔭᕇᖅᑕᐅᕚᓂᒃᓯᒪᖏᑦᑐᓂᒃ ᓱᓕ ᑕᐃᒫᒃ ᓇᓚᐅᑦᑖᕈᑕᐅᔪᓐᓇᕐᒪᑕ ᓯᕗᓂᒃᓴᒥ ᖃᖓᒃᑰᖓᓂᐊᕐᓂᖏᓐᓂᑦ ᐊᒻᒪᓗ ᐊᖏᕚᓂᐊᕐᓂᖏᑦ ᐊᒥᐊᒃᑯᑦ ᐃᑲᔫᑎᒃᓴᐃᑦ ᓱᓕ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ.

ᓯᕗᓂᒃᓴᒥ ᐊᑭᑐᔫᑎᓄᑦ ᐊᑭᓕᒃᓴᐃᑦ ᑭᒡᒐᖅᑐᐃᕗᑦ ᒫᓇᐅᔪᖅ ᐊᑭᖏᓐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᑎᑕᐅᔫᒥᖅᑐᓂᒃ ᓱᓕ ᐊᖏᖅᑕᐅᓯᒪᖏᑦᑐᓂᒃ ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ. ᑕᐃᒃᑯᐊ ᓯᕗᓂᒃᓴᒥ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑏᑦ ᐊᑭᑐᔫᑏᑦ ᑕᒪᐃᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐅᕝᕕᒥᒃ ᐱᓂᕐᓗᒃᓯᒪᔪᓄᑦ ᐅᓪᓗᖓᓂ ᓯᕗᓂᐊᓂᓗᓐᓃᑦ ᑎᓯᐱᕆ 31, 2011. ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᓈᓴᐅᑏᑦ ᐊᒻᒪᓗ ᖃᖓ ᓯᕗᓂᒃᓴᒥ ᐊᑭᑐᔫᑏᑦ ᓈᒻᒪᓈᖅᑕᐅᓯᒪᓂᖏᑦ ᓴᓇᔭᐅᓚᐅᖅᐳᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐊᑐᐊᓂᒃᓯᒪᔪᑦ ᐱᖑᖅᑎᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᐊᑭᑐᔫᑎᓂ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᖅᓯᒪᔪᑦ ᐱᓂᕐᓗᒡᕕᐅᓯᒪᔪᓂᒃ ᐊᕐᕌᒍᒥ, ᑲᒥᓯᓇᒃᑯᓐᓄᑦ. ᐊᒻᒪᑕᐅᖅ, ᓂᕆᐅᒋᔭᐅᔪᑦ ᐊᑭᖏᑦ ᐊᑐᓂ ᐊᑭᑐᔫᑎᓄᑦ ᓇᓪᓕᐅᑯᒫᒃᓴᐅᓂᐊᖅᑐᓄᑦ ᓴᓇᔭᐅᓯᒪᒋᔪᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᖃᓄᑎᒋᓪᓚᓇᒃ ᐱᓪᓚᑖᖅᑐᓂᒃ ᐱᓕᕆᔪᓐᓇᐃᓕᔪᖅᓯᐅᑎᑖᓚᐅᕐᓂᖏᓐᓂᒃ ᐊᖏᖅᑕᐅᑦᑐᓂᓚᐅᖅᑐᓂᒃ ᓯᕗᓂᐊᒍᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ.

ᐊᖏᖅᑕᐅᓯᒪᓂᖏᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ (ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᑖᖅᑎᑕᐅᔪᑦ) ᑭᒡᒐᖅᑐᐃᕗᑦ ᒫᓇᐅᔪᖅ ᐊᑭᑐᓂᖏᓐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᒥ ᑕᒪᐃᓐᓂᒃ ᓯᕗᓂᒃᓴᒥ ᓂᕆᐅᒋᔭᐅᔪᓂᒃ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓂᒃ, ᐃᓚᖃᕆᐊᓪᓗᑎᒃ ᓯᕗᓂᒃᓴᒥ ᐃᓅᔾᔪᑎᒃᓴᐃᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖏᓐᓂᒃ ᒪᓕᒃᑐᓂᒃ, ᐃᓄᖕᓄᑦ ᐊᖏᖅᑕᐅᓯᒪᓕᖅᑐᓄᑦ ᐱᓕᕆᔪᓐᓃᕈᑎᒃᓴᖅᑖᕆᓂᐊᖅᑕᖏᓐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᒥ. ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᑕᐃᒃᑯᐊ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᓄᑦ ᐊᑭᓕᐅᑏᑦ ᓈᓴᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᓴᓂᓕᓈᒃᑎᑕᐅᓪᓗᑎᒃ ᑭᖑᓕᓇᒃᑎᑕᐅᓪᓗᑎᒃ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᕐᑯᔭᓇᖅᑕᐅᓯᒪᓕᖅᑐᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᑦ. ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᓂᒃ ᐃᑲᔪᑏᑦ ᐋᕿᐅᒪᔭᐅᑎᐊᖃᑦᑕᖅᐳᑦ ᖃᓄᐃᑦᑑᓂᖏᑦ ᐊᕐᕌᒍᑕᒫᖅ ᔭᓄᐊᕆ 1-ᖑᓕᕐᖓᑦ, ᑖᒃᑯᐊᓗ ᐊᕐᕌᒍᑕᒫᖅ ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᓯᒪᓂᖏᑦ ᐅᖃᐅᓯᐅᖃᑦᑕᖅᑐᑦ ᐃᓚᒋᐊᕈᑎᓄᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᓄᑦ ᐊᑭᑦᑐᓇᐊᖅᑕᐅᓯᒪᔪᓄᑦ (SPI-ᑯᑎᒍᑦ) ᐊᖏᓂᖃᖅᑎᑕᐅᔪᓂᒃ. ᐊᑐᖅᑕᐅᓂᖏᑦ SPI-ᑯᑦ ᑐᑭᓕᐅᕈᑕᐅᓲᖑᕗᑦ ᐃᓱᒪᒋᔭᐅᓪᓗᑎᒃ ᐊᖏᕈᑎᓂᒃ ᐊᑐᕋᔪᒃᑐᑦ ᑕᕿᑕᒫᖅ ᓱᓇᑐᐃᓐᓇᐃᑦ ᓂᐅᕕᐊᒃᓴᐃᑦ ᐊᑭᑐᑎᒋᓕᖅᑕᖏᓐᓄᑦ ᓇᑐᓇᐃᖅᑕᐅᓯᒪᓕᖅᑐᓂᒃ ᒪᓕᒃᓯᑎᒃ (CPI-ᓂᒃ) ᑲᓇᑕᒥ, ᖃᓂᓛᖑᓚᐅᖅᑐᒥᒃ ᑕᕿᖃᕐᓂᖏᓐᓂᒃ ᔫᓚᐃᒥᒃ ᔫᓂᒧᑦ ᑎᑭᐅᒪᔪᓂᒃ. ᐃᓄᔫᓐᓂᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ ᐊᑐᖅᑕᐅᖃᑦᑕᕗᑦ ᑐᑭᓕᐅᕈᑕᐅᓂᖅ ᓯᕗᓂᒃᓴᒥ ᐃᓅᑯᑖᒍᓐᓇᕐᓂᐊᖅᑐᔾᔪᓯᓂᖏᓐᓂᒃ

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓚᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓇᓲᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᑖᖅᑎᑕᐅᓯᒪᔪᑦ. 100%-ᑎᑎᒍᑦ ᑎᒥᒃᑯᑦ ᐊᔪᓕᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᑖᖅᓯᒪᔪᓂ, ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ ᐋᕿᒋᐊᖅᑕᐅᕐᑲᑦᑕᖅᐳᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐅᑭᐅᕐᑲᕐᓂᖏᓐᓂᒃ ᐊᔾᔨᖏᓐᓂᖏᑦ. ᐱᓪᓚᑖᑦ ᐊᕐᓇᐅᓂᖏᑦ/ᐊᖑᑕᐅᓂᖏᑦ ᐃᓅᕕᕕᓂᖏᓪᓗ ᑕᒪᐃᓐᓂ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᑖᖅᓯᒪᔪᓄᑦ ᐊᑐᖅᑕᐅᕐᑲᑦᑕᖅᐳᑦ ᐊᑭᕐᑲᖅᑎᑕᐅᑎᒋᓂᖏᓐᓂᑦ. ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑏᑦ ᐊᑭᓕᖅᑕᐅᔪᓐᓇᕐᒪᑕ ᕿᑐᖕᒐᕆᔭᐅᔪᓄᑦ ᐸᕿᔭᐅᔪᓄᑦ ᑎᑭᓪᓗᒋᑦ ᐅᑭᐅᕐᑲᓕᐳᑎᒃ ᑭᓯᐊᓂ 19-ᓂᒃ ᐅᕝᕙᓘᓐᓃᑦ 25-ᓂᒃ ᐃᓕᓐᓂᐊᐳᑎᒃ. ᐱᑖᕈᒥᓇᕐᓂᖏᑦ ᐸᕿᔭᐅᔪᑦ/ᐸᐃᕆᔭᐅᔪᑦ ᓱᕈᓰᑦ ᓄᑦᑲᕆᔭᐅᔪᑦ ᐱᓕᕆᔪᓐᓇᖏᑦᑐᖅᓯᐅᑎᑦᖏᓐᓇᕈᓐᓇᕐᓂᖏᑦ ᐅᑭᐅᕐᑲᕐᓂᖏᓐᓂᒃ ᑎᑭᓪᓗᒋᑦ 19-ᒥᒃ 25-ᒧᑦ ᑐᖓᕙᕐᑲᖅᐸᒃᑐᑦ ᐊᑐᖅᓯᒪᓪᓚᕆᓚᐅᖅᑐᓂᒃ ᐊᑯᓂᐅᓂᕐᑲᓚᐅᖅᑐᓂᒃ 1999-ᒥᒃ ᐊᕐᕌᒍᒧᑦ 2002-ᒧᑦ. ᓯᕗᓂᒃᓴᒧᑦ ᓇᓚᐅᑖᕈᑕᐅᔪᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᓇᔭᖅᑐᑦ ᓇᓗᓇᖏᑦᑎᐊᖅᑐᓂᒃ ᓇᓚᐅᑦᑖᖅᓯᒪᔭᕆᐊᖅᑲᓲᖑᕗᑦ ᐱᔾᔪᑎᒋᓪᓗᒋᑦ ᑐᓂᔭᐅᓂᐊᖅᑐᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓯᒪᓂᕆᓂᐊᖅᑕᖏᓐᓂᒃ. ᒫᓐᓇᐅᔪᖅ ᐊᑭᕐᑲᖅᑎᒋᓂᖏᑦ ᓂᕆᐅᒋᔭᐅᔪᑦ ᓯᕗᓂᒃᓴᒥ ᐱᓕᕆᔪᓐᓇᐃᓕᔾᔪᑎᑖᕈᑎᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ ᐊᑐᕐᑲᑦᑕᖅᐳᑦ ᑕᒪᐃᓐᓂᒃ ᑖᒃᓲᔭᖅᑕᐅᓯᒪᖏᑦᑐᓂᒃ ᓱᓕ ᐊᑭᑭᓪᓕᒋᐊᕈᑎᖃᖅᑎᒋᓂᕐᒥᒃ 7.125%-ᒥᒃ. ᐃᓱᐊᓂ ᐊᑭᑦᑐᕆᐊᖅᐸᓪᓕᐊᑎᒋᓂᖏᓐᓄᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᕗᑦ 3.50%-ᒥᒃ, ᐱᔾᔪᑕᐅᕐᑲᑦᑕᖅᓱᑎᒃ ᑖᒃᓲᔭᖅᑕᐅᓯᒪᓕᖅᑐᓂᒃ ᐊᑭᑭᓪᓕᒋᐊᕈᑎᕐᑲᕐᓂᕐᒥᒃ 3.50%-ᓂᒃ ᐊᕐᕌᒍᓄᑦ ᐱᒋᐊᕐᓂᐊᖅᑐᓄᑦ 2013-ᒥ ᑭᖑᓂᐊᓂᓗ. ᐊᑐᖅᑕᐅᓂᖏᑦ ᐱᓪᓚᑦᑖᓕᖅᑐᓂᒃ ᓂᐅᕕᐊᒃᓴᐃᑦ ᐊᑭᑦᑐᕆᐊᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ ᐊᖏᓂᕐᑲᖅᐳᑦ 2.52%-ᓂᒃ 2012-ᒥ ᑖᒃᓲᔭᖅᑕᐅᓯᒪᓕᖅᑐᓂᒃ ᐊᑭᑭᓪᓕᒋᐊᕈᑕᐅᓪᓗᑎᒃ ᐊᖏᓂᓕᖏᒥᒃ 4.49%-ᓂᒃ ᑕᐃᑲᓂᑐᐊᖅ ᐊᕐᕌᒍᒥ ᑭᓯᐊᓂ.

ᐅᑯᐊ ᑕᒡᕙ ᑮᓇᐅᔭᓕᐅᖅᑎᒋᓂᕐᒧᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑐᖅᓯᒪᔪᑦ ᐊᑭᕐᑲᖅᑎᑕᐅᓂᖏᓐᓄᑦ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕈᒪᔪᓄᑦ ᓂᐅᕕᐊᒃᓴᐃᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖏᑦ – 7.125%-ᓂᒃ (ᑎᓯᐱᕆ 31, 2010-ᒥ ᐊᒻᒪᓗ ᔭᓄᐊᕆ 1, 2010-ᒥ 7.125%-ᓂᒃ) ᐱᕐᑯᑏᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ ᐋᕿᐅᒪᔭᐅᔪᑦ - i) ᓯᕗᓂᒃᓴᒥ ᐊᑭᑦᑐᔫᑎᒃᓴᐃᑦ: 2.52%-ᓂᒃ 2012-ᒥ ᐊᒻᒪᓗ 3.50%-ᓂᒃ ᐊᕐᕌᒍᑕᒫᖅ ᑭᖑᓂᐊᒍᑦ (ᑎᓯᐱᕆ 31, 2010 – 0.73%-ᓂᒃ ᐊᒻᒪᓗ 3.50%-ᓂᒃ, ᔭᓄᐊᕆ 1 2010-ᒥ – 1.65%-ᓂᒃ ᐊᒻᒪᓗ 3.50%-ᓂᒃ), ᐊᒻᒪᓗ ii) ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᒻᒪᓗ ᐋᓐᓂᐊᕐᕕᓕᐊᕐᑲᑦᑕᕆᐊᕐᑲᕐᓂᕐᒧᑦ: 3.50% ᐊᕐᕌᒍᑕᒫᖅ (ᑎᓯᐱᕆ 31 2010 & ᔭᓄᐊᕆ 1 2010-ᒥ – 3.50%) ᐊᒻᒪᓗ ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐊᑐᓚᐅᖅᑐᑦ 1995-1997-ᒥ ᓈᓴᐃᔾᓕᕆᔾᒃᑯᓐᓄᑦ ᑲᓇᑕᒥ ᑕᒪᐃᓐᓂᒃ ᐃᓅᓂᕐᒧᑦ ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᔪᓄᓪᓗ ᑎᑎᕋᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᒪᓕᒃᓯᑎᒃ.

ᐅᑯᐊ ᑕᒡᕙ ᑮᓇᐅᔭᓕᐅᖅᐸᓪᓕᐊᑎᒋᓂᕐᒧᑦ ᓇᓚᐅᑖᕈᑏᑦ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᐊᑭᕐᑲᖅᑎᑕᐅᓂᖏᓐᓄᑦ ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᓇᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ: ᐊᑭᑭᓪᓕᒋᐊᖅᑎᑦᑎᔾᔪᑏᑦ – 7.125% (ᑎᓯᐱᕆ 31 2010 & ᔭᓄᐊᕆ 1 2010-ᒥ – 7.125%), ᓂᐅᕕᐊᒃᓴᐃᑦ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ – 2.52%-ᓂᒃ 2012-ᒥ ᐊᒻᒪᓗ 3.50%-ᓂᒃ ᑭᖑᓂᐊᒍᑦ (ᑎᓯᐱᕆ 31 2010 – 0.73%-ᓂᒃ ᐊᒻᒪᓗ 3.50%, ᔭᓄᐊᕆ 1 2010-ᒥ – 1.65% ᐊᒻᒪᓗ 3.50%).

(j) ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓂᒃ ᐃᒃᐱᒍᓱᑦᑎᐊᕆᐊᖅᑲᕐᓂᖅ

ᐱᒻᒪᕆᐅᓂᖅᐹᖑᔪᖅ ᓇᓚᐅᑦᑖᖅᑕᐅᓂᖏᓐᓂᒃ ᑐᑭᓕᐅᖅᑕᐅᓂᖏᓐᓄᑦ ᐃᑲᔪᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ ᐱᔾᔪᑎᖃᖅᐳᑦ ᑖᒃᓲᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᐊᑭᑭᓪᓕᒋᐊᕈᑏᑦ. ᑖᒃᓲᔭᖅᑕᐅᓯᒪᓕᖅᑐᓂᒃ ᐊᑭᑭᓪᓕᒋᐊᕈᑎᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓚᐅᕐᒥᒃ ᐊᑭᑭᓪᓕᒋᐊᕈᑎᒃᓴᐅᓂᐊᖅᑑᔭᓇᔭᐅᔪᑦ ᐊᖏᓂᖏᑦ ᖄᖓᒍᑦ ᓂᕆᐅᒋᔭᐅᕙᒃᑐᓂᒃ ᓱᓇᑐᐃᓐᓇᐃᑦ ᐊᑭᒃᑐᕆᐊᖏᓐᓇᖅᑲᑦᑕᕐᓂᖏᓐᓂᒃ ᐊᖏᓂᖏᓐᓂᒃ. ᒥᑭᓕᑎᖅᑕᐅᓂᖏᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᓂᒃ ᑖᒃᓲᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᐊᑭᑭᓪᓕᒋᐊᖅᑎᑦᑎᔾᔪᑏᑦ ᐊᑭᑦᑐᕆᐊᕋᔭᖅᐳᑦ ᐱᓪᓚᑦᑖᖅᑐᓂᒃ ᒫᓐᓇᐅᔪᖅ ᐊᑭᖏᓐᓂᒃ ᐃᑲᔪᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑕᐅᕙᒃᑐᓂᒃ ᐊᒻᒪᓗ ᒥᑭᓪᓕᕚᓪᕈᑕᐅᓗᑎᒃ ᑕᒪᐃᓐᓄᑦ ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᓄᑦ.

ᐋᓐᓂᐊᕐᑲᕐᓂᕐᒧᑦ ᐃᑲᔪᑏᑦ ᑭᒡᒐᖅᑐᐃᕗᑦ ᖃᓂᒋᔭᖏᓐᓂᒃ 15%-ᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ. ᐊᑭᑦᑐᕆᐊᖅᑕᐅᓂᖏᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ ᐅᖓᑖᓃᓐᓈᖅᑕᐅᓯᒪᔪᑦ ᐋᓐᓂᐊᕐᓂᕐᒧᑦ ᐊᑦᑭᑐᕆᐊᕈᑕᐅᕙᒃᑐᓄᑦ (ᖁᓗᓛᓂᑦᑐᑦ ᓂᕆᐅᒋᔭᐅᖏᓐᓇᖅᐸᒃᑐᓂᒃ ᐊᑭᑦᑐᖅᐸᓪᓕᐊᖏᓐᓇᖅᐸᒃᑐᓂᒃ) ᐱᔾᔪᑕᐅᓇᔭᖅᐳᑦ ᐊᑭᑦᑐᕆᐊᖅᑕᐅᓂᖏᓐᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ ᐋᓐᓂᐊᕐᑲᑦᑕᕐᓂᕐᒧᑦ ᐃᑲᔫᑎᓄᑦ ᐊᒻᒪᓗ ᒥᑭᓪᓕᒋᐊᕈᑕᐅᓂᕐᒧᑦ ᑕᒪᐃᓐᓂᒃ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᓄᑦ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓚᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐊᖏᖅᑕᐅᓯᒪᓂᖏᑦ ᐱᓕᕆᔨᓐᓃᕈᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᐃᓚᖅᑲᖅᑲᑦᑕᖅᐳᑦ ᐃᓱᒪᒋᔭᐅᓂᖏᓐᓂᒃ ᐊᒧᓂ ᐱᓕᕆᔨᓐᓇᐃᓕᓯᒪᔪᑦ ᐊᒧᓂ ᐃᓅᑯᑖᖕᓂᐊᖅᑐᔮᕐᓂᖏᑦ, ᐊᐃᑉᐸᖏᓪᓗ ᕿᑐᖓᖏᓪᓗᓐᓃᑦ ᒪᓕᒡᓗᒋᑦ ᐅᑭᐅᖅᑲᕐᓂᖏᑦ ᐊᒻᒪᓗ ᐊᖑᑕᐅᓂᖏᑦ/ᐊᕐᓇᐅᓂᖏᑦ. ᐱᐅᓯᒋᐊᕈᑕᐅᔪᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᓄᑦ ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᑎᒋᓂᖏᓐᓄᑦ ᐊᖏᒡᓕᒋᐊᕈᑕᐅᔪᓐᓇᖅᐳᑦ ᐃᓅᑯᑖᖕᓂᐊᖅᑐᔮᕐᓂᖏᓐᓄᑦ ᐃᑲᔪᓯᐊᖅᑖᖅᑎᑕᐅᓯᒪᔪᑦ, ᑕᐃᒪᓐᓂᖏᓐᓄᓪᓗ ᐊᖏᒡᓕᒋᐊᕈᑕᐅᓗᑎᒃ ᖃᓄᐃᓕᖕᒐᓂᐊᖅᑐᔮᕐᓂᖏᓐᓄᑦ ᒫᓇᐅᔪᖅ ᐊᑭᖃᕐᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑐᓇᐊᓛᑦ ᐊᖏᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᓕᕆᔨᓐᓇᐃᓕᔪᓄᑦ ᐃᑲᔫᑎᒃᓴᓂᒃ ᐊᒻᒪᓗ ᒥᑭᒡᓕᒋᐊᕈᑕᐅᓂᕐᒧᑦ ᑕᒪᐃᓐᓂᒃ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᓄᑦ.

2011

+/- % ᐊᓯᔾᔨᕐᓂᖏᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ ᐊᖏᓂᖏᑦ	**+1%**	**-1%**
ᑕᒃᓯᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐊᑭᑭᒡᓕᒋᐊᕈᑎᖏᓂ ᐊᖏᓂᖏᑦ	$ (24,230)	$ 29,724
ᐅᖕᒐᑕᓃᑦᑐᑦ ᐋᓐᓂᐊᕐᕕᖕᒧᐊᖅᑲᑦᑕᕐᓂᕐᒧᑦ ᐊᑭᑦᑐᓇᐊᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ	4,192	(3,589)

2010

+/- % ᐊᓯᔾᔨᕐᓂᖏᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᔪᑦ ᐊᖏᓂᖏᑦ	**+1%**	**-1%**
ᑕᒃᓯᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐊᑭᑭᒡᓕᒋᐊᕈᑎᖏᓂ ᐊᖏᓂᖏᑦ	$ (18,796)	$ 22,828
ᐅᖕᒐᑕᓃᑦᑐᑦ ᐋᓐᓂᐊᕐᕕᖕᒧᐊᖅᑲᑦᑕᕐᓂᕐᒧᑦ ᐊᑭᑦᑐᓇᐊᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ	2,405	(2,055)

2011

+/- % ᐊᓯᔾᔨᕐᓂᖏᑦ ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᒋᓂᕐᒧᑦ	**+10 %**	**-10 %**
ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ	$ (3,782)	$ 3,957

2010

+/- % ᐊᓯᔾᔨᕐᓂᖏᑦ ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᒋᓂᕐᒧᑦ	**+10 %**	**-10 %**
ᐃᓅᔪᓐᓃᖅᐸᓪᓕᐊᑎᒋᓂᖏᑦ	$ (3,475)	$ 3,740

ᐅᓂᒃᑳᕋᓛᑦ ᕿᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᕿᓇᐅᔭᐃᑦ ᒪᓕᒃᓱᒋᑦ)

(k) ᓇᑦᓕᐅᒃᒫᒃᓴᐃᑦ ᐱᕙᑦᓕᐊᑎᑕᐅᓂᖏᑦ

ᐅᑯᐊ ᑕᒡᕙ ᐊᑖᓃᑦᑐᑦ ᑕᑯᒃᓴᐅᑎᑦᑎᔪᑦ ᐱᕙᑦᓕᐊᔭᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᓇᑦᓕᐅᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᓇᓚᐅᑦᑖᐅᖅᓯᒪᓪᓗᑎᒃ ᑕᓕᒪᓂᒃ ᐊᓂᒍᓴᖅᓯᒪᔪᓂᒃ ᐊᓐᓂᖅᑐᖃᖅᓯᒪᓚᐅᖅᑐᓂᒃ ᐊᕐᕋᒍᓂᒃ:

	ᐊᕐᕋᒍᖏᑦ ᐋᓐᓂᐊᕐᕕᐅᓯᒪᓂᖅ					
	2007	**2008**	**2009**	**2010**	**2011**	**Total**
ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᑲᑎᑉᐸᑦᓕᐊᔪᑦ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᖅᑕᕈᒪᔪᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ:						
ᐋᓐᓂᖅᓯᒪᕝᕕᐅᔫᑉ ᐃᓱᐊᓂ ᐊᕐᕋᒍᒥ	$55,857	$59,716	$43,007	$44,356	$77,715	
ᐊᑕᐅᓯᖅ ᐊᕐᕋᒍᑉ ᑭᖑᓂᐊᓂ	49,674	52,228	39,782	44,743		
ᒪᕐᕉᒃ ᐊᕐᕋᒎᒃ ᑭᖑᓂᐊ	43,292	49,107	37,746			
ᐱᖓᓱᑦ ᐊᕐᕋᒎᐃᑦ ᑭᖑᓂᐊᓂ	42,069	50,445				
ᓯᑕᒪᐃᑦ ᐊᕐᕋᒍᐃᑦ ᑭᖑᓂᐊᓂ	43,966					
ᒫᓇᐅᔪᖅ ᓇᓚᐅᑦᑖᖅᑕᐅᓯᒪᓂᖏᑦ ᑲᑎᑉᐸᑦᓕᐊᔪᑦ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᖅᑕᕈᒪᔪᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ	43,966	50,445	37,746	44,743	77,715	254,615
ᑲᑎᑉᐸᓕᐊᔪᑦ ᐊᑭᓕᖅᑕᐅᓗᐊᖅᑐᑦ	13,705	15,145	10,110	9,197	5,671	53,828
ᐊᑭᓕᖅᑕᐅᖏᑦᑐᑦ ᓱᓕ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᐃᑦ - ᐊᑭᑭᓪᓕᒋᐊᕈᑎᒃᓴᖅᑎᑕᐅᖏᑦᑐᑦ	30,261	35,300	27,636	35,546	72,044	200,787
ᐊᓯᔾᔨᕈᑕᐅᓂᖏᑦ ᐊᑭᑭᓪᓕᒋᐊᕈᑎᒃᓴᖅᑎᑦᑎᖏᓐᓂᖅ						(132,647)
ᐊᓯᔾᔨᕈᑕᐅᓂᖏᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ						17,472
2006 ᓯᕗᓂᐊᓂᓗ ᓇᑦᓕᐅᒃᒫᒃᓴᐃᑦ						177,757
ᐊᖏᓂᖏᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᔪᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᑦ ᕿᓇᐅᔭᐃᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂ						**$263,369**

ᑎᓯᐱᕆ 31 2011-ᒥ, 11-ᖑᓚᐅᖅᑐᑦ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᕈᑎᑦ ᖃᐅᔨᓴᖅᑕᐅᓚᐅᖅᑐᑦ ᖃᐅᔨᓴᕐᑎᒧᑦ. ᑕᒪᕐᒥᒃ ᖃᐅᔨᓴᖅᑕᐅᓚᐅᖅᑐᑦ ᒪᑐᔭᐅᓚᐅᖅᐳᑦ ᐃᓱᐊᓂ ᐊᕐᕋᒍᒥ.

12. ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᑏᑦ

a) ᐱᓕᕆᔪᓐᓃᕈᒪᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑏᑦ

ᑕᒪᕐᒥᒃ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᑲᒥᓯᓇᒃᑯᓐᓂᒃ ᐅᓕᒃᑕᐅᓯᒪᕗᑦ ᐃᓄᓕᒫᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᐅᓂᕐᒧᑦ ᐱᓕᕆᔪᓐᓃᕈᒪᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑎᓄᑦ (ᐸᕐᓇᐅᑎᖏᑦ), ᐊᑭᓖᒐᓛᖏᓐᓇᖅᑕᖏᓐᓂᒃ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᑦᑎᐊᖅᑐᓄᑦ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐸᕐᓇᓯᒪᔾᔪᑎᖏᑦ, ᐱᓐᖑᖅᑎᑕᐅᓯᒪᔪᑦ ᒪᓕᒐᖅᑎᒍᑦ ᐊᒻᒪᓗ ᐊᑐᖅᑕᐅᑎᑕᐅᔪᑦ ᑲᓇᑕᐅᑉ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ. ᐊᑭᓕᖅᑐᖅᑕᐅᕙᑦᓕᐊᒐᓛᖏᓐᓇᓇᐊᖅᑲᖅᐳᑦ ᑕᒪᐃᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᒻᒪᓗ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ. ᐊᖓᔪᖅᑳᖓᑦ ᕿᓇᐅᔭᓕᕆᔨᕐᔪᐊᕐᒧᑦ ᑲᓇᑕᒥ ᐋᕿᒃᓱᐃᓲᖑᒻᒪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᒐᓛᖏᓐᓇᓇᐊᖅᑲᕐᓂᖏᓐᓂᒃ, ᒪᓕᒃᓱᒋᑦ ᐊᒥᓱᒐᓴᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᖅᑐᓇᐊᖅᑲᖅᑎᒋᔭᖏᓐᓂᒃ. ᑕᒪᐃᓐᓂᒃ ᐊᑭᓖᒐᓛᖏᓐᓇᖅᑕᖏᑦ ᐊᑐᓕᓚᐅᖅᑐᑦ ᐊᕐᕋᒎᑉ ᐃᓱᐊᓂ ᐃᒪᐃᓕᖓᓚᐅᖅᐳᖅ: 15.624% (2010 - 16.044%). ᑲᑎᓪᓗᒋᑦ ᐊᑭᓖᓚᒃᑕᐅᓯᒪᓚᐅᖅᑐᑦ $1,398 (2010 - $1,501) ᐃᓕᑕᕆᔭᐅᓚᐅᖅᑐᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ ᒫᓇᐅᔪᖅ ᐊᕐᕋᒍᒥ.

