



MEDICINE HAT  
COLLEGE

# ANNUAL REPORT

2024-2025





MEDICINE HAT COLLEGE ACKNOWLEDGES AND HONOURS THE TRADITIONAL TERRITORIES OF THE FIRST NATION PEOPLE OF TREATY 7 AND TREATY 4, AND OF THE MÉTIS PEOPLE WHO SHARE A DEEP HISTORY WITH THIS LAND. WE RECOGNIZE AND HONOUR THE LAND, HISTORY, WAYS OF BEING, AND OUR RELATIONSHIP WITH FIRST NATION, MÉTIS, AND INUIT PEOPLE AS WE FORGE TOGETHER TOWARDS A RELATIONSHIP OF RECONCILIATION, RESPECT, UNDERSTANDING, AND HEALING.

# Institutional Information

Institution: Medicine Hat College

President: Kevin Shufflebotham

Board Chair: Sarah MacKenzie

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## Accountability Acknowledgment

The institution's Annual Report for the year ended was prepared under the Board's direction in accordance with the *Sustainable Fiscal Planning and Reporting Act* and ministerial guidelines established pursuant to the *Post-Secondary Learning Act*. All material economic, environmental, or fiscal implications of which we are aware have been considered in the preparation of this report.

*[Original signed by Sarah MacKenzie]*

Sarah MacKenzie

Chair, Medicine Hat College Board of Governors

December 9, 2025

## Management's Responsibility for Reporting

The institution's management is responsible for the preparation, accuracy, objectivity, and integrity of the information contained in the Annual Report. Systems of internal control are designed and maintained by management to produce reliable information to meet reporting requirements. The system is designed to provide management with reasonable assurance that transactions are properly authorized, are executed in accordance with all relevant legislation, regulations and policies, reliable financial records are maintained, and assets are properly accounted for and safeguarded.

The Annual Report has been developed under the oversight of the institution audit committee, as well as approved by the Board of Governors and is prepared in accordance with the *Sustainable Fiscal Planning and Reporting Act* and the *Post-Secondary Learning Act*.

The Auditor General of Alberta, the institution's external auditor appointed under the *Post-Secondary Learning Act*, performs an annual independent audit of the consolidated financial statements which are prepared in accordance with Canadian public sector accounting standards.

*[Original signed by Kevin Shufflebotham]*

Kevin Shufflebotham, MA

President and CEO

December 9, 2025

# Public Interest Disclosure (Whistleblower Protection) Act

As the Chief Officer under the Public Interest Disclosure Act, the President is responsible for ensuring that all disclosures are investigated in accordance with the Act, College policy and procedures.

For the period of July 1, 2024 to June 30, 2025, there were two disclosures.

Both disclosures were acted on and concluded. Neither disclosure that was received was a "disclosure" by definition under the Act.

# Goals and Performance Measures

## Autonomous Degrees

We submitted a Letter of Intent to the Canadian Association of Social Work Educators (CASWE) to signal our pursuit to offer a Bachelor of Social Work degree. With regular faculty consultation, we produced a program plan with a program description, learning outcomes, and a program plan, which was submitted to Advanced Education for consideration.

We achieved a satisfactory outcome from the CAQC organizational review and submitted a response to their follow-up evaluation letter. This response fully addressed the two remaining conditions presented by the CAQC.

## Upgrade the Student Information System (SIS)

- MHC is in read-only mode for the Anthology SIS database. All reports identified for migration have been converted and are fully operational under Anthology SIS. Read-only testing was completed in April 2025.
- We are currently working on training and change management to determine the best strategy for user training.
- We will then focus on finalizing next steps for process workflow development and ongoing support after going live. This will enhance the overall user experience by redeveloping existing processes and other functions to take advantage of the new platform features and functionality. This will allow us to realize the advantages of using the enhanced capability of the new system.

## New Program Offerings

We continue to develop new programs in alignment with the new program development pipeline. This includes our Pharmacy Technician and Addictions Counselling diploma programs.

