



Financial Statements

Occupational Health Clinics for
Ontario Workers Inc.

March 31, 2024

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Independent Auditor's Report

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To the Directors of
Occupational Health Clinics for Ontario Workers Inc.

Opinion

We have audited the financial statements of Occupational Health Clinics for Ontario Workers Inc. (the "Organization"), which comprise the statement of financial position as at March 31, 2024, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Occupational Health Clinics for Ontario Workers Inc. as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

Our audit was conducted for the purposes of forming an opinion on the financial statements taken as a whole. The schedule of revenue and expenses on page 13 is presented for the purposes of additional information and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied only to the extent necessary to express an opinion in the audit of the financial statements taken as a whole.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Toronto, Canada
June 27, 2024

Grant Thornton LLP

Chartered Professional Accountants
Licensed Public Accountants

Occupational Health Clinics for Ontario Workers Inc.

Statement of Operations

Year ended March 31	2024	2023
Revenue		
Ministry of Labour, Immigration, Training and Skills Development		
Operational funding	\$ 7,861,089	\$ 7,861,089
McIntyre Powder Cohort Project	842,871	621,511
Silica Control Tool Project	748,727	-
Peterborough Project	535,023	549,322
Rubber Worker Project	419,596	244,318
Heat Stress Prevention Project	160,264	-
Temporary Foreign Worker Project	158,937	-
Ergo Tool Project	150,000	-
Ministry of Agriculture, Food and Rural Affairs Community and Workplace Psychosocial Supports for the Mental Health of International Agricultural Workers in Ontario Project		
	-	4,242
Other contribution - KAIROS Project		
	-	170,000
Other contribution - The Neighbourhood Organization Project		
	351,659	151,140
Other contribution - TeaMWork Project		
	236,990	78,372
Other revenue		
Interest	153,148	100,163
Interest - Ministry	20,017	9,182
Amortization of deferred revenue – capital assets (Note 7)	151,457	104,555
Other revenue	-	600
	11,789,778	9,894,494
Expenses		
Salaries and wages	6,438,342	5,494,143
Employee benefits	1,544,153	1,466,412
Employee future benefits	35,881	35,328
Travel (including Board expenses)	87,508	36,215
Advertising and promotion	301,429	13,533
Occupancy and rental	818,272	861,033
Equipment and maintenance	12,432	28,657
Silica control tool license	266,575	-
Other program expenses	161,421	277,729
Research expenses	-	94,898
IT costs	310,570	235,254
Consulting and professional services	1,254,454	1,072,863
Other business expenses	63,506	-
Other expenses	89,059	57,789
Amortization	164,739	124,441
	11,548,341	9,798,295
Excess of revenue over expenses	\$ 241,437	\$ 96,199

See accompanying notes to the financial statements.

Occupational Health Clinics for Ontario Workers Inc.

Statement of Changes in Net Assets

Year ended March 31

	<u>Unrestricted</u>	<u>Invested in capital assets</u>	<u>Deferred benefit re-measurement</u>	<u>Internally restricted - severance reserve</u>	<u>2024 Total</u>	<u>2023 Total</u>
Balance, beginning of year	\$ 680,601	\$ 39,012	\$ 1,299,100	\$ 737,969	\$ 2,756,682	\$ 2,600,783
Excess of revenue over expenses	241,437	-	-	-	241,437	96,199
Net change in investment in capital assets (Note 8)	13,283	(13,283)	-	-	-	-
Remeasurements and other items (Note 9)	<u>-</u>	<u>-</u>	<u>(6,200)</u>	<u>-</u>	<u>(6,200)</u>	<u>59,700</u>
Balance, end of year	\$ <u>935,321</u>	\$ <u>25,729</u>	\$ <u>1,292,900</u>	\$ <u>737,969</u>	\$ <u>2,991,919</u>	\$ <u>2,756,682</u>

See accompanying notes to the financial statements.

Occupational Health Clinics for Ontario Workers Inc.