ᑲᓇᑕᐅᑉ ᒐᕙᒪᒃᑯᖏᑦ ᑎᒍᒥᐊᕐᒪᑕ ᒪᓕᒃᑕᐅᔭᓇᐊᖅᑲᖅᑐᓂᒃ ᑲᒪᔨᐅᔭᓇᐊᖅᑲᕐᓂᖅ ᐊᑭᓕᖅᑕᐅᓂᖏᓐᓂᒃ ᐃᑲᔫᓯᐊᒃᓴᐃᑦ ᐱᔨᑦᑎᕋᖅᑐᑦ ᑕᒪᒃᑯᓂᖓ ᐸᕐᓇᐅᑎᓂᒃ. ᐱᓕᕆᔪᓐᓃᕈᑎᓄᑦ ᐃᑲᔫᑏᑦ ᑕᒪᐃᓐᓂᒃᑲᓴᒃ ᑕᑭᓂᖅᑲᓖᖑᕗᑦ 35-ᓂᒃ ᐊᕐᕋᒍᓂᒃ, ᐊᕐᕋᒍᑕᒫᖅ ᐊᑭᓕᖅᑐᖅᑕᐅᕙᑦᓕᐊᖏᓇᕐᓂᐊᖅᓱᑎᒃ 2%-ᓂᒃ ᐱᓕᕆᔪᓐᓃᖅᑑᑉ ᐱᔨᑦᑎᕋᖅᑎᐅᖃᑦᑕᖅᓯᒪᓂᖏᓐᓂᒃ, ᐊᑐᖅᑕᐅᒐᔪᖕᓂᖏᑦ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᑕᓪᓕᒪᓂᒃ ᐊᕐᕋᒍᓂᒃ ᓴᓂᓕᓈᒃᑐᓂᒃ ᕿᓇᐅᔭᓕᐊᓇᓚᐅᖅᑕᖏᓐᓂᒃ. ᐃᑲᔫᑏᑦᓕ ᐊᐅᓚᑕᐅᔪᑦ ᑲᓇᑕᒥ/ᑯᐸᐃᖕᒥᓗ ᐱᓕᕆᔪᓐᓃᕈᑎᓄᑦ ᐸᕐᓇᐅᑎᓂᒃ ᐃᑲᔫᑏᑦ ᑐᑭᓕᐅᖅᑕᐅᕙᖕᒥᔪᑦ, ᑕᐃᒃᑯᐊᓗ ᒪᓕᖃᑦᑕᖅᓯᑎᒃ ᓱᓇᑐᐃᓐᓇᐃᑦ ᐃᓅᔾᔪᑎᑦ ᐊᑭᑦᑐᕐᐸᑦᓕᐊᓂᖏᓐᓂᒃ ᐊᖑᒪᓪᓗᑎᒃ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖕᒋᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

b) ᐃᖃᓇᐃᔭᖅᑎᐅᔪᓂᓐᓅᖅᑐᓄᑦ ᐱᓕᕆᔨᐅᔪᓐᓅᖅᑐᓄᑦ ᐃᑲᔪᑏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐊᓯᖏᓐᓂᒃᑕᐅᖅ ᐃᑲᔪᑎᖃᖅᑎᑦᑎᓲᖑᒋᕗᑦ ᐃᖃᓇᐃᔭᖅᑎᒥᓄᑦ, ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐊᕐᕋᒍᖏᑦ ᐃᖃᓇᐃᔭᖅᑎᐅᓚᐅᕐᓂᖏᑦ, ᐊᒻᒪᓗ ᐃᓯᐊᓂ ᑮᓇᐅᔭᓕᐊᕆᓚᐅᖅᑕᖏᓐᓂᒃ. ᑖᒃᑯᐊ ᐃᑲᔫᓯᐊᓄᑦ ᐸᕐᓇᐅᑏᑦ ᑮᓇᐅᔭᒃᓴᖃᖅᑎᑕᐅᕙᑮᖏᒻᒪᑕ, ᑕᐃᒪᐃᓐᓂᖏᓄᓪᓗ ᐱᖁᑎᖃᕐᕕᐅᖏᓚᕐ, ᐱᔾᔪᑕᐅᓕᖃᑦᑕᖅᑐᓂᒃ ᐸᕐᓇᐅᑎᓄᑦ ᐊᒥᒐᖅᓯᕐᓂᕐᒥᒃ ᓇᓚᒧᑮᔭᖏᓐᓂᒃ ᑲᑎᖅᓱᖅᑕᐅᓯᒪᔪᓂᒃ ᐃᑲᔫᓯᐊᖅᑖᕆᓂᐊᖅᑕᖏᓂᒃ. ᐊᑭᖏᑦ ᑕᒪᒃᑯᐊ ᐃᑲᔪᑎᓄᑦ ᑲᑎᖅᓱᖅᑕᐅᕙᓪᓚᐊᕙᒃᐳᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐃᖃᓇᐃᔭᖅᑎᐅᓂᖏᓐᓂᒃ ᑲᑎᖅᓱᐃᔪᓐᓇᕐᓴᒥᒃ. ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ ᐱᓕᕆᔪᓐᓅᖅᑐᓄᑦ ᓄᖃᕐᓂᖏᓐᓄᑦ, ᐅᕝᕙᓘᓐᓃᑦ ᐃᓂᖅᓯᓯᒪᑦᑎᐊᕐᓂᖏᓐᓄᑦ ᓄᖃᖓᓕᖅᑐᓄᑦ ᐊᒻᒪᓗ ᐃᓯᐊᓂ ᓈᑦᑕᕆᐊᖃᕐᓂᖏᓐᓄᑦ ᐃᑲᔪᑏᑦ ᐆᒃᑐᖅᑕᐅᓯᒪᖃᑦᑕᕐᒥᔪᑦ ᐅᖃᐅᓯᐅᕕᒃᓴᖏᓂᒃ ᐅᓪᓗᖏᓂᒃ ᐊᑖᓂ ᒪᓕᒃᓯᑎᒃ:

	2011	2010
ᑲᑎᖅᓱᖅᑕᐅᓯᒪᔪᑦ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐱᔭᕆᐊᓕᖏᑦ, ᐱᒋᐊᕐᕕᖓᓂ ᐊᕐᕌᒍᑉ	**$ 983**	$ 931
ᑲᑎᑦᑐᒋᑦ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᒐᒃᓴᐃᑦ:		
ᒫᓐᓇᐅᔪᖅ ᐱᔨᑦᑎᕋᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓛᑦ	**66**	61
ᕿᑐᖏᐅᕈᑎᖏᓐᓄᑦ ᐊᑭᓛᑦ	**47**	55
ᖃᓄᐃᓕᖓᓪᓚᑖᓚᐅᕐᓂᖏᓐᓂᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᔪᑦ ᔭᒐᐃᔭᐅᔪᑦ	**576**	226
ᐃᑲᔫᓯᐊᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᓂᖏᑦ	**(689)**	(290)
ᐊᒥᐊᒃᑯᖏᑦ, ᐊᕐᕋᒍᑉ ᐃᓯᐊᓂ	**$ 983**	$ 983

ᐱᒻᒪᕆᐅᔪᑦ ᓇᓚᐅᑦᑖᕈᑏᑦ ᐊᑐᖅᑕᐅᓚᐅᖅᑐᑦ ᓇᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᑲᑎᖅᓱᖅᑕᐅᓯᒪᔪᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔪᓯᐊᒃᓴᐃᑦ, ᐊᑭᓕᖅᑐᑕᐅᔫᖑᒪᑕ ᐊᑭᑭᓪᓕᒋᐊᕈᑎᖃᖅᑎᑕᐅᔪᓂᒃ ᐃᒪᐃᓕᖓᔪᓂᒃ 4.0%-ᓂᒃ (ᑎᓯᐱᕆ 31, 2010 – 5.0%-ᓂᒃ, ᔭᓄᐊᕆ 1 2010-ᒥ – 7.125%) ᐊᒻᒪᓗ ᑕᒪᐃᓐᓂ ᑮᓇᐅᔭᓕᐊᖏᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐊᑭᓕᐅᔭᐊᑦ ᖁᕝᕙᕆᐊᖅᑎᕆᓂᖏᓐᓂᒃ ᐊᖏᓂᓕᖕᒥᒃ 2.6%-ᓂᒃ (ᑎᓯᐱᕆ 31, 2010 & ᔭᓄᐊᕆ 1, 2010 – 3.0%).

ᓂᕆᐅᒋᔭᐅᔪᑦ ᐊᑭᓖᓚᓗᒍᑕᐅᖏᓇᖅᑐᓂᒃ ᐸᕐᓇᐅᑎᖏᓐᓄᑦ ᐊᑭᓕᖅᑕᐅᓂᐊᖅᑐᑦ 2012-ᒥ $209 ($148 2011-ᒥ, $264 2010-ᒥ).

c) ᐃᑲᔪᑎᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ

ᐅᑯᐊ ᑕᒡᕙ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᓇᐃᓈᖅᓯᒪᕗᑦ ᐃᓚᒋᔭᐅᖃᑦᑕᖅᑐᓂᒃ ᐃᑲᔫᑎᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ ᐃᓕᑕᕆᔭᐅᓯᒪᔪᓂᒃ ᐊᕐᕌᒍᓕᒫᖅ ᐊᑭᓕᐅᓯᐊᕆᔭᐅᕙᒃᑐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐊᒻᒪᓗ ᐃᑲᔫᓯᐊᒃᓴᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑕᒪᐃᓐᓂᒃ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ ᐅᓂᒃᑳᖅᑕᐅᓂᖏᓐᓂ ᑕᒪᒃᑭᖅᑐᓂᒃ ᔭᒐᐃᔭᐅᓯᒪᔪᓂᒃ ᐊᑐᓂ ᐸᕐᓇᐅᑎᓕᕆᓂᕐᒥᒃ:

ᑖᒃᓯᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᐃᑲᔪᓯᐊᓄᑦ ᐊᑭᓕᐅᑏᑦ 2011	ᐱᓕᕆᔨᐅᔪᓐᓃᖅᑎᑦᑐᒋᑦ ᐃᖃᓇᐃᔭᖅᑎᐅᔪᓐᓃᖅᑐᓂ ᐃᑲᔪᑏᑦ	ᐱᓕᕆᐅᔨᔪᓐᓃᕐᓂᕐᒧᑦ ᐃᖃᓇᐃᔭᖅᑎᐅᔫᓃᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑏᑦ	ᑲᑎᑦᑐᒋᑦ
ᒫᓐᓇᐅᔪᖅ			
ᐱᔨᑦᑎᕋᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓖᑦ	$ 66	$ 1,398	$ 1,464
ᕿᑐᖏᐅᕈᑎᖏᓐᓄᑦ ᐊᑭᓖᑦ	47	-	47
ᖃᓄᐃᓕᖓᓪᓚᑖᓚᐅᕐᓂᖏ-ᓐᓂᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᔪᑦ ᔭᒐᐃᔭᐅᔪᑦ	576	-	576
	$ 689	$ 1,398	$ 2,087

ᑖᓰᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐃᑲᔪᑏᓄᑦ ᐊᑭᓖᑦ 2010	ᐱᓕᕆᔨᐅᔪᓐᓃᖅᑎᑦᑐᒋᑦ ᐃᖃᓇᐃᔭᖅᑎᐅᔪᓐᓃᖅᑐᓂ ᐃᑲᔪᑏᑦ	ᐱᓕᕆᐅᔨᔪᓐᓃᕐᓂᕐᒧᑦ ᐃᖃᓇᐃᔭᖅᑎᐅᔫᓃᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑏᑦ	ᑲᑎᑦᑐᒋᑦ
ᒫᓐᓇᐅᔪᖅ			
ᐱᔨᑦᑎᕋᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓖᑦ	$ 61	$ 1,501	$ 1,562
ᕿᑐᖏᐅᕈᑎᖏᓐᓄᑦ ᐊᑭᓖᑦ	55	-	55
ᖃᓄᐃᓕᖓᓪᓚᑖᓚᐅᕐᓂᖏ-ᓐᓂᒃ ᓇᓚᐅᑦᑖᖅᑕᐅᔪᑦ ᔭᒐᐃᔭᐅᔪᑦ	226	-	226
	$ 342	$ 1,501	$ 1,843

13. ᐊᑭᑐᔫᑏᑦ ᐊᐅᓚᑕᐅᓂᖏᑦ ᐊᒻᒪᓗ ᐸᐸᑕᐅᔪᑦ

ᐊᐅᓚᑦᑎᔾᔪᑎᒃᓴᐃᑦ ᐸᐸᑕᐅᔪᑦ ᑐᕌᖓᖕᒪᑕ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐊᓯᔾᔨᑭᑕᒍᓐᓇᕐᓂᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖏᑦ ᐊᒻᒪᓗ ᐱᕈᖅᓯᐊᓇᔭᖏᓐᓂᒃ ᓴᕿᑐᓐᓇᕐᓂᖏᑦ. ᑕᐃᒪᓕ ᐱᓕᕆᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᓴᐳᓐᓂᐊᕈᑏᑦ ᑮᓇᐅᔭᐃᑦ ᐃᓚᖃᖅᐳᑦ ᑕᒪᐃᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐊᒻᒪᓗ ᐊᖏᓂᖏᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᔭᕆᐊᖃᖅᑐᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᓂᓄᑦ/ᐃᖃᓇᐃᔭᖅᑎᓄᑦ, ᐊᒻᒪᓗ ᐊᑭᓕᖅᑐᕆᐊᓕᖕᓄᑦ ᑲᒪᒋᔭᐅᓂᖏᓐᓄᑦ *ᐃᖃᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᖏᓐᓂᒃ* ᓄᓇᑦᓯᐊᕐᒥ ᓄᓇᕗᒻᒥᓗ, ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦ ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᖃᖃᑦᑕᖅᐳᑦ ᐊᑭᑐᔫᑎᓂᒃ ᑕᒪᐃᓐᓂᒃ ᐸᐸᑕᖏᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ.

2010-ᒥ, ᑲᒥᓯᓇᒃᑯᑦ ᐊᓯᔾᔨᖅᓚᐅᖅᑐᑦ ᓇᓚᐅᑦᑖᕈᓯᕐᒥᓂᒃ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᖏᓐᓄᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ ᑲᑎᑦᑐᒋᑦ ᐱᖁᑏᑦ ᐊᕙᒃᓯᒪᓪᓗᑎᒃ ᑕᒪᐃᓐᓂᒃ ᐊᑭᓕᖅᑐᒐᒃᓴᓂᒃ, ᐃᓚᔭᐅᓪᓗᑎᒃ ᐱᓂᕐᓗᒃᔪᐊᕈᑕᐅᔪᓄᑦ ᐸᐸᑕᐅᔪᓂᒃ, ᑲᑎᑦᑐᒋᑦ ᐱᖁᑏᑦ ᐊᕙᒃᑐᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᑕᒪᐃᓐᓂᒃ ᐊᑭᓕᖅᑐᕆᐊᖃᖅᑐᓂᒃ. ᑕᒪᓐᓇ ᐊᓯᔾᔨᖅᑕᐅᓂᖓ ᐱᐅᓯᒋᐊᕈᑕᐅᓚᐅᖅᐳᖅ ᐊᔾᔨᒌᖃᑦᑕᖏᓐᓂᖏᓐᓂᒃ ᐊᓯᖏᓐᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ. ᑖᒃᑯᐊ ᑮᓇᐅᔭᒃᓴᖃᖅᑎᑕᐅᓂᖏᑦ (ᐅᕝᕙᓗᓐᓃᑦ ᑖᒃᓯᔭᖅᑕᐅᓯᒫᓂᒃᑐᓂᒃ ᐱᖁᑎᖏᑦ) ᑭᒡᒐᖅᑐᐃᕗᑦ ᒫᓐᓇᐅᔪᖅ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓂᒃ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᓐᓄᑦ ᐸᐸᑕᐅᔪᓂᒃ. ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᑦ ᐊᑯᓂᐅᔪᒧᑦ ᑐᕌᒐᖅᑲᕐᒪᑦ ᐊᕐᑮᐅᒪᑎᑦᑎᖃᑦᑕᕈᒪᓂᖅ ᑮᓇᐅᔭᒃᓴᖃᖅᑎᑦᑎᓂᕐᒥᒃ 108%-ᓂᒃ – 120% ᑕᒪᕐᒥᒃ ᑮᓇᐅᔭᒃᓴᖃᖅᓱᑎᒃ.

ᐊᓯᐃᓛᒃ ᑎᓯᐱᕆ 31 2011-ᒥ, ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓂᖏᑦ ᐋᕐᑭᐅᒪᓚᐅᖅᐳᑦ ᐃᒫᑎᒥ, 107% (ᑎᓯᐱᕆ 31, 2010 & ᔭᓄᐊᕆ 1 2010-ᒥ – 116%).

ᐅᓂᒃᑳᕋᐞᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᖅᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᓐᖏᓐᓂᖅᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᑲᒥᓯᓇᒃᑯᑦ ᐋᕿᐅᒪᑎᑦᑎᒍᑦ ᑖᓪᓕᒪᓂᒃ ᐸᐸᑕᐅᔪᓂᒃ ᐃᓄᐊᓂ ᐱᓕᕆᔩᑦ ᐃᖃᓇᐃᔮᖅᐲᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᓐᓄᒃ ᑮᓇᐅᔭᓂᒃ. ᑕᒪᕐᒥᒃ ᑖᒃᑯᐊ ᐸᐸᑕᐅᔫᑦ ᐱᓐᖑᖅᑎᑕᐅᓯᒪᔫᑦ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ, ᓯᓚᑖᓄᑦᑐ ᑕᒪᒃᑯᐊ ᐊᔪᕐᓇᕈᑎᖃᖅᑎᑕᐅᓇᑎᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᐋᕿᒃᓯᓚᐅᖅᐳᑦ ᐊᑭᑐᔫᑎᓄ ᐱᖁᑎᓂᒃ ᐊᓯᔾᔨᖅᓯᔾᔪᑎᒃᓴᓂᒃ ᐸᐸᑕᐅᔪᓂᒃ 2010-ᒥ, ᐊᒻᒪᓗ ᐱᑕᖃᕈᓐᓃᖅᑎᑕᐅᓚᐅᖅᓯᑎᒃ ᒪᑭᑦᑎᐊᕈᑎᒃᓴᓄᑦ ᐊᒥᐊᒃᑯᖏᑦ 2011-ᒥ.

ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐃᓄᓕᖏᑦ 83-ᒦᓐᑦᑐᑦ ᐊᑐᓂ ᐃᖃᓇᐃᔮᖅᐲᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᖏᑦ ᓄᓇᖠᐊᕐᒥᓗ ᓄᓇᕗᒻᒥᓗ, ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᑲᒪᔨᐅᕗᑦ ᐊᖏᖅᑎᐅᖃᑦᑕᕐᓂᖅ ᐊᐅᓚᑦᑎᔾᔪᑎᒃᓴᓂᒃ ᐊᑭᑐᔫᑎᒃᓴᓕᕆᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᓂᒃ ᐊᑐᖅᑐᒃᓴᐃᑦ ᑲᒥᓯᓇᒃᑯᓐᓂᒃ, ᐊᖏᖅᑎᐅᓂᖅ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓂᒃ ᐋᕿᐅᒪᔭᐅᓂᐊᖅᑐᑦ ᐃᖃᓇᐃᔮᖅᑎᓄᑦ ᐊᒻᒪᓗ ᐃᑲᔫᑎᒃᓴᖏᓐᓄᑦ ᐱᓕᕆᔩᓄᑦ, ᐊᒻᒪᓗ ᐅᔾᔨᖅᑐᕐᓂᕐᒧᑦ ᓇᒪᔪᓂᒃ ᐸᐸᑕᐅᑦᑎᐊᕐᓂᖏᓐᓂᒃ ᐱᓕᕆᔩᓄᑦ ᐃᖃᓇᐃᔮᖅᑎᓄᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᔾᔪᑎᒃᓴᐃᑦ ᑮᓇᐅᔭᐃᑦ. ᑐᕌᓂᖃᕈᑎᒃ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᓐᓄᑦ ᐅᔾᔨᖅᑐᑦᑎᐊᕆᐊᖃᕐᓂᖅ ᑮᓇᐅᔭᑎᒍᑦ ᒪᑭᑕᔪᓐᓇᑦᑎᐊᕐᓂᖏᓐᓂᒃ ᐱᓕᕆᔩᑦ ᐃᖃᓇᐃᔮᖅᐲᓪᓗ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᑦ, ᐋᕿᐅᒪᐃᓐᓇᕐᓗᒋᓪᓗ ᒪᑭᑕᔪᓐᓇᑦᑎᐊᕐᓂᖏᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐃᖃᓇᐃᔮᖅᑎᑦᑎᓂᐅᔪᓄᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᓂᖏᑦ ᐊᒻᒪᓗ ᐃᑲᔫᑎᒃᓴᖏᓐᓂ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔩᓄᑦ.

ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᐊᐅᓚᑦᑎᔩᐅᕙᒃᐳᑦ ᐊᑭᑐᔫᑎᒥᓂᒃ ᖃᐅᔨᓴᖃᑦᑕᖅᓯᒋᑦ ᑮᓇᐅᔭᓕᐊᕆᕙᓪᓕᐊᔭᖏᑦ ᐊᒻᒪᓗ ᐊᑭᓕᖅᑐᕆᐊᓕᖏᑦ ᐊᑐᖃᑦᑕᖅᓯᑎᒃ ᑮᓇᐅᔭᐃᑦ ᐊᑐᖅᑐᒃᓴᐃᑦ ᑲᒪᒋᔭᐅᓂᖏᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓕᕆᓂᕐᒥᒃ ᐅᓂᒃᑳᓕᐅᖅᐸᓪᓕᐊᖃᑦᑕᕐᓂᖅ, ᐊᒻᒪᓗ ᐋᕿᒫᐅᒪᔭᐅᓂᖏᓐᓄᑦ ᖃᐅᔨᓴᕈᑕᐅᓂᕐᒧᑦ ᐃᖃᓇᐃᔮᖅᑎᑦᑎᔩᑦ ᐊᑭᓕᖅᑐᕆᐊᓕᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᔾᔪᓯᐊᖑᔪᓂᒃ ᐊᑐᐊᓚᖏᑦ ᐋᕿᒫᐅᒪᔾᔪᑕᐅᕐᑲᑦᑕᕐᒪᑕ ᑮᓇᐅᔭᖅᑎᒍᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᐊᒻᒪᓗ ᐅᔾᔨᖅᑐᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᔪᖏᓐᓂᖅᑲᕆᐊᖃᕐᓂᖅ ᑲᒪᑦᑎᐊᕈᓐᓇᕐᓂᖅ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᐃᖃᓇᐃᔮᖅᑎᓂᒃ/ᐱᓕᕆᔩᓂᒃ.

a) ᐊᐅᓚᑦᑎᔾᔪᑎᒃᓴᐃᑦ ᐸᐸᑕᐅᔫᑦ

ᐊᐅᓚᑦᑎᔾᔪᑎᒃᓴᐃᑦ ᐸᐸᑕᐅᔫᑦ ᑐᑭᖓᒍᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐱᐅᖏᑦᑐᓂᒃ ᐊᓯᔾᔨᖅᐸᓪᓕᐊᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᓂᕐᒧᑦ ᐊᑭᓕᐊᓕᑦ ᐊᒻᒪᓗ ᐱᔪᖅᓯᐊᖑᔪᓂᒃ ᖃᓄᐃᓕᓂᖏᑦ. ᑐᕌᓕᕆᔭᐅᔭᐅᔫᑦ ᓴᕿᑎᑕᐅᓕᖅᑲᑦᑕᖅᐳᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑮᓇᐅᔭᓂᒃ ᑮᖑᓂᐊᒍᑦ ᑐᕌᓕᕆᔭᐅᓚᐅᖅᑐᑦ ᐱᓂᕐᓃᑕᐅᕐᔪᐊᕈᓐᓇᖅᑐᓄᑦ ᐸᐸᑕᐅᓂᐊᖅᑐᑦ ᐋᕿᒃᑕᐅᖄᓚᐅᖅᑎᓪᓗᒋᑦ. ᖃᐅᔨᓴᖅᑕᐅᖃᑦᑕᕐᓂᖏᓐᓂᑦ ᐊᑭᓕᖅᑕᐅᕚᒍᑏᑦ ᐋᕿᕆᐊᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᐊᖑᒪᕐᑯᓪᓗᒋᑦ ᐊᐅᓚᑎᔾᔪᑎᒃᓴᐃᑦ ᐸᐸᑕᐅᓂᖏᑦ ᑐᕌᓕᕆᔭᐅᔪᒧᑦ ᐳᖅᑐᓂᖅᑐᓄᑦ ᐋᕿᐅᒪᓂᐊᖅᑐᓄᑦ ᒪᕿᖕᓄᑦ ᐊᕐᕌᒎᖕᓄᑦ ᐊᒻᒪᓗ ᖁᓕᐅᓂᐊᖅᑐᓄᑦ ᐊᕐᕌᒍᓄᑦ, ᑐᖓᕕᐅᓪᓗᑎᒃ ᐊᔾᔨᖏᓐᓂᖏᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐸᐸᑕᐅᔫᓐᑦᑐᑦ ᖁᓛᓐᐸᑕ ᐊᓛᓐᐸᑕᓗᓐᓐᑦ ᑐᕌᓕᕆᔭᐅᔪᓂᒃ ᐊᖏᓂᖏᓐᓂᒃ. ᖃᓄᐃᒋᔭᐅᓇᔭᖏᓐᓂᖏᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐸᐸᑕᐅᔫᑦ ᐊᖏᓂᖅᑲᖅᐳᑦ ᖁᓛᓂ ᐊᓛᓂᓗᓐᓂᑦ 50%-ᓂᒃ ᑐᕌᓕᕆᔭᐅᔪᓂᒃ ᐊᖏᓂᕆᔭᐅᔪᓂᒃ. ᑕᐃᒃᑯᐊ ᐸᐸᑕᐅᔪᓐᑦᑐᑦ ᑲᑕᒃᐸᑕ ᑕᒪᒃᑯᓇᖕᒐᑦ ᐊᖏᓂᖅᑲᖅᑎᑕᐅᔪᓂᒃ, ᐱᓕᕆᐊᖑᑦᑎᐊᒃᑲᓐᓂᕆᐊᖅᑲᕋᔭᖅᑐᑦ ᑐᕌᓕᕆᔭᐅᔪᓄᑦ ᖃᓂᓪᓕᒋᐊᖅᑕᐅᑎᑦᑐᒪᓂᕐᒧᑦ ᐳᖅᑐᓂᖅᑲᕐᓂᖕᒐᓄᑦ. ᑐᕌᓕᕆᔭᐅᔫᑦ ᐳᖅᑐᓂᖏᑦ ᐊᕐᕌᒎᒃ ᐃᓱᐊᓂ ᐋᕿᐅᒪᓚᐅᖅᑐᑦ ᐃᒫ $6,211-ᓂᒃ $18,634-ᒧᑦ (ᑎᓯᐱᕆ 31 2010 – $5,325-ᓂᒃ $15,975-ᒧᑦ, ᔭᓄᐊᕆ 1 2010 – $4,641-ᓂᒃ $13,924-ᓄᑦ).

b) ᐊᑭᑐᔫᑏᑦ ᐊᓯᔾᔨᖅᑕᐅᔾᔪᑎᖏᓐᓄᑦ ᐸᐸᑕᐅᔫᑦ

ᑖᒃᑯᐊ ᓄᑖᑦ ᐸᐸᑕᐅᓕᖅᑐᑦ ᐱᓐᖑᖅᑎᑕᐅᓚᐅᖅᐳᑦ ᐱᒋᐊᓕᕝᕕᓐᖓᓂ 2010 ᐊᒥᓱᓄᑦ ᐊᕐᕌᒍᓄᑦ ᐸᕐᓇᐅᑕᐅᔪᓐᓇᕐᑯᓐᓗᒋᑦ, ᐊᑐᖅᑕᐅᓪᓗᑎᓪᓗ ᐋᕿᓂᕐᒥᒃ ᑮᓇᐅᔭᓂᒃ ᓂᐅᕕᐅᑎᒃᓴᓂᒃ ᓄᑖᓂᒃ ᐊᓯᖏᓐᓂᒃ ᐱᕐᑯᑎᓄᑦ ᐊᒻᒪᓗ ᐊᑭᖃᖅᑐᓂᒃ ᐊᓯᖏᓐᓂᒃ ᐱᕐᑯᑎᐅᕙᒃᑐᓂᒃ.

c) ᐱᕈᖅᓯᐊᖑᔪᑦ ᐊᓯᔾᔨᕿᑦᑲᑦᑕᕐᓂᖏᓐᓄᑦ ᐊᑭᖏᑦ ᐸᐸᑕᐅᔫᑦ

ᐱᕈᖅᓯᐊᓄᑦ ᐊᓯᔾᔨᕿᑦᑲᑦᑕᕐᓂᖏᑦ ᐊᑭᖏᑦ ᐸᐸᑕᐅᔫᑦ ᑐᑭᖓᒍᑦ ᐃᓕᑕᕆᔭᐅᓯᒪᕐᑯᓪᓗᒋᑦ ᐊᕐᕌᒍᑕᒫᖅ ᖃᑭᐊᕈᑕᐅᔫᑦ ᔭᒐᔭᐃᔪᓪᓗᓐᓂᑦ ᐱᕈᖅᓯᐊᕆᔭᐅᔪᓂᒃ (ᑮᓇᐅᔭᓄᑦ) ᑕᐃᒫᒃᓴᐃᓐᓇᖅ ᑐᖓᕕᖅᑲᖅᓯᑎᒃ ᐊᐅᓚᑎᔾᔪᑎᓄᑦ ᐸᐸᑕᐅᔪᓂᒃ, ᑖᓪᓕᒪᓂᒃ ᐊᕐᕌᒍᓂᒃ.

d) ᐊᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ

ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ ᓴᕿᑎᑕᐅᓚᐅᖅᑐᑦ ᑮᓇᐅᔭᖅᑯᓪᓗᒋᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐱᓕᐊᒃᓴᐃᑦ ᐊᑐᒐᒃᓴᐃᑦ ᐊᒻᒪᓗ ᐊᑐᖅᑕᐅᓲᖑᓪᓗᑎᒃ ᐊᑐᓕᖅᑎᑦᑎᓂᕐᒧᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒋᓂᐊᖅᑕᖏᓐᓂᒃ.

e) ᐱᓂᕐᓗᒡᔪᐊᕈᓐᓇᕐᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ

ᐱᓂᕐᓗᒡᔪᐊᕈᓐᓇᕐᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ ᑐᕌᖓᕗᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᑦ ᐊᖏᔪᒥᒃ ᐱᓂᕐᓗᒃᑐᖃᕐᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᔪᕈᑕᐅᓐᓂᕈᓂ ᐊᖏᔪᒥᒃ ᐊᑭᑭᒡᓕᒋᐊᕈᑕᐅᓗᑎᒃ ᑲᒥᓯᓇᒃᑯᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᖃᑦᑕᖅᑕᖏᓐᓄᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᓴᕿᑎᑦᑎᓚᐅᖅᑐᑦ ᒪᓕᒐᖃᑦᓚᓇᒃᑐᓂᒃ ᑐᑭᑖᕈᑕᐅᓂᐊᖅᑐᓂᒃ ᐱᓂᕐᓘᑕᐅᔪᖅ ᓱᔪᖃᕐᓂᕐᓗᓐᓃᑦ ᒪᓕᑦᑎᐊᖅᐸᑦ ᑐᑭᖏᓐᓂᒃ ᐱᓂᕐᓘᑕᐅᕐᔪᐊᕐᓂᕐᒥᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕐᓯᐊᕈᑕᐅᔪᓂᒃ. ᑐᕌᒐᓇᓴᐅᕗᑦ ᐊᖏᓂᖏᑦ ᐃᓗᓕᖏᑦ ᐱᓂᕐᓗᒡᔪᐊᕐᓂᕐᒧᑦ ᐸᐸᑕᐅᔪᑦ ᐋᕿᐅᒪᔭᐅᕗᑦ 300-ᖏᖅᑕᖅᓯᒪᔪᒥᒃ ᐊᒥᓲᓂᖅᓴᐅᔪᒥᒃ 2011-ᒥ ᐊᑭᑐᓛᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᓴᓄᑦ ᐊᑭᓕᐅᑎᒃᓴᓄᑦ (YMIR-ᓂᒃ) $82.72-ᓂᒃ. (ᑎᓯᐱᕆ 31 2010 – $75.20, ᔭᓄᐊᕆ 1 2010 – $72.10) ᐲᕐᓗᒋᓪᓗ ᐊᖏᖅᑕᐅᓯᒪᔪᑦ ᐱᓂᕐᓘᑎᖃᕐᔪᐊᕐᓂᕐᒥᒃ ᐱᓯᒪᔪᑦ. ᑭᖑᓂᐊᒍᑦ ᐱᓂᕐᓘᑕᐅᕐᔪᐊᖅᑐᓂᒃ ᓴᕿᓯᒪᔪᑦ ᐊᖏᖅᑕᐅᓚᐅᕐᓗᑎᒃ, ᑮᓇᐅᔭᐃᑦ ᐅᑎᖅᑎᑕᐅᓕᕋᔭᖅᑐᑦ ᐊᑐᖅᑕᐅᓗᑎᒃ ᐊᔾᔨᒌᒃᑐᐃᓐᓇᒥᒃ ᐳᓴᓐᑎᑎᒍᑦ ᐋᕿᒋᐊᕈᒻᒥᒃ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᑖᓗᓚᒃᑎᑕᐅᖃᑦᑕᕐᓂᖏᑦ, ᐊᑯᓂᐅᓂᓕᖕᒥᒃ ᒪᕐᕉᖕᓂᒃ ᐊᕐᕋᒎᖕᓄᑦ ᖁᓕᓄᑦ ᐊᕐᕌᒍᓄᑦ. ᑐᕌᒐᓇᓴᐅᔪᑦ ᐳᖅᑐᓂᖏᑦ ᐱᓂᕐᓘᑕᐅᕐᔪᐊᕐᑐᓄᑦ ᐸᐸᑕᐅᔪᑦ ᐊᑭᓕᐅᑎᒃᓴᖃᕈᑕᐅᕗᑦ ᐱᓂᕐᓘᑕᐅᕐᔪᐊᖅᓯᒪᓂᕐᒧᑦ.

