

**COLLEGE OF MASSAGE THERAPISTS  
of Newfoundland & Labrador**

**Annual  
Report  
2021 - 2022**

# COLLEGE OF MASSAGE THERAPISTS of Newfoundland & Labrador

## Vision

The College of Massage Therapists of Newfoundland and Labrador is a regulatory authority that establishes the integrity and value of massage therapy as an integral and respected health care profession through nationally established standards and evidence-based outcomes.

## Board of Directors 2021-2022

Yolanda Critch, B. Comm - *Registrar*  
Jessica Moore, RMT - *Chair*  
Melanie Peddle, RMT  
Jennifer Earle, RMT  
Claudette Marie Warren, RMT  
Samantha Piercey, RMT  
Public Members - Heather Coates

## Committees as of March 2022

Education, Quality Assurance, Scope of Practice	Melanie Peddle - Chair
Complaints Authorization	Claudette Marie Warren – Chair David Murphy – Public Member Kerri Lynn Power – Public Member
Finance and Administration	Yolanda Critch – Registrar Jessica Moore, Chair
Registration and Examination	Samantha Piercey-Murphy - Chair
Communications	Jennifer Earle - Chair

# CMTNL Annual Report

## 2021-22

### Message from the Chair

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I hope everyone has remained in good health and good spirits. Although this past year has thrown a great deal of uncertainties our way, we have managed to persevere. Throughout its existence, CMTNL's mandate as a provincial health regulator has been to protect the public. I am proud to say that we have done so through a global pandemic.

No doubt, 2021 was another challenging year for all healthcare professionals. But I believe that by continuing to work together with other Health Care Practitioners, RMTs, and by actively listening to the feedback of clients, we will ensure that going forward, Massage Therapy remains a safe and effective.

Another year, another phase of the pandemic navigated. In this every changing pandemic we have managed to establish and maintain our new normal and provide the level of care that has not been affected. The COVID-19 pandemic has brought unprecedented challenges for healthcare professionals, Newfoundlanders and Labradorians, students and indeed the world. The College of Massage Therapists of Newfoundland and Labrador (CMTNL) had to develop an effective and quick response strategy to ensure Registered Massage Therapists (RMT's) had access to guidance and resources and clients were able to access safe Massage Therapy treatment.

I have been very proud humbled to see the resilience and responsiveness of RMTs, and of the profession's commitment to protecting and safely continuing treat. I am also very proud of how our college continued to attentively watch and react to provide the most effective guidelines to protect the public during the changing pandemic climate. This could not have been possible without the work of the COVID Committee. The hours they have volunteered have not gone unnoticed or unapproached. To all of those on the Covid Committee, thank you so very much for the time to better our profession by putting the health and safety of the public and your fellow RMT's first.

A welcomed trend again this year is the growing increase in volunteer interest. It is so nice to see new people come on board. A big contributing factor this year was the use of virtual platforms. This not only makes it easier, given how spread out our demographic is, but it gives us the opportunity to have more face-to-face interactions. The use of Zoom was heavily used by the CMTNL again this year, from casual quick meetings to hosting an

And on that note, I'd like to thank everyone who attended the 2021 virtual AGM, it was very well received. Lastly, I want to throw a huge congratulations out to the Exam Committee and Staff for continuing to provide regulatory exams while overcoming every obstacle that has been thrown their way. To all the volunteers that make the CMTNL run thank you for your hard work and dedication. I look forward to what next year brings our way.

Jessica Moore, RMT  
CMTNL Chair

### Registrar's Report

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The 2021-22 continued to be a challenge and full of uncertainty. However, the CMTNL continued to deal with the pandemic and uncertainty as best we could based on the information provided to us from the Department of Health.

The registration renewal processes this year was back to normal with renewals due on March 31<sup>st</sup>, 2022. The process went very well with most registrants renewed on time.

The CMTNL held policy meetings in November and invited registrants to taking join via Zoom platform. We discussed several new policies and will implement them at the AGM this year in the fall.