Statement of Financial Position

As at March 31

2024

2023

Assets

Current

Cash	\$ 1,097,282	\$ 1,863,563
Investments (Note 3)	3,158,825	2,433,730
Accounts receivable (Note 4)	186,982	156,081
Prepays	<u>51,593</u>	<u>42,477</u>
	4,494,682	4,495,851

Investments (Note 3)	1,267,680	826,038
Capital assets (Note 5)	<u>426,194</u>	<u>300,297</u>
	\$ 6,188,556	\$ 5,622,186

Liabilities

Current

Payables and accruals (Note 3)	\$ 1,379,464	\$ 1,044,060
Deferred revenue (Note 6)	<u>403,003</u>	<u>639,559</u>
	1,782,467	1,683,619

Deferred revenue – capital assets (Note 7)	450,570	261,285
Deferred benefit obligation (Note 9)	<u>963,600</u>	<u>920,600</u>
	3,196,637	2,865,504

Net assets

Unrestricted	935,321	680,601
Invested in capital assets (Note 8)	25,729	39,012
Deferred benefit re-measurement	1,292,900	1,299,100
Internally restricted - severance reserve	<u>737,969</u>	<u>737,969</u>
	2,991,919	2,756,682
	\$ 6,188,556	\$ 5,622,186

Commitments (Note 10)

On behalf of the Board of Directors

President and Chair of the Board

Treasurer

See accompanying notes to the financial statements.

Occupational Health Clinics for Ontario Workers Inc.

Statement of Cash Flows

Year ended March 31

2024

2023

Increase (decrease) in cash

Operating activities

Excess (deficiency) of revenue over expenses	\$ 241,437	\$ 96,199
Items not affecting cash		
Amortization of capital assets	164,739	124,441
Amortization of deferred revenue – capital assets	(151,457)	(104,555)
Non-cash portion of deferred benefit obligation	<u>77,000</u>	<u>59,700</u>
	331,719	175,785
Changes in non-cash operating working capital		
Accounts receivable	(30,902)	26,344
Interest receivable on investments	(133,892)	(79,831)
Prepays	(9,112)	27,109
Payables and accruals	335,397	167,291
Deferred revenue	<u>(236,556)</u>	<u>(93,486)</u>
	<u>256,654</u>	<u>223,212</u>

Investing activities

Benefit payments made	(40,200)	(31,239)
Purchase of capital assets	(290,637)	(77,955)
Proceeds from maturity of investments	2,478,726	1,884,253
Purchase of investments	<u>(3,511,566)</u>	<u>(2,684,253)</u>
	<u>(1,363,677)</u>	<u>(909,194)</u>

Financing activities

Funding received for capital assets	<u>340,742</u>	-
	<u>340,742</u>	-

Decrease in cash	(766,281)	(685,982)
Cash, beginning of year	<u>1,863,563</u>	<u>2,549,545</u>
Cash, end of year	\$ <u>1,097,282</u>	\$ <u>1,863,563</u>

See accompanying notes to the financial statements.

Occupational Health Clinics for Ontario Workers Inc.

Notes to the Financial Statements

March 31, 2024

1. Description of operations

Occupational Health Clinics for Ontario Workers Inc. (the “Clinics” or “Organization”) is a network of inter-disciplinary occupational health clinics in Ontario. The Clinics provide clinical services to workers and groups of workers; prevention services to workers, unions, employers and workplaces; carries out participatory research and prevention tool development; and engages in knowledge transfer and exchange with workplace parties and the community.

As a not-for-profit organization, the Clinics are not taxable under section 149 1(l) of the Income Tax Act (Canada).

The Clinics are designated to carry out this role under the Occupational Health & Safety Act and are primarily funded by the Province of Ontario through the Ministry of Labour, Immigration, Training and Skills Development (the “Ministry”) through annual funding agreements. The Directors recognize the organizations ongoing dependency on the Ministry as the primary source of funding of the organization’s operating activities and continued support to meet its ongoing commitments.

2. Summary of significant accounting policies

Basis of presentation

The Clinics have prepared these financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations (ASNPO).

Use of estimates

Management reviews the carrying amounts of items in the financial statements at each year end date to assess the need for revision or any possibility of impairment. Many items in the preparation of these financial statements require management’s best estimate. Management determines these estimates based on assumptions that reflect the most probable set of economic conditions and planned courses of action. These estimates are reviewed periodically, and adjustments are made to excess (deficiency) of revenue over expenses as appropriate in the year they become known.