As of May 2025, we have 14 students enrolled in the Pharmacy Technician program and four students enrolled in the Addictions Counselling program. Addictions Counselling was approved late in the enrolment cycle and the college is actively advertising and recruiting for this program at community events. MHC is in the process of hiring faculty Program Coordinators for both programs.

We continue to work toward our goal of offering a Bachelor of Social Work degree.

## Build capacity for Work Integrated Learning (WIL)

Initial discussions are occurring to develop WIL principles and frameworks with an external contractor. These principles and frameworks will be used to determine future WIL institutional support.

## Program Review Process

Curriculum mapping launched to Program Coordinators, followed by full-day workshops for coordinators and faculty in each school. Approximately 60 people attended these workshops, which focused on creating program and course learning outcomes. An online curriculum mapping tool is being investigated and a comprehensive program review prototype will launch in Fall 2025.

# Goals and Performance Measures

## **A. STUDENT SUPPORTS AND SERVICES AND THEIR RESPONSIVENESS TO THE EVOLVING NEEDS OF STUDENTS (E.G. ACADEMIC, FINANCIAL, MENTAL, AND PHYSICAL WELL BEING ETC.)**

### **Student Supports and Resources**

We continue to offer a wide variety of student support services and resources to address the needs of our students, including:

- Mental Health & Counselling - our team offers both personal counselling and mental health programming throughout the year to help students support their well-being and feel supported.
- International Education - we have a team of trained staff with certification in immigration advising, who are equipped to support international students throughout their studies. We also offer a variety of exchange and study abroad opportunities for students to increase their cultural awareness.
- Student Supports - our student supports assist students throughout their academics. These supports include academic advising, accessibility services, academic coaching, tutoring, writing support and career advising. Our students may also access support through our Indigenous Engagement and Student Support office and Student Residence.
- Athletics & Recreation - we offer a variety of ways for students to get involved in sport and wellness on campus. Current students have free access to the campus fitness centre, guided fitness classes, and free equipment rental through campus recreation. Student-athletes may also take part in sport with the Medicine Hat College Rattlers athletic teams.

- Registrar's Office - our team delivers comprehensive student support services, covering key areas such as enrollment, course registration, and academic record management.
- Student Financial Aid - an enhancement of web user experience is occurring with the introduction of a cost estimator function. This dynamic tool allows users to explore costs relevant to their goals, replacing a stale PDF information sheet. Subtle information about the lower cost of living in the region will also be presented here.
- Student Recruitment - our team actively engages with the community and region through high school visits, career fairs, and recruitment events to provide information and resources to prospective students.

## **B. STRATEGIC RESEARCH PRIORITIES**

We continue to enhance the breadth and depth of the college's research and scholarly activity, in alignment with our mandate.

### **Highlights**

- We held our first MHC Scholars' Celebration to recognize faculty research and scholarship. A wide breadth of faculty research and scholarly works showcased the diversity of activity at MHC. Participating faculty were nominated and winners awarded for disciplinary research and scholarship awards.
- Students across all programs were nominated by faculty to showcase their exemplary work in our second annual Ignite: Sparking Interest in Student Scholarship celebration.
- Funding for internal research and scholarship was once again available to faculty who applied.
- We are exploring an Office of Research coordinator contract position to support research ideas and publication.
- A four-part series, hosted by our Instruction and Research Librarian, offered staff and faculty opportunities to hone and enhance their research skills.
- Our Bachelor of Science in Nursing faculty were approved for a grant application to the Rural Health Partnership, exploring the rural preceptor experience.
- We received a three-year extension to a contribution agreement with IRCC for "Continued Capacity-Building for Enhanced Mental Health Service to Newcomers in Southern Alberta," for \$634,135.00.