14. ᐱᓂᐊᕐᓂᖏᑦ ᑲᒪᒋᔭᐅᔭᕆᐊᓕᖕᓂᒃ

ᓯᕗᓂᒃᓴᒥ ᐊᑭᑭᓐᓂᖅᐹᒥᒃ ᐊᑭᓕᐅᑎᒃᓴᐃᑦ ᑎᑭᓪᓗᒍ ᑎᓯᐱᕆ 31 ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ ᑎᑎᕋᕐᕖᑦ ᐃᓂᖏᑦ, ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᑐᔪᕐᒥᕖᑦ/ᐊᖏᕐᕋᕆᔭᐅᔪᓄᑦ ᐊᒻᒪᓗ ᐱᖁᑎᓂᒃ ᐊᑐᕐᓂᕐᒧᑦ ᐃᒪᐃᓕᖓᕗᑦ:

ᐊᕐᕋᒍ	**2011**	2010
2011	**$ -**	$ 741
2012	**715**	530
2013	**572**	453
2014	**298**	209
2015	**70**	70
2016	**70**	70
ᑭᖑᓂᐊᒍᑦ	**-**	-
	$ 1,725	**$ 2,073**

ᑕᒪᕐᒥᒃ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᒫᓐᓇᐅᔪᖅ ᐱᑎᑕᖏᓐᓂᒃ ᐱᔪᓐᓇᕐᓂᕙᖃᖅᐳᑦ ᓄᑖᕈᕆᐊᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᑐᖅᑐᐊᖅᑕᐅᔪᑦ ᒫᓐᓇᐅᔪᒥᒃ ᐊᑭᖃᖅᑎᒋᓂᖏᓐᓂᒃ ᒪᓕᒃᑐᓂᒃ. ᓂᐅᕕᖅᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᐱᖑᒎᕈᓐᓇᕐᕕᒃᓴᖃᖅᑎᑕᐅᖏᑐᑦ, ᐊᑐᖅᑐᐊᖅᑕᐅᓂᐊᖅᑐᒃᓴᐅᔪᓂᒃ ᐃᒡᓗᕐᔪᐊᑦ, ᐅᕝᕙᓗᓐᓃᑦ ᖁᒻᒧᒃᐸᓪᓕᐊᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐃᓚᒋᔭᐅᔪᓂ ᐊᑐᖅᑐᐊᕈᑎᖏᓐᓂᒃ.

15. ᓇᓗᓇᕐᓂᖏᓐᓂᒃ ᐊᑐᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐊᑭᓖᖅᑕᑦᑕᓇᐊᖅᐳᑦ ᓯᕗᓂᒃᓴᒥ ᐊᑭᒃᓴᖏᓐᓂᒃ ᓇᓪᓕᐅᒃᒫᖅᑖᓇᐊᓖᑦ ᓇᓗᓇᕈᓐᓃᖅᓯᒪᔪᓂᒃ ᐃᖃᓇᐃᔭᕐᕕᖕᒥ/ᐱᓕᕆᕕᖕᒥᓂ ᐊᓐᓂᒪᒍᑎᑖᖅᓯᒪᔪᓂᒃ, ᓴᕿᑐᐃᓐᓇᕆᐊᖃᖅᑐᓂᒃ ᒫᓐᓇᐅᔪᖅ ᐊᑐᖅᑐᒥ ᐊᕐᕋᒍᒥ ᐅᕝᕙᓗᓐᓃᑦ ᓯᕗᓂᐊᒍᑦ, ᑭᓯᐊᓂ ᓱᓕ ᐃᓕᑕᕆᔭᐅᓯᒪᖏᑐᐃᓐᓇᕆᐊᖃᕐᓂᖏᓐᓂᑦ ᐊᒻᒪᓗ ᐅᖃᐅᓯᐅᓚᐅᕐᓂᖏᓐᓂᒃ ᐊᒥᓱᒐᓴᖕᓄᑦ ᐊᕐᕋᒍᓄᑦ ᐅᖓᕙᖅᓯᒪᓚᐅᕐᓂᖏᓐᓄᑦ ᑭᖑᕙᕆᐊᖅᑕᐅᓯᒪᓂᖏᓐᓄᑦ ᐊᑯᓂᖅᑲᑦᑕᕐᓂᖏᓐᓄᑦ ᑕᒪᒃᑯᓂᖓ ᖃᓂᒪᓂᖅᑖᕈᑎᖃᖅᓯᒪᓂᖏᑦ. ᐱᑕᖃᖃᑦᑕᖏᓐᓂᖏᓐᓂᑦ ᓴᕿᐅᒪᑦᑎᐊᕈᓐᓇᖅᑐᑦ ᖃᐅᔨᒪᔪᒌᑦ ᑕᐃᒪᐃᓕᖓᕙᒃᑐᓂ,

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖅᑭᓐᓄᑦ ᐅᓂᒃᑲᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᑕᒪᒃᑯᐊ ᐊᑭᓕᖅᑐᒐᒃᓴᐃᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᔪᓐᓇᖏᒻᒪᑕ, ᐃᓚᒋᔭᐅᕐᑲᑦᑕᖏᑦᓚᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᒐᒃᓴᓄᑦ ᐅᕝᕙᓗᓐᓂᑦ ᑎᑎᕋᖅᑕᐅᕐᑲᑦᑕᖏᑦᑐᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕖᓂᖏᓐᓂᒃ ᐅᓂᒃᑲᓕᐊᖑᔪᓂ.

ᑲᒥᓯᓇᒃᑯᑦ ᕿᒥᕐᕈᐊᖅᑎᐊᖅᓯᑎᒃ ᖃᐅᔨᓴᖅᐸᑦᓕᐊᓕᖅ>ᑦ ᐃᓗᓕᖏᓐᓂᒃ SPI-ᖃᕐᓂᖏᓐᓂᒃ ᑕᕿᑕᒦᖅ ᐱᓕᕆᔪᓐᓃᖅᑐᖅᓯᐅᑎᓂᒃ ᐊᑭᓕᐅᑎᒋᖍᒃᑕᖏᓐᓂᒃ (ᐅᓂᒃᑳᑦ 11(b)). ᑖᒃᑯᐊ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ ᐆᒃᑐᕋᒐᒃᓴᐅᖏᒻᒪᑕ ᐃᓚᔭᐅᓯᒪᖏᑦᓚᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᔪᓄᑦ ᑎᑎᕋᖅᑕᐅᕐᑲᑦᑕᖏᑦᑐᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕖᓂᖏᓐᓂᒃ ᐅᓂᒃᑲᓕᐊᖑᔪᓂ. ᕿᒥᕐᕈᐊᖅᑕᐅᕖᓂᒃᓯᒪᓕᖅᑎᓪᓗᒋᑦ, ᐊᑭᓕᖅᑕᐅᓯᒪᖏᓗᐊᖅᑐᓂᒃ ᐅᑎᕐᕕᐅᖕᒃ>ᑦ ᐋᒃᑐᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᓕᕆᐅᔪᓐᓃᖅᓯᒪᔪᓄᑦ.

2005-ᒥ, ᐱᓕᕆᐅᔪᖅ/ᐃᖃᓇᐃᔭᖅᑎᐅᔪᖅ ᑐᓂᓯᓚᐅᖅᑐᖅ ᐃᖅᑲᖅᑐᐃᕕᖑᒧᑦ ᑎᑎᖃᓂᒃ ᐃᓄᓕᒦᑦ ᐱᔪᓇᐅᑎᖏᓐᓂᒃ ᓱᕋᐃᓂᕐᒧᑦ ᐅᓂᕐᑑᑎᒥᒃ ᐸᓯᒃᓯᔪᒥᒃ ᐃᖃᓇᐃᔭᖅᑏᑦ/ᐱᓕᕇᑦ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᓕᕇᒃᑯᖏᑦ ᑲᑎᒪᔩᑦ ᐊᑐᐊᒐᖏᑦ ᓇᕿᓇᖅᑑᑎᑦᑎᓂᖏᓐᓂᒃ ᐃᖕᒥᓂᒃ ᑐᖓᕕᐅᑦᑐᑎᒃ ᐃᓅᖃᑎᒌᒃᑐᓂᒃ ᖃᓄᐃᓕᖓᓂᖓᓂᒃ. ᑕᐃᓐᓇ ᐅᓐᓂᕐᑐᓚᐅᖅᑐᖅ ᑲᔪᑦᑎᐊᓚᐅᖅ>ᖅ ᓵᓕᖃᖅᑎᑕᐅᑦᑐᓂ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᓇᑦᓕᐅᒃᑯᒪᒃᓴᓕᕇᑦ ᑲᑎᒪᔨᖏᑦ (ᒫᓐᓇᐅᓕᖅᑐᖅ ᑲᒥᓯᓇᒃᑯᖏᑦ) ᓴᖑᓐᓂᐊᖅᑎᑦᑎᓕᓚᐅᖅ>ᑦ ᐃᓱᒪᓕᐊᖑᓂᖔᓂᒃ. ᐃᖃᖅᑐᐃᔨᕐᔪᐊᒃᑯᓐᓄᑦ ᓄᓇᕗᐊᕐᒥ ᑐᓵᔭᐅᓚᐅᖅ>ᑦ ᓴᖑᓐᓂᐊᕈᑎᖏᑦ ᔭᓄᐊᕆ 2012-ᖑᑎᓪᓗᒍ, ᐃᓱᒪᓕᐊᖑᓂᐊᖅᑐᒥᒃ ᐅᑕᕿᑐᐃᓐᓇᓕᖅ>ᑦ. ᑐᖓᕕᒋᓗᒋᑦ ᐃᓱᒪᓕᐊᖑᓂᖏᑦ ᓴᖑᓐᓂᐊᕈᑎᖏᑦ, ᐱᐅᓯᕆᔭᐅᔪᑐᖃᐃᑦ ᖃᓄᐃᓕᖓᓂᖏᑦ ᐊᑐᖃᑦᑐᕐᓂᖏᓐᓂᒃ ᐊᑐᐊᒐᕐᒥᓂᒃ ᐃᓚᐅᑎᑦᑎᖃᑦᑕᖏᓐᓂᖅ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᓇᑦᓕᐅᒃᑯᒫᒃᓴᓂᒃ ᑮᓇᐅᔭᓕᐊᕆᔭᐅᔪᓂᒃ ᓈᓴᐃᖃᑕᐅᕐᑲᑦᑕᕐᓂᖅ ᑖᒃᑰᔭᖅᑕᐅᓯᒫᓃᒃᑐᓂᒃ ᑕᕿᑕᒦᖅ ᐅᑎᕐᕕᐅᕚᖕᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔾᔪᓂᒃ. ᑮᓇᐅᔭᖅᑎᒍᑦ ᖃᓄᐃᓕᔾᔪᑕᐅᓂᐊᕐᓂᖏᑦ ᓱᓕ ᖃᐅᒪᔭᐅᖏᑦᑐᑦ.

2010-ᖑᑎᓪᓗᒍ, ᐱᓕᕆᐅᔪᖅ/ᐃᖃᓇᐃᔭᖅᑎᐅᔪᖅ ᑐᓂᓯᓚᐅᖅᑐᖅ ᐃᖅᑲᖅᑐᐃᕕᖕᓄᑦ ᑎᑎᖃᓂᒃ ᐃᓄᓕᒦᑦ ᐱᔪᓇᐅᑎᖏᓐᓂᒃ ᓱᕋᐃᓂᕐᒧᑦ ᐅᓂᕐᑑᑎᖃᖅᑐᓂᒃ ᐸᓯᒃᓯᔪᒥᒃ ᑲᒥᓯᓇᒃᑯᓐᓂᒃ ᓇᕿᓂᖃᓚᐅᕐᓂᖏᓐᓂᒃ ᐃᖕᒥᓂᒃ ᑐᖓᕕᖃᕐᓯᑎᒃ ᑎᒥᒃᑯᑦ ᐊᔪᕈᑎᖃᕐᓂᖓᓂᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᐊᒻᒪᓗ ᑕᐃᓐᓇ ᐱᓕᕆᐅᔪᖅ ᐊᖏᖃᑎᒋᔫᓐᓇᖅᓯᓚᐅᖅ>ᒃ 2011-ᒥ, ᑕᐃᓐᓇ ᐱᓕᕆᐅᔪᖅ/ᐃᖃᓇᐃᔭᖅᑎᐅᔪᖅ ᐋᓐᓂᐊᓯᐅᖅᑎᓄᑦ ᖃᐅᔨᓴᖅᑕᐅᒃᑲᓐᓂᓚᖓᑦᓗᓂ ᐊᒻᒪᓗ ᐱᓕᕙᓐᓇᐃᑦᓕᓯᒪᓂᖓ ᖃᐅᔨᓴᖅᑕᐅᑦᑎᐊᒃᑲᓐᓂᕐᓂᐊᖅᓯᑎᒃ. ᑮᓇᐅᔭᖅᑎᒍᑦ ᖃᓄᐃᓕᔾᔪᑕᐅᓂᐊᕐᓂᖏᑦ ᓱᓕ ᖃᐅᒪᔭᐅᖏᑦᑐᑦ.

2011-ᖑᑎᓪᓗᒍ, ᐱᓕᕆᐅᔪᖅ/ᐃᖃᓇᐃᔭᖅᑎᐅᔪᖅ ᑐᓂᓯᓚᐅᖅᑐᖅ ᐃᖅᑲᖅᑐᐃᕕᖕᓄᑦ ᑎᑎᖃᓂᒃ ᐃᓄᓕᒦᑦ ᐱᔪᓇᐅᑎᖏᓐᓂᒃ ᓱᕋᐃᓂᕐᒧᑦ ᐅᓂᕐᑑᑎᖃᖅᑐᓂᒃ ᐸᓯᒃᓯᔪᒥᒃ ᑲᒥᓯᓇᒃᑯᓐᓂᒃ ᓇᕿᓂᖃᓚᐅᕐᓂᖏᓐᓂᒃ ᐃᖕᒥᓂᒃ ᑐᖓᕕᖃᕐᓯᑎᒃ ᑎᒥᒃᑯᑦ ᐊᔪᕈᑎᖃᕐᓂᖓᓂᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᑭᐅᓚᐅᖅᑑᕗᓗᐊᑦ ᐅᓐᓂᕐᑰᒃᓯᒪᔪᒧᑦ ᑭᓯᐊᓂ ᓱᓕ ᑐᓴᖅᓯᒪᖏᑦᑐᑦ ᐃᓄᓕᒦᑦ ᐱᔪᓇᐅᑎᖏᓐᓄᑦ ᐃᓱᒪᓕᐅᖅᑎᓄᑦ ᑕᐃᓐᓇ ᐅᓐᓂᕐᑑᑕᐅᔪᖅ ᑐᓂᔭᐅᓂᐊᕐᒪᖔᑕ ᐃᓱᒪᒃᓴᖅᓯᐅᑎᐅᓂᐊᖅᑐᓄᑦ ᑲᑎᒪᔩᓄᑦ ᓇᓚᒃᑕᐅᓂᐊᕐᓂᕐᒧᑦ ᐅᕝᕙᓗᓐᓂᑦ ᕐᑯᔭᓇᖅᑕᐅᓂᐊᕐᒪᖔᑕ. ᑕᐃᒪᐃᓐᓂᖏᓐᓄᑦ, ᑮᓇᐅᔭᖅᑎᒍᑦ ᖃᓄᐃᓕᔾᔪᑕᐅᓂᐊᕐᓂᖏᑦ ᓱᓕ ᖃᐅᒪᔭᐅᖏᑦᑐᑦ.

ᓯᑎᐱᕆ 22, 2011-ᖑᑎᓪᓗᒍ,ᐋᒃᑎᒃ ᓴᓐᐅᐊᔅᑎᒃᑯᑦ ᐃᒪᕐᒥ ᒥᑦᑐᓐᓇᖅᑐᑦ ᖃᖓᑕᓲᖓᑦ ᒥᑦᑕᖅᑐᕆᐊᖅᓯᓂ ᑲᑕᓚᐅᕐᒪᑦ ᔭᓗᓇᐃᕝᒥ, ᓄᓇᕗᐊᕐᒥ, ᐃᓅᔪᓐᓃᓚᐅᖅᓯᑎᒃ ᒪᕿᒃ ᐊᒻᒪᓗ ᐊᓐᓂᖅᓯᑎᒃ 7-ᖑᓪᓗᑎᒃ. ᐊᑐᕈᓐᓇᕐᓂᖏᓐᓂ ᐊᑐᖅᓯᑎᒃ, ᑲᒥᓯᓇᒃᑯᑦ ᑐᑭᓕᐅᖅᐸᓪᓕᐊᓕᖅᑐᑦ ᐊᑐᖓᕈᓐᓇᖅᑐᓂᒃ ᐅᑎᕐᕕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓂᒃ, ᐊᖅᑯᑎᖃᕐᓗᑎᒃ ᐱᖓᔪᕆᔭᐅᔪᓂᒃ ᐃᓚᒋᔭᐅᖃᑕᐅᔪᑦ ᐱᓕᕆᐊᕆᔭᖏᓐᓂᒃ. ᑮᓇᐅᔭᖅᑎᒍᑦ ᖃᓄᐃᓕᔾᔪᑕᐅᓂᐊᕐᓂᖏᑦ ᓱᓕ ᖃᐅᒪᔭᐅᖏᑦᑐᑦ.

ᐋᒐᓯ 20 2011-ᖑᑎᓪᓗᒍ, ᕗᓯᑦ ᐃᑲᒃᑯᑦ ᖃᖓᑕᓲᖓᑦ, ᑎᑭᑦᑕᖅᑐᓕᖅᓯᓂ ᖃᑕᓚᐅᕐᒪᑦ ᖃᐅᓯᐃᑦᑐᖅᒥ, ᓄᓇᕘᑦ, ᑐᕐᑯᓪᓗᑎᒃ 12 ᐃᓄᐃᑦ ᐊᒻᒪᓗ ᐋᓐᓂᖅᓯᑎᒃ ᐱᖓᓱᑦ. ᐊᑐᕈᓐᓇᕐᓂᖏᓐᓂ ᐊᑐᖅᓯᑎᒃ, ᑲᒥᓯᓇᒃᑯᑦ ᑐᑭᓕᐅᖅᐸᓪᓕᐊᓕᖅᑐᑦ ᐊᑐᖓᕈᓐᓇᖅᑐᓂᒃ ᐅᑎᕐᕕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓂᒃ, ᐊᖅᑯᑎᖃᕐᓗᑎᒃ ᐱᖓᔪᕆᔭᐅᔪᓂᒃ ᐃᓚᒋᔭᐅᖃᑕᐅᔪᑦ ᐱᓕᕆᐊᕆᔭᖏᓐᓂᒃ. ᑮᓇᐅᔭᖅᑎᒍᑦ ᖃᓄᐃᓕᔾᔪᑕᐅᓂᐊᕐᓂᖏᑦ ᓱᓕ ᖃᐅᒪᔭᐅᖏᑦᑐᑦ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖓᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖕᒋᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐱᔾᔪᑕᐅᓂᖓᓐᓄᑦ ᖃᓄᐃᑦᑑᓂᖏᑦ ᑲᒥᓯᓇᒃᑯᓄᑦ ᐊᐅᓚᑕᐅᔪᑦ, ᐊᓯᖏᑦ ᐊᔾᔨᒌᖏᑦᑑᑏᑦ ᒪᓕᒐᓕᕆᔪᑦ ᓱᓕᑦᑕᐅᖅ ᐅᑕᕿᔭᐅᓕᖅᐳᑦ ᖃᓄᐃᓕᓂᐊᕐᓂᖏᑦ. ᐃᓱᒪᒋᔭᖏᓐᓂ ᐊᐅᓚᑦᑎᔨᐅᑕᐅᔪᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ, ᑕᒪᒃᑯᐊ ᐱᓕᕆᐊᒃᓴᐃᑦ ᐊᒃᑐᐃᓂᖅᑳᔭᖏᑦᑐᑦ ᐱᖁᑎᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᑦ ᑮᓇᐅᔭᑎᒍᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ ᐅᕝᕙᓘᓐᓃᑦ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᒃ ᐊᐅᓚᑕᖏᑦ.

16. ᑮᓇᐅᔭᓄᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᔪᓂᒃ ᐊᐅᓚᑦᑎᓂᖅ

ᐊᐅᓚᑦᑎᔾᔨᑦ ᑲᑎᒪᔨᖏᑦ ᑲᒪᔨᐅᕙᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᖏᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᕐᑲᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᖏᑦ ᐊᒻᒪᓗ ᐸᕐᓇᐅᑎᖏᑦ. ᐱᕈᖅᓯᐊᕐᑲᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᐃᑦ ᐸᕐᓇᐅᑏᑦᑐ ᓇᓗᓇᐃᖅᓯᓯᒪᕙᑦ ᖃᓄᐃᑦᑑᓂᖏᓐᓂᒃ ᖃᓄᕐᓗ ᓇᓗᓇᐃᒃᑯᑦᑲᕐᓂᖏᓐᓂᒃ ᐱᕈᖅᓯᐊᕆᔭᐅᔪᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓱᐊᖅᑐᑦ, ᐊᒻᒪᓗ ᖃᓄᖅ ᑲᒥᓯᓇᒃᑯᑦ ᐸᕐᓇᒃᓯᒪᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᕆᔪᒪᓂᐊᖅᑕᖏᓐᓂᒃ, ᐊᐅᓚᑕᐅᓂᖏᓐᓂᓗ ᐱᕈᖅᓯᐊᕝᒍᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᐊᐅᓚᑦᑎᕙᒃᐳᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᓂᖏᓐᓂᒃ ᐱᕈᖅᓯᐊᖏᓐᓂᒃ ᐋᕿᐅᒪᔭᐅᑎᐊᖅᓯᑎᒃ ᐊᔾᔨᒋᖏᑦᑐᓂᒃ ᐱᕈᖅᓯᐊᕝᒍᓇᓯᒃᑐᑦ ᖃᓄᐃᑑᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᓕᕆᐊᖅᑎᐊᖅᑲᑦᑕᕐᓂᕐᒥᒃ ᓯᓚᑎᒥᐅᑕᓂᒃ ᐱᕈᖅᓯᐊᕝᒍᔪᓂᒃ ᐊᐅᓚᑦᑎᔾᔨᓂᒃ ᐊᔾᔨᒌᖏᑦᑑᑎᐅᔪᓂᒃ ᐱᕈᖅᓯᐊᕈᑎᖃᖅᑐᓂᒃ ᐊᒻᒪᓗ ᑐᕌᒐᖃᖅᑐᓂᒃ. ᑕᒪᐃᓐᓂᒃ ᐅᖃᐅᓯᕆᓪᓗᒋᑦ, ᐱᕈᖅᓯᐊᑦ ᑎᒍᒥᐊᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᑎᑭᓪᓗᒋᑦ ᓂᐅᕐᕈᑎᒃᓴᕝᒎᖅᑎᑕᐅᓂᖓᓐᓄᑦ ᐱᐅᔪᓂᐊᖅᑐᓵᓕᖅᐸᑕ. ᑲᒥᓯᓇᒃᑯᑦ ᑕᐃᒪᖓᓕᓖᖅ ᕿᒥᕐᕈᐊᖅᐸᓪᓕᐊᖏᓐᓇᖅᐸᒃᑐᓄᑦ ᖃᓄᐃᓕᐅᖅᑎᒋᓂᖏᓐᓂᒃ ᐱᕈᖅᓯᐊᕝᒍᑎᑕᖏᑦ ᐊᔾᔨᒌᖏᑦᑑᑎᐅᔪᑦ, ᖃᐅᔨᓴᖅᑕᐅᕙᒃᓯᑎᒃ ᐋᕿᐅᒪᔭᐅᓕᐊᓂᒃᑐᑦ ᓴᓈᓇᔭᐅᕙᖕᓂᖏᓐᓂᒃ ᐊᑐᓕᖅᐸᓪᓕᐊᓯᒪᔪᑦ.

ᑲᒥᓯᓇᒃᑯᑦ ᐅᓗᕆᐊᓇᕈᑎᖃᖃᑦᑕᖅᐳᑦ ᒪᑯᓂᖓ ᐊᑖᓐᓂᑦᑐᓂᒃ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕈᑎᖃᖃᑦᑕᖅᑐᓂᒃ, ᐊᑐᖅᑕᐅᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᒋᕙᒃᑕᖏᑦ:

- ᑮᓇᐅᔭᖑᖅᑎᑕᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ
- ᐊᑭᓕᒃᓴᕈᕈᑕᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ
- ᓂᐅᕿᑎᒃᓴᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ
    - ᕿᑐᖏᐅᕈᑎᖃᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑎᑦ
    - ᑲᓇᑕᐅᑉ ᓯᓚᑖᓂᒃ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᓄᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ
    - ᐃᒡᓗᕐᔪᐊᑦ ᐱᖁᑎᒋᔭᐅᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐅᓗᕆᐊᓇᕐᓂᖅᑲᖅᑐᒦᖅᑲᑦᑕᕐᓂᖏᑦ ᓴᕿᓚᕿᒃᑲᑦᑕᖅᐳᑦ ᐱᓗᐊᖅᑐᒥᒃ ᐱᕈᖅᓯᐊᕆᔭᐅᓇᓯᐊᖅᑐᓂᒃ ᑎᒍᒥᐊᖅᑕᐅᔪᓂᒃ, ᐊᒻᒪᓗᑕᐅᖅ ᐊᑕᓂᖏᓐᓄᑦ ᐊᓯᖏᓐᓄᑦ ᑮᓇᐅᔭᕆᔭᐅᔪᓄᑦ ᐱᑯᑎᓄᑦ ᐊᒻᒪᓗ ᐊᑭᓕᖅᑐᒐᒃᓴᐅᔪᓄᑦ. ᐅᑯᐊ ᑕᒡᕙ ᑎᑎᕋᖅᓯᒪᔪᑦ ᐅᓂᒃᑳᕈᑕᐅᔪᑦ ᖃᐅᔾᔭᒪᑎᑦᑎᓂᖅ ᑲᒥᓯᓇᒃᑯᓄᑦ ᐅᓗᕆᐊᕐᓂᖃᖃᑦᑕᖅᑐᓂᒃ ᐊᒻᒪᓗ ᑲᒥᓯᓇᒃᑯᑦ ᑐᕋᒐᕆᔭᐅᖏᓐᓂᒃ, ᐊᑐᐊᒐᕆᔭᖏᓐᓂᒃ, ᐊᒻᒪᓗ ᐱᐅᓯᕆᕙᒃᑕᖏᓐᓂᒃ ᐆᒃᑐᕋᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᐊᐅᓚᑕᐅᑦᑎᐊᕈᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑎᓛᑦ.

a) ᑮᓇᐅᔭᖑᖅᑎᑕᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ

ᑮᓇᐅᔭᖑᖅᑎᑕᐅᔪᓐᓇᖅᑎᒋᓂᖏᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᓂᖏᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᕙᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᐊᑐᖅᑕᐅᓰᖑᒥᔪᑦ, ᐊᔪᕐᓇᕈᑕᐅᓂᖏᓐᓄᑦ ᐊᖑᒪᔪᓐᓇᕐᓂᖅ ᐊᑭᓕᖅᑐᕆᐊᖅᖃᖅᑕᖏᓐᓂᒃ ᑮᓇᐅᔭᓄᑦ. ᑮᓇᐅᔭᖅᑖᕈᑕᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᓂᖏᑦ ᐊᑦᑎᒃᑐᒻᒪᕆᖑᕌᐸᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᐱᓯᒪᖃᑦᑕᕐᒪᑕ ᐃᓕᔭᐅᓯᒪᔪᓂᒃ ᕿᓚᒥᐅᔪᒧᑦᑐ ᐱᕈᖅᓯᐊᕆᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᒃᑯᕕᖕᓂᑦᑐᓂᒃ, ᑮᓇᐅᔭᖑᖅᑎᑕᐅᔪᖃᕆᐊᖃᖅᑐᓄᑦ. 2011-ᒥ ᑮᓇᐅᔭᑦᓚᕇᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᑦᓚᕆᖕᓂᒃ ᓇᓕᒍᓖᑦ ᐋᕿᒃᐅᒪᓚᐅᖅᑐᑦ $425-ᒥ ᐅᕝᕙᓘᓐᓃᑦ ᐊᖏᓂᖃᖅᑎᒋᔪᒥᒃ 0.11-ᒥᒃ ᕿᓚᒻᒥᐅᔪᒧᑦ ᐊᑭᓕᖅᑐᖓᒃᓴᓄᑦ (ᑎᓯᐱᕆ 31 2010 ᑮᓇᐅᔭᑦᓚᕇᑦ ᐃᒪᐃᓕᖓᓚᐅᖅᑐᑦ $5,543 ᐅᕝᕙᓘᓐᓃᑦ 1.03, ᔭᓄᐊᕆ 1 2010 ᑮᓇᐅᔭᑦᓚᕇᑦ ᐃᒪᐃᓕᖓᓚᐅᖅᑐᑦ $7,097 ᐅᕝᕙᓘᓐᓃᑦ 0.70).