Items subject to significant management estimates include allowance for doubtful accounts and deferred benefit obligation.

Property, equipment and intangible assets

Property, equipment and intangible assets are stated at cost less accumulated amortization. Amortization is provided in the accounts on a straight-line basis at the following annual rate:

Computer software		33 1/3%
Computer hardware	-	33 1/3%
Office Equipment	-	20%
Leasehold Improvements	-	over the term of the lease

Occupational Health Clinics for Ontario Workers Inc.

Notes to the Financial Statements

March 31, 2024

2. Summary of significant accounting policies (continued)

Impairment of long-lived assets and intangibles

When a long-lived asset and intangibles no longer has any long-term service potential to the Clinics, the excess of its net carrying amount over any residual value is recognized as an expense in the statement of operation. Long-lived assets and intangible are tested for impairment when events or changes in circumstances indicate that an asset might be impaired. The assets are tested for impairment by comparing their net carrying value to their fair value or replacement cost. If the asset's fair value or replacement cost is determined to be less than its net carrying value, the resulting impairment is reported in the statement of operations. Any impairment recognized is not reversed.

Revenue recognition

The Clinics follow the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Financial instruments

Financial instruments are recorded at fair value when acquired. Financial assets and liabilities originated, acquired, issued or assumed in a related party transaction are initially measured at cost. Only in certain circumstances would related party financial instruments be measured initially at fair value. However, the Clinics had no related party financial instruments. All other financial instruments, including short and long-term investment in guaranteed investment certificates, accounts receivable and payables, are reported at cost or amortized cost less impairment, if applicable.

In subsequent periods, financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, or sale of financial instruments are expensed for those items remeasured at fair value at each balance sheet date and charged to the financial instrument for those measured at cost or amortized cost.

Pension and post-retirement benefits other than pension plan

(i) HOOPP

The Clinics accounts for its participation in the Healthcare of Ontario Pension Plan ("HOOPP"), a multiemployer contributory defined benefit pension plan, as a defined contribution plan, as the Clinics have insufficient information to apply defined benefit plan accounting. Therefore, the Clinics' contributions are accounted for as if the plan were a defined contribution plan with the Clinics' contribution being expensed in the period they come due.

(ii) Deferred benefit obligations

The Clinics accrue obligations under employee benefit plans as the benefits are earned through employee service.

Occupational Health Clinics for Ontario Workers Inc.

Notes to the Financial Statements

March 31, 2024

2. Summary of significant accounting policies (continued)

Pension and post-retirement benefits other than pension plan (continued)

Severance pay plan

The severance pay benefit earned by employees are actuarially determined using the projected unit credit actuarial cost method, prorated on service and management's best estimate of salary escalation, and retirement ages of employees.

The current service cost and finance cost related to the plan are expensed in the statement of operations each period. Re-measurements and other items for the period, which include actuarial gains and losses, past service costs and gains and losses arising from any settlements and curtailments, are recorded directly in the statement of changes in net assets rather than the statement of operations.

Retirement benefits plan

The post-retirement benefits earned by employees are actuarially determined using the projected unit credit actuarial cost method, prorated on service and management's best estimate of salary escalation, retirement ages of employees and expected health care costs.

The current service cost and finance cost related to the plan are expensed in the statement of operations each period. Re-measurements and other items for the period, which include actuarial gains and losses, past service costs and gains and losses arising from any settlements and curtailments, are recorded directly in the statement of changes in net assets rather than the statement of operations.

Reserves

Severance benefit liability

The severance benefit liability represents amounts due to certain employees upon voluntary or involuntary departure, retirement or death. Annual entitlements are charged to expense as they are earned by employees through service and accrued as the severance benefit liability which is included in payables and accruals.

Internally restricted - severance reserve

By resolution of the Board of Directors, the Clinics have provided a reserve in respect of employee severance. The reserve was based on an estimate of calculations by various employee groups through service. Corresponding transfers may be made to severance reserve by non-Ministry sources, but the Ministry is not providing any additional funding specific to this reserve. At the discretion of Management, amounts may be moved from the reserve to unrestricted net assets as required. Investments and cash in respect of these severance reserves have been internally restricted, as discussed in Note 3.