The CMTNL continues to participate in the Health Regulators Network and FOMTRAC. This year the meetings with FOMTRAC have been centered around accreditation and navigating the return to work of massage therapists with the pandemic. The CMTNL made the decision to move forward with accreditation and advised the schools in Newfoundland and Labrador that they have three years to start the accreditation process with CMTCA. The meetings with the Health Regulators Network continue to discuss issues regarding the regulatory bodies here in NL. We often meet this year to discuss back to work protocols during COVID and how each regulatory body was dealing with the issues at hand.

We used zoom to hold our Annual General Meeting again this year. It went very well and everyone that attended said it was excellent and a great save on costs. The board voted and we agreed to have our AGM this year once again via zoom.

As Registrar, I received three complaints this year that were resolved on the registrar level and did not have to be referred to the Complaints Authorization Committee.

This year we had 91 new registrants with the CMTNL, and we had approximately 35 moving to other provinces. It is always encouraging to see the number of new registrants that have found an enthusiasm for massage therapy and wish to join our regulatory body.

The CMTNL is looking forward to another great year!  
Yolanda Critch  
CMTNL Registrar

## COMMITTEE REPORTS

### Education, Quality Assurance, Scope of Practice

#### (EQA) Committee

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We're now one year into our current CEU cycle, and we're starting to see the return of some in-person learning opportunities, as well as continued virtual offerings. The options are quite literally at our fingertips in a way that they haven't been in years prior.

I would like to take a moment to remind all registrants that as you add any new modality to your skillset/practice – that it is imperative that you confirm with our liability insurance provider whether it is something that needs to be and can be added to your coverage (ex: Lackner McLennan requires proof of certification for things like cupping and gua sha to list them on your certificate of coverage.)

Our CEU list, accessible on [www.cmtnl.ca](http://www.cmtnl.ca) is always being updated, though it is important to know that you are not limited to only the courses that are listed. If it is directly relevant to our scope of practice, or even complimentary, and it interests you – it's worth exploring! If you have specific course questions, or want something evaluated and added to this list, please email me. I encourage any therapist interested in having a course assessed/credited to take a read through the CEU document on the website to familiarize yourself with the criteria/requirements needed to complete the process. With the increased interest in online course options, it is more important than ever to ensure that the material is quality education and that the credentials of the provider can be confirmed. This is for everyone's protection –

your client's safety as well as your professional credibility. As always, I encourage your professional input and contribution and would like to take this chance to remind you that you can earn CEUs by volunteering your time with the CMTNL or the NLMTA.

All the Best

Melanie Peddle, RMT

### Registration & Examination Committee

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Another year with COVID meant our exam followed the same strict protocols as set out the previous year. At the beginning of the year, however, we decided that changes needed to be made to the exam to make it more in line with a regular clinic setting

CMTNL along with the CMTNB and the psychometric firm we use, worked diligently throughout the year to modify the exam format and have it ready for 2022. We've moved from a seven-station exam to five and allowed extra time for Assessments (Station 3), Treatments (Station 4) and the combined Dry techniques/Remedial exercise (Station 5).

In January we successfully fulfilled the position for Quality Assurance Officer, Exam Co-ordinator, Track Examiners, Examiners and Support Staff and we were able to put off a Mass Training in March, followed by the first exam with the new format. The exam went off well, with positive feedback from the candidates and staff.

The CMTNL offered four OSCE exams with a total of 146 registered candidates. There were four MCQ exams administered with 146 registered candidates.

A huge thank you to all involved in the exams.

### OSCE

Date	Number of	Passed	Failed
April 2021	33	30	3
August 2021	45	37	8
December 2021	38	32	6
March 2022	30	25	5

## MCQ

Date	Number of Candidates	Passed	Failed
April 2021	32	32	0
August 2021	46	40	6
November 2021	42	42	0
March 2022	26	26	0

Kind Regards,  
Samantha Piercey - Murphy, RMT

Exam Chair

### **Complaints Authorization Committee**

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This is my third year as a CMNTL Board Member, and as designated Director of the Complaints Authorization Committee. I have enjoyed my term thus far and look forward to serving with my fellow CMTNL board members for the remainder of my term. To date, there have been no new complaints forwarded by the Registrar for the 2021-2022 year.