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᑎᓯᐱᕆ 31 2011	1 ᐊᕐᕋᒍᒥ ᐊᑖᓃᑐᓐᓃᒃ	2-3 ᐊᕐᕋᒍᓂ	4-5 ᐊᕐᕋᒍᓂ	6 ᐊᕐᕋᒍᓂᒃ ᐅᖓᑕᓃᓗᓐᓃᑦ	ᑲᑎᓪᓗᒋᑦ
ᑮᓇᐅᔭᐃᑦ					
ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ ᑲᑎᓯᒪᔪᓪᓗ ᐊᑭᓕᒃᓴᐃᑦ	$ 2,984	-	-	-	$ 2,984
ᔾᔭᐃᔭᓐᑦ ᒪᐃᓐᑯᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖏᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ	-	-	-	-	
ᖃᐅᔨᓴᖅᑕᐅᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔩᑦ ᐅᑎᕐᕕᐅᔭᕆᐊᓖᑦ	1,009	-	-	-	1,009
	$ 3,993	-	-	-	$ 3,993

ᑎᓯᐱᕆ 31 2010	1 ᐊᕐᕋᒍᒥ ᐊᑖᓃᑐᓐᓃᒃ	2-3 ᐊᕐᕋᒍᓂ	4-5 ᐊᕐᕋᒍᓂ	6 ᐊᕐᕋᒍᓂᒃ ᐅᖓᑕᓃᓗᓐᓃᑦ	ᑲᑎᓪᓗᒋᑦ
ᑮᓇᐅᔭᐃᑦ					
ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ ᑲᑎᓯᒪᔪᓪᓗ ᐊᑭᓕᒃᓴᐃᑦ	$ 3,485	-	-	-	$ 3,485
ᔾᔭᐃᔭᓐᑦ ᒪᐃᓐᑯᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖏᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ	930	-	-	-	930
ᖃᐅᔨᓴᖅᑕᐅᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔩᑦ ᐅᑎᕐᕕᐅᔭᕆᐊᓖᑦ	981	-	-	-	981
	$ 5,396	-	-	-	$ 5,396

ᔭᓄᐊᕆ 1 2010	1 ᐊᕐᕋᒍᒥ ᐊᑖᓃᑐᓐᓃᒃ	2-3 ᐊᕐᕋᒍᓂ	4-5 ᐊᕐᕋᒍᓂ	6 ᐊᕐᕋᒍᓂᒃ ᐅᖓᑕᓃᓗᓐᓃᑦ	ᑲᑎᓪᓗᒋᑦ
ᑮᓇᐅᔭᐃᑦ					
ᐊᑭᓕᖅᑕᐅᔭᕆᐊᓖᑦ ᑲᑎᓯᒪᔪᓪᓗ ᐊᑭᓕᒃᓴᐃᑦ	$ 3,337	-	-	-	$ 3,337
ᔾᔭᐃᔭᓐᑦ ᒪᐃᓐᑯᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖏᓄᑦ ᐊᑭᓕᕆᐊᓖᑦ	5,004	-	-	-	5,004
ᖃᐅᔨᓴᖅᑕᐅᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔩᑦ ᐅᑎᕐᕕᐅᔭᕆᐊᓖᑦ	1,846	-	-	-	1,846
	$ 10,187	-	-	-	$ 10,187

b) ᐊᑭᓕᓴᕈᕈᓐᓇᕐᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ

ᐊᑭᓕᒃᓴᕈᕈᓐᓇᕐᓂᕐᒧᑦ ᐅᓗᕆᐊᓇᕈᑏᑦ ᑮᓇᐅᔭᓕᕆᔾᔪᑎᓂᒃ ᓴᕿᑲᑦᑕᖅᐳᑦ ᐃᓖᓐᓂᐊᓗᒃᑯᑦ ᓂᐅᕕᖅᑎᐅᓯᒪᔪᖅ ᐃᓚᖓᓗᓐᓃᑦ ᑮᓇᐅᔭᓕᐅᕐᕕᐅᓚᐅᖅᑐᖅ ᐊᑮᓐᓂᖏᒃᑯᓂ ᐊᑭᓕᕆᐊᓕᖕᒥᒃ. ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕆᔭᖏᑦ ᒪᓕᒐᖃᖅᐳᑦ ᑕᐃᒃᑯᐊ ᕿᓚᒻᒥᐅᔪᒧᑦ ᐱᕈᖅᓯᐊᖑᓯᒪᔪᑦ ᓂᐅᕕᖅᑕᐅᑎᓪᓗᒋᑦ ᒥᑭᓐᓂᖅᐸᖃᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐊᑭᓕᕈᕈᓐᓇᐅᑎᖃᕐᓂᖅᑐᒥᒃ ᓇᓗᓇᐃᒃᑯᑕᓕᖕᓂᒃ R-1 (ᐊᑎᒃᑐᒥᒃ) ᓇᓕᒧᒋᔫᓂᒡᓗᓐᓃᑦ ᑕᐃᒃᑯᐊᓗ 90%-ᖏᓂᑦᑐᑦ ᐅᖓᑕᓃᓗᓐᓃᑦ ᐊᓯᖏᑦ ᐋᖅᑭᐅᒪᔭᐅᕙᒌᒃᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᑐᑦ ᒥᑭᓂᖅᐹᒥᒃ ᐊᑭᓕᒃᓴᕈᕈᓐᓇᕇᒃᑯᑎᖃᖅᑎᑕᐅᓪᓗᑎᒃ ᓇᓗᓇᐃᒃᑯᑕᓕᖕᒥᒃ A- ᓇᓕᒧᖏᔭᖏᓐᓂᒡᓗᓐᓃᑦ. ᐃᖕᒥᒃᑰᖅᑐᓄᑦ ᓇᓗᓇᐃᒃᑯᑦᑎᖅᑕᐅᓯᒪᑎᒋᔪᓐᓇᕐᓂᖏᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᑐᑭᑖᖅᑎᐅᕙᒃᐳᑦ ᖃᓄᑎᒋ ᐅᓗᕆᐊᓇᕈᑎᒃᓴᖃᖅᑎᒋᔪᓐᓇᕐᒪᖔᑕ ᑕᐃᒃᑯᐊ.

ᑲᒥᓯᓇᒃᑯᑦ ᐅᓗᕆᐊᓇᕐᓂᖃᖅᑎᑦᑐᓐᓇᖅᑕᖏᑦ ᐊᑭᓕᒃᓴᕈᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᑕᔪᑦ ᑮᓇᐅᔭᓕᐊᕆᕙᓪᓕᐊᔭᖏᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᓂᐊᖅᑐᓂᒃ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔩᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᖔᓂᒃ ᐊᑭᓕᐅᓯᐊᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᐅᔪᓄᑦ

ᐅᓂᒃᖃᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐅᑯᐊᓄᓐᓂᑦ ᐊᓯᖏᓐᓂᒃ ᐊᑭᓕᖅᑐᐃᔨᐅᔪᓂᒃ ᐊᑭᓕᖅᑕᐅᔪᓐᓇᐃᑦᓕᒍᑎᒃ ᑲᒥᓯᓇᒃᑯᓄᐊᖅᑕᐅᔭᕆᐊᖅᑲᖅᑐᓂᒃ. ᐊᖏᓛᖅ ᐊᑭᓕᒃᓴᕈᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᐅᓗᕆᐊᓇᕈᑏᑦ ᐋᕿᐅᒪᕗᑦ ᐃᒫᑎᒋ $4,130 (ᑎᓯᐱᕆ 31 2010-ᒥ – $2,004, ᔭᓄᐊᕆ 1 2010-ᒥ – $969). ᐱᕙᒃᓴᖅᑲᖅᑎᑦᑎᓂᖅ ᓇᓄᓇᖅᑐᓄᑦ ᑮᓇᐅᔭᖁᑎᒋᔭᐅᔪᑦ ᐊᑐᖅᑕᐅᕙᒃᐳᑦ ᔭᒐᐃᔭᐅᑐᐃᓐᓇᕆᐊᖅᑲᖅᑐᓂ ᐊᑐᖅᓯᒪᓕᖅᑐᓂ ᐅᓂᒃᑳᖕᕕᐅᓂᕐᒧᑦ ᐅᑦᓄᖏᓐᓂᒃ. ᐊᖏᓂᖏᑦ ᐅᖃᐅᓯᐅᔪᑦ ᖃᓄᐃᓕᖕᒐᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᐃᑦ ᐅᓂᒃᑲᓕᐊᖏᓐᓂᒃ ᑖᒃᓯᔭᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐱᕙᒃᓴᖅᑲᖅᑎᑕᐅᓯᒪᔪᑦ ᑕᒪᒃᑯᐊ ᓇᓄᓇᖅᐸᒃᑐᑦ ᐊᑭᓕᖅᑕᐅᓂᐊᕐᒪᖔᑕ. ᑕᒪᕐᒥᒃ ᑮᓇᐅᔭᐃᑦ ᐊᑭᓕᖅᑕᐅᓗᑎᒃ ᖃᐃᑕᐅᔭᕆᐊᓖᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑏᑦ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᓐᓄᑦ ᐊᑭᓕᖅᑕᐅᓗᑎᒃ ᖃᐃᑕᐅᔭᕆᐊᓖᑦ ᐃᓱᒪᒋᔭᐅᕙᒃᐳᑦ ᓈᒻᒪᖏᑦᑑᓕᕐᒪᖔᑕ ᐊᑐᓂ ᐃᖏᒨᖅᑕᐅᖃᑦᑕᖅᓱᑎᒃ, ᑭᖑᕙᓗᐊᓕᕋᖓᑦ ᐅᑯᐊᓄᓐᓂᑦ ᓴᕿᐅᒪᔪᖃᖏᑎᓪᓗᒍ ᑭᖑᕙᕈᓐᓇᖅᑎᑕᐅᓯᒪᓂᖏᓐᓂᒃ. ᑲᒥᓯᓇᒃᑯᑕᐅᖅ ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᖃᖃᑦᑕᕐᓇᖓᑦ ᓂᐅᕕᖅᐸᒃᑑᑦ ᐊᑮᕙᓪᓚᐊᓂᕆᖃᑦᑕᖅᓯᒪᔭᖏᓐᓂᒃ ᐊᑐᖅᓯᒪᔭᖏᓐᓂᒃ, ᖃᓄᑎᒋᓚ ᐊᑭᓕᒃᓴᖃᖏᑎᒋᓂᖏᓐᓂᒃ, ᐊᒻᒪᓗ ᐊᑐᖅᑐᓂᒃ ᑮᓇᐅᔭᓚᐅᖅᐸᓪᓚᐊᑎᒋᓂᐅᔪᒥᒃ ᓂᐅᕕᖅᐸᒃᑑᑉ ᐱᓕᕆᕝᕕᒋᔭᖏᓂ, ᖃᐅᔾᓴᕈᒪᓪᓗᒋᑦ ᓈᒻᒪᖏᓐᓂᖏᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᐃᓚᑕᖅᓯᓯᒪᕚᒃᐳᑦ ᐱᕙᒃᓴᖅᑲᖅᑎᑕᐅᖃᑦᑕᖅᑐᓂᒃ ᓇᓄᓇᖅᑐᓂᒃ ᑮᓇᐅᔭᖅᑖᕝᕕᐅᕙᒃᑐᓂᒃ, ᐃᓚᒋᔭᖏᓐᓂᓗ ᐱᐅᖏᑐᖃᖅᑐᓂᒃ ᐊᑭᓕᒃᓴᐃᔭᖃᑦᑕᖏᓐᓂᒃ, ᐊᐅᓚᑦᑎᔩᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᖃᕐᓂᖏᓐᓂᒃ ᐅᑎᖅᑎᑕᐅᓂᐊᖅᑐᔫᕐᓂᖏᑦ ᒥᕿᓂᖅᓴᐅᓚᖓᓂᖅ ᐊᖏᔪᓂᖏᓐᓂᒃ ᖃᐃᑕᐅᓯᒪᔭᕆᐊᓚᐅᖅᑐᓂᒃ. ᑕᒪᕐᒥᒃ ᐱᐅᔪᓐᓂᖅᓯᒪᔪᑦ ᐊᑭᓕᒃᓴᕆᔭᐅᔪᑦ ᐊᑭᓚᒃᓴᓐᖑᖅᑎᑕᐅᓐᖑᕚᑦ ᐃᖃᓇᐃᔭᕐᕕᖕᒥᒃ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᓴᓄᑦ ᐊᑭᓚᒃᓴᓄᑦ.

ᑲᒥᓯᓇᒃᑯᑦ ᐅᒃᐱᕈᓱᒃᐳᑦ ᐊᑭᓕᓴᕈᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕈᑕᐅᓂᖏᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᔭᕆᐊᓖᑦ ᖃᐃᑕᐅᔭᕆᐊᖃᕐᓂᖏᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑏᑦ ᖃᐃᔨᓴᖅᑕᐅᓂᖏᓐᓂᒃ ᐊᑭᓕᖅᑕᐅᓗᑎᒃ ᖃᐃᑕᐅᔭᕇᐊᑦ ᒥᑭᓪᓕᑎᖅᑕᐅᕖᑦᓕᖅᑲᑦᑕᖅᑐᑦ ᒪᑯᓇᖕᒐ:

i. ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᑕᖃᕐᓂᖏᑦ ᓇᓂᑐᐃᓐᓇᖅ ᐊᒥᓱᓂᖏᓐᓄᑦ ᐊᔾᔨᒌᖏᑦᑑᑎᐅᔪᓂᒃ, ᒐᕙᒪᒃᑯᑦ ᐊᖏᓛᖑᖃᑕᐅᓪᓗᑎᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᖃᑕᐅᔪᓂᒃ.

ii. ᑎᓯᐱᕆ 31 2011-ᒥ, ᐊᒥᖅᑯᓂᖅᓴᐃᑦ ᐊᑭᓕᒃᓵᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔩᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᒃᓴᐃᑦ ᐊᑭᓕᖅᑕᐅᓇᓵᕈᓇᖅᑯᖑᒍᕐᑦ 90-ᓄᑦ ᐅᑦᓄᓄᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᓇᓚᒧᒋᔭᖏᓐᓂᒃ ᐱᓯᒪᕙᒌᕇᐊᖃᑰᖑᕆᒻᒪᑕ ᐊᓯᖏᓐᓂᓪᓗᓐᓂᑦ ᐅᓗᕆᐊᓇᕇᒃᑯᑎᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᓂᐅᕕᖅᐸᒃᑐᓂᓪᓗᓐᓂᑦ ᐊᑭᓕᒃᓴᖅᑲᖅᑐᓂᒃ.

iii. ᑲᒥᓯᓇᒃᑯᑦ ᓴᖏᓂᖃᖅᐳᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᖃᖅᑯᑎᓪᓗ ᐊᔭᐅᕈᓐᓇᕐᓂᒥᒃ ᐊᑭᓖᑎᑦᑎᓂᖅ ᐊᑭᓕᒃᓴᕆᔭᐅᔪᓂᒃ.

ᑕᒪᕐᒥᒃ ᑲᒥᓯᓇᒃᑯᑦ ᐊᑭᓕᒃᓴᖃᕐᕕᐅᓂᖏᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᒍᑎᓂᒃ ᐊᑭᓕᒃᓴᕆᔭᐅᔪᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᖏᓐᓇᖃᑦᑕᖅᐳᑦ ᓈᒻᒪᓐᓂᖃᕐᒪᖔᑕ ᐊᕐᕌᒍᑕᒫᖅ.

ᐅᑯᐊ ᑖᒡᕙ ᐊᑖᓃᑦᑐᑦ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᓇᓄᓇᐃᔭᐃᓯᒪᔪᑦ ᐊᑭᓕᒃᓴᕈᕈᑕᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᓗᕆᐊᓇᕐᓂᖃᖅᑲᑦᑕᕐᖏᓐᓂᒃ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᑕᒪᐃᓐᓂᒃ ᐊᑐᓂ ᐱᒻᒪᕆᐅᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓕᕈᑎᒃᓴᖅᑲᖅᐸᕐᑮᖅᑐᓄᑦ ᐱᕈᖅᓯᐊᕐᒍᔪᓂᒃ ᑎᓯᐱᕆ 31 2011-ᒧᑦ:

ᐅᓂᒃᑳᕆᔮᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

	R-1 (ᐳᖅᑐᔪᑦ)	R-1 (ᖅᑭᑎᐊᓃᑦᑐᑦ)	R-1 (ᐊᑦᑎᒃᑐᑦ)	ᑲᑎᖕᒍᑎᑦ
ᖅᑭᓚᒻᒥᐅᔪᒧᑦ ᐱᕈᖅᓯᐊᑦ	$ 265	$ 96	$ 23	$ 384
ᐋᖅᑭᐅᒪᕙᒌᖅᑐᑦ				
ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒌᖅᑐᑦ	-	1,330	-	1,330
ᒪᓕᒃᑐᑦ ᐋᖅᑭᐅᒪᔭᐅᔪᓂᒃ				
ᑮᓇᐅᔭᓕᐅᕈᑎᓕᖕᓂᒃ ᑮᓇᐅᔭᐃᑦ	-	39	-	39
ᑲᑎᖕᒍᑎᑦ	$ 265	$ 1,465	$ 23	$ 1,753

	AAA	AA	A	BBB	Total
ᐋᖅᑭᐅᒪᕙᒌᖅᑐᑦ					
ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒌᖅᑐᑦ	$ 22,852	$ 11,018	$ 6,529	$ 409	$ 40,808
ᒪᓕᒃᑐᑦ ᐋᖅᑭᐅᒪᔭᐅᔪᓂᒃ					
ᑮᓇᐅᔭᓕᐅᕈᑎᓕᖕᓂᒃ ᑮᓇᐅᔭᐃᑦ	24,245	11,360	9,712	3,524	48,841
ᑲᑎᖕᒍᑎᑦ	$ 47,097	$ 22,378	$ 16,241	$ 3,933	$ 89,649

ᐅᑯᐊ ᑕᕝᕙ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᓴᖅᑭᐅᒪᑎᑦᑎᔪᑦ ᐊᑭᓕᒃᓴᕈᕈᓐᓇᖅᑐᓂᒃ ᐅᓗᕆᐊᓇᕈᑎᖃᖅᑐᓂᒃ ᑲᒥᓴᒃᑯᓐᓄᑦ ᐊᑐᓂ ᐱᒻᒪᕆᐅᔪᓂ ᓇᓗᓇᐃᒃᑯᑎᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᒃᓴᖃᕐᓇᖅᑐᓂᒃ ᐱᕈᖅᓯᐊᓂᒃ ᑎᑭᓪᓗᒋᑦ ᑎᓯᐱᕆ 31 2010:

	R-1 (ᐳᖅᑐᔪᑦ)	R-1 (ᖅᑭᑎᐊᓃᑦᑐᑦ)	R-1 (ᐊᑦᑎᒃᑐᑦ)	ᑲᑎᖕᒍᑎᑦ
ᖅᑭᓚᒻᒥᐅᔪᒧᑦ ᐱᕈᖅᓯᐊᑦ	$ 2,090	$ 919	$ 158	$ 3,167
ᐋᖅᑭᐅᒪᕙᒌᒃᑐᑦ				
ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒌᖅᑐᑦ	325	450	-	775
ᑲᑎᖕᒍᑎᑦ	$ 2,415	$ 1,369	$ 158	$ 3,942

	AAA	AA	A	BBB	Total
ᐋᖅᑭᐅᒪᕙᒌᖅᑐᑦ					
ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒌᖅᑐᑦ	$ 19,164	$ 12,231	$ 5,289	$ 479	$ 37,163
ᒪᓕᒃᑐᑦ ᐋᖅᑭᐅᒪᔭᐅᔪᓂᒃ					
ᑮᓇᐅᔭᓕᐅᕈᑎᓕᖕᓂᒃ ᑮᓇᐅᔭᐃᑦ	22,433	10,462	8,775	2,716	44,386
ᑲᑎᖕᒍᑎᑦ	$ 41,597	$ 22,693	$ 14,064	$ 3,195	$ 81,549

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᙱᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐅᑯᐊ ᑕᒡᕙ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᓴᕿᐅᒪᑎᑦᑎᔪᑦ ᐊᑭᓕᒃᓴᕈᕈᓐᓇᖅᑐᓂᒃ ᐅᑐᓇᐊᓇᕈᑎᖃᖅᑐᓂᒃ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᐊᑐᓂ ᐱᒻᒪᕆᐅᔪᓂ ᓇᓗᓇᐃᒃᑯᑦᑎᖅᑕᐅᓯᒪᓂᖏᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᒃᓴᖃᐃᓐᓇᖅᑐᓂᒃ ᐱᕈᖅᓯᐊᓂᒃ ᑎᑭᓪᓗᒋᑦ ᔭᓄᐊᕆ 1 2010:

	R-1 (ᐳᖅᑐᔪᑦ)	R-1 (ᕿᑎᐊᓃᑦᑐᑦ)	R-1 (ᐊᑦᑎᒃᑐᑦ)	ᑲᑎᓪᓗᒋᑦ
ᕿᓚᒻᒥᐅᔪᒧᑦ ᐱᕈᖅᓯᐊᑦ	$ 660	$ 383	$ 21	$ 1,064
ᐋᕿᐅᒪᕙᒌᒃᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒌᖅᑐᑦ	-	1,450	-	1,450
ᑲᑎᓪᓗᒋᑦ	$ 660	$ 1,833	$ 21	$ 2,514

	AAA	AA	A	BBB	Total
ᐋᕿᐅᒪᕙᒌᒃᑐᓂ ᑮᓇᐅᔭᓕᐅᕈᑎᖃᖅᐸᒌᖅᑐᑦ	$ 21,362	$ 10,275	$ 3,964	$ 480	$ 36,081
ᒪᓕᒃᑐᑦ ᐋᕿᐅᒪᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᓕᖕᓂᒃ ᑮᓇᐅᔭᐃᑦ	27,877	13,271	10,155	2,917	54,220
ᑲᑎᓪᓗᒋᑦ	$ 49,239	$ 23,546	$ 14,119	$ 3,397	$ 90,301

c) ᓂᐅᕐᕈᑎᒃᓴᖃᕈᓐᓇᕐᓂᕐᒧᑦ ᐅᑐᓇᐊᕈᑏᑦ

ᓂᐅᕐᕈᑎᒃᓴᖃᕐᓂᕐᒧᑦ ᐅᑐᓇᐊᓇᕈᑏᑦ ᐅᑐᓇᐊᓇᕈᑕᐅᖕᒪᑕ ᓈᒪᔪᓂᒃ ᐊᑭᖃᕐᓂᖏᓐᓄᑦ ᐅᕝᕙᓗᓐᓃᑦ ᓯᕗᓂᒃᓴᒥ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓪᓚᑦᑖᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᑮᓇᐅᔭᓕᓇᔾᔪᑎᒋᕙᑦᑕᖏᑦ, ᐊᓯᔾᔨᕿᑕᐃᓐᓇᖃᑦᑕᕐᓂᖏᓐᓄᑦ ᓯᕗᓂᒃᓴᒥ, ᐱᔾᔪᑕᐅᓪᓗᑎᒃ ᐊᑭᖏᑦ ᐊᓯᔾᔨᖅᑕᐃᓐᓇᕐᓂᖏᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᔫᕙᒃᐳᑦ ᐃᓄᓕᒫᓄᑦ ᓂᐅᕐᕈᑎᒃᓴᐅᔪᓂᒃ ᐊᖀᐅᒪᕙᒌᒃᑐᓂᒃ ᑮᓇᐅᔭᓕᐅᕐᓂᖃᕐᓂᐊᖅᑐᓂᒃ ᐊᒻᒪᓗ ᓇᓕᒧᒋᓂᐊᖅᑕᖏᓂᒃ ᐱᕈᕈᑎᒃᓴᓕᖕᓂᒃ ᐊᑐᐃᓐᓇᐅᔪᓂᒃ ᑲᓇᑕᒥ ᑲᓇᑕᐅᓪᓗ ᓯᓚᑖᓂ ᑖᐅᖅᔫᖃᑦᑕᐅᑎᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᖕᒥᓂᓇᔭᐅᔪᓄᑦ ᓂᐅᕕᐊᒃᓴᖅᑎᐅᔪᓄᑦ. ᓂᐅᕐᕈᑎᒃᓴᐅᔪᓐᓇᕐᓂᖏᓐᓄᑦ ᐅᑐᓇᐊᓇᕐᓂᐅᕙᒃᑐᑦ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᐊᔾᔨᒌᙱᑦᑑᑎᓂᒃ ᐊᔾᔨᒌᙱᓐᓂᒃ ᓇᓗᓇᐃᑯᑕᖃᕐᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᓇᓃᓐᓂᖏᓐᓄᑦ ᐊᔾᔨᒌᙱᓐᓂᖏᓐᓄᑦ, ᐊᒻᒪᓗ ᐃᓱᖃᖅᑎᑕᐅᓂᖏᓐᓂᒃ ᐊᑐᓂ ᐱᖁᑏᑦ 5%-ᒦᑦᑐᓂᒃ ᐊᑕᓃᓗᓐᓃᑦ ᓈᒪᔪᒥᒃ ᐊᑭᑐᑎᒋᓂᖏᓐᓂᒃ ᐱᕈᖅᓯᐊᓇᔭᐅᔪᓂᒃ ᑮᓇᐅᔭᓂᒃ. ᐱᖏᑕᑐᐊᓇᓪᓗᒋᑦ ᐋᖀᐅᒪᐅᔭᔪᑦ 5%-ᒥᑕᐅᔪᓂᒃ ᐊᑕᓃᓗᓐᓃᑦ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᓇᓯᐊᖅᑐᑦ ᐱᔾᔪᑎᖃᖅᐳᑦ ᐃᒡᓗᕐᔪᐊᕐᓂᒃ ᐸᐸᑕᐅᓂᖏᓐᓂᒃ, Westpen Properties Ltd-ᑯᓐᓄᑦ ᑎᒥᒍᐊᖅᑕᐅᔪᑦ, ᐋᕿᐅᒪᔭᐅᒐᒥᒃ 13.61%-ᒥ (2010-ᒥᒃ – 12.38%) ᑲᑎᓪᓗᒋᑦ ᑮᓇᐅᔭᐃᑦ. ᑖᒃᑯᐊ ᑮᓇᐅᔭᐃᑦ ᐊᔾᔨᒌᙱᑦᑑᑎᐅᖃᑦᑕᕐᒪᑕ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᑮᓇᐅᔭᓕᐅᕈᑕᐅᔪᓐᓇᕐᓂᖏᑦ ᐊᒻᒪᓗ ᓇᓃᓐᓂᖏᑦ ᐱᖁᑏᑦ. ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᖃᐅᔨᒪᔪᑦ ᑖᒃᑯᐊ ᐊᑐᖏᑦᑐᑑᓂᖏᓐᓂᒃ ᐱᕈᖅᓯᐊᓇᔭᐅᔪᓄᑦ ᐊᑐᐊᒐᓄᑦ.

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᓇᔭᖏᓐᓄᑦ ᑐᕌᒐᓇᔭᐅᔪᑦ ᐊᒻᒪᓗ ᖃᓄᐃᓕᖓᓪᓚᕆᓪᓚᑖᕐᓂᖏᓐᓂᒃ ᐊᔾᔨᒌᙱᒃᑑᑎᑦ ᐊᑯᓯᒪᔪᑦ ᓈᒪᔪᓂᒃ ᐊᑭᖃᖅᑎᑕᐅᓂᖏᓐᓂᒃ ᑎᓯᐱᕆ 31, 2011-ᒥ ᐃᒪᐃᓕᖓᓚᐅᖅᐳᑦ:

	ᑐᕌᒐᓇᔭᐅᔪᑦ		ᐱᓪᓚᑖᓚᐅᖅᑐᑦ
	ᐊᖏᓂᖅᐹᑦ	ᒥᑭᓂᖅᐹᑦ	
ᑮᓇᐅᔭᓕᐅᕈᑎᒃᓴᖅᐸᒌᕐᓵᓂᒃᑐᑦ	40%	30%	**32.88%**
ᑲᓇᑕᒥ ᐱᖁᑎᓂᒃ	21%	11%	**14.44%**
ᐊᒥᐊᓕᑲᒥᐅᓂᒃ ᐱᖁᑎᓂᒃ	19%	9%	**14.08%**
ᓯᓚᕐᔪᐊᕐᒥ ᓇᓂᑐᐃᓐᓇᖅ ᐱᖁᑎᓂᒃ	15%	5%	**10.61%**
ᐃᒡᓗᕐᔪᐊᓂᒃ ᐱᖁᑎᓂᒃ	20%	10%	**13.61%**
ᐃᒡᓗᒥᓂᒃ ᓂᐅᕕᖅᓯᒪᔪᓄᑦ ᐊᑭᓕᒃᓴᐃᔭᖅᑕᐅᕙᓪᓕᐊᔪᑦ	15%	5%	**13.24%**
ᑮᓇᐅᔭᓪᓚᓈᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓂᒃ ᓇᓚᖅᑲᑖᑦ	0%	5%	**0.59%**

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᓇᔭᖏᓐᓄᑦ ᑐᕌᒐᓇᔭᐅᔪᑦ ᐊᒻᒪᓗ ᖃᓄᐃᓕᖓᓪᓚᑖᕐᓂᖏᓐᓂᒃ ᐊᔾᔨᒌᖏᒃᑑᑎᑦ ᐊᑯᓯᒪᔪᑦ ᓈᒪᔪᓂᒃ ᐊᑭᕐᒃᑎᑕᐅᓂᖏᓐᓂᒃ ᑎᓯᐱᕆ 31 2010 ᐃᒪᐃᓕᖓᓚᐅᖅᐳᑦ:

	ᑐᕌᒐᓇᔭᐅᔪᑦ		ᐱᓪᓚᑖᓚᐅᖅᑐᑦ
	ᐊᖏᓂᖅᐸᑦ	ᒥᑭᓂᖅᐸᑦ	
ᑮᓇᐅᔭᓕᐅᕈᑎᒃᓴᖅᑲᖅᐸᒌᕿᓂᒃᑐᑦ	35%	25%	30.29%
ᑲᓇᑕᒥ ᐱᕐᑯᑎᓂᒃ	23%	13%	19.23%
ᐊᒥᐊᓕᑲᒥᐅᓂᒃ ᐱᕐᑯᑎᓂᒃ	21%	11%	14.54%
ᓯᓚᕐᔪᐊᕐᒥ ᓇᓂᑐᐃᓐᓇᖅ ᐱᕐᑯᑎᓂᒃ	16%	6%	10.80%
ᐃᒡᓗᕐᔪᐊᓂᒃ ᐱᕐᑯᑎᓂᒃ	15%	10%	12.45%
ᐃᒡᓗᒥᓂᒃ ᓂᐅᕕᖅᓯᒪᔪᓄᑦ ᐊᑭᓕᒃᓴᐃᔭᖅᑕᐅᕙᓪᓕᐊᔪᑦ	15%	10%	12.37%
ᑮᓇᐅᔭᓪᓚᓈᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓂᒃ ᓇᓕᖅᑳᓛᑦ	0%	5%	0.32%

ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᓇᔭᖏᓐᓄᑦ ᑐᕌᒐᓇᔭᐅᔪᑦ ᐊᒻᒪᓗ ᖃᓄᐃᓕᖓᓪᓚᑖᕐᓂᖏᓐᓂᒃ ᐊᔾᔨᒌᖏᒃᑑᑎᑦ ᐊᑯᓯᒪᔪᑦ ᓈᒪᔪᓂᒃ ᐊᑭᕐᒃᑎᑕᐅᓂᖏᓐᓂᒃ ᑎᓯᐱᕆ ᔭᓄᐊᕆ 1 2010 ᐃᒪᐃᓕᖓᓚᐅᖅᐳᑦ:

	ᑐᕌᒐᓇᔭᐅᔪᑦ		ᐱᓪᓚᑖᓚᐅᖅᑐᑦ
	ᐊᖏᓂᖅᐸᑦ	ᒥᑭᓂᖅᐸᑦ	
ᑮᓇᐅᔭᓕᐅᕈᑎᒃᓴᖅᑲᖅᐸᒌᕿᓂᒃᑐᑦ	35%	25%	33.68%
ᑲᓇᑕᒥ ᐱᕐᑯᑎᓂᒃ	23%	13%	16.39%
ᐊᒥᐊᓕᑲᒥᐅᓂᒃ ᐱᕐᑯᑎᓂᒃ	21%	11%	13.10%
ᐃᒡᓗᒥᓂᒃ ᓂᐅᕕᖅᓯᒪᔪᓄᑦ ᐊᑭᓕᒃᓴᐃᔭᖅᑕᐅᕙᓪᓕᐊᔪᑦ	15%	10%	12.66%
ᓯᓚᕐᔪᐊᕐᒥ ᓇᓂᑐᐃᓐᓇᖅ ᐱᕐᑯᑎᓂᒃ	16%	6%	11.78%
ᐃᒡᓗᕐᔪᐊᓂᒃ ᐱᕐᑯᑎᓂᒃ	15%	10%	11.21%
ᑮᓇᐅᔭᓪᓚᓈᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᓂᒃ ᓇᓕᖅᑳᓛᑦ	0%	5%	0.66%

ᓇᖕᒥᓂᖅᑲᖅᕕᐅᔪᑦ ᐱᕈᖅᓯᐊᑦ ᐱᓗᐊᖅᑐᒥᒃ ᐊᒃᑐᖅᑕᐅᑲᐅᑎᒋᔪᓐᓇᖅᐳᑦ ᓂᐅᕐᕈᑎᒃᓴᖅᑲᕐᓂᕐᒧᑦ ᐅᓗᓇᐊᓇᕈᑕᐅᕙᒃᑐᓄᑦ. ᐱᔾᔪᑕᐅᓂᖏᓐᓄᑦ ᓇᖕᒥᓂᖅᑲᖅᕕᐅᓂᖏᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᖅᑲᑦᑕᕐᓂᖏᑦ ᓂᐅᕐᕈᑎᒃᓴᐅᓂᕐᒧᑦ, ᐊᑭᖏ ᐊᓯᔾᔨᖅᑲᑦᑕᖅᐳᑦ ᓅᑕᐅᕙᓪᓕᐊᓂᖏᓐᓄᑦ ᓂᐅᕐᕈᑎᒃᓴᖅᑲᖅᕕᐅᔪᓄᑦ ᐱᓪᓚᕆᐅᔪᓂᒃ ᐊᒃᑐᐃᓂᖅᑲᑦᑕᖅᑐᓂᒃ ᑖᒃᓯᔭᖅᑕᐅᓯᒪᔪᓄᑦ ᑮᓇᐅᔭᓕᐊᖑᕙᓪᓕᐊᔪᓄᑦ ᐊᒻᒪᓗ ᐸᐸᑕᐅᔪᓄᑦ ᐊᒥᐊᒃᑯᖏᓐᓄᑦ. ᐅᑯᐊ ᑖᒃᑯᐊ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᐃᓗᓕᖅᑲᐳᑦ ᐊᒃᑐᖅᑕᐅᓴᕋᐃᑎᒋᔭᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᓯᔾᔨᖅᐸᓪᓕᐊᓯᒪᓂᖅᑲᖅᑎᒋᔪᓂᒃ 16-18%-ᒥᒃ, ᑐᙵᕕᐅᓪᓗᑎᑦ ᓱᓇᐅᓂᖏᑦ ᐱᕐᑯᑏᑦ, ᓂᐅᕕᖅᑕᐅᕙᖕᓂᖏᑦ ᑕᒪᒃᑯᐊ ᓂᐅᕕᐊᒃᓴᐅᓲᑦ ᐊᑭᒋᔭᒃᑕᖏᓐᓂᒃ ᒪᓕᒃᓯᑎᒃ, ᓇᓕᒧᒌᔭᐅᖅᑲᑦᑕᖅᑐᓂᒃ ᐊᑕᐅᓯᕐᒧᑦ ᐊᓯᔾᔨᖅᓯᒪᓂᖓᓄᑦ ᓂᐅᕕᐊᒃᓴᐃᑦ ᐊᑐᓂ ᓂᐅᕈᑎᒃᓴᐅᓂᖏᓐᓂ ᐊᕕᒃᑐᖅᓯᒪᔪᓂ ᒪᓕᒃᑕᐅᕙᒃᑐᓂ.