Occupational Health Clinics for Ontario Workers Inc.

Notes to the Financial Statements

March 31, 2024

3. Investments

	<u>2024</u>	<u>2023</u>
Guaranteed Investment Certificates as follows:		
Interest at 4.50%, maturing May 27, 2025	\$ 1,000,617	\$ -
Interest at 3.60%, maturing May 6, 2026	855,858	826,038
Interest at 6.00%, maturing Sept 28, 2024	824,460	-
Interest at 4.75%, maturing Nov 09, 2024	814,992	-
Interest at 4.75%, maturing Dec 16, 2024	518,756	-
Interest at 5.80%, maturing Sept 29, 2025	411,822	-
Interest at 4.40%, maturing September 28, 2023	-	1,926,274
Interest at 1.15%, maturing December 15, 2023	-	507,455
	<u>4,426,505</u>	<u>3,259,767</u>
Less current portion	<u>(3,158,825)</u>	<u>(2,433,729)</u>
	<u>\$ 1,267,680</u>	<u>\$ 826,038</u>

The Clinics have internally restricted the investments above and a portion of the cash for the following obligations and reserve balances:

	<u>2024</u>	<u>2023</u>
Deferred benefit obligation (Note 9)	\$ 672,500	\$ 669,900
Deferred benefit re-measurement	1,292,900	1,299,100
Internally restricted – severance reserve	737,969	737,969
Severance benefit liability (Note 9)	<u>291,100</u>	<u>250,700</u>
	<u>\$ 2,994,469</u>	<u>\$ 2,957,669</u>

4. Accounts receivable

Included in accounts receivable are government HST/GST remittances recoverable of \$138,938 (2023 - \$120,471).

5. Property, equipment, and intangible assets

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2024 Net Book Value</u>	<u>2023 Net Book Value</u>
<i>Tangible</i>				
Computer hardware	\$ 686,336	\$ (489,052)	\$ 197,284	\$ 59,486
Leasehold improvements	127,690	(81,605)	46,085	30,687
Office equipment	257,811	(113,964)	143,847	145,162
<i>Intangible</i>				
Computer software	<u>77,955</u>	<u>(38,977)</u>	<u>38,978</u>	<u>64,962</u>
	<u>\$1,149,792</u>	<u>\$ (723,598)</u>	<u>\$ 426,194</u>	<u>\$ 300,297</u>

Occupational Health Clinics for Ontario Workers Inc.

Notes to the Financial Statements

March 31, 2024

6. Deferred revenue

	March 31, <u>2023</u>	Received/ <u>Receivable</u>	Revenue <u>Recognized</u>	March 31, <u>2024</u>
McIntyre Powder project	\$ 192,522	\$ 659,503	\$ (842,871)	\$ 9,154
Peterborough project	136,518	398,504	(535,022)	-
Rubber Worker project	219,295	261,993	(419,596)	61,692
Silica Control tool	-	896,607	(748,727)	147,880
Heat Stress Prevention	-	250,000	(160,264)	89,736
Other	28,941	3,317	-	32,258
Thunder Bay funding	<u>62,283</u>	<u>-</u>	<u>-</u>	<u>62,283</u>
	<u>\$ 639,559</u>	<u>\$ 2,469,924</u>	<u>\$ (2,706,480)</u>	<u>\$ 403,003</u>

A reconciling item in relation to deferred revenue has been captured within accounts receivable in the amount of \$48,073.