## **B. STRATEGIC RESEARCH PRIORITIES (CONT'D)**

Through our Centre for Innovation (C4i), we continue to support current projects and investigate new opportunities for applied research and innovation:

- C4i is working on a Canadian Foundation for Innovation grant for research equipment and will engage with faculty to identify specific equipment needs.
- Thanks to a \$100,000 Alberta Innovates award, C4i launched the 2025 Summer Studentship Program, providing students with hands-on experience in health research and technology. Five projects will begin including, MHC: The Role of Affect on Behavior, VirtuClinic: Virtual WCB Reporting, Kinetisense: Motion Capture Quality Assurance, Reconnect Mental Health: Patient Progress Tracking, and Barcolux Inc.: Light Therapy for Seniors.
- A major agriculture research grant application was submitted to Results Driven Agricultural Research (RDAR) for a three-year project valued at nearly \$800,000, with over \$300,000 of in-kind support from Cypress County producers. Grant funding will support applied research projects, including drone seeding to intercrop with Watson Cattle Company, Vossler Farms, Traxel Ag Ventures, Cash Cattle Company, Short Grass Ranches, and Biemans Farms; soil sensor comparison with Cash Cattle Company; and a multi-wheat variety trial with Short Grass Ranches.
- In conjunction with the Medicine Hat Police Service, C4i submitted a proposal to NSERC's College and Community Innovation Fund, supporting the development and testing of a drone as a first responder program. The proposal requests \$150,000 for the next 3 years.
- A proposal will be submitted to the NSERC Applied Research and Development Fund with Kinetisense to develop an RTK system, supporting motion capture software. The combined request from NSERC, including funds from Kinetisense, is \$120,000 over one year.
- An LOI for feedback was submitted to Alberta Innovates to run a pilot program. This involves two grade 12 students and two first-year college students to scaffold research skills and prepare them to work as C4i research assistants.
- C4i submitted a Targeted Engagement application to the Mobilizing Insights in Defence and Security (MINDS) program through the Government of Canada, requesting \$50,000 to explore an innovation hub strategy that would build collaboration between academia, industry, and defence in the region.
- A Generative AI Research & Support contract position is currently filled by a full-time faculty member. The role focuses on researching the implications, benefits, and challenges of integrating generative AI into post-secondary teaching and learning, designing and facilitating workshops for faculty and staff, and contributing to college committees and working groups on AI-driven educational innovation.

### **C. COLLABORATIONS WITH OTHER LEARNING PROVIDERS (E.G. PUBLICLY FUNDED POST-SECONDARY INSTITUTIONS, FIRST NATIONS COLLEGES, OR PRIVATE CAREER COLLEGES**

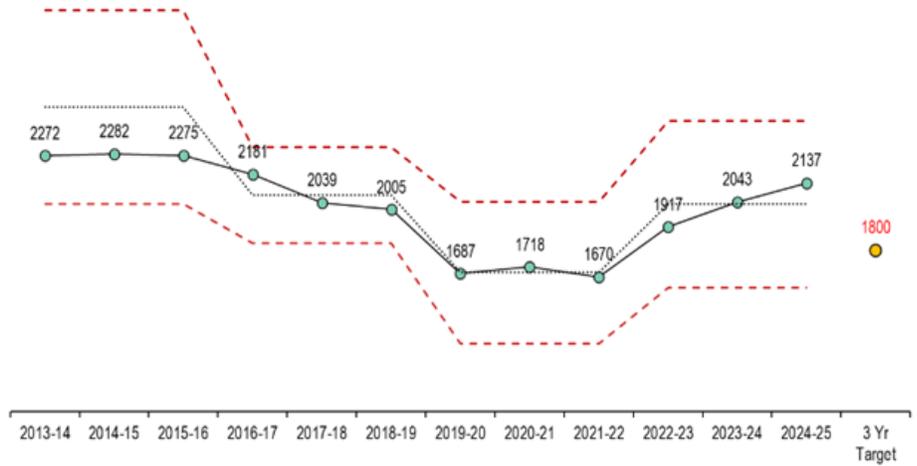
- In accordance with our Academic Plan, our priority is to investigate opportunities to revitalize University Transfer programming, with a focus on laddering and pathway opportunities.
- We are working with multiple institutions to identify foundational learning courses to enable more pathways for completion of bachelor's degrees. We have received an informal agreement with opportunities to collaborate with other institutions for block transfer after one or two years of University Transfer Science courses at MHC.
- We are currently investigating the feasibility of a 2+2 agreement with Red Deer Polytechnic (RDP) for direct transfer of our University Transfer Science students to RDP's Bachelor of Science degree; we continue to explore similar opportunities for our Humanities and Social Sciences program.
- We continue to support dual credit offerings with regional partners and are currently working with Prairie Rose, Medicine Hat Public SD76, and Grasslands School Districts, with Medicine Hat Catholic joining in 2025–26. Offerings are available in Trades and Health Care Aide, with Criminal Justice planned for the future. A dual credit framework has been developed in collaboration with an external contractor and is now in the final verification phase. The model outlines strategic purpose, principles, roles, development lifecycle, approval processes, financial considerations, and evaluation metrics. Internal and external stakeholder feedback will inform the final document.
- We are collaborating with local school districts to jointly fund an initiative with the BEEJ Project to develop mental health training modules for delivery in K-12 schools.