ᓂᐅᕕᐊᒃᓴᐃᑦ ᐱᕐᑯᑏᑦ	ᓇᓂ ᓴᕐᑭᐅᒪᓂᖏᑦ	ᓴᕐᑭᐅᒪᓂᖏᑦ ᑎᓯᐱᕆ 31 2011	ᐊᓯᔾᔨᖅᑐᑦ ᐅᑕᐅᓯᕐᒧᑦ ᒪᓕᒐᕐᒧᑦ ᐊᓯᔾᔨᓯᒪᓂᕐᒧᑦ	ᐊᓯᔾᔨᖅᑎᕆᓂᖏᑦ ᑕᒪᕐᒥᒃ ᑮᓇᐅᔭᓕᐊᑦ 2011
ᑲᓇᑕᒥ ᐱᕐᑯᑏᑦ	TSX 300	$ 41,695	+18%	$ 7,505
ᐊᒥᐊᓕᑲᒥᐅᓂ ᐱᕐᑯᑏᑦ	Russell 3000	41,256	+16%	6,601
ᓯᓚᕐᔪᐊᕐᒥ ᓇᓂᑐᐃᓐᓇᖅ ᐱᕐᑯᑏᑦ	MSCI EAFE	27,063	+18%	4,871

ᓂᐅᕕᐊᒃᓴᐃᑦ ᐱᕐᑯᑏᑦ	ᓇᓂ ᓴᕐᑭᐅᒪᓂᖏᑦ	ᓴᕐᑭᐅᒪᓂᖏᑦ ᑎᓯᐱᕆ 31 2011	ᐊᓯᔾᔭᖅᑐᑦ ᐅᑕᐅᓯᕐᒧᑦ ᒪᓕᒐᕐᒧᑦ ᐊᓯᔾᔨᓯᒪᓂᕐᒧᑦ	ᐊᓯᔾᔨᖅᑎᕆᓂᖏᑦ ᑕᒪᕐᒥᒃ ᑮᓇᐅᔭᓕᐊᑦ 2010
ᑲᓇᑕᒥ ᐱᕐᑯᑏᑦ	TSX 300	$ 52,053	+20%	$ 10,411
ᐊᒥᐊᓕᑲᒥᐅᓂ ᐱᕐᑯᑏᑦ	Russell 3000	39,334	+17%	6,687
ᓯᓚᕐᔪᐊᕐᒥ ᓇᓂᑐᐃᓐᓇᖅ ᐱᕐᑯᑏᑦ	MSCI EAFE	29,218	+18%	5,259

ᐅᓂᒃᑳᕋᕐᑖ ᑲᓇᑕᒥ ᐊᐅᓚᑕᐅᓂᕐᒋᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᕐᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᙱᓐᓂᖅᑐᑦ ᑲᓇᑕᒥ ᑲᓇᑕᐃᑦ ᒪᓕᒃᓯᒋᑦ)

d) ᕿᑐᙱᐅᕈᑎᖃᕐᓂᕐᒧᑦ ᐅᑐᓇᐊᓇᕈᑏᑦ

ᕿᑐᙱᐅᕈᑎᓄᑦ ᐅᑐᓇᐊᓇᕈᑏᑦ ᐅᑐᓇᐊᓇᖃᑦᑕᖅᐳᑦ ᓇᒪᔪᓂᒃ ᐊᑭᙱᓐᓄᑦ ᐅᕝᕙᓗᓐᓃᑦ ᑲᓇᑕᐃᑦ ᐊᐅᓚᓐᓂᙱᓐᓄᑦ ᑲᓇᑕᓕᓇᔾᔪᑎᑎᒧᑦ ᖁᒻᒧᖃᑦᑕᕐᒪᑕ/ᐊᒻᒧᖃᑦᑕᕐᒪᑦ ᐊᓯᔾᔨᖃᑦᑕᕐᓂᙱᓐᓄᑦ ᕿᑐᙱᐅᖅᑎᑦᑎᓂᕐᒧᑦ ᐊᙱᓂᙱᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᕿᑐᙱᐅᕈᑎᓄᑦ ᐅᑐᓇᐊᓇᖅᑐᒦᒍᑎᖃᖅᐸᑦ ᐱᑐᐊᖅᑐᒥᒃ ᐱᕈᖅᓯᐊᓇᔭᙱᓐᓄᑦ ᐋᕿᐅᒪᕗᕌᒃᑐᖃᖅᑐᓂᒃ ᑲᓇᑕᓕᐅᕈᑎᓄᒃ ᐱᕈᖅᓯᐊᙱᓐᓂᒃ. ᖁᒻᒧᖃᑦᑕᕐᓂᙱᑦ/ᐊᙳᙰᓂᙱᓪᓗ ᕿᑐᙱᐅᕈᑎᒃᓴᙱᓐᓂᒃ ᐳᖅᑐᓂᓕᙱᓂᒃ ᐊᒃᑐᐃᓂᖃᕈᓐᓇᕐᒪᑕ ᐋᕿᐅᒪᕗᕌᒃᑐᖃᖅᑐᓂᒃ ᑲᓇᑕᓕᐅᕈᑎᓄᒃ ᐱᕈᖅᓯᐊᙱᓐᓄᑦ ᐊᒻᒪᓗ ᐊᓯᔾᔨᖅᓯᒪᓂᙱᓐᓄᑦ ᑲᓇᓕᐅᕋᓯᐊᖅᑏᑦ ᐱᙲᕈᒪᔭᙱᓐᓂᒃ ᓇᓗᓇᐃᒃᑯᑕᖃᕐᓂᙱᑦ. ᕿᑐᙱᐅᕈᑎᓄᑦ ᐅᑐᓇᐊᓇᕈᑕᐅᓲᑦ ᒥᑭᓪᓕᑎᖅᑕᐅᓯᒪᕗᒃᐳᑦ ᐊᐅᓚᑦᑕᐅᑎᐊᖃᑦᑕᕐᓂᙱᓐᓄᑦ ᐊᑯᓂᐅᓂᙱᓐᓂᒃ ᐋᕿᐅᒪᕗᕌᒃᑐᖃᖅᑐᓂᒃ ᑲᓇᑕᓕᐅᕈᑎᓄᒃ ᐱᕈᖅᓯᐊᙱᓐᓂᒃ ᐅᖃᐅᓯᐅᔪᓂ ᐅᓂᒃᑳᑦ 6(a)-ᒥ.

ᐅᑯᐊ ᑖᒃᑯᓚ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᑕᑯᒃᓴᐅᑎᑦᑎᔪᑦ ᐊᒃᑐᖅᑕᐅᑲᐅᑎᒋᔪᓐᓇᖅᑎᒋᓂᙱᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᒃ 1%-ᒥᒃ ᐊᓯᔾᔨᖅᓯᒪᔪᓐᓇᖅᑐᑦ ᕿᑐᙱᐅᕈᑎᙱᓐᓂᒃ ᐊᕿᐅᒪᔭᐅᔪᑦ ᑎᑭᓪᓗᒋᑦ, ᑎᓯᐱᕆ 31 ᓇᓚᐅᑖᖅᑕᐅᓗᑎᒃ ᐊᓯᔾᔨᕐᓂᙱᑦ ᐊᑕᓂᐊᖅᑐᑦ ᑕᒪᐃᓐᓂᒃ ᓇᓕᒧᕌᒃᑐᒥᒃ ᐱᓕᕆᐊᕐᕚᔪᓂᒃ ᐊᓯᓕᒫᙱᓐᓃᑦᑐᓗᑦ ᐊᓯᔾᔨᕋᔭᙱᔅᓯᑎᒃ.

	ᐊᐅᓚᕗᓪᓕᐊᓂᙱᑦ ᕿᑐᙱᐅᕈᑎᑎᒧᑦ ᐊᙱᓂᙱᑦ	ᐊᓯᔾᔨᕐᓂᙱᑦ ᑖᒃᓯᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᑲᓇᑕᓕᐊᓄᑦ 2011
ᐊᓯᔾᔨᖅᓯᒪᑎᒋᓂᙱᑦ ᐊᑐᕈᒥᓇᕐᓈᖅᑕᐅᓯᒪᓂᙱᓐᓂᒃ ᕿᑐᙱᐅᕈᑎᓄᑦ ᐊᙱᓂᙱᑦ	1%	$ 6,405

	ᐊᐅᓚᕗᓪᓕᐊᓂᙱᑦ ᕿᑐᙱᐅᕈᑎᑎᒧᑦ ᐊᙱᓂᙱᑦ	ᐊᓯᔾᔨᕐᓂᙱᑦ ᑖᒃᓯᔭᖅᑕᐅᓯᒪᔪᓂᒃ ᑲᓇᑕᓕᐊᓄᑦ 2011
ᐊᓯᔾᔨᖅᓯᒪᑎᒋᓂᙱᑦ ᐊᑐᕈᒥᓇᕐᓈᖅᑕᐅᓯᒪᓂᙱᓐᓂᒃ ᕿᑐᙱᐅᕈᑎᓄᑦ ᐊᙱᓂᙱᑦ	1%	$ 5,162

e) ᑲᓇᑕᐅᑉ ᓯᓚᑖᓂᒃ ᑕᐅᖅᓲᕐᑲᑦᑕᐅᑎᓂᕐᒧᑦ ᑭᐹᑎᓂᕐᒧᑦ ᐅᑐᓇᐊᓇᕈᑕᐅᔪᑦ

ᑲᓇᑕᐅᑉ ᓯᓚᑖᓂ ᑭᐹᑎᕐᑲᑦᑕᕐᓂᕐᒧᑦ ᐱᕐᑯᑎᓂᒃ ᐅᑐᓇᐊᓇᕈᑎᕐᑲᕐᒪᑦ ᐊᑭᕐᑲᕐᓂᙱᓐᓄᑦ ᐱᕐᑯᑎᒋᔭᐅᔪᑦ ᑲᓇᑕᐃᑦ ᐊᒻᒪᓗ ᑲᓇᑕᐃᑦ ᐊᑭᓕᖅᑐᓇᐊᓖᑦ ᐋᕿᐅᒪᔭᐅᓂᙱᓐᓂᒃ ᑲᓇᑕᐅᑉ ᓯᓚᑖᓄᑦ ᑲᓇᑕᓇᔭᐅᔪᓄᑦ, ᐊᓯᔾᔨᖃᑦᑕᖅᑎᓪᓗᒋᑦ ᒪᓕᙱᓂᕐᒧᑦ ᐊᑐᓂ ᐊᔾᔨᒌᙱᑦᑐᑦ ᑭᐳᒃᑕᐅᔪᓐᓇᕐᓂᙱᓐᓂᒃ ᓴᙱᔫᓂᕐᑲᕐᓂᙱᑦ, ᐊᑕᓪᓗᑎᒃ ᑲᓇᑕᒥᐅᑦ ᑲᓇᑕᕐᑯᑎᙱᓐᓄᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᐱᕈᖅᓯᐊᕐᑲᕐᒪᑕ ᑲᓇᑕᐅᑉ ᓯᓚᑖᓂ ᓄᓇᓕᙱᒥ ᑲᓇᑕᔭᙱᓐᓄᙵᔪᓂᒃ, ᑕᐃᒪᐃᓐᓂᙱᓄᓪᓗ ᑲᓇᑕᔭᓄᑦ ᐅᑐᓇᐊᓇᕈᑎᕐᑲᕐᑲᑦᑕᖅᓯᑎᒃ. ᒥᑭᓪᓕᑎᖅᑕᐅᕐᑯᓪᓗᒋᑦ ᑕᒪᒃᑯᐊ ᐅᑐᓇᐊᓇᕈᑕᐅᔪᑦ, ᐱᕈᓯᐊᓂᒃ ᐊᐅᓚᑦᑎᔾᔨᑦ ᐱᔪᓐᓇᕐᓂᕐᑲᖅᑎᑕᐅᕗᒃᐳᑦ ᐊᑐᕈᓐᓇᕐᓂᖅ ᑲᓇᑕᐅᑉ ᓯᓚᑖᓃᑦᑐᓄᑦ ᑭᐹᑎᓂᐊᕐᓂᕐᒧᑦ ᐊᙱᕈᑎᓂᒃ, ᑭᒡᓚᖅᑐᐃᓗᑎᒃ ᐱᓂᐊᕐᓂᙱᓐᓂᒃ ᒪᕿᒃ ᑲᓇᑕᕐᑯᑎᙱᓐᓂᒃ ᑕᐅᖅᓲᕙᓐᓇᕐᓂᖅ/ᑭᐹᑎᕙᓐᓇᕐᓂᖅ ᓯᕗᓂᒃᓴᒥ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᒥ ᐅᓪᓗᓕᙱᒥᒃ ᒪᓕᒃᓯᒋᑦ ᐊᙱᕈᑕᐅᔪᑦ ᑕᒪᐃᓐᓄᑦ ᑳᓐᑐᕆᒃᓴᒥᓂᒃ ᐊᙱᕈᑎᓕᐅᕋᒥᒃ, ᐱᑐᐊᑐᒥᒃ ᔭᒐᐃᔭᐅᑮᒃᑯᑎᓕᐊᓇᔭᐅᓯᒪᔪᓂᒃ ᑲᓇᑕᐅᑉ ᓯᓚᑎᐊᓃᙳᖅᑐᓂᒃ ᑲᓇᑕᖅᑎᒌᖅᑐᓂᒃ ᐊᐅᓚᑕᐅᓂᐊᖅᑐᓂᒃ. ᑲᓇᑕᓂᒃ ᐱᕈᖅᓴᐃᔾᔩᑦ ᐊᐅᓚᑦᑎᔾᔨᙱᑦ ᑕᒪᒃᑯᓂᙵ ᐱᕐᑯᓯᕐᑲᕋᔭᙱᓕᑦ ᐱᓕᕆᐊᕆᕙᒃᑕᙱᓐᓂᒃ. ᓯᕗᒻᒧᐊᒃᑕᐅᓯᒪᔪᕐᑲᓚᐅᙱᑦᑐᖅ ᑲᓇᑕᐅᑉ ᓯᓚᑖᓂᒃ ᑳᓐᑐᕆᒃᓴᓂᒃ ᐊᙱᕈᑎᓂᒃ ᑎᑭᓪᓗᒍ ᑎᓯᐱᕆ 31 2011 (ᑎᓯᐱᕆ 31 2010 & ᔭᓄᐊᕆ 1 2010 – ᐊᑐᙱᑦᑐᖅ).

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᑲᑎᓪᓗᒋᑦ ᐱᕈᖅᓯᐊᖑᔪᑦ, ᓈᒪᔪᓂᒃ ᐊᑭᖅᑲᖅᑎᑕᐅᓪᓗᑎᒃ, ᒪᓗᐃᖓᓚᐅᖅᑐᑦ ᑲᓇᑕᐅᑉ ᓯᓚᑖᓄᑦ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ, ᐃᒪᐃᓕᖓᓚᐅᖅᐳᑦ:

ᑲᓇᑕᐅᑉ ᓯᓚᑖᓂᒃ ᓄᓇᓖᑦ	ᐋᕿᐅᒪᕖᒃᑐᑦ ᑮᓇᐅᔭᓕᐊᑦ	ᓇᖏᓂᖅᑲᖅᕕᐅᔪ	**ᑲᑎᓪᓗᒋᑦ ᐱᕈᖅᓯᐊᓄᑦ ᓈᒪᔪᓂᒃ ᐊᑭᖅᑲᕈᑎᖏᑦ 2011**	ᑲᑎᓪᓗᒋᑦ ᐱᕈᖅᓯᐊᓄᑦ ᓈᒪᔪᓂᒃ ᐊᑭᖅᑲᕈᑎᖏᑦ 2010
ᐊᒥᐊᓕᑲᒥᐅᓂ	$ -	$ 41,256	$ 41,256	$ 39,334
ᔫᐊᕆᑉ	-	8,552	8,552	9,087
ᐳᕆᑕᓐᒥ	-	7,469	7,469	6,895
ᔭᐸᓐ	-	4,573	4,573	5,171
ᓯᐃᑦᓯᓚᓐᑦ	-	3,031	3,031	3,155
ᐋᔅᑐᕇᓕᔭ	-	893	893	1,023
Hᐊᖕ ᑳᖕ	-	514	514	993
ᔅᓴᐃᓇ	-	704	704	789
ᐳᕆᓯᐅᓪ	-	-	-	496
ᒪᒃᓯᑰ	-	162	162	292
ᐃᔅᕆᐅᓪ	-	244	244	263
ᑕᐃᐅᐋᓐ	-	244	244	234
ᑯᕆᔭᐅᑉ ᓂᒋᐊᓂ	-	298	298	233
ᖁᓖᓂᑦᑐᑦ ᑲᑎᓪᓗᒋᑦ	-	67,940	67,940	67,965
ᑲᓇᑕ	127,401	79,468	206,869	202,562
ᑲᑎᓪᓗᒋᑦ	$ 127,401	$ 147,408	**$ 274,809**	$ 270,527

ᐅᑯᐊ ᑕᒡᕙ ᑕᑯᑦᑎᑦᓯᐅᑏᒃ ᐃᓚᖅᑲᖅᐳᑦ ᐊᒃᑐᖅᑕᐅᑲᐅᑎᒋᔪᓐᓇᖅᓂᖏᓐᓂᒃ, ᐊᒃᑐᖅᑕᐅᔪᓐᓇᖅᓂᖏᓐᓂᒃ 10%-ᒥᒃ ᑲᓇᑕᒥ ᑮᓇᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ ᓯᑕᒪᑦ ᐊᖏᓂᖅᐹᑦ ᑲᒥᓯᓇᒃᑯᑦ ᓴᕿᐅᒪᑎᑕᖏᓐᓂᑦᑐᑦ ᐊᕐᕋᒍᒥ ᐃᓱᓕᑦᑐᒥ ᑎᓯᐱᕆ 31-ᒥ. ᑖᒃᑯᐊ ᖃᐅᔨᓴᖅᑕᐅᓯᒪᓂᖏᑦ ᓇᓚᐅᑦᑖᖅᓯᒪᔪᑦ ᐊᓯᓕᒫᖏᓐᓂᒃ ᐊᓯᔾᔨᕈᑕᐅᔪᓐᓇᖅᑐᑦ ᐊᓯᔾᔨᖅᓯᒪᓂᖏᑦ.

ᓄᓇᓖᑦ	ᓴᕿᐅᒪᓂᖏᑦ ᑎᓯᐱᕆ 31 2011	ᐊᓯᔾᔨᕐᓂᖏᑦ	ᐊᓯᔾᔨᕈᑏᑦ ᑕᒪᑭᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ 2011
ᐊᒥᐊᑲᒥ	$ 41,256	+10%	$ (4,126)
ᔪᐊᕆᑉ	8,552	+10%	(855)
ᐳᕆᑕᓐ	7,469	+10%	(747)
ᔭᐹᓐ	4,573	+10%	(457)

ᓄᓇᓖᑦ	ᓴᕿᐅᒪᓂᖏᑦ ᑎᓯᐱᕆ 312010	ᐊᓯᔾᔨᕐᓂᖏᑦ	ᐊᓯᔾᔨᕈᑏᑦ ᑕᒪᑭᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ 2010
ᐊᒥᐊᑲᒥ	$ 39,334	+10%	$ (3,933)
ᔪᐊᕆᑉ	9,087	+10%	(909)
ᐳᕆᑕᓐ	6,895	+10%	(690)
ᔭᐹᓐ	5,172	+10%	(517)

ᐅᓂᖅᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᖅᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᒋᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

f) ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑎᑦ ᐅᒍᓇᐊᓇᕈᑕᐅᓂᖏᑦ

ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑏᑦ ᓴᕿᖃᑦᑕᖅᐳᑦ ᐊᓯᔾᔨᖅᓯᒪᓂᖏᓐᓂᒃ ᐊᑭᑐᑎᒋᔪᓐᓇᕐᓂᖏᑦ ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑏᑦ, ᒪᓕᖏᓂᕐᒧᑦ ᓄᓇᓕᖕᓂ ᓂᐅᕐᕈᑎᒃᓴᖅᑲᕈᓐᓇᕐᓂᖏᑦ ᐃᓄᖅᑲᕈᓐᓃᖅᐸᑦᓕᐊᓂᖏᓪᓗ. ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑏᑦ ᐅᒍᓇᐊᓇᕈᑎᖅᑲᕐᓂᖏᑦ ᐊᐅᓚᑕᐅᕙᒃᐳᑦ ᐋᔩᖏᑦᑑᑎᓂᒃ ᐊᑐᖅᓯᑎᒃ ᖃᓄᐃᑦᑐᑐᐃᓐᓇᓂ ᐃᒡᒍᓂᒃ ᓂᐅᕕᐊᒃᓴᐅᔪᓂᒃ, ᓇᓅᓐᓂᖏᓐᓂᓗ. ᐱᐅᔪᓐᓃᕈᑕᐅᔪᓐᓇᕐᒪᑕ ᖃᓄᑐᐃᓐᓇᖅ ᓂᐅᕐᕈᑎᒃᓴᐅᔪᓐᓇᕐᓂᖏᓐᓂ ᓇᓅᓐᓂᖏᓄᓗ, ᒥᑭᓪᓕᖅᑎᓇᐊᖅᑕᐅᓯᒪᕙᒃᐳᑦ ᑕᒪᒃᑯᐊ ᓂᐅᕈᑎᒃᓴᐃᑦ ᐋᔩᖏᓈᖅᑎᖅᑕᐅᓯᒪᓪᓗᑎᒃ ᐊᖏᕋᕆᔭᐅᔪᓄᑦ, ᑮᓇᐅᔭᓕᐅᕐᕕᐅᔪᓄᑦ, ᓴᓈᖅᑲᕐᔪᐊᕐᓂᕐᒧᑦ, ᐱᕙᓪᓕᐊᔪᓕᕆᔨᓄᓪᓗ ᓂᐅᕐᕈᑎᒃᓴᐃᑦ.

ᐅᑯᐊ ᑖᒃᑯᐊ ᐊᑕᓐᓂᑦᑐᑦ ᑕᑯᑎᑦᑎᔾᔪᐃᑏᑦ ᓇᓚᐅᑖᖅᓯᒪᔪᑦ ᖃᓄᖅ ᐱᖁᑏᑦ ᐊᓯᔾᔨᖅᑕᐅᓲᖑᒪᖔᑕ ᐊᑭᑐᓂᖏᑦ ᐱᕈᖅᐸᓯᖑᔪᓂ ᑲᓇᑕᐅᑉ ᐃᓗᐊᓂ ᐃᒡᒍᕐᔪᐊᓂ ᓂᐅᕕᐊᒃᓴᓂᒃ ᑎᑭᓪᓗᒋᑦ ᐊᕐᕌᒍᑉ ᐃᓱᐊᓄᑦ ᑎᓯᐱᕆ 31. ᑕᒪᓇ ᐊᓯᔾᔨᖅᓯᒪᓂᖅ ᑕᒃᑯᐅᑎᑦᑎᕗᖅ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᓂᒃ ᐊᓯᔾᔨᖅᓯᒪᓂᖏᓐᓂᒃ ᐊᑭᑐᑎᒋᓂᖅᑲᕐᓂᖏᓐᓂᒃ 13.3%-ᓂᒃ (2010 – 12.1%, ᑕᐃᒃᑯᐊᓗ, ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᖁᓕᓄᑦ ᐊᕐᕌᒍᓄᑦ ᖃᓄᐃᓕᕙᓪᓕᐊᓚᐅᖅᓂᖏᑦ, ᐊᑕᐅᓯᕐᒥᒃ ᐊᓯᔾᔨᖅᑎᒋᓂᐅᓂᕋᖅᑕᐅᓇᔭᖅᐳᖅ ᑕᒪᐃᓐᓂᒃ ᓈᒪᔪᓂᒃ ᐊᑭᖏᓐᓂᒃ ᐊᓯᔾᔨᖅᓯᒪᓂᕐᒥᒃ.