7. Deferred revenue – capital assets

	<u>2024</u>	<u>2023</u>
Balance, beginning of year	\$ 261,285	\$ 365,840
Funding received for capital assets	340,742	-
Less: revenue recognized during year	<u>(151,457)</u>	<u>(104,555)</u>
Balance, end of year	\$ <u>450,570</u>	\$ <u>261,285</u>
Unamortized capital contribution used to purchase capital assets	\$ 400,465	\$ 261,285
Unspent contributions	<u>50,105</u>	<u>-</u>
	\$ <u>450,570</u>	\$ <u>261,285</u>

8. Invested in capital assets

	<u>2024</u>	<u>2023</u>
Capital assets	\$ 426,194	\$ 300,297
Deferred revenue – capital assets	<u>(400,465)</u>	<u>(261,285)</u>
	\$ <u>25,729</u>	\$ <u>39,012</u>

Change in net assets invested in capital assets is calculated as follows:

	<u>2024</u>	<u>2023</u>
Purchase of capital assets	\$ 290,637	\$ 77,955
Increase in deferred revenue related to capital assets	(290,638)	(58,069)
Amortization of deferred revenue related to capital assets	151,457	104,555
Amortization of capital assets	<u>(164,739)</u>	<u>(124,441)</u>
	\$ <u>(13,283)</u>	\$ <u>-</u>

Occupational Health Clinics for Ontario Workers Inc.

Notes to the Financial Statements

March 31, 2024

9. Deferred benefit obligation

a) Pension plan

Effective April 1, 2015, employees of the Clinics may participate in HOOPP, which is a multiemployer contributory defined benefit pension plan. HOOPP members receive benefits based on length of service and the average annualized earnings during the five consecutive years that provide the highest earnings prior to retirement, termination or death.

Contributions to HOOPP made during the year by the Clinics on behalf of its employees amounted to \$424,030 (2023 - \$371,343) and are included in employee benefits in the statement of operations. The most recent actuarial valuation filed with pension regulators as of December 31, 2023 indicated an actuarial surplus of \$10,181 million (\$10,953 million in 2022). The next valuation will be completed as of December 31, 2024.

b) Post-retirement benefits other than pension plan

The Clinics also provide health care, hospitalization, vision care, dental and life insurance benefits to eligible employees. In addition, the Clinics offers severance pay benefits to certain employees. The most recently completed actuarial valuation used in determining the deferred benefit obligation was as of March 31, 2024.

	Retirement benefits plans		Severance pay plan	
	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>
Fair value of plan assets*	\$ -	\$ -	\$ -	\$ -
Deferred benefit obligation	<u>(672,500)</u>	<u>(669,900)</u>	<u>(291,100)</u>	<u>(250,700)</u>
Plan deficit	<u>\$ (672,500)</u>	<u>\$ (669,900)</u>	<u>\$ (291,100)</u>	<u>\$ (250,700)</u>
Re-measurement and other items	<u>\$ 6,200</u>	<u>\$ (78,000)</u>	<u>\$ -</u>	<u>\$ 18,300</u>
Benefits paid	<u>\$ 40,200</u>	<u>\$ 36,200</u>	<u>\$ -</u>	<u>\$ 6,339</u>
Benefit expense	<u>\$ 36,600</u>	<u>\$ 35,100</u>	<u>\$ 40,400</u>	<u>\$ 35,900</u>

*Investments and cash have been internally restricted by the Board of Directors to fund the balance of the deferred benefit obligation and severance pay plan in the amounts of \$672,500 (2023 - \$669,900) and \$291,100 (2023 - \$250,700), respectively, as discussed in Note 3.

Occupational Health Clinics for Ontario Workers Inc.

Notes to the Financial Statements

March 31, 2024

10. Lease commitments

At March 31, 2024, minimum payments under operating leases for rental of premises and equipment, as well as future payments on a development agreement entered into with the British Columbia Construction Safety Alliance (BCCSA) during the year for the development of the Silica Control Tool (SCT) over the next five fiscal years approximate the following:

2025	\$	589,455
2026		518,436
2027		312,478
2028		293,832
2029		<u>8,050</u>
	\$	<u>1,722,251</u>

11. Financial instruments

The main risks the Clinics are exposed to through its financial instruments are credit risk, interest risk and liquidity risk. There were no significant changes in risk exposure from the prior year.

Credit risk

The Clinics have determined that the financial assets with credit risk exposure are accounts receivable since failure of any of these parties to fulfil their obligations could result in significant financial losses for the Clinics. At March 31, 2024, the allowance for doubtful accounts is \$Nil (2023 - \$Nil). The Clinics are also exposed to concentration risk in that all of its cash and investments are held with one financial institution and the balances held are in excess of Canadian Deposit Insurance Corporation Limits.