**PERFORMANCE MEASURES**

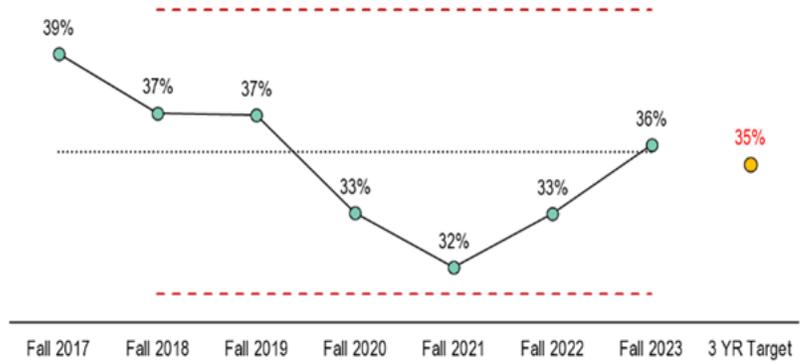
**REGIONAL ENROLMENT**

The headcount of credit learners at Medicine Hat College from the MHC service region, including apprenticeships.



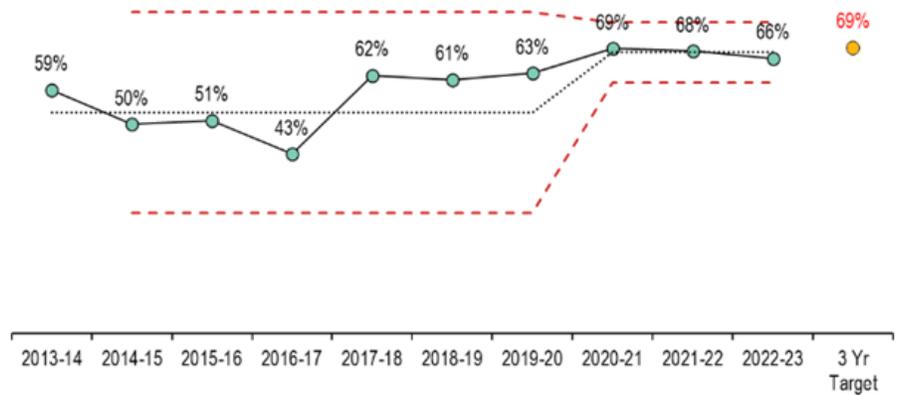
**HIGH SCHOOL TRANSITION RATE**

The proportion of high school graduates from our service region who transition to the Alberta Post-Secondary education system the following fall.



**ACCESS AND CONTINUATION**

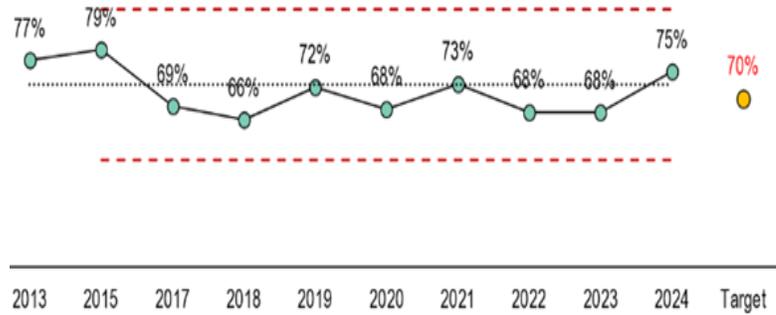
The proportion of learners who enroll at MHC and complete a credential in the Alberta Post-Secondary education system.