ᑎᒍᒥᐊᖅᑕᐅᔪᑦ	ᓴᕿᑦᑕᒪᓂᖏᑦ ᑎᓯᐱᕆ 31 2011	ᐊᓯᔾᔨᕐᓂᖏᑦ	ᐊᓯᔾᔨᕈᑏᑦ ᑕᒪᑭᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ 2011
ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑎᑦ	$ 37,394	+13.3%	$ 4,973

ᑎᒍᒥᐊᖅᑕᐅᔪᑦ	ᓴᕿᑦᑕᒪᓂᖏᑦ ᑎᓯᐱᕆ 31 2010	ᐊᓯᔾᔨᕐᓂᖏᑦ	ᐊᓯᔾᔨᕈᑏᑦ ᑕᒪᑭᖅᑐᓄᑦ ᑮᓇᐅᔭᓕᐊᓄᑦ 2010
ᐃᒡᒍᕐᔪᐊᑦ ᐱᖁᑎᑦ	$ 33,502	+12.1%	$ 4,054

ᐅᓂᒃᑳᕋᑖᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᙱᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

17. ᐱᓕᕆᐊᖑᔪᕆᐊᓕᖕᓄᑦ ᐊᐅᓚᑕᐅᔪᑦ ᐊᒻᒪᓗ ᑕᐃᒪᓐᓂᒃ ᐊᑭᓕᖅᑐᕆᐊᓖᑦ

	2011	2010
ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐊᕐᕌᒍᑕᒫᖅ ᐊᑭᓕᓯᐊᑦ, ᐃᑲᕐᕋᑎᒍᑦ ᐊᑭᓕᐅᑏᑦ, ᐃᑲᔫᑏᑦᓄ	**$ 12,336**	$ 11,507
ᖃᐅᔨᒪᔨᑕᕐᓂᒃ ᐱᔨᑦᑎᕋᖅᑎᖃᕐᓂᒧᖅ	**2,524**	2,496
ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᑦ	**2,291**	2,435
ᐊᑭᓕᖅᓴᐃᔭᖅᑕᐅᕙᓪᓕᐊᓂᖏᑦ ᓂᐅᕕᖅᑕᐅᓯᒪᔪᓂᑦ ᐊᑭᑭᒡᓕᒋᐊᕐᓂᖏᓪᓗ	**1,368**	1,102
ᐊᐅᓖᕈᑏᑦ	**937**	882
ᐃᑲᔪᑏᑦ ᐊᓯᙱᓐᓄᑦ ᑎᒥᐅᔪᓄᑦ	**783**	693
ᓴᓇᒋᐊᖅᑕᐅᑦᑎᐊᒃᑲᓐᓂᕐᓂᙱᓐᓄᑦ (ᐊᑭᑐᔫᑎᐅᙱᑦᑐᓂᒃ)	**740**	1,406
ᑐᓴᐅᒪᕐᑲᑦᑕᐅᑎᓕᕆᓂᕐᒧᑦ	**613**	548
ᑐᓴᐅᒪᔭᐅᑎᑦᑎᓂᕐᒧᑦ ᐃᓄᓕᒫᓄᓪᓗ ᖃᐅᔨᒪᔭᐅᑎᑦᑎᓂᕐᒧᑦ	**576**	691
ᐱᓕᕆᕝᕙᓂ/ᐃᖃᓇᐃᔭᕐᕝᕕᒥ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐱᕐᑯᑎᙱᓪᓗ	**457**	475
ᐱᓕᕆᕝᕙᓂ/ᐃᖃᓇᐃᔭᕐᕝᕕᒥ ᐊᑐᖅᑐᐊᕐᓂᕐᒧᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᔪᑦ	**427**	545
ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒧᑦ ᐊᔪᕈᓐᓃᖅᓴᐃᓂᕐᒧᓪᓗ	**264**	341
ᐱᐅᙱᑦᑐᑦ ᐊᑭᓕᒃᓴᐃᑦ ᐊᑭᓕᖅᑕᐅᓂᙱᑦ	**262**	207
ᑐᓂᕐᕈᓯᐊᑦ	**219**	213
ᑲᑎᒪᔭᖅᑐᕆᓯᐊᑦ ᐸᐸᑦᑎᒍᑏᓪᓗ	**85**	115
ᐱᓕᕆᕝᕙᓂ/ᐃᖃᓇᐃᔭᕐᕝᕙᓂ ᐃᓗᓕᒃᓴᙱᑦ ᐱᕐᑯᑎᓄᓪᓗ (ᐊᑭᑐᔫᑎᐅᙱᑦᑐᑦ)	**49**	416
ᓱᓇᑐᐃᓐᓇᐃᑦ	**5**	14
ᔭᒐᐃᔭᔪᑦ (ᖃᑭᒥᐊᕈᑕᐅᔪᑦ) ᐱᕐᑯᑏᑦ ᓴᑯᑕᐅᓂᙱᓐᓄᑦ	**(27)**	214
ᓴᖅᑕᐅᔪᓄᑦ	**(244)**	(230)
	23,665	24,070
ᐲᕐᓗᒋᑦ: ᑐᓂᔭᐅᓯᒪᔪᑦ ᓇᓪᓚᐅᒃᒫᒃᓴᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐊᑭᓕᕆᐊᖦᖢᑦ-ᒫᓐᓇ ᐊᑐᖅᑐᒥ ᐊᕐᕌᒍᒥ ᐋᓂᐊᖅᓯᒪᔪᓄᑦ (ᐅᓂᒃᑳᑦ 11 (b))	**(2,765)**	(1,797)
ᐲᕐᓗᒋᑦ: ᑐᓂᔭᐅᓯᒪᔪᑦ ᓇᓪᓚᐅᒃᒫᒃᓴᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᓯᕗᓂᐊᓂ ᐊᕐᕌᒍᓂ ᐋᓂᐊᖅᓯᒪᓚᐅᖅᑐᓂ (ᐅᓂᒃᑳᑦ 11 (b))	**(5,993)**	(5,654)
	$ 14,907	$ 16,619

18. ᐃᓚᒋᔭᐅᖃᑕᐅᔪᓄᑦ ᑮᓇᐅᔭᐃᑦ ᓅᑕᐅᓂᖏᑦ

ᑲᒥᓯᓇᒃᑯᑦ ᐃᓚᒋᔭᐅᖕᒪᑕ ᑕᒪᐃᓐᓄᑦ ᐃᖃᓇᐃᔭᕐᕕᖕᓄᑦ ᐊᒻᒪᓗ ᐅᑭᐅᖅᑕᖅᑑᑉ ᐊᕕᒃᑐᖅᓯᒪᓂᖓᓄᑦ ᐃᓄᓕᒫᖅᓯᐅᑎᓄᑦ ᑎᒥᖁᑎᒋᔭᐅᔪᓄᑦ ᓄᓇᑦᓯᐊᑉ ᐊᒻᒪᓗ ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ. ᑲᒥᓯᓇᒃᑯᑦ ᑮᓇᐅᔭᓂᒃ ᓅᑦᑎᓲᖑᔪᑦ ᐱᔾᔪᑎᒋᓪᓗᒋᑦ ᑕᒪᒃᑯᐊ ᐱᓕᕆᕝᕕᑦ, ᐱᓕᕆᐊᕆᓐᓇᖃᑦᑕᕐᒪᒋᑦ. ᐅᑯᐊ ᑕᒡᕙ ᑕᑯᑎᑦᑎᔫᑏᑦ ᓇᐃᓈᖅᓯᒪᔪᑦ ᑲᒥᓯᓇᒃᑯᑦ ᓅᑎᖃᑦᑕᖅᓯᒪᔭᖏᓐᓂᒃ ᑮᓇᐅᔭᓂᒃ:

ᐊᒥᐊᒃᑯᖏᑦ ᖃᐃᑕᐅᔭᕆᐊᓖᑦ ᐃᓚᒋᔭᐅᖃᑕᐅᔪᓂᖕᒫᖅᑐᑦ:

	ᑎᓯᐱᕆ 31		ᔭᓄᐊᕆ 1
	2011	2010	2010
ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ	**$ 1,393**	$ 291	$ 103
ᓄᓇᑦᓯᐊᑉ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ	**18**	335	416
ᐅᑭᐅᖅᑕᖅᑑᑉ ᐊᕕᒃᑐᖅᓯᒪᓂᖓᓄ ᒐᕙᒪᒃᑯᓐᓄᑦ ᑎᒥᖁᑎᒋᔭᐅᔪᑦ	**4**	9	-
	$ 1,415	$ 635	$ 519

ᐊᒥᐊᒃᑯᖏᑦ ᖃᐃᑕᐅᔭᕆᐊᓖᑦ ᐃᓚᒋᔭᐅᖃᑕᐅᔪᓂᖕᒫᖅᑐᑦ:

	ᑎᓯᐱᕆ 31		ᔭᓄᐊᕆ 1
	2011	2010	2010
ᐅᑭᐅᖅᑕᖅᑑᑉ ᐊᕕᒃᑐᖅᓯᒪᓂᖓᓄ ᒐᕙᒪᒃᑯᓐᓄᑦ ᑎᒥᖁᑎᒋᔭᐅᔪᑦ	**$ 101**	$ 37	$ 55
ᓄᓇᑦᓯᐊᑉ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ	**25**	217	97
ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ	**2**	103	41
	$ 128	$ 357	$ 193

ᐊᑐᖅᑕᐅᓂᖏᓐᓄᑦ ᑐᑭᓯᐅᒪᖃᑦᑕᐅᑎᓂᕐᒧᑦ ᐊᖏᖃᑎᒌᒍᑏᑦ, ᒐᕙᒪᖏᑦ ᓄᓇᕗᑦ ᐊᒻᒪᓗ ᓄᓇᑦᓯᐊᑉ, ᑲᒥᓯᓇᒃᑯᑦ ᐊᑭᓖᑎᑦᑎᖃᑦᑕᖅᐳᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐱᓕᕆᕕᖏᓐᓂ ᐃᑲᔫᑏᑦ ᐊᖑᓇᓱᒃᑎᓄᖕᒪᐅᔭᕆᐊᓕᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᑐᓄᓪᓗ. ᑕᐃᒃᑯᐊ ᐊᑭᓕᒐᒃᓴᐃᑦ ᐃᓚᖃᖃᑦᑕᖅᐳᑦ ᐊᑭᓪᓕᒋᐊᖅᓯᒪᓂᖏᓐᓂᒃ ᒥᑭᓪᓕᒋᐊᖅᓯᒪᓂᖏᓐᓂᓪᓗᓐᓃᑦ ᐃᑲᔪᑏᒃᓴᐃᑦ ᐊᑭᓕᒐᒃᓴᐃᑦ ᐊᖑᓇᓱᒃᑎᓄᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᑐᓄᓪᓗ ᓇᓪᓕᐅᒃᒫᒃᓴᓇᔭᐅᔪᓄᑦ, ᑕᐃᒪᐃᓂᖏᓐᓄᑦ ᑕᒡᕙ ᒥᑭᓪᓕᒋᐊᖅᓯᒪᔪᓪᒪᕆᐅᒍᑎᒃ ᓯᕗᓂᒃᓴᒥ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖏᑦ ᐅᑎᕐᕕᐅᔪᓐᓇᖅᓯᓂᐊᖅᐳᑦ ᑲᒥᓯᓇᒃᑯᖏᓂᒃ ᓇᓪᓕᐊᖕᓂᑐᐃᓐᓇᖅ ᒐᕙᒪᐅᔪᓄᑦ. ᐊᖏᓂᖏᑦ ᐊᒥᓲᓂᖏᑦ ᐃᓚᒋᔭᐅᔪᓂᖕᒫᖅᑐᑦ ᐃᓚᖃᓲᖑᔪᑦ ᐅᑎᕐᕕᐅᔪᒃᓴᓂᒃ ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᓐᓂᖕᒫᖅᑐᓂᒃ ᐊᖑᓇᓱᒃᑎᓄᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᑎᓄᓪᓗ ᐊᕐᕋᒍᒥᒃ ᐊᖏᓂᖃᖅᐳᑦ $1,252 (ᑎᓯᐱᕆ 31 2010 – $279, ᔭᓄᐊᕆ 1 2010 – $97), ᐊᒻᒪᓗ ᐊᖏᓂᖏᑦ ᐊᒥᓲᓂᖏᑦ ᑐᕌᖓᔪᑦ ᐃᓚᓕᐅᑎᓯᒪᔭᐅᓯᒪᔪᓄᑦ ᐃᓚᖃᕆᕗᑦ ᐅᑎᖅᑎᑕᐅᔪᒃᓴᓂᒃ ᓄᓇᑦᓯᐊᑉ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ ᐊᕐᕋᒍᒥ ᐊᖏᓂᖃᖅᐳᑦ $24 (ᑎᓯᐱᕆ 31 2010 – $273 ᐱᔭᐅᔭᕆᐊᓕᖕᓂᒃ, ᔭᓄᐊᕆ 1 2010 – $96 ᐱᔭᐅᔭᕆᐊᓕᖕᓂᒃ).

ᐅᓂᒃᑳᕋᑦᑕ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓂᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᐅᔪᓂᒃ ᑮᓇᐅᔭᓕᐊᑦ, ᐋᖏᓂᖏᑦ ᑐᑭᓕᐅᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᐊᑐᖅᑕᐅᓪᓗᑎᒃ ᐊᓯᖏᑦ ᐱᐅᓯᕆᔭᐅᕚᒃᑐᑦ, ᐊᒻᒪᓗ ᐅᑎᖅᑎᑕᐅᔪᑦ ᐊᖑᓇᓱᒃᑎᓄᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᑎᓄᑦᑐ, ᖁᑖᓂ ᐅᖃᐅᓯᐅᔪᓂᒃ, ᐃᓚᒋᔭᐅᖃᑕᐅᔪᓂᒃ ᐊᕐᕌᒍᒧᑦ ᐃᓱᓕᑦᑐᒧᑦ ᑎᓯᐱᕆ 31:

	2011	2010
ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᑦ	**$ 2,936**	$ 1,477
ᓄᓇᕐᓯᐊᑉ ᒐᕙᒪᒃᑯᖏᑦ	**2,593**	1,903
ᐅᑭᐅᖅᑕᖅᑰᑉ ᐊᕕᒃᑐᖅᓯᒪᓂᖏᓐᓄ ᒐᕙᒪᒃᑯᓐᓄᑦ ᑎᒥᖁᑎᒋᔭᐅᔪᑦ	**1,367**	678
	$ 6,896	$ 4,058

ᐊᑭᓕᒐᒃᓴᐃᑦ ᐃᓚᒋᔭᐅᖃᑕᐅᔪᓄᑦ ᐊᕐᕌᒍᓂ ᐃᓱᓕᑦᑐᒥᒃ ᑎᓯᐱᕆ 31:

	2011	2010
ᐅᑭᐅᖅᑕᖅᑰᑉ ᐊᕕᒃᑐᖅᓯᒪᓂᖏᓐᓄ ᒐᕙᒪᒃᑯᓐᓄᑦ ᑎᒥᖁᑎᒋᔭᐅᔪᑦ	**$ 1,113**	$ 1,098
ᓄᓇᕐᓯᐊᑉ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ	**919**	440
ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᓐᓄᑦ	**672**	660
	$ 2,704	$ 2,198

ᐱᕈᖅᓯᐊᕆᔭᐅᔪᑦ ᐊᖏᕈᑕᐅᓯᒪᓪᓗᑎᒃ ᐃᓚᓕᐅᑎᓯᒪᖃᑕᐅᔪᑦ ᓇᒪᔪᓂᒃ ᐊᑭᖃᖅᓯᑎᒃ:

	ᑎᓯᐱᕆ 31		ᔭᓄᐊᕆ 1
	2011	2010	2010
ᓄᓇᕐᓯᐊᕐᒥ ᐆᒪᕐᑯᑎᓕᕆᔾᔪᐊᒃᑯᑦ			
11.125% ᐱᕈᐊᓂᒃᕕᓴᓖᑦ ᔪᓐ 6, 2011	**$ -**	$ 1,035	$ 1,119
6.42% ᐱᕈᐊᓂᒃᕕᓴᓖᑦ ᑎᓯᐱᕆ 18, 2032	**1,711**	1,675	1,586
5.95% ᐱᕈᐊᓂᒃᕕᓴᓖᑦ ᑎᓯᐱᕆ 15, 2034	**1,291**	1,184	1,043
	3,002	3,894	3,748
ᓄᓇᕐᓯᐊᕐᒥ ᒪᓕᒐᓕᐅᕐᕕᐅᑉ ᐃᒡᓗᖁᑎᖓᓄᑦ ᑲᑐᔾᔨᖃᑎᒌᑦ			
13.00% ᓴᓂᓕᕆᒃᑐᑦ A, ᐱᕈᐊᓂᒃᕕᓴᓖᑦ ᐋᒍᓯ 31, 2013	**107**	163	216
	$ 3,109	$ 4,057	$ 3,964

ᑲᒥᓯᓇᒃᑯᑦ ᑎᑎᕋᖃᑦᑕᖏᑦᑐᑦ ᐊᑭᖏᓐᓂᒃ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐱᓕᕆᐊᖑᓂᖏᓐᓂᒃ ᐊᐅᓚᑦᑎᑐᐃᓐᓇᕐᓂᖏᓐᓂᒃ, ᐊᑭᓖᑎᑕᐅᓇᑎᒃ ᓄᓇᕐᓯᐊᑉ ᒐᕙᒪᒃᑯᖏᑦ ᐊᒻᒪᓗ ᓄᓇᕗᑦ ᒐᕙᒪᒃᑯᖏᑦ ᑕᒪᑯᓇᓂ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᓐᓂᕕᓂᖏᓐᓂᒃ ᐅᓂᒃᑳᓕᐊᓂᒃ. ᑕᐃᒃᑯᐊ ᐱᔨᑦᑎᕋᖅᑕᐅᓂᖏᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖏᑦᑐᑦ ᐱᒻᒪᕆᐅᖏᑦᑑᒐᓗᐊᑦ ᑭᓯᐊᓂ ᓱᓕ ᐃᓚᖅᑳᐳᑦ ᑲᒥᓯᓇᒃᑯᓐᓄᑦ ᒪᓕᒍᑎᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᒐᕙᒪᒃᑯᓐᓂᒃ ᐊᐅᓚᑕᖏᓐᓂᒃ ᐊᑐᐊᒐᖃᓇᐊᖃᕐᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᓂᕐᒧᑦ ᑳᓐᑐᖄᒃᑕᖅᑎᑎᓯᒪᓂᕐᒧᑦ. ᑕᒪᒃᑯᐊ ᐱᔨᑦᑎᕋᐅᑏᑦ ᐃᓚᖃᖅᐳᒃ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒧᑦ ᐱᓕᕆᐊᓂᒃ, ᑎᑎᖃᖁᑎᒋᔭᐅᔪᓂᒃ ᐸᐸᑕᐅᔭᕆᐊᓕᖕᓂᒃ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ, ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᖅᑎᓕᕆᓂᕐᒧᑦ ᐃᑲᔪᑏᓂᒃ.

ᐅᓂᒃᑳᕋᓛᑦ ᑮᓇᐅᔭᐃᑦ ᐊᐅᓚᑕᐅᓂᖏᓐᓄᑦ ᐅᓂᒃᑳᓕᐊᓄᑦ

ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᑦᑐᖅ ᑎᓯᐱᕆ 31, 2011-ᒧᑦ
(ᑕᐅᓴᖏᓐᓃᑦᑐᑦ ᑲᓇᑕᒥ ᑮᓇᐅᔭᐃᑦ ᒪᓕᒃᓯᒋᑦ)

ᓇᓪᓕᐅᒃᑯᒫᓴᖅᑲᖅᑎᑕᐅᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᑦ ᐊᖓᔪᖅᑲᐅᑏᑦ ᐊᐅᓚᑦᑎᔩᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂ

	2011	2010
ᕿᓚᒥᐅᔪᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᒃ ᐃᑲᔪᑏᑦ	**$ 1,111**	$ 1,305
ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐃᑲᔪᑏᑦ - ᐱᓕᕆᔨᐅᔪᓐᓃᖅᑎᓪᓗᒋᑦ/ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᓐᓃᖅᑎᓪᓗᒋᑦ ᐃᑲᔪᑏᑦ	**592**	23
ᐱᓕᕆᔨᐅᔪᓐᓃᕐᓂᕐᒧᑦ/ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᓐᓃᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑏᑦ	**129**	275
ᑲᑎᑦᑐᒋᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᐃᑦ ᐊᑭᓕᖅᑕᐅᖅᑲᑦᑕᕐᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᓄᑦ ᐊᖓᔪᑲᐅᑎᓄᑦ ᐊᐅᓚᑦᑎᔨᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ	**$ 1,832**	$ 1,603

ᐃᓚᒋᔭᐅᖅᑲᑕᐅᕙᑦ ᐱᓕᕆᔨᐅᔪᓐᓃᖅᓯᒪᔪᓄᑦ/ᐃᖅᑲᓇᐃᔭᖅᑎᐅᔪᓐᓃᖅᓯᒪᔪᑦ ᐃᑲᔪᑏᑦ ᒐᕙᒪᒃᑯᓐᓂ ᐱᔨᑦᑎᕋᖅᑏᑦ ᐱᓕᕆᔨᐅᕚᓂᒃᓯᒪᓕᕐᓂᖏᓐᓄᑦ ᐸᕐᓇᐅᑎᓂᒃ (ᐸᕐᓇᐅᑎᓂᒃ).

ᐊᖏᓂᖏᑦ ᐅᖅᑲᐅᓯᐅᔪᑦ ᑕᑯᑎᑦᑎᔾᔪᑎᓂ ᐃᓕᑕᕆᔭᐅᓯᒪᕗᑦ ᐊᑭᓕᖅᑐᖅᑕᐅᔪᑎᑐᑦ ᐅᓂᒃᑳᖅᕕᐅᓂᖅᒥᒃ ᑐᕌᖓᔪᓂᒃ ᐱᒻᒪᕆᐅᔪᓂᒃ ᐊᐅᓚᑦᑎᔨᓂᒃ ᐊᖓᔪᖅᑲᐅᑎᓂᒃ, ᐃᓚᖅᑲᕋᑦᑕᖅᓱᑎᒃ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᓐᓂᒃ, ᐊᖓᔪᖅᑳᖓᓐᓂᒃ ᐊᒻᒪᓗ ᐊᖓᔪᖅᑳᑉ ᑐᓪᓕᖓᓂᒃ.

2011-ᒥ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᑦ

ᐱᓕᕆᕕᖕᒐᑦ ᐃᖃᓇᐃᔭᕕᖕᒐᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦᑐ ᐅᖅᑲᐅᔾᔨᒋᐊᖅᑎᖕᒐᓂᒃ
2011-ᒥ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᖏᑦ

ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᔨᓄᑦ
ᐅᖅᑲᐅᔾᔨᒋᐊᖅᑎᐅᑉ ᐱᓕᕆᕕᖕᒐᓂᒃ

ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᔨᓄᑦ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᑉ ᐱᓕᕆᕝᕕᖓᓂᒃ

ᑐᓴᐅᒃᓴᐃᑦ ᐃᖃᓇᐃᔭᖅᑎᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᒥᒃ

ᖁᕕᐊᓱᒃᑐᖓ ᑐᓂᓯᔪᓐᓇᕐᓂᖅ ᑖᒃᑯᓂᖓ ᐊᕐᕋᒍᑕᒪᖅ ᐅᓂᒃᑳᓕᐊᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᑦ ᐱᓕᕆᕝᕕᖓᓂᒃ (ᐅᖃᐅᔾᔨᕆᐊᖅᑎᒥᒃ) ᐊᕐᕋᒍᒧᑦ ᐃᓱᓕᓯᒪᔪᒧᑦ ᑎᓯᐱᕆ 31, 2011-ᒥ. ᐃᖃᓇᐃᔭᖅᑎᓂᒃ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᔪᖅ ᑎᒃᑯᐊᖅᑕᐅᓯᒪᖃᑦᑕᕐᒪᑦ ᓄᓇᑦᓯᐊᕐᒧᓪᓗ ᓄᓇᕗᒻᒧᓪᓗ ᒥᓂᔅᑕᓄᑦ ᑲᒪᔨᐅᔪᓄᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ/ᐱᓕᕆᔩᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᑲᒥᓯᓇᒃᑯᖕᒋᓐᓄᑦ ᑲᑎᒪᔨᓄᑦ. ᑎᓕᔭᐅᓯᒪᖕᒪᑦ ᐃᖃᓇᐃᔭᖅᑎᓂᒃ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᔪᖅ ᐃᑲᔪᖃᑦᑕᕆᐊᖃᕐᓂᕐᒥᒃ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐃᓚᖏᓐᓂᒡᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᕐᓂᖏᓐᓂᒃ. ᑕᒪᓐᓇ ᐃᑲᔪᕐᓂᖃᖅ ᐱᓕᕆᐊᖃᕈᑕᐅᕙᒃᐳᖅ ᐊᔾᔨᒌᖕᒋᑦᑑᑎᓂᒃ, ᓲᕐᓗ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓂᒃ ᑭᒡᒐᖅᑐᐃᖃᑦᑕᕐᓂᖅ ᐃᑲᔪᖅᑕᐅᓂᐊᖅᑐᓂᒃ ᐊᒥᓱᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓂᒃ ᐃᓱᒪᓕᐅᕈᑕᐅᕙᓪᓕᐊᕙᒃᑐᓂᒃ.

ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᔪᖅ ᐱᓕᕆᕙᒃᐳᖅ ᖃᐅᔨᓴᑦᑎᐊᖃᑦᑕᕐᓂᕐᒥᒃ ᓇᓚᒧᒃᑎᑕᐅᓂᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ, ᐱᓕᕆᖃᑦᑕᖅᓯᑎᒃ ᐅᔾᔨᖅᑐᑦᑎᐊᖃᑦᑕᕐᓂᕐᒥᒃ ᐱᓕᕆᔩᑦᑐ ᐃᖃᓇᐃᔭᖅᑏᑦᑐ ᐱᓯᒪᔭᖏᑦᑐ ᓱᕈᓰᑦ ᓈᒪᔪᓂᒃ ᐊᑲᐅᓈᖅᓯᒪᓕᑦᑎᐊᖅᑐᓂᒃ ᐃᑲᔪᔾᔪᐊᖅᑕᑦᑕᓇᐊᖅᑕᐅᓂᖏᓐᓂᒃ. ᓯᕗᓪᓕᖅᐹᒥ ᐃᓱᒪᒋᔭᐅᖃᑦᑕᖅᐳᖅ ᐱᓕᕆᖅᑎᕆᔭᐅᑎᐊᓇᐊᖅᑕᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᖅᐱᖅᑎᕆᑎᐊᕈᒪᓂᖏᓐᓂᒃ, ᐊᒥᓱᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᖅᑐᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᓂᖏᓐᓂᒃ ᑲᒪᒋᔭᐅᖕᒪᑕ ᒪᓕᒐᖅᑎᒎᑦ ᖃᐅᔨᒋᐊᖅᑎᑕᐅᔪᓐᓇᖅᑐᖅᑎ ᐅᕝᕙᓗᓐᓃᑦ ᐃᖅᑲᐃᕕᒃᑯᑦ ᓴᖑᓂᐊᖅᑕᐅᓛᖅᑎᓐᓇᒋᑦ. ᑕᒪᓐᓇ ᐱᐅᓯᕚᓕᖅᑕᐅᓯᒪᖃᑦᑕᖅᐳᖅ ᐊᑐᖅᑕᐅᑎᑦᑎᓂᖏᑦ ᓇᓗᓕᖅᑎᑦᑎᖃᑦᑕᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑭᖑᕙᖅᑕᐅᔪᖅᑎᑦᑎᑕᐃᓕᒪᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᑭᑦᑐᓇᐊᖅᑕᐅᕙᓐᓂᖏᓐᓂᒃ.

ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᔪᖅ ᐱᓕᕆᕙᒃᑲᖅᐳᖅ ᔭᒐᓇᐃᒥᒃ ᐃᖃᓗᒃᑐᑎᐊᕐᓂᒃ. ᐱᓕᕆᐊᓇᖅᑲᖅᑐᒍᑦ ᐅᐃᕝᕕᑎᑐᑦ, ᖃᒍᕕᑎᑐᑦ, ᐃᓄᒃᑎᑐᑦᑐ. ᐊᒥᓱᓴᓪᓕᕆᖕᓂᒃ ᐊᔾᔨᒌᖕᒋᑦᑑᑎᓂᒃ ᐃᑲᔪᖅᐸᒃᑐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᖅᑐᓄᑦ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᓄᓇᑦᓯᐊᕐᒥ, ᓄᓇᕗᒻᒥᑦᑐ. ᐱᓕᕆᔩᑦ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᖏᑦ ᐊᒻᒪᓗ ᑐᓴᕐᓇᓯᒍᑕᐅᔪᑦ ᐱᓕᕆᔨᓄᑦ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᑉ ᐃᑲᔫᑎᐊᕐᓂᓂᒃ ᐃᓕᓐᓂᐊᖅᑎᑕᐅᓯᒪᓪᓗᑎᒃ ᐊᑯᓂᐅᓂᖓᓄᑦ ᐊᕐᕌᒍᓂ ᐱᓕᕆᐊᖑᓪᓗᑎᒃ ᓈᒪᔪᓂᒃ ᐃᑲᔪᖅᑕᐅᓂᐊᖅᑐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓂᒃ.

ᑎᓕᔭᐅᓯᒪᒐᑦ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ, ᐃᖕᒥᒎᖅᑯᔭᐅᓯᒪᓗᑎᒃ ᐊᒻᒪᓗ ᐱᓕᕆᖃᑦᑕᖅᑯᔭᐅᓪᓗᑎᒃ ᑭᓯᐊᓂ ᐃᑲᔪᖅᑕᐅᓂᐊᖅᑐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᖅᑐᓂᒃ. ᐃᒃᐱᒍᓱᑦᑎᐊᖅᑎᓇᓇᐊᖅᑕᖅᑐᑦ ᐱᔨᑦᑕᐃᓂᖅᑎᓂᖅ. ᐱᔨᑦᑎᕋᐅᑎᖅᑎᑦ ᐊᑭᖃᖏᑦᑐᑦ - ᐊᑭᓕᒐᐃᒍᑎᖏᑦᑐᑦ - ᐱᐅᔪᑎᑐᐃᓐᓇᐅᔪᑦ ᐅᖃᐅᔾᔨᕆᐊᒍᑎᖏᑦ ᐊᒻᒪᓗ ᐃᑲᔪᖅᑎᐅᓂᖏᑦ ᑕᐱᔭᓇᔭᐅᑦᑐᑎᒃ.

ᐊᒻᒪᑕᐅᖅ ᐊᒃᓱᕈᑎᖃᖅᓯᓐᓈᖅᓯᑎᒃ ᐱᓕᕆᖅᑎᖅᑎᐊᓇᐊᖅᑕᖅᓂᒥᒃ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ ᓄᓇᑦᓯᐊᕐᒥᑦᑐ ᓄᓇᕗᒻᒥᑦᑐ, ᐱᓕᕆᖅᑕᖅᑐᕐᒥᐊᖅᑐᖅ ᑮᓇᐅᔭᓕᐅᕈᓐᓇᐃᓐᓂᖏᓐᓄᑦ ᑲᓇᑕᒥ ᑲᑐᔾᔨᖅᑎᕆᔨᐅᑉ ᐱᓕᕆᔨᓄᑦ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᓂ ᐊᒻᒪᓗ ᑕᓇᐱᔭᐅᔪᓂᒃ (CAWAA-ᑯᑦ ᓇᐃᓇᖅᑕᐅᓯᒪᓪᓗᑎᒃ). ᐱᕕᒃᓴᖃᓚᐅᖅᓯᒪᔪᖓ ᑕᒡᕙᓂ ᐊᑐᖅᓂᒥᒃ ᐊᕐᕋᒍᒥ ᑎᑭᓯᒪᓕᐊᖃᕐᓂᖅ ᓄᓇᓕᖕᓂᑦ ᓄᓇᑦᓯᐊᕐᒥᑦ ᓄᓇᕗᒻᒥ ᑕᑯᔭᖅᑐᖅᓯᑎᑦ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐃᓄᐃᑦ ᐃᓚᖏᑦᑐ. ᓄᑖᒥᒃ ᖃᓇᑕᐅᔭᒃᑯᑦ ᑐᕌᕆᖅᑲᖅᐸᖅ ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᔪᖅ ᐱᓕᕆᔨᓂᒃ ᐆᒧᖓ: advisor@waonwtnu.ca.

ᐱᐅᓯᕚᓪᓕᐊᓂᖅ ᐱᓕᕆᖅᑎᖅᑎᐊᕐᓂᕐᒥᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᑦ ᐃᖃᓇᐃᔭᖅᑎᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᓕᕆᔩᖏᓐᓂᒃ ᐊᐅᓚᑦᑎᔭᕆᐊᓕᖏᓐᓂᒃ, ᑲᓇᑕᐸ ᒐᕙᒪᒃᑯᖏᓐᓂᒃ ᐊᒻᒪᓗ ᒥᓂᔅᑕᐃᑦ ᐱᓕᕆᕝᕕᖏᓐᓂᒃ. ᑕᒪᒃᑯᐊ ᐱᓕᕆᖅᑎᕆᔪᓐᓇᖅᓯᒋᑦ ᐃᑲᔪᖅᑕᐅᓯᒪᔪᑦ ᐱᐅᓂᖅᓴᒃᑯᑦ ᐱᓕᕆᐊᖅᑲᕐᓂᖏᓐᓄᑦ ᐃᓱᒪᓕᐅᖅᑕᐅᔪᓂᒃ ᓴᕿᑕᐅᖃᑦᑕᖅᑐᓂᒃ ᐱᓕᕆᖅᑎᖅᑐᒋᑦ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔩᑦ/ᐃᖃᓇᐃᔭᖅᑏᑦ.

ᐊᒃᓱᐊᓗᒃ ᐱᒻᒪᕆᐅᑉᐸᒃ ᐃᑲᔪᕈᓐᓇᖅᑐᖅ ᓈᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐃᓚᖏᓐᓂᒡᓗ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔨᒃᑯᓐᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᕈᑎᖏᓐᓂᒃ. ᐅᖃᐅᔾᔨᕆᐊᖅᑎᐅᔪᖓ ᐃᑲᔪᖅᑕᐅᓂᐊᖅᑐᖓ ᓈᒪᓂᐊᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐃᓚᖏᓐᓄᑦ ᐱᓂᐊᕐᕕᓂᒃ ᐃᑲᔫᑎᖃᕐᓂᐊᖅᑐᒋᑦ ᐱᑦᑎᐊᕆᐊᖃᕐᓂᖏᓐᓂᒃ.