Interest rate risk

Interest rate price risk is the risk that the fair value of an interest-bearing financial instrument will fluctuate because of market changes in interest rates. The Clinics are exposed to interest rate risk with respect to investments that bear interest at a fixed rate.

Liquidity risk

Liquidity risk is the risk that the Clinics will encounter difficulty in meeting obligations associated with its financial liabilities. The Clinics are, therefore, exposed to liquidity risk with respect to its payables.

12. Comparative Figures

Certain prior period comparative figures have been reclassified to conform with the financial statement presentation adopted in the current year.

Occupational Health Clinics for Ontario Workers Inc.

Schedule of Revenue and Expenses

Year ended March 31, 2024

	Base Funding	Heat Stress Prevention	Ergo Tools	Non MLTSD	McIntyre	Peterborough	Rubber Worker	Silica Control Tool	Temporary Foreign Worker	Total
Revenue										
Ministry of Labour, Immigration, Training and Skills										
Development - Operational funding	\$ 7,861,089	\$ 160,264	\$ 150,000	\$ -	\$ 842,871	\$ 535,023	\$ 419,596	\$ 748,727	\$ 158,937	\$ 10,876,507
Other contribution - The Neighbourhood										
Organization Project	-	-	-	351,659	-	-	-	-	-	351,659
Other contribution - TeaMWork Project	-	-	-	236,990	-	-	-	-	-	236,990
Other revenue										
Interest	-	-	-	153,148	-	-	-	-	-	153,148
Interest - Ministry	20,017	-	-	-	-	-	-	-	-	20,017
Amortization of deferred revenue - capital assets	151,457	-	-	-	-	-	-	-	-	151,457
	<u>8,032,563</u>	<u>160,264</u>	<u>150,000</u>	<u>741,797</u>	<u>842,871</u>	<u>535,023</u>	<u>419,596</u>	<u>748,727</u>	<u>158,937</u>	<u>11,789,778</u>
Expenses										
Salaries and wages	4,131,350	35,711	67,505	458,328	562,560	487,607	348,272	227,983	119,026	6,438,342
Benefits										
Employee benefits	1,133,956	5,053	16,408	49,780	133,247	108,079	49,967	33,677	13,986	1,544,153
Employee future benefits	35,881	-	-	-	-	-	-	-	-	35,881
Other direct operating expenses										
Travel (incl. Board expenses)	40,642	4,596	-	26,648	10,077	1,423	910	2,229	983	87,508
Advertising and promotion	56,365	28,195	293	4,292	-	383	-	206,294	5,607	301,429
Occupancy and rental	816,925	-	-	-	357	990	-	-	-	818,272
Equipment and maintenance	12,432	-	-	-	-	-	-	-	-	12,432
Other program expenses	131,856	592	-	10,819	2,066	-	1,048	182	14,858	161,421
IT costs	306,273	-	-	-	-	369	1,423	2,505	-	310,570
Silica Control Tool License	-	-	-	-	-	-	-	266,575	-	266,575
Consulting and professional services	923,979	86,117	65,794	12,158	133,369	1,302	17,976	9,282	4,477	1,254,454
Other business expenses	60,709	-	-	1,208	1,195	394	-	-	-	63,506
Other expenses	63,643	-	-	25,416	-	-	-	-	-	89,059
Amortization	164,739	-	-	-	-	-	-	-	-	164,739
	<u>7,878,750</u>	<u>160,264</u>	<u>150,000</u>	<u>588,649</u>	<u>842,871</u>	<u>600,547</u>	<u>419,596</u>	<u>748,727</u>	<u>158,937</u>	<u>11,548,341</u>
Surplus (deficiency) of revenue over expenses	\$ 153,813	\$ -	\$ -	\$ 153,148	\$ -	\$ (65,524)	\$ -	\$ -	\$ -	\$ 241,437

In accordance with the Ministry of Labour, Immigration, Training and Skills Development Transfer Payment Agreement, the above schedule of revenue and expenses is grouped and presented in accordance with the programs delivered.