**PERFORMANCE MEASURES (CONT'D)**

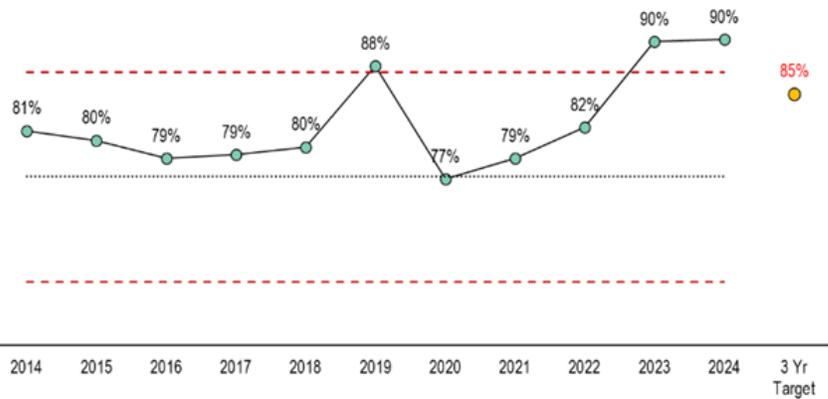
**ACADEMIC READINESS**

An index of learners' perceptions of their own learning behaviours that lead to academic readiness.



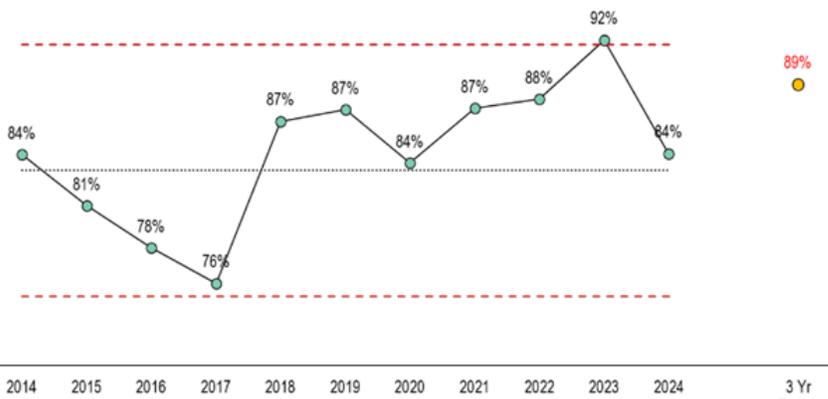
**GOAL ACHIEVEMENT**

The proportion of former credit learners who report that they achieved their primary goal.



**GRADUATE EMPLOYMENT**

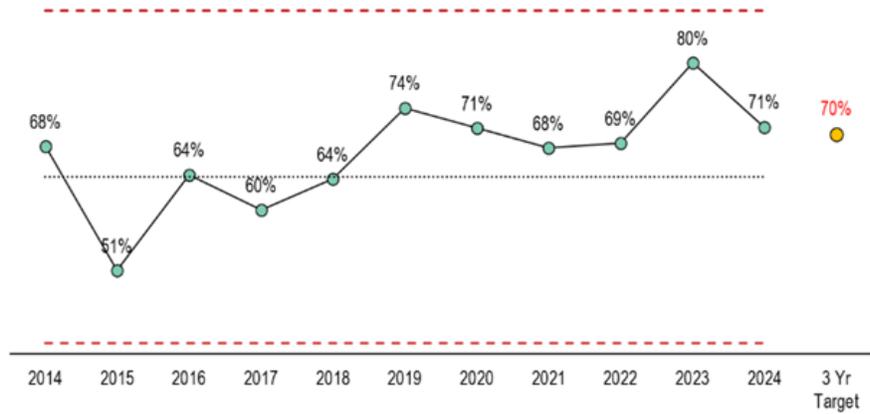
The proportion of employed graduates who state that their job is related to their field of study 6 months after graduation.