ᑎᐳᕋ ᓯᒻᓴᓐ

ᐱᓕᕆᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᐅᖃᐅᔾᔨᕆᐊᖅᑎ

ᑎᓕᔭᐅᓯᒪᓂᖏᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᑉ

ᐱᓗᐊᖅᑐᒥᒃ ᐱᓕᕆᒃᓴᖃᖅᐳᖅ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᓯᕗᒻᒧᐊᒃᑎᑦᑎᔨᐅᓂᕐᒥᒃ ᐃᓱᒪᒋᔭᐅᔭᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐊᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔩᑦ, ᕿᑐᙵᖏᓪᓗ ᐃᑲᔫᓯᐊᖅᑖᖃᑦᑕᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐱᖃᑦᑕᕆᐊᖃᖅᑕᖏᓐᓂᒃ, ᒪᓕᒃᑕᐅᓗᑎᒃ ᒪᓕᒐᐃᑦ. ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅᑕᐅᖅ ᐱᓕᕆᐊᖃᖅᐸᒃᑐᖅ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᖃᑦᑕᕐᓂᕐᒥᒃ, ᐃᑲᔪᖅᑎᐅᓂᕐᒥᒃ, ᐊᒻᒪᓗ ᑕᐱᕆᔭᐅᔪᓐᓇᕐᓂᕐᒥᒃ ᐃᑲᔪᖅᑎᐅᓂᖅ ᐋᓐᓂᐊᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔨᓄᑦ/ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ ᕿᑐᙵᖏᓄᓪᓗ ᐱᔾᔪᑕᐅᔪᓂᒃ ᐃᓱᒪᓕᐊᖑᓯᒪᔪᓂᒃ ᕿᒥᕐᕈᐊᖅᑕᐅᓚᐅᖅᑐᓂᒃ ᐅᕝᕙᓗᓐᓃᑦ ᓴᖑᓐᓂᐊᖅᑕᐅᓚᐅᖅᑐᓂᒃ.

ᐱᔨᑦᑎᕋᐅᑎᖏᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒥᒃ

ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᐊᒥᓱᒐᓴᖕᓂᒃ ᐊᔾᔨᒌᙱᑦᑑᑎᐅᔪᓂᒃ ᐱᔨᑦᑎᕋᐃᕙᒃᐳᖅ ᐊᓐᓂᐊᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ/ᐃᖃᓇᐃᔭᖅᑎᓂᒃ ᐃᓚᒋᓐᓂᒡᓗ; ᑕᒪᒃᑯᐊ ᒪᑯᓂᖓ ᐃᓚᖃᖅᐳᑦ:

- ᖃᐅᔨᒪᔾᔪᑎᒃᓴᖅᓯᐅᕐᓂᖅ ᓇᓕᐅᒃᒫᒃᓴᓕᕆᔾᑯᓐᓂᒃ ᐊᓐᓂᐊᖅᓯᒪᔪᑦ ᐱᓕᕆᔨᐅᔪᖅ ᐱᔾᔪᑎᓪᓗᒍ;
- ᐃᑲᔪᕐᑐᒋᑦ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔩᑦ ᑐᑭᓯᐅᒪᖃᑦᑕᐅᑦᑎᑦᑎᐊᕐᓂᖅᓴᐅᖁᓪᓗᒋᑦ ᓇᓕᐅᒃᒫᒃᓴᓕᕆᔾᑯᑦ ᐃᖃᓇᐃᔭᖅᑎᖏᓐᓂᒃ;
- ᐅᓂᒃᑳᖃᑦᑕᕐᓂᖅ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᓇᓕᐅᒃᑯᒫᓕᕆᓇᒃᑯᓐᓂ ᐊᒻᒪᓗ ᐃᓱᒪᓕᐊᕆᕙᒃᑕᖏᑦ ᑕᐃᒃᑯᐊ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔨᓄᑦ/ᐃᖃᓇᐃᔭᖅᑎᓄᑦ;
- ᐅᖃᐅᔾᔭᐅᒋᐊᖃᑕᕐᓗᑎᒃ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔩᑦ ᑐᖓᕕᒃᓴᑦᑎᐊᕐᒪᖔᑕ ᑐᖓᕕᒃᓴᖃᑦᑎᐊᖏᒪᖔᑕᓗᓐᓃᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᒃᑲᓐᓂᖁᔭᓂᒥᖅ ᐃᓱᒪᓕᐊᖑᓯᒪᓕᐊᓂᒃᑐᓂᒃ;
- ᕿᒥᕈᐊᖅᑕᐅᒃᑲᓐᓂᕐᓂᖏᑦ ᑎᑎᖃᖁᑎᖏᓐᓂᒃ ᓴᕿᐅᒪᑎᑕᐅᔪᑦ;
- ᐊᓯᒃᑲᓐᓂᖏᓐᓂᒃ ᓴᕿᑎᑦᑎᒋᐊᕈᓐᓇᖅᓂᖅ ᐱᔭᕆᐊᖃᖅᑐᓂᒃ;
- ᐃᑲᔪᖅᑕᐅᓂᖏᓐᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔩᑦ ᐸᕐᓇᒃᐸᓪᓕᐊᓂᕐᒍᑦ ᑐᓂᓯᓂᕐᒍᓪᓗ ᑐᒃᓯᕋᐅᑎᒥᓂᒃ ᑕᒪᐃᓐᓄᑦ ᓇᓕᐅᒃᑯᒫᓕᕆᓇᒃᑯᓐᓄᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᓯᒪᔪᓕᒫᓂᒃ;
- ᐃᓱᒪᒋᔭᐅᖁᓇᓂᖅ ᐊᓯᙱᖏᓐᓂᒃ ᕿᒥᕐᕈᐊᖅᑕᐅᖁᓇᙱᖕᓗᑎᒃ ᐅᕝᕙᓗᓐᓃᑦ ᓴᖑᓐᓂᐊᕈᑎᖃᖏᓚᐅᖅᓇᕐᓂᕐᒍᑦ;
- ᑭᓪᓚᖅᑐᖅᑕᐅᓂᖏᓐᓂᒃ ᐋᓐᓂᖅᓯᒪᔪᑦ ᐱᓕᕆᔩᑦ ᑲᑎᒍᑕᐅᔪᓂ ᓇᓚᒃᑕᐅᓂᐊᖅᑐᓂᒃ ᕿᒥᕐᕈᐊᖅᑎᓄᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ ᐅᕝᕙᓗᓐᓃᑦ ᓴᖑᓐᓂᐊᕐᕕᐅᔪᓄᑦ ᐃᓱᒪᓕᐅᖅᑎᓄᑦ; ᐊᒻᒪᓗ
- ᓇᓗᓇᐃᕐᓯᓗᑎᒃ ᓇᓂ ᐃᑲᔪᖅᑕᐅᖃᕐᓂᐊᕐᒪᖔᑕ ᐃᑲᔪᖅᑕᐅᔪᑦ

ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᐃᑲᔪᖃᑦᑕᕐᓂᐊᖅᑐᖅ ᐋᓐᓂᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐃᓚᒋᓐᓂᒡᓗᓐᓃᑦ ᐱᓕᕆᔨᐅᔪᒥᓂᒃ ᐃᑲᔪᖅᑕᐅᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᐅᖃᐅᓯᕆᓂᖏᓐᓂᒃ ᑐᑭᓯᒋᐊᕐᑕᐅᒪᓂᖏᓐᓂᒃ ᖃᓄᐃᓕᖓᓂᕐᒥᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑕᓇᓱᐊᕐᓂᕐᒥᓂᒃ. ᐃᑲᔪᖅᑕᐅᕙᓪᓕᐊᔪᑦ ᓯᕗᓪᓕᖅᐹᒥᒃ ᐅᖃᐅᓯᖅᑕᖅᓯᒪᔪᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒥᒃ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᖅᑕᐅᔪᓂᒃ ᖃᓄᐃᓕᐅᕐᓂᖃᕐᓂᖅᑕᖅᑕᐅᓂᐊᕐᓂᐅᕙ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᖅᓯᐊᕈᑎᒋᓂᐊᖅᑕᖏᑦ.

ᐃᓚᖏᑦ ᐃᓄᐃᑦ ᐅᖃᖃᑎᖃᓲᖑᕗᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒥᒃ ᐱᓴᓐᓄᓚᐅᖏᓐᓂᕐᒥᓂᒃ ᓇᓕᐅᒃᑯᒫᒃᓴᖅᑖᓯᐊᕈᑎᒥᓂᒃ, ᐊᓯᖏᓪᓗ ᐅᖃᖃᑎᖃᓲᖑᓪᓗᑎᒃ ᐅᐸᒋᐊᕐᓂᐊᓕᖅᑎᓪᓗᒋᑦ ᓴᖑᓐᓂᐊᕐᕕᒃᑯᑦ ᐃᓱᒪᓕᐅᕐᕖᑦ ᓵᖓᓂ. ᖃᓄᐃᓕᖓᓕᓴᓗᐊᖅᑎᓪᓗᒋᑦ ᓇᓕᐅᒃᑯᒫᒃᓴᖅᑖᓯᐊᕈᑎᖏᑦ, ᐅᖃᐅᔾᔭᐳᒧᑦ ᐃᑲᔪᖅᑕᐅᔭᓐᓇᖅᐳᑦ.

ᐅᖃᐅᓯᐅᓚᐅᖅᓯᑎᒃ ᐃᓱᒪᓘᑖᐅᔪᑦ ᐃᑲᔪᖅᑕᐅᔪᓄᑦ, ᐊᔪᙱᓐᓂᒃ ᐃᑲᔪᖅᑕᐅᔪᑦ ᑎᑎᖃᖁᑎᒋᔭᐅᔪᓂᒃ ᑐᓂᓴᐅᓴᔪᖑᒐᑦ ᐊᒻᒪᓗ ᕿᒥᕐᕈᐊᖅᑕᐅᒃᑲᓐᓂᖅᓯᑎᒃ. ᑕᒪᑐᒪᓂ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᐅᖃᐅᔾᔭᔪᓐᓇᖅᓯᕗᖅ ᐊᑐᐃᓐᓇᐅᔪᓂᒃ ᐊᑐᙱᓐᓇᖅᑕᖏᓐᓂᒃ. ᐊᑐᓚᐊᓐᓇᖅᐳᖅ ᓲᕐᓗ ᐅᓂᒃᑳᕐᓂᕐᒥᒃ ᖃᓄᐃᓕᐅᖅᑐᖅᓯᒪᓪᓚᓪᓚᓪᓚ ᐊᒻᒪᓗ ᓲᖅ ᐃᓚᖏᓐᓂᒃ ᐃᓱᒪᓕᐅᕈᑎᖅᓯᒪᓪᓚᓪᓚᓪᓚ, ᑭᓪᓚᖅᑐᐃᓪᓗᑎᒃ ᐃᑲᔪᖅᑕᐅᔪᒥᒃ ᑲᒪᔭᐅᔪᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑕᓴᐊᕈᑎᖏᓐᓂᒃ, ᕿᒥᕐᕈᐊᖅᑎᓄᓪᓗᓐᓃᑦ ᑲᑎᒪᔭᓴᓂᓄᑦ, ᐊᒻᒪᓗ ᓴᖑᓐᓂᐊᕈᑎᓗᓄᑦ ᐃᓱᒪᓕᐅᖅᑎᐅᔪᓄᑦ.

ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᐃᓱᒪᖃᕈᓂ ᒪᓕᒐᖅᑎᒍᑦ ᓴᕿᓂᖃᕐᓯᐅᕐᓂᖅ ᐱᓯᐅᔪᑦ ᑲᔪᓯᓗᐊᕈᑎᕗ, ᓄᓪᓚᕐᒋᓗᐊᕐᓂᕐᒋᓄᓪᓗᓂ ᐋᓐᓂᐊᖅᓯᒪᓪᓗᓂ ᓯᐅᕈᑕᐅᔪᖅᓴᐅᖅ, ᐃᑲᔪᖅᑕᐅᖃᕐᓂᐳᓇᖅᓴᓂᖅ ᐊᓯᕐᓇᖅᑎᑦᑕᐅᓗᓐᓂᖅᓴᖅ.

ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᑉ ᐱᓕᕆᐊᕆᓯᒪᔭᖏᓐᓂᒃ ᓈᓴᖅᑕᐅᓯᒪᓕᖅᑐᑦ

ᑲᑎᓪᓗᒋᑦ ᐅᖃᕐᕕᐅᓯᒪᓕᖅᑐᑦ - 3,514
(2010: 4,152; 2009: 4,594)

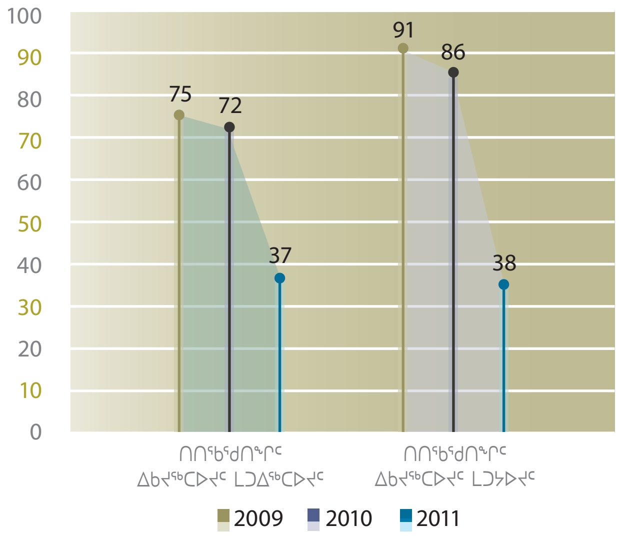
ᐅᖃᕐᕕᐅᖃᑦᑕᖅᐳᑦ ᑖᓐᓇ ᐱᓕᕆᕝᕕᒃ ᖃᓄᑐᐃᓐᓇᖅ ᓇᖕᒥᓂᕐᓗᓐᓃᑦ, ᐅᖄᓚᐅᑎᒃᑯᓪᓗᓐᓃᑦ, ᖃᕆᑕᐅᔭᒃᑯᓪᓗᓐᓃᑦ ᑎᑎᖅᑲᒃᑖᕐᕕᒃᑯᑦ, ᓱᒃᑲᔪᒃᑯᓪᓗᓐᓃᑦ, ᑎᑎᖅᑕᐅᔪᓄᓪᓗᓐᓃᑦ ᖃᓂᒋᔭᕐᒋᓐᓃᐳᑦ 32 ᐳᓴᓐᑎᖏᓐᓂᒃ ᐃᓄᐃᑦ ᐅᖃᖅᓯᒪᔪᑦ ᐱᓕᕆᕝᕕᖓᓐᓄᑦ ᓄᓇᑦᓯᐊᕐᒥᓗ ᓄᓇᕗᒻᒥ. ᐊᒥᐊᒃᑯᖏᑦ ᐊᓯᐊᓄᑦ ᓅᓯᒪᓕᖅᑐᑦ ᐅᑎᖅᓯᒪᓪᓗᑎᒃᓗᓐᓃᑦ ᓂᒋᐊᓄᑦ ᑲᓇᑕᒥ, ᔭᐊᓇᐹᓪᓗᓐᓃᑦ ᐊᒥᐊᓕᑲᒥᐅᓄᓪᓗᓐᓃᑦ.

2011-ᖑᓂᖓᓂ, ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒃᑯᑦ ᐅᖃᕐᕕᐅᓚᐅᖅᑐᑦ 3,514 -ᓄᑦ ᐃᓄᖕᓂᒃ ᑲᑐᔾᔨᖃᑎᒌᖕᓂᓪᓗ. ᐊᒥᓲᓂᖅᓴᐃᑦ ᐃᓅᓚᐅᖅᑐᑦ ᐃᑲᔪᖅᑕᐅᔪᑦ ᐅᕝᕙᓗᓐᓃᑦ ᐃᖃᓇᐃᔭᖅᑎᐅᓚᐅᖅᑐᑦ ᓄᓪᓚᐅᒃᑯᒫᒃᓴᓕᕆᓂᒃᑯᑦ ᐃᖃᓇᐃᔭᖅᑎᖏᑦ ᓄᓪᓚᐅᒃᑯᒫᒃᓴᖅᑕᓴᐊᖅᑐᓄᑦ ᐃᓱᒪᓘᑎᖃᖅᑐᑦ. ᐊᒻᒪᑕᐅᖅ, ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᐅᖃᖃᑎᖃᑦᑕᖅᓯᒪᔪᖅ ᐱᓕᕆᔩᑦ ᐃᓚᖏᓐᓂᒃ, ᐱᓕᕆᕝᕕᖏᓐᓂᒃ ᑲᑐᔾᔨᖃᑎᒌᖕᓂᒃ, ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔨᖏᓐᓂᒃ, ᐊᓐᓂᐊᖅᑐᓕᕆᔨᓂᒃ, ᒥᓂᔅᑕᖑᓂᒃ, ᐊᓯᖏᓐᓂᓗ ᐃᓚᐅᖃᑎᖏᓐᓂᒃ ᑎᒥᐅᔪᓂᒃ. ᐃᓱᐊᓂ ᑎᓯᐱᕆ 2011-ᒥ 25-ᖑᓚᐅᖅᑐᑦ ᑲᔪᓯᔪᓂᒃ ᑲᒪᒋᔭᐅᓚᐅᖅᑐᑦ.

ᐃᑲᔫᖅᑕᐅᕙᓪᓕᐊᑎᒋᔪᑦ

2011-ᖑᑎᓪᓗᒍ, ᓄᑖᓂᒃ ᓇᓪᓕᐅᒃᑯᒫᖅᑖᕋᓱᐊᖅᑐᓂᒃ 37-ᓂᒃ ᒪᑐᐃᖅᓯᓚᐅᖅᐳᑦ ᐊᒻᒪᓗ 38-ᖑᓚᐅᖅᑐᑦ ᐆᒃᑐᕈᑕᐅᔪᑦ ᒪᑐᔭᐅᓚᐅᕐᓂᖏᑦ. ᒪᑐᔭᐅᓯᒪᓂᕋᖅᑕᐅᔪᑦ ᑐᑭᖃᖅᑐᑦ ᐃᑲᔫᖅᑕᐅᔪᓄᑦ ᑎᑎᖃᖁᑎᒋᔭᐅᔪᓂᒃ ᖃᓄᐃᓐᓇᖅ ᐃᓱᒪᓘᑕᐅᓚᐅᕐᓂᖏᑦ ᑐᑭᑖᕈᑕᐅᓯᒪᓕᖅᓱᑎᒃ ᐅᕝᕙᓗᓐᓃᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᑉ ᐅᖃᕐᕕᒋᒃᑲᓐᓂᕈᓐᓃᓯᒪᔭᖏᓐᓂᒃ ᐊᓐᓂᐊᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔾᔪᓂᒃ.

ᐅᑯᐊ ᑕᕝᕙ ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᐊᔾᔨᒌᖏᓐᓂᖏᓐᓂᒃ ᓈᓴᐅᑎᖏᑦ ᐱᖓᓲᓚᐅᖅᑐᓂᒃ ᐊᓂᒍᖅᑐᓂ ᐊᕐᕋᒍᓂ:



ᐃᓱᒪᑑᑖᐅᓂᖏᑦ ᑐᑭᑖᖅᑭᑕᐅᓯᒪᔪᑦ

ᐊᑐᓂ ᐃᑲᔫᖅᑕᐅᔪᑦ ᑎᑎᖃᖁᑎᖏᑦ ᐅᖃᐅᓯᖃᓲᖑᖕᒪᑕ ᐊᑕᐅᓯᕐᒥᒃ ᐊᒥᓲᓂᖅᓴᓂᒡᓗᓐᓃᑦ ᐅᑯᓂᖓ ᐊᑖᓂ ᐃᓱᒪᑑᑕᐅᕙᒃᑐᓂᒃ:

- ᑕᒪᐃᓐᓂᒃ ᐃᑲᔫᖅᑕᐅᔪᒪᓂᖅ;
- ᐊᖏᖅᑕᐅᓂᖏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕆᓂᐊᖅᑕᖏᑦ;
- ᐊᓯᔾᔨᖅᑕᐅᓂᖏᑦ ᐊᔪᕈᑎᖏᓐᓂᒃ ᐳᓴᓐᑎᖏᑦ;
- ᑲᔪᓯᓂᖏᑦ ᐃᑲᔪᓯᐊᒃᓴᖏᑦ;
- ᐊᖏᒡᓕᕆᐊᖅᑕᐅᓂᖏᑦ ᐃᑲᔪᓯᐊᑦ;
- ᐊᑕᐅᑎᒃᑯᑦ ᐊᖏᔪᒥᒃ ᑕᒪᕐᒥᒃ ᐊᑭᓕᖅᑕᐅᓂᖏᑦ ᐱᓕᕆᔪᓐᓇᐃᓪᓕᔾᔪᑏᑦ;
- ᐋᓐᓂᐊᖅᑐᓕᕆᓃᑦ ᐃᑲᔫᖅᑕᐅᔪᒪᓂᖏᑦ ᐱᓕᕆᓃᑦ; ᐊᒻᒪᓗ
- ᐱᓕᕆᓕᒃᑲᓐᓂᕈᓐᓇᓂᕐᒧᑦ ᐊᔪᕈᓐᓃᖅᓴᐅᑏᑦ.

ᐊᑐᓂ ᐃᑲᔫᖅᑕᐅᔪᓂ ᑎᑎᖃᖁᑎᖏᓐᓂ, ᐊᒥᓱᑲᓴᐅᔪᓐᓇᕐᒪᑕ ᐊᑐᓂ ᐃᓱᒪᑑᑕᐅᓂᖏᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒧᑦ ᐃᑲᔫᖅᑕᐅᔾᔪᑕᐅᔪᓐᓇᖅᑐᑦ: 2011-ᒥ, ᐱᖓᓱᑦ ᖁᓕᖅᐹᖑᓚᐅᖅᐳᑦ ᐃᓱᒪᑑᑖᐅᔪᓂᒃ ᐅᖃᐅᓯᖃᑦᑕᓚᐅᖅᑐᑦ:

- ᑕᒪᐃᓐᓂᒃ ᐃᑲᔫᖅᑕᐅᔪᓂᖅ;
- ᐊᖏᖅᑕᐅᓂᖏᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᕈᑎᖏᑦ ᐊᒻᒪᓗ
- ᑲᔪᓯᑎᑕᐅᓂᖏᑦ ᐃᑲᔪᐊᓯᖅᑕᕇᕙᒃᑲᖏᑦ.

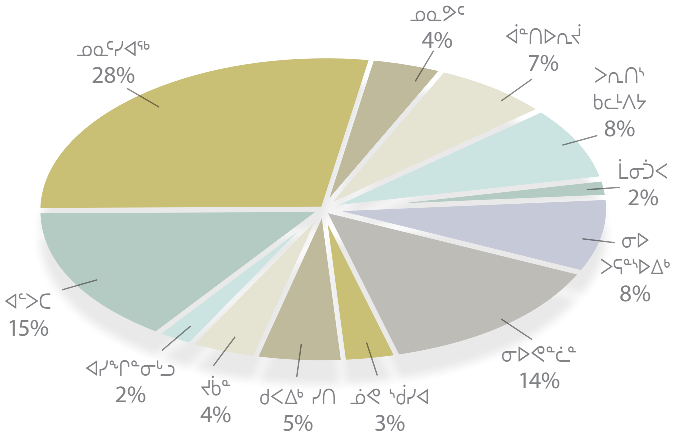
ᓴᓐᖑᓐᓂᐊᕈᑎᑦ

2011-ᖑᑎᓪᓗᒍ, ᐅᖃᐅᔾᔨᒋᐊᖅᑎᔪᖅ ᑭᒡᒐᖅᑐᐃᓚᐅᖅᑐᖅ 11-ᓂᒃ ᐃᑲᔫᖅᑕᐅᔪᓂᒃ, ᕿᒥᕐᕈᐊᖅᑏᑦ ᑲᑎᒪᔨᕋᖁᑦ ᓵᖓᓐᓂ ᐊᒻᒪᓗ ᐱᖓᓲᔪᖅᑐᓂᒃ (6-ᓂᒃ) ᐃᓄᖕᓂᒃ ᑭᒡᒐᖅᑐᐃᓪᓗ ᓴᓐᖑᓂᐊᕐᕕᐅᔪᑦ ᐃᓱᒪᓕᐅᖅᑏᑦ ᓵᖓᓂ. ᕿᒥᕐᕈᐊᖅᑎᓂ, ᑕᓪᓕᒪᐃᑦ ᐃᑲᔫᖅᓯᑕᐅᓚᐅᖅᑐᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᓪᓗᑎᒃ, ᓯᑕᒪᐃᑦ ᐊᖏᖅᑕᐅᓚᖏᑦᑐᑦ, ᐊᒻᒪᓗ ᓱᓕ ᒪᕿᒃ ᐃᓱᒪᓕᐅᕈᑕᐅᓯᒪᖏᑦᑐᑦ ᓱᓕ (ᑐᓴᖅᑕᐅᓯᒪᖏᑦᑐᑦ). ᓴᖑᓐᓂᐊᕐᕕᐅᔪᓂ ᐃᓱᒪᓕᐅᖅᑎᓂ, ᐱᖓᓱᑦ ᐃᑲᔫᖅᓯᖅᑕᐅᓚᐅᖅᑐᑦ, ᐊᑕᐅᓯᖅ ᖁᔭᓈᖅᑕᐅᓚᐅᖅᑐᖅ, ᐊᑕᐅᓯᖅ ᐊᓯᔾᔨᖅᑕᐅᒐᓚᓚᐅᖅᑐᖅ ᐊᒻᒪᓗ ᐊᑕᐅᓯᖅ ᐃᑲᔫᖅᑕᐅᔪᖅ ᓴᑐᐃᓚᐅᖅᑐᖅ ᓴᖑᓐᓂᐊᕈᑎᒥᓂᒃ.

ᐃᑲᔫᖅᑕᐅᑎᒋᓂᖏᑦ ᐃᓄᐃᑦ

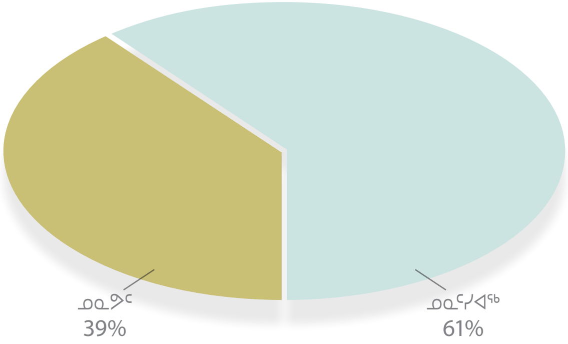
ᓇᓂᒥᐅᑕᐅᓂᖏᑦ

68 ᐳᓴᓐᑎᖏᑦ ᐃᑲᔫᖅᑕᐅᓚᐅᖅᑐᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒧᑦ ᓄᓇᕐᓯᐊᑉ ᓄᓇᕗᓪᓗ ᓯᓚᑖᓃᓚᐅᖅᑐᑦ. 28 ᐳᓴᓐᑎᖏᑦ ᐃᑲᔫᖅᑕᐅᔪᑦ ᓄᓇᕐᓯᐊᕐᒥᓚᐅᖅᑐᑦ ᐊᒻᒪᓗ 4 ᐳᓴᓐᑎᖏᑦ ᓄᓇᕗᒻᐅᒥᑕᐅᓚᐅᖅᑐᑦ. ᐊᕕᒃᑐᖅᓯᒪᓂᖏᑦ ᐃᓂᖏᑦ ᓄᓇᕆᔭᐅᔪᓂᒃ ᐃᒪᐃᓕᖓᓚᐅᖅᐳᑦ:



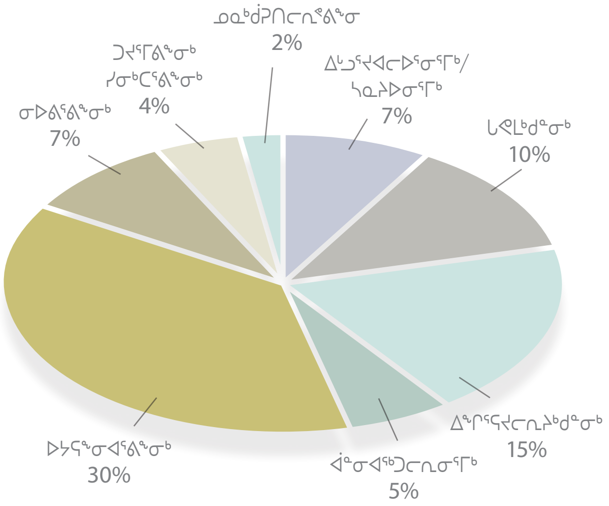
ᐃᓂᖏᑦ ᐋᓂᐊᕐᕕᐅᓯᒪᔪᑦ

ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᐊᑖᓃᑦᑐᑦ ᑕᑯᒃᓴᐅᑎᑦᑎᒍᖅ 61 ᐳᓴᓐᑎᖐᓃᓪᓚᐅᕐᓂᖏᓐᓂᒃ ᐋᓂᐊᖅᓯᒪᓪᓚᐅᖅᑐᑦ 2011-ᖑᑎᓪᓗᒍ ᓄᓇᑦᓯᐊᕐᓃᓪᓚᐅᖅᑐᑦ ᐊᒻᒪᓗ 39 ᐳᓴᓐᑎᖏᑦ ᐋᓂᐊᓪᓚᐅᖅᑐᑦ ᓄᓇᕗᒦᓪᓚᐅᖅᑐᑦ.



ᐱᓕᕆᕖᑦ ᐃᖃᓇᐃᔭᕐᕖᑦ ᖃᓄᐃᑦᑑᓂᖏᓐᓂᒃ

ᑕᑯᑎᑦᑎᔾᔪᑏᑦ ᐊᑖᓃᑦᑐᑦ ᑕᑯᒃᓴᐅᑎᑦᑎᒍᖅ ᐳᓴᓐᑎᑎᒍᑦ ᐃᑲᔪᖅᑕᐅᓪᓚᐅᖅᑐᓂᒃ ᐊᔾᔨᒌᖏᑦᑑᑎᓂᒃ ᐱᓕᕆᕕᖃᓪᓚᐅᖅᑐᓂᒃ/ ᐃᖃᓇᐃᔭᕐᕕᖃᓪᓚᐅᖅᑐᓂᒃ.