Claudette Marie Warren, BSCHKin, RMT

### **Communications Committee**

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This year we made some updates to our website and hope that is now more user friendly. We are also in the process of starting a newsletter for members to keep them informed of events that happening with the CMTNL.

Jennifer Earle, RMT

### **Finance & Administration Committee**

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The finance committee had a good quite year this year. Members Fees remained the same this year, this is something reviewed yearly and voted on by the board if necessary. It is always the goal of the CMTNL to function in the most cost-efficient manner. For further details please refer to the finance statement.

Jessica Moore, RMT

## PROFILES OF DIRECTORS

### **Yolanda Critch, B.Comm, Registrar**

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Yolanda was appointed as Registrar of the CMTNL in October of 2011. She graduated from Memorial University with a Bachelor of Commerce Degree in 1999. Since then she has worked in the Accounting field with small businesses.

### **Jessica Brinson Moore, RMT, Chair**

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Jessica graduated from Compu College and has been registered since September 2009. Jessica is passionate about client education and public awareness. She is a very active member in the CMTNL, volunteering on multiple committees. Jessica has been a board director since February 2013 and is currently the CMTNL Chair. She is also involved in finance committee.

### **Melanie Peddle, RMT**

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Melanie graduated from Compu College in August 2009 and has been registered with the CMTNL since February 2010. Having worked in multiple settings, she has an appreciation for the variety of educational interests and professional development choices that therapists make to better themselves. She spent several years with the OSCE team, initially as a standardized patient and then examiner. Her volunteer efforts span over many different areas. She has held the position as Chair of Quality Assurance, Education, and Scope of Practice since the end of 2019.

### **Samantha Piercey, RMT**

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Graduated from the Canadian College of Massage and Hydrotherapy in Newmarket, Ontario in 2001. She started her own business, Natural Therapies, in 2002 and continues to practice there. Is on the board for the local YMCA. She joined the Board of the College in 2020 once again and has an active role with the Examination Committee as Chair.

### **Claudette Marie Warren, BSc HKin, RMT**

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Claudette Marie has been an active member of the CMTNL and NLMTA since May 2006. She also holds an Honors Degree in Science in Human Kinetics from StFXU, in Antigonish, NS. Claudette Marie thoroughly enjoys playing an active role in the promotion and education of our profession amongst the public and other Healthcare Professions. You can find Claudette Marie

practicing in both St. John's AND Labrador West, where she holds a seasonal mobile clinic for 10-14 days each visit.

### **Jennifer Earle, RMT**

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Jennifer graduated from the Canadian College of Massage and Hydrotherapy (Halifax campus) in June 2007. She became registered with the CMTNL in November 2007 as well as the NLMTA. She quickly became involved with the registration exam as an examiner. Jennifer stepped down from the CMTNL Board in November 2019 but returned in February to fulfill a vacant position and is now the Chair of Communications. Jennifer practices full time at her own practice in Mount Pearl.







**COLLEGE OF MASSAGE THERAPISTS  
of Newfoundland & Labrador**

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**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.**

**Financial Statements**

**Year Ended March 31, 2022**

**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.**

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**Year Ended March 31, 2022**

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# Fred Earle

Chartered Professional Accountant

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## INDEPENDENT AUDITOR'S REPORT

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To the Members of College of Massage Therapists of Newfoundland & Labrador Inc.

### *Opinion*

I have audited the financial statements of College of Massage Therapists of Newfoundland & Labrador Inc. (the College), which comprise the statement of financial position as at March 31, 2022, and the statements of revenues and expenditures, 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 my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at March 31, 2022, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

### *Basis for Opinion*

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the College in accordance with ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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 College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

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

### *Auditor's Responsibilities for the Audit of the Financial Statements*

My 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 my 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, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

*(continues)*

Independent Auditor's Report to the Members of College of Massage Therapists of Newfoundland & Labrador Inc. *(continued)*

- 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 my 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 College'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 College's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the College 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.

I 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 I identify during my audit.