**PERFORMANCE MEASURES (CONT'D)**

**GRADUATES IN THE REGION**

The proportion of graduates from MHC who report staying in the MHC service region after graduation.

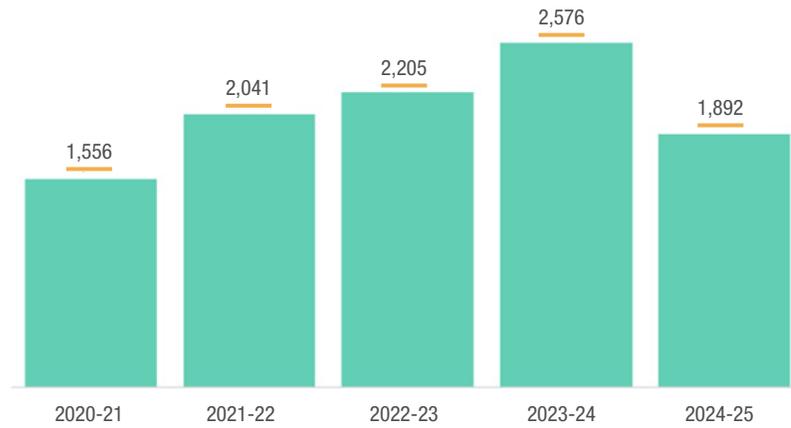


**SUCCESSFUL PARTNERSHIPS**

Proportion of WIL (Work Integrated Learning), C4i and Corporate training partners who report being satisfied with the outcome of the partnership. This measure is in development. Data will be available for Fall 2025.

**NON-CREDIT REGISTRATIONS**

The number of registrations\* at Medicine Hat College in non-credit courses



\* reflects numbers of registrations, not unique registrants, for the fiscal year (July – June)

## Financial Information *(see page 17 for audited financial statements)*

Management actively monitors financial risks and performance, ensuring timely preparation and review of monthly reports. Quarterly financial updates are also presented to and reviewed by the Finance and Audit Committee to ensure enhanced oversight. Due to increased grant funding from the Government of Alberta related to HVAC Renewal and Sanitary Sewer projects, the revenue and expense lines that include these two projects are both overstated by similar amounts. The Government of Alberta Grants by \$2.788 million and maintenance and repairs by \$2.562 million. Salaries and Benefits reflect a negative variance of \$1.004 million, driven by unfilled positions and temporary vacancies from employee turnover. Supplies and Services also show a savings of \$913 thousand, attributed to reduced contract fees related to ERP implementation, IT, and Facility Operations.

## Self-Generated Revenue

A. TUITION AND MANDATORY FEES		
Revenue	Description	Amount
Tuition	Credit and Apprenticeship	\$ 8,091,788
Tuition	International	\$ 5,366,667
Tuition	Non Credit	\$ 993,374
Miscellaneous Student Fees	Application, administration, non-instructional, material, athletic fees	\$ 1,505,921
<b>Subtotal:</b>		\$ 15,957,750

B. DONATIONS AND INVESTMENT INCOME		
Revenue	Description	Amount
Cash Donations	Donations taken to Income	\$ 412,711
Donations In-Kind	Supplies for Science & Hockey Memorabilia	\$ 9,533
Interest Earned	Interest Income	\$ 1,666,129
Realized Gains/Losses	Realized Gain on Sales of Investments	\$283,513
<b>Subtotal:</b>		\$ 2,371,886

C. RESEARCH GRANTS		
Revenue	Description	Amount
Federal Government	IRCC, NSERC, SSHRC	\$ 336,255
Other	CiCan, Mltacs and Apex Regional Innovation	\$ 60,908
<b>Subtotal:</b>		\$ 397,163