ᖃᓄᐃᓕᕗᓪᓕᐊᓂᖏᑦ ᐃᑲᔪᖅᑕᐅᕗᓪᓕᐊᓂᖏᑦ

- ᐳᓴᓐᑎᖏᑦ ᐃᑲᔪᖅᑕᐅᔪᑦ (ᐋᓂᖅᓯᒪᔪᑦ) ᐃᖃᓇᐃᔭᖅᑎᐅᓪᓚᐅᖅᑐᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᓂ ᐊᒻᒪᓗ ᐃᒡᓗᓕᐅᖅᑐᓂᒃ ᐊᒥᓱᕈᖅᐸᓪᓕᐊᓯᒪᓕᖅᑐᑦ ᓯᕗᓂᐊᓂᒃ;
- ᐃᑲᔪᑕᐅᔪᒪᔾᔪᑎᖃᓛᖑᒍᑦ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ "ᐊᖏᖅᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᐆᒃᑐᕈᑎᖏᑦ". ᑕᒪᐃᓐᓂ, ᑖᒃᑯᐊ ᐃᑲᔪᖅᑕᐅᔪᑦ ᐃᑲᔪᖅᑕᐅᔪᒪᖃᑦᑕᖅᐳᑦ ᑎᑎᕋᖅᑕᐅᖁᔨᓂᕐᒥᒃ ᑐᒃᓯᕋᐅᒻᒥᒃ ᕿᒥᕐᕈᐊᖅᑕᐅᖁᔨᓂᖅ ᓴᖑᓐᓂᐊᕈᑎᒥᓂᒡᓗᓐᓃᑦ ᑐᑭᓯᐅᒪᔭᕆᐊᖃᕐᓂᕐᒥᓄᑦ ᖃᓄᐃᓕᐅᕐᓂᐊᕐᒪᖔᑕ ᐱᐅᓯᕆᔭᐅᓂᐊᖅᑐᓂᒃ ᐊᑐᖅᑕᐅᓂᐊᖅᑐᓂᒃ;
- 68 ᐳᓴᓐᑎᖏᓃᖅᑲᑦᑕᕐᓂᖏᓄᑦ ᐃᑲᔪᖅᑕᐅᔪᒪᔪᑦ ᐅᑭᐅᖅᑑᓂᐅᔫᑉ ᓯᓚᑖᓃᓂᖏᓂᑦ, ᐊᒥᓲᓂᖅᓴᐃᑦ ᐃᑲᔪᖅᑕᐅᓂᖏᑦ ᐅᖃᕐᕕᐅᕙᒃᐳᑦ ᖃᓇᑕᐅᔭᒃᑯᑦ ᑎᑎᖃᖅᑖᕐᕕᒃᑯᑦ ᐅᖄᓚᐅᑎᒃᑯᓪᓗᓐᓃᑦ;
- 61 ᐳᓴᓐᑎᖏᑦ ᐃᑲᔪᖅᑕᐅᔪᑦ ᐱᓕᕆᕕᖑᐊᖅᓯᒪᔪᑦ ᐋᓂᖅᓯᒪᓪᓚᐅᖅᑐᑦ ᓄᓇᑦᓯᐊᕐᒥᖐᖅᑐᑦ ᐊᒻᒪᓗ 39 ᐳᓴᓐᑎᖏᑦ ᐋᓂᐊᖅᓯᒪᓪᓗᑎᒃ ᓄᓇᕗᒻᒥᑦ;
- ᑕᒪᕐᒥᒃ ᐃᑲᔪᖅᑕᐅᔪᑦ ᑲᒪᒋᔭᐅᓪᓚᐅᖅᑐᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᑉ ᑐᓴᓇᔭᖓᓄᑦ ᐃᓄᒃᑎᑑᓇᐊᖅᑲᖅᓂᖏᓐᓂᒃ;
- ᐊᒥᓲᓂᖅᓴᐅᓪᓚᐅᖅᑐᑦ ᐃᑲᔪᖅᑕᐅᔪᑦ 2011-ᒥ ᓯᕗᓂᐊᓂᒃ ᐊᕐᕋᒍᓂᒃ ᐃᑲᔪᖅᑕᐅᔭᕆᐊᖃᓪᓚᐅᖅᑐᓂᒃ ᐅᐃᕖᖅᑎᑐᑦ.
- ᑎᑎᖃᖃᖅᕕᖏᑦ ᒪᑐᔭᐅᔪᓐᓇᖅᐳᑦ ᒪᑯᐊ ᐱᔾᔪᑕᐅᓂᖑᑦ:
  - ᓴᖑᓐᓂᐊᕐᕕᖕᓄᑦ ᐃᓱᒪᓕᐅᖅᑎᓄᑦ ᐃᓱᒪᓕᐊᓄᑦ;
  - ᕿᒥᕐᕈᔩᑦ ᑲᑎᒪᔩᖃᑏᑦ ᐃᓱᒪᓕᐊᕆᔭᖏᓐᓄᑦ;
  - ᐊᖏᖅᑕᐅᓂᖏᓐᓄᒃ ᓇᑦᑎᐅᒃᑯᒫᒃᓴᖏᑦ;
  - ᐊᑕᐅᑎᒃᑯᑦ ᐊᑭᓕᖅᑕᐅᓂᖏᓐᓄᑦ ᑐᓂᔭᐅᓂᐊᖅᑐᑦ;
  - PMI-ᑯᓐᓄᑦ ᕿᒥᕈᐊᖅᑕᐅᓯᒪᔪᑦ;
  - ᐊᔪᕈᓐᓃᖅᓴᖅᑎᑕᐅᓕᕐᓂᖏᓐᓄᑦ ᐱᓕᒃᑲᓐᕈᓐᓇᕐᓂᕐᒧᑦ;
  - ᐱᓕᕆᔨᐅᑉ ᐱᔪᒪᓪᓚᐅᖅᑕᖓ ᐱᐊᓂᒃᓯᒪᓕᖅᑎᓪᓗᒍ;
  - ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒧᑦ ᐃᑲᔪᖅᑕᐅᔪᓪᓚᐅᖅᑐᖏᓐᓇᓱᒐᓐᓂᖏᓐᓄᑦ;
  - ᐊᓯᐊᓄᑦ ᐱᓕᓇᒧᑦ ᑐᓂᔭᐅᓂᖏᑦ ᐱᓕᓇᐊᖑᔪᓂᖏᑦ ᑎᑎᖃᖅᑎᖏᑦ; ᐅᕙᖓᓗᓐᓃᑦ
  - ᐅᖃᖃᑎᒋᔭᐅᔪᓐᓇᐃᓕᓯᒪᓂᖓᓄᑦ ᐱᓕᓇᐊᕐᔪᒃ.

ᐱᐅᓯᕆᔭᐅᔪᓂᒃ ᐃᓱᒪᓘᑕᐅᔪᑦ

ᐋᓐᓂᐊᖅᑐᓕᕆᔨᓄᑦ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᓂᖏᑦ ᐊᒻᒪᓗ ᐊᑐᐊᒐᕆᔭᐅᔪᓄᑦ ᑐᑭᓕᐅᖅᑕᐅᓯᒪᔪᑦ ᐃᓛᓐᓂᒃᑯᑦ ᐅᓂᒃᑲᖅᑕᐅᖃᑦᑕᖏᒻᒪᑦ ᐃᑲᔪᖅᑕᐅᔪᒪᔪᓄᑦ ᑐᑭᓯᓇᕐᑎᐊᕐᓗᑎᒃ ᐱᔭᕇᐊᑐᔫᖏᓪᓗᑎᒃ. ᑕᐃᒪᐃᓐᓂᖏᓐᓄᑦ ᓇᓗᓕᕈᑕᐅᕙᒃᐳᑦ, ᑐᑭᓯᓂᕐᓘᑕᐅᓂᕐᒧᑦ, ᐊᒻᒪᓗ ᓂᖕᒐᒍᑕᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᐋᓐᓂᖅᓯᒪᔪᒧᑦ ᐱᓕᕆᔨᓄᑦ. ᑐᑭᓯᓇᕐᑎᐊᖅᑐᓂᒃ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑎᖃᕐᓂᖅ ᐃᓱᒪᓘᑕᐅᕙᒃᑐᓂᒃ ᓲᕐᓗ ᐅᖃᐅᓯᕐᓂᒃ “ᐊᔪᓕᕈᑕᐅᕙᓪᓕᐊᔪᓂᒃ” ᑐᑭᓯᓇᕐᑎᐊᖃᑦᑕᓇᐊᖃᖅᐳᑦ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᐱᓕᕆᔨᓄᑦ ᐃᖃᓇᐃᔭᖅᑎᓄᑦ.

ᓯᕗᒻᒧᑦ ᑕᐅᑐᖕᓂᖅ

ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᓯᕗᒻᒧᑦ ᑕᐅᑐᒃᐳᖅ 2012-ᒧᑦ ᓂᕆᐅᒋᔭᖃᒻᒪᕆᒃᓯᓂ. ᓴᕿᓐᓂᐊᖅᑐᑦ ᐊᑐᐊᒐᕐᓄᑦ ᒪᓕᒐᕐᓄᓪᓗ ᐊᓯᔾᔨᕈᑕᐅᓂᐊᖅᑐᑦ, ᐱᓕᕆᖃᑎᒋᔭᐅᖃᑦᑕᕐᓂᖏᑦ ᐊᐅᓚᑦᑎᔩᑦ ᑲᑎᒪᔩᖏᑦ ᐱᐅᓯᕆᔭᐅᙵᓂᖏᑦ ᐊᒻᒪᓗ ᐱᓕᕆᖃᑎᒋᔭᐅᖏᓐᓇᕐᓂᖓ ᑐᓪᓕᕆᔭᐅᔪᑦ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᒧᑦ ᓄᓇᕗᒻᒥ ᐱᐅᓂᖅᓴᓂᒃ ᐱᔨᑦᑎᕋᖅᑕᐅᔪᓐᓇᕐᓂᐊᖅᑐᑦ ᐅᑭᐅᖅᑕᖅᑐᒥᐅᑕᓂᒃ ᐱᐅᓂᖅᓴᐅᔪᓂᒃ. ᐊᐅᓚᑦᑎᔨᐅᖃᑕᐅᔪᓂ ᑲᑎᒪᔨᐅᑦᑐᖕᒐ ᑲᓇᑕᒥ ᐅᖃᐅᔾᔨᒋᐊᖅᑎᑦ ᓇᑦᑕᐅᒃᑯᒫᓕᕆᓂᒃᑯᑦ ᑲᑐᔾᔨᖃᑎᒌᖏᓐᓂ CAWAA-ᑯᓐᓂ, ᐅᖃᐅᔾᔨᒋᐊᖅᑎᐅᔪᖅ ᐃᓚᐅᖃᑦᑕᖅᐳᖅ ᐅᖃᐅᓯᐅᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᓕᕆᐊᖑᕙᓪᓕᐊᓂᖏᓐᓂᒃ ᐊᒃᑐᐃᓂᖃᕐᓂᐊᖅᑐᓂᒃ ᐋᓐᓂᐊᖅᓯᒪᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᓂᒃ ᑲᓇᑕᒥ. ᓯᕗᒻᒧᑦ ᑕᐅᑐᖕᓂᐊᖅᐳᖕᒐ ᑲᔪᓯᓂᕐᒧᑦ ᑭᒡᒐᖅᑐᐃᖃᑦᑕᕐᓂᖅ ᐃᓄᖕᓂᒃ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓂᒃ ᐱᓕᕆᕝᕕᖕᒥᓂᒃ ᐋᓐᓂᖅᓯᒪᓂᕐᒧᑦ.

ᐅᕙᑦᑎᓐᓄᑦ ᐅᖃᕐᓂᐊᖅᐳᓯ

ᑎᑎᕋᕐᓗᓯ:

ᖁᓛᓂ ᓇᑎᓕᖕᓂᒃ,
ᓄᓇᓯᒃᑯᑦ ᐃᓪᓗᖁᑎᖓᑦ
Suite 201 – 5109 48-ᒥᐊᖅᑯᒻᒥ
ᔭᓗᓇᐃᕝᒥ, ᓄᓇᑦᓯᐊᖅᒥ

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ᖃᕆᑕᐅᔭᒃᑯᑦ ᑎᑎᖃᖅᑖᕐᕕᖕᓄᑦ ᐅᕙᓂ:
advisor@waonwtnu.ca

ᓄᓇᑦᓯᐊᕐᒥ:

ᐅᖄᓚᐅᑦ: (867) 873-4345

ᐅᖄᓚᐅᑎᕋᑖᖅ: (867) 445-5079

ᓱᒃᑲᔪᒃᑯᑦ: (867) 873-4349

ᐅᖓᓯᒃᑐᒥᒃ ᐊᑭᖃᖏᑦᑐᖅ: 1-877-816-0166

ᓄᓇᕗᒻᒥ
ᐅᖄᓚᐅᑦ: (867) 979-5303
ᐅᖓᓯᒃᑐᒥᒃ ᐊᑭᖃᖏᑦᑐᖅ: 1-866-727-3830

ᖃᕆᑕᐅᔭᒃᑯᑦ ᑕᑯᓂᐊᖅᑕᐅᕕᖕᒥ:
waonwtnu.ca

2011-ᒥ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᑦ

ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦ ᓇᓪᓕᐅᒃᑯᒫᓯᖕᒥᓂᒃ ᓴᖑᓐᓂᐊᕐᕕᐅᓂᕐᒧᑦ ᐃᓱᒪᓕᐅᖅᑏᑦ 2011-ᒥ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑲᓕᐊᑦ

NORTHWEST TERRITORIES AND NUNAVUT
Workers' Compensation
Appeals Tribunal

ᓄᓇᑦᓯᐊᖅ ᐊᒻᒪ ᓄᓇᕗᑦ
ᐃᖅᑲᓇᐃᔭᕐᑎᑦ ᓇᓪᓕᐊᒃᑯᒻᒫᒃᓴᖕᒋᓄᑦ
ᓲᖑᓂᖅᒃᓴᓄᑦ ᐋᖅᑭᒥᐊᑲᐃᔫᑦ

NORTHWEST TERRITORIES AND NUNAVUT
Workers' Compensation Appeals Tribunal

ᓄᓇᑦᓯᐊᖅ ᐊᒻᒪᓗ ᓄᓇᕗᑦ
ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᓇᓪᓕᐊᒃᑯᒫᒃᓴᖏᓄᑦ
ᓲᖑᓂᖅᓴᓄᑦ ᐋᕿᒥᐊᒃᑲᐃᓐᑦ

ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦ ᓇᓪᓕᐅᒃᑯᒫᓴᖏᓐᓂᒃ ᓴᖑᓐᓂᐊᕐᕕᐅᓂᕐᒧᑦ ᐃᓱᒪᓕᐅᖅᑏᑦ

ᓄᓇᖅᓯᐊᕐᒥ ᓄᓇᕗᒻᒥᓗ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦ ᓇᓪᓕᐅᒃᑯᒫᓴᖏᓐᓂᒃ ᓴᖑᓐᓂᐊᕐᕕᐅᓂᕐᒧᑦ ᐃᓱᒪᓕᐅᖅᑏᖏᑦ ᐃᖕᒥᓂᒃ ᐊᐅᓚᖕᒪᑕ, ᒪᓕᒐᖅᑎᒍᑦ ᐃᓛᒍᑦ ᐃᓕᑕᕆᔭᐅᓂᖃᖅᑐᒥᒃ ᓴᖏᓂᖃᖅᓱᑎᒃ ᐃᓱᒪᓕᐅᖅᑎᐅᔪᑦ ᐊᒻᒪᓗ ᐃᓚᒋᔭᐅᖏᔅᓱᑎᒃ ᐱᓕᕆᔩᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔩᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᔩᑦ ᑲᒥᓯᓇᒃᑯᖏᓐᓂᑦ ᑲᑎᒪᔨᓄᑦ.

ᐃᓱᒪᓕᐅᖅᑎᐅᔪᑦ ᓇᓗᓇᐃᖅᓯᒋᐊᒃᑲᓐᓂᕈᓐᓇᖃᑦᑕᖅᐳᑦ, ᐊᓯᔾᔨᖅᓯᒐᓛᓪᓗᑎᓪᓗᓐᓃᑦ ᐃᓪᓗᐊᓄᖕᒑᖅᑎᑦᑎᓗᑎᓪᓗᓐᓃᑦ ᐃᓱᒪᓕᐊᕆᔭᒥᓂᒃ ᓇᓪᓕᐅᒃᑯᒪᒃᓴᓕᕆᔨᒃᑯᑦ ᕿᒥᕐᕈᐊᖅᑎᖕᒐᑕ ᑲᑎᒪᔾᔪᑎᖏᓐᓄᑦ. ᑖᒃᑯᐊ ᐃᓱᒪᓕᐅᖅᑎᒋᔭᐅᔪᑦ ᓇᖕᒥᓂᖅ ᒪᓕᒃᑕᐅᓂᐊᖅᑐᓂᒃ ᐱᐅᓯᕆᔭᐅᓂᐊᖅᑐᓂᒃ ᐋᖀᔪᓐᓇᕋᓗᐊᖅᓱᑎᒃ, ᒪᓕᖃᑦᑕᕆᐊᖃᖅᐳᑦ ᐱᓕᕆᔩᑦ ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᒪᓕᒐᖁᑎᖏᓐᓂᒃ ᑕᒪᐃᓐᓂᒃ ᓄᓇᑦᓯᐊᕐᒥᓗ ᓄᓇᕗᒻᒥ.

ᓴᖑᓐᓂᐊᕐᕕᐅᓂᕐᒧᑦ ᐃᓱᒪᓕᐅᖅᑎᑦ ᑎᒃᑯᐊᖅᑕᐅᖃᑦᑕᖅᐳᑦ ᒥᓂᔅᑕᓄᑦ ᑲᒪᔨᐅᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔩᑦ ᐊᒻᒪᓗ ᓇᓪᓕᐅᒃᑯᒫᓴᓕᕆᔩᑦ ᑲᒥᓯᓇᒃᑯᖏᓐᓂᑦ ᑲᑎᒪᔨᓄᑦ.

ᓴᖑᓐᓂᐊᕐᕕᐅᓂᕐᒧᑦ ᐃᓱᒪᓕᐅᖅᑎᑦ

ᑳᓕᓐ ᐸᐃᑦ - ᐃᒃᓯᕙᐅᑕᖅ (ᔭᓗᓇᐃᒥ)
ᒪᐃᑯᑦ ᓵᓐᑐᓗ (ᐃᖃᓗᐃᑦ)
ᓗᐃ ᓯᐹᑦ (ᕗᐊᑦ ᓯᒥᑦᒥᒃ)
ᑮᓕ ᑕᒪᔅ (ᔭᓗᓇᐃᒥ)
ᔫᓐ ᒧᑯᓇᑎ (ᕗᐊᑦ ᓯᒥᑦᒥ)
ᒧᓈᔭ ᔮᑉᓯ - ᐊᑎᓕᐅᖅᑕᐅᑎᑦᑎᔨ/ᑕᒪᐃᓐᓂᒃ ᑲᒪᔨᐅᔪᖅ

NORTHWEST TERRITORIES AND NUNAVUT
Workers' Compensation Appeals Tribunal

ᓄᓇᑦᓯᐊᖅ ᐊᒻᒪᓗ ᓄᓇᕗᑦ
ᐃᖅᑲᓇᐃᔭᕐᑎᑦ ᓇᓪᓕᐊᒃᑯᒻᒦᒃᓴᖏᓄᑦ ᓲᖑᓂᖅᓴᓄᑦ ᐋᕿᕆᐊᑲᐃᓃᑦ

Suite 1002
10th Floor Precambrian Building
4920 - 52nd ᐊᖅᑯᑎᒥ
ᔭᓗᓇᐃᕝ, ᓄᓇᑦᓯᐊᖅ X1A 3TI
ᐅᖅᑳᓚᐅᑦ: (867) 669-4420
ᐅᖕᒐᓯᒃᑐᒥᒃ ᐊᑭᖅᑲᖕᒋᑦᑐᖅ:
1-888-777-8167
ᓱᒃᑲᔪᒃᑯᑦ: (867) 766-4226

ᒫᔾᔨ 19, 2012

ᓂᕈᐊᖅᑕᐅᓯᒪᔪᖅ ᔾᔮᒃᓴᓐ ᓛᕗᑎ
ᓄᓇᑦᓯᐊᕐᒥ ᒥᓂᔅᑕᐅᔪᖅ ᑲᒪᔨᐅᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦᑐ
ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔨᖏᓐᓄᑦ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔨᒃᑯᑦ ᑲᒥᓯᓇᒃᑯᖏᓐᓄᑦ

ᓂᕈᐊᖅᑕᐅᓯᒪᔪᖅ ᒍᐊᓇᓐ ᑯᓯᒐᖅ

ᓄᓇᕗᒻᒥ ᒥᓂᔅᑕᐅᔪᖅ ᑲᒪᔨᐅᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦᑐ
ᐊᑦᑕᕐᓇᖅᑐᓕᕆᔨᖏᓐᓄᑦ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᔨᒃᑯᑦ ᑲᒥᓯᓇᒃᑯᖏᓐᓄᑦ

ᓂᕈᐊᖅᑕᐅᓯᒪᔪᓄᑦ ᒥᓂᔅᑕᐅᔫᖕᓄᑦ:

ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐱᓕᕆᔩᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᓇᓪᓕᐅᒃᑯᒦᒃᓴᓕᕆᓂᕐᒧᑦ ᒪᓕᖕᒐᐃᑦ, ᖁᕕᐊᓱᒃᐳᖓ ᑐᓂᓯᔪᓐᓇᕐᓂᖅ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᓕᕆᔩᑦ ᓇᓪᓕᐅᒃᑯᒦᓴᖏᓐᓂᒃ ᓴᖑᓐᓂᐊᖅᕕᐅᓂᕐᒧᑦ ᐃᓯᒪᓕᐅᖅᑏᖏᓂᒃ 2011-ᒥ ᐊᕐᕌᒍᑕᒪᖅ ᐅᓂᒃᑳᓕᐊᖏᓂᒃ.

ᑎᑎᕋᖅᑐᖅ,

ᑲᓕᓐ ᐸᐃᓕ
ᐃᒃᓯᕙᐅᑕᖅ

ᑐᓴᒐᒃᓴᐃᑦ ᐃᒃᓯᕙᐅᑕᕐᒥᒃ

ᖁᕕᐊᓱᒃᑐᖓ ᑐᓂᓯᔪᓐᓇᕐᓂᖅ ᓴᖑᓂᐊᖅᑕᐅᕕᖕᓄᑦ ᐃᓱᒪᓕᐅᖅᑏᑦ 2011-ᒥ ᐊᕐᕋᒍᑕᒫᖅ ᐅᓂᒃᑳᓕᐊᖏᓐᓂᒃ.

ᑕᒡᕙᓂ ᐊᕐᕋᒍᒥ ᐃᓱᒪᓕᐅᖅᑎᑦ ᐊᒥᓱᒐᓴᖕᓂᒃ ᓈᓚᒥᐊᖃᓚᐅᖅᐳᑦ ᓴᖑᓂᐊᕈᑕᐅᔪᓂᒃ ᐱᓕᕆᔨᓂᒃ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ ᐱᔪᓐᓇᕐᓂᖏᓐᓂᒃ, ᐱᓕᕆᔪᓐᓃᕈᑎᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᔪᕈᓐᓃᖅᓴᖅᑕᐅᓂᖏᓐᓂᒃ. ᑕᒪᓐᓇ ᓱᕗᓪᓕᖅᐸᖑᓚᐅᖅᑐᖅ ᐊᕐᕋᒎᔪᖅ ᐱᐅᓯᔭᐅᖁᔭᑎᓐᓄᑦ ᐊᑐᓕᕆᐊᕐᕕᐅᓚᐅᖅᑐᑦ.

ᓴᓂᐊᓂ ᓴᖑᓂᐊᖅᑕᐅᔪᒪᔪᓄᑦ ᓇᓚᒃᑕᐅᓂᖏᓐᓂᒃ ᐃᓱᒪᓕᐅᖅᑎᓄᑦ, ᐃᓄᓕᖏᑦ 63-ᒦᑦᑐᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᖅᑐᑦ ᓈᓚᒍᑕᐅᓚᕐᒥᔪᑦ. ᑭᓇᑐᐃᓐᓇᐃᑦ ᐃᓚᒋᔭᐅᔪᑦ ᑲᒪᒋᔭᐅᑎᑦᑎᓂᒧᑦ ᐆᒃᑐᕈᓐᓇᖃᑦᑕᕐᒪᑕ ᓴᖑᓂᐊᕐᕖᑦ ᐃᓱᒪᓕᐅᖅᑎᒃᑯᖏᓐᓄᑦ ᑐᑭᓕᐅᖅᑕᐅᖁᔮᓄᑎᒃ ᑕᐃᒃᑯᐊ ᐃᓄᐃᑦ ᐊᑐᓐᖏᑦᑐᓐᓇᕐᒪᖔᑕ ᐃᓄᓕᖏᓐᓂᒃ ᐃᓕᖏᓐᓂᒃ ᒪᓕᒐᕐᓃᑦᑐᓂᒃ.

ᒪᕿᒃ ᓴᖑᓂᐊᕐᕕᖕᓄᑦ ᐃᓱᒪᓕᐅᖅᑎᐅᖃᑎᕗᑦ, ᑖᓐ ᑭᓐᑦ ᐊᒻᒪᓗ ᑭᐊᓇᓐ ᐢᓅᓯᒃᑯᒃ ᐃᓱᒪᓕᐅᖅᑎᐅᖃᑕᐅᔪᓐᓃᕐᓚᐅᕐᒪᑎᒃ ᑕᒡᕙᓂ ᐊᕐᕋᖑᒥ. ᖁᕕᐊᒋᔭᕗᑦ ᑐᙵᓱᒃᑕᐅᔪᓐᓇᕐᓂᖓ ᔩᓐ ᒧᑯᓇᑎ, ᓄᑖᖑᓪᓗᓂ ᐃᓱᒪᓕᐅᖅᑎᓄᑦ ᐃᓚᑖᓇᔭᐅᔪᖅ.

ᑳᓕᓐ ᐸᐃᓕ

ᐃᒃᓯᕙᐅᑕᖅ

ᓅᓴᖅᑕᐅᓯᒪᓂᖏᑦ

ᓴᙱᓂᐊᖅᓯᒪᔪᑦ	2009	2010	2011
ᓴᙱᓂᐊᖅᑐᓂᒃ ᑐᓵᔭᐅᓚᐅᖅᑐᑦ	13	14	13
ᑐᒃᓯᕋᐅᑏᑦ ᑐᓵᔭᐅᒃᑲᓐᓂᕈᒪᓂᕐᒧᑦ	2	1	2
ᑲᑎᓪᓗᒋᑦ ᖃᐃᑕᐅᓯᒪᓚᐅᖅᑐᑦ	15	15	15

ᑲᓄᐃᕐᑑᓚᐅᕐᓂᖏᑦ ᑑᓵᔭᐅᔪᒪᓚᐅᖅᑐᑦ	2009	2010	2011
ᓇᖕᒥᓂᖅ ᓵᖓᓪᓗᑎᒃ	4	2	1
ᑕᕐᓇᐅᔭᑎᒃᑯᑦ – ᑐᓴᖅᑕᐅᓗᑎᒡᓗ	2	2	0
ᐅᖄᓚᐅᑎᒃᑯᑦ	6	2	4
ᑎᑎᖅᑲᑎᒍᑦ	6	6	4
ᑲᑎᓪᓗᒋᑦ ᖃᐃᑕᐅᓯᒪᓚᐅᖅᑐᑦ	18	12	9

ᑲᓄᐃᕐᑑᓚᐅᕐᓂᖏᑦ ᓴᙱᓂᐊᓚᐅᖅᑐᑦ	2009	2010	2011
ᐱᓕᕆᔩᑦ ᐃᖃᓇᐃᔭᖅᑏᑦ	13	12	15
ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔩᑦ	2	3	0
ᐸᕿᔭᐅᔪᑦ ᕿᑐᙵᓇᔭᐅᔪᑦ ᐊᐃᐸᕆᔭᐅᔪᓪᓗᓐᓃᑦ	0	0	0

ᓴᙱᓂᐊᖅᑕᐅᓂᖏᑦ ᐅᑭᐅᖅᑕᖅᑑᑉ ᐊᕕᒃᑐᖅᓯᒪᓂᖓᓂ	2009	2010	2011
ᓄᓇᕐᓯᐊᖅ	10	11	11
ᓄᓇᕗᑦ	3	3	2
ᐃᖅᑲᖅᑐᐃᕕᖕᓄᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᓂᖏᑦ ᐃᓱᒪᓕᐊᖑᓚᐅᖅᑐᑦ	0	0	0

ᒪᓕᒐᐃᑦ ᐃᓗᓕᖏᓐᓂᒃ 63 ᐅᒃᑐᕈᑎᖃᓚᐅᖅᑐᑦ	2009	2010	2011
ᓅᓴᖅᑕᐅᓯᒪᔪᑦ	0	0	1

ᐃᓱᒪᓘᑖᐅᔪᑦ ᓴᙱᓂᐊᖅᑕᐅᓚᐅᕐᓂᖏᑦ	2009	2010	2011
ᓇᓪᓕᒃᑯᒫᒃᓴᖅᑖᕋᓱᐊᖅᑐᓄᑦ	8	13	9
ᐱᓕᕆᔾᐅᔪᓐᓃᖅᓯᒪᔪᓂᒃ/ ᐃᖃᓇᐃᔭᖅᑎᐅᔪᓐᓃᖅᓯᒪᔪᓂᒃ	6	2	4
ᑮᓇᐅᔭᓕᐊᖏᓐᓂᒃ/ ᐃᖃᓇᐃᔭᖅᑎᑦᑎᔪᑦ	2	1	0
ᐊᔪᕈᓐᓂᖅᓴᖅᑕᐅᓂᖏᑦ ᐱᓕᕆᑲᓂᕈᓇᕐᓂᕐᒧᑦ	0	0	2
ᑲᑎᓪᓗᒋᑦ	16	16	15

ᐃᓱᒪᓕᐊᖑᔪᑦ ᓴᕿᑎᑕᐅᓂᖏᑦ/ ᖃᓄᐃᓕᔭᐅᓂᖏᑦ	2009	2010	2011
ᓴᙳᑎᑕᐅᔪᑦ ᐃᒡᓗᐊᓄᙵᖅ	8	4	6
ᑕᐃᒪᐃᓕᙵᑎᑕᐅᔪᑦ	12	7	10
ᐊᓯᔾᔨᖅᑕᐅᓯᒪᔪᑦ	1	0	0
ᖁᔭᓇᖅᑕᐅᔪᑦ ᓴᙱᓂᐊᖅᑎᐅᔪᒧᑦ	0	0	3
ᑲᑎᓪᓗᒋᑦ	21	11	19

ᐅᓪᓗᖏᑦ ᐊᑐᖅᑕᐅᒐᔪᓚᐅᖅᑐᑦ ᐱᒋᐊᖅᑎᑦᑎᓂᕐᒧᑦ ᐃᓱᒪᓕᐅᕈᑕᐅᖁᔨᓂᕐᒥᒃ ᐃᓱᒪᓕᐅᖅᑕᐅᓂᖏᓐᓄᑦ	2009	2010	2011
ᐊᑐᕋᔪᓚᐅᕐᓂᖏᑦ	298	187	181

ᐋᕿᐊᓂᖏᑦᑐᑦ ᓱᓕ ᓴᙱᓂᐊᕈᑏᑦ ᐊᕐᕋᒎᑉ ᐃᓱᐊᓄᑦ ᑎᑭᓪᓗᒋᑦ	2009	2010	2011
ᓅᓴᖅᓯᒪᓂᖏᑦ	12	15	10

ᐅᖃᖅᕕᒃᓴᐅᓂᖏᓐᓄᑦ ᖃᐅᔨᒪᑎᑦᑎᔾᔪᑏᑦ

ᓇᖕᒥᓂᖅ ᐃᖕᒥᓂᒃ
Suite 1002 10th Floor Precambrian Building
4920-52-ᒥᒃ ᐊᖅᑯᑎᓕᖕᒥ
ᔭᓗᓇᐃᕝ, ᓄᓇᑦᓯᐊ

ᑎᑎᖅᑎᒍᑦ
ᓄᓇᑦᓯᐊᖅᒥ ᓄᓇᕗᒻᒥᓗ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐱᓕᕆᔨᓄᑦ
ᓇᓪᓕᐅᒃᑯᒫᒃᓴᓕᕆᔩᑦ ᓴᖑᓐᓂᐊᖅᕕᐅᓂᖏᓐᓄᑦ ᐃᓱᒪᓕᐅᖅᑎᑦ
Suite 1002 10th Floor Precambrian Building
4920-52nd ᐊᖅᑯᑎᓕᖕᒥ
ᔭᓗᓇᐃᕝ, ᓄᓇᑦᓯᐊ
X1A 3T1

ᓱᒃᑲᔪᒃᑯᑦ:
(867) 766-4226
ᐅᖓᓯᒃᑐᒥᒃ ᐊᑭᖃᖏᑦᑐᖅ: 1-888-777-8166

ᐅᖃᓚᐅᑦ:
(867) 669-8354
ᐅᖓᓯᒃᑐᒥᒃ ᐊᑭᖃᖏᑦᑐᖅ: 1-888-777-8167

ᖃᕆᑕᐅᔭᒃᑯᑦ ᑕᑯᓂᐊᖅᑕᐅᕕᖓᑦ
appealstribunal.ca