St. John's, Newfoundland and Labrador  
August 16, 2022



CHARTERED PROFESSIONAL ACCOUNTANT

**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.**

**Statement of Financial Position**

**March 31, 2022**

	2022	2021
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 227,280	\$ 116,829
Guaranteed investment certificates	36,344	31,284
Accounts receivable	-	3,936
Accounts receivable - New Brunswick College (Note 3)	12,652	4,066
Inventory	-	3,686
Interest receivable	113	141
Prepaid expenses	1,218	1,021
Due from related parties (Note 5)	-	10,000
	<u>277,607</u>	170,963
<b>CAPITAL ASSETS (Note 4)</b>	<u>4,671</u>	4,577
	<u>\$ 282,278</u>	\$ 175,540
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable	\$ 11,665	\$ 34,102
Deferred income	160,150	43,885
	<u>171,815</u>	77,987
<b>NET ASSETS</b>		
General fund	105,792	92,976
Invested in capital assets	4,671	4,577
	<u>110,463</u>	97,553
	<u>\$ 282,278</u>	\$ 175,540

**ON BEHALF OF THE BOARD**

\_\_\_\_\_ Director

\_\_\_\_\_ Director

The notes are an integral part of these financial statements

**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.****Statement of Revenues and Expenditures****Year Ended March 31, 2022**

	<u>2022</u>	<u>2021</u>
<b>REVENUES</b>		
Membership fees	\$ 204,838	\$ 192,770
Examination fees	180,510	76,300
Interest income	33	291
	<u>385,381</u>	<u>269,361</u>
<b>EXPENSES</b>		
Examinations	167,147	77,628
Registrar remuneration	66,012	53,867
Quality Assurance Officer remuneration	64,186	62,660
Rent	16,146	17,727
Business taxes, licenses and memberships	14,088	17,870
Exam development	11,776	7,172
Office supplies	7,522	11,719
Interest and bank charges	6,659	3,028
Telephone	3,816	2,783
COVID-19 related supplies and expenses	3,686	12,779
Professional fees	3,680	3,680
Insurance	1,679	1,640
Amortization	1,632	1,962
Advertising	1,094	-
Meetings, conferences and travel	1,086	217
Postage and delivery	951	929
Printing and photocopy	875	977
Workers compensation	436	145
Board training	-	95
	<u>372,471</u>	<u>276,878</u>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<u>\$ 12,910</u>	<u>\$ (7,517)</u>

The notes are an integral part of these financial statements

**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.**

**Statement of Changes in Net Assets**

**Year Ended March 31, 2022**

	General Fund	Invested in Capital Assets	<b>2022</b>	2021
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$ 92,976	\$ 4,577	<b>\$ 97,553</b>	\$ 105,070
EXCESS OF REVENUES OVER EXPENSES	12,910	-	<b>12,910</b>	(7,517)
PURCHASE OF CAPITAL ASSETS	(1,726)	1,726	-	-
AMORTIZATION OF CAPITAL ASSETS	1,632	(1,632)	-	-
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 105,792</b>	<b>\$ 4,671</b>	<b>\$ 110,463</b>	<b>\$ 97,553</b>

The notes are an integral part of these financial statements

**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.**

**Statement of Cash Flows  
Year Ended March 31, 2022**

	2022	2021
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenues over expenses	\$ 12,910	\$ (7,517)
Item not affecting cash:		
Amortization	<u>1,632</u>	<u>1,962</u>
	<u>14,542</u>	<u>(5,555)</u>
Changes in non-cash working capital:		
Accounts receivable	3,936	(3,936)
Interest receivable	28	(17)
Inventory	3,686	(3,686)
Accounts payable	(22,437)	13,127
Deferred income	116,265	(33,620)
Prepaid expenses	(197)	15,973
Accounts receivable - New Brunswick College	<u>(8,586)</u>	<u>(2,306)</u>
	<u>92,695</u>	<u>(14,465)</u>
Cash flow from (used by) operating activities	<u>107,237</u>	<u>(20,020)</u>
<b>INVESTING ACTIVITIES</b>		
Purchase of capital assets	(1,726)	-
Increase in guaranteed investment certificates	<u>(5,060)</u>	<u>(274)</u>
Cash flow used by investing activities	<u>(6,786)</u>	<u>(274)</u>
<b>FINANCING ACTIVITY</b>		
Advances from (to) related parties	<u>10,000</u>	<u>(10,000)</u>
<b>INCREASE (DECREASE) IN CASH FLOW</b>	<b>110,451</b>	<b>(30,294)</b>
Cash - beginning of year	<u>116,829</u>	<u>147,123</u>
<b>CASH - END OF YEAR</b>	<b>\$ 227,280</b>	<b>\$ 116,829</b>