**SELF GENERATED REVENUE (CONT'D)**

**D. OTHER GRANTS**

Revenue	Description	Amount
Federal Government Grant	IRCC, CRA, ICIP	\$ 358,145
Other Government Grant	Small grants from Canadian Mental Health Authority, CPA, Community Futures and Official Languages	\$ 134,462
<b>Subtotal:</b>		\$ 492,607

**E. AUXILIARY/ANCILLARY SERVICES**

Revenue	Description	Amount
Ancillary Services	Food Services	\$ 1,009,417
Ancillary Services	Bookstore	\$ 874,909
Ancillary Services	Student Residence in Medicine Hat and Brooks	\$ 2,199,161
Ancillary Services	Plug-In Parking Permits	\$ 31,025
<b>Subtotal:</b>		\$ 4,114,512

**F. ACADEMIC ENTERPRISE**

Revenue	Description	Amount
Other	Theatre	\$ 95,725
<b>Subtotal:</b>		\$ 95,725

**G. LAND TRUSTS AND FOR-PROFIT VENTURES**

Revenue	Description	Amount
-	-	-
<b>Subtotal:</b>		\$ 0

**H. OTHER**

Revenue	Description	Amount
Other Source 1	Other Sales and Services Revenue including Sponsorship, Commissions, Ticket sales, Etc.	\$ 480,402
<b>Subtotal:</b>		\$480,402
<b>GRAND TOTAL:</b>		\$ 23,910,045

# Capital Report

## A. TOP 3 PRIORITY PROJECTS

1

TYPE	PROJECT DESCRIPTION	TOTAL COST	FUNDING SOURCES	FUNDING RECEIVED TO DATE AND SOURCE
New	<p><b>Centre for Community Wellness</b></p> <p>This state-of-the-art facility will integrate advanced classrooms, laboratories, and interactive spaces that meet evolving educational standards and program changes. Project scope includes space for Pharmacy Technician program, Bachelor of Social Work, and Mental Health and Counselling, while acting as a commercial health-related rental space and other campus services (Doctor's Office, Daycare, Chaplain Services).</p>	\$33 million	<p>Government of Alberta: 85%</p> <p>Other (MHC &amp; Fundraising): 15%</p>	Donations: \$1 million
Expansion	<p><b>Student Services Center Core Renewal</b></p> <p>Medicine Hat College (MHC) is working on an initiative aimed at consolidating all student services into a centralized hub, streamlining accessibility, and enhancing the student experience. This endeavour seeks to establish a comprehensive "one-stop services hub" at the heart of the campus, catering to the diverse needs of our student body.</p>	\$29 million	Government of Alberta: 100%	

2

### 3

Expansion	<p><b>Health, Wellness and Athletics Expansion (HWAE) Phase 2</b></p> <p>This project will ensure that physical facilities in Southeast Alberta will match those available in other regions. This project entails a facility addition to the east and north of the existing east end of the Medicine Hat campus. The new facility will include:</p> <ul style="list-style-type: none"> <li>• 4,100 m2 of new space</li> <li>• New two-level health and wellness complex, freeing up existing space for improved services.</li> <li>• Double gymnasiums and running/sprint track</li> <li>• Fitness and high performance training centers</li> <li>• Seating capacity just over 1,000</li> </ul>	\$40 million	<p>Government of Alberta: 50%</p> <p>Other (MHC &amp; Fundraising): 50%</p>	
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## B. ALL OTHER PROJECTS

TYPE	PROJECT DESCRIPTION	TOTAL COST	FUNDING SOURCES	FUNDING RECEIVED TO DATE AND SOURCE
Maintenance and New	<p><b>Server Room Replacement Project</b></p> <p>A project to build a new, up to date, server and IT systems environment for the college. There is difficulty to expand or support IT related infrastructure and risk related to power outages. Currently, MHC's IT systems cannot be keep running in the event of an electrical utility interruption. One of the goals of this project would be to create a server room designed with access to outside ambient air allowing for more efficient HVAC control with less GHG use.</p>	\$3.5 million	Government of Alberta: 100%	
Maintenance	<p><b>Brooks Campus