The notes are an integral part of these financial statements



**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.**

**Notes to Financial Statements**

**Year Ended March 31, 2022**

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1. DESCRIPTION OF BUSINESS

College of Massage Therapists of Newfoundland & Labrador Inc. (the College) was incorporated provincially under the Corporations Act of Newfoundland and Labrador as a corporation without share capital on July 27, 2006. The College's principal function is to regulate the massage therapy profession and to maintain the registration of massage therapists.

As a not-for-profit organization the College is not subject to corporate income tax.

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2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). Outlined below are those policies considered particularly significant for the College.

Cash and short term investments

Cash is defined as cash on hand, cash on deposit, and short term deposits with maturity dates of less than 90 days, net of cheques issued and outstanding at the reporting date.

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Revenue recognition

Revenue from membership and examination fees are recognized as revenue in the period to which the fees relate.

Contributed services

College of Massage Therapists of Newfoundland and Labrador Inc. and its members benefit from contributed services in the form of volunteer time for various committees. Contributed services are not recognized in these financial statements.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates include providing for amortization of capital assets. Actual results could differ from these estimates.

Capital assets

Capital assets are stated at cost less accumulated amortization. Capital assets are amortized over their estimated useful lives at the following rates and methods:

Computer equipment	30%	declining balance method
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*(continues)*

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**COLLEGE OF MASSAGE THERAPISTS OF NEWFOUNDLAND & LABRADOR INC.**

**Notes to Financial Statements**

**Year Ended March 31, 2022**

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2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Income tax

College of Massage Therapists of Newfoundland and Labrador Inc. is a not-for-profit organization and is not subject to corporate income tax.

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3. ACCOUNTS RECEIVABLE - NEW BRUNSWICK COLLEGE

During the year, the College incurred costs related to training New Brunswick massage therapists. These costs will be reimbursed from College of Massage Therapists of New Brunswick prior to March 2023.

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4. CAPITAL ASSETS

	Cost	Accumulated amortization	<b>2022 Net book value</b>	2021 Net book value
Computer equipment	\$ 16,427	\$ 11,756	<b>\$ 4,671</b>	\$ 4,577

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5. RELATED PARTIES

During the prior year, \$10,000 was advanced to a sub-contractor and member of the College for enrolment in Memorial University - Gardiner Centre's Masters Certificate in Project Management which was subsequently postponed. During the current year, the amount was returned to the College in full.

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6. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the College's risk exposure and concentration as of March 31, 2022.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The College is exposed to credit risk from membership fee income. Given the nature of the College's activities, including the requirement of its members to be licensed, the College does not have material exposure to credit risk.

Liquidity risk

Liquidity risk represents the risk that an organization could encounter difficulty in meeting obligations associated with its financial liabilities. The College is therefore exposed to liquidity risk with respect to its accounts payable and accrued liabilities. The College manages liquidity risk by monitoring its cash flows and ensuring that it has sufficient cash available to meet its obligations and liabilities.

Unless otherwise noted, it is management's opinion that the College is not exposed to significant other price risks arising from these financial instruments.

7. COVID-19

On March 11, 2020, the World Health Organization declared the outbreak of a novel coronavirus (COVID-19) as a global pandemic which continues to spread in Canada and around the world, resulting in government imposed emergency measures to combat the spread of the virus.

These emergency measures, including periodic lockdowns and ongoing restrictions, in conjunction with increased costs associated with additional personal protective equipment and other safety measures, have impacted the College's operations.

While the College has been able to mitigate the short-term impact of COVID-19, it is not possible to reliably estimate the severity and long-term impact COVID-19 may have on the College's financial results, conditions, and cash flows.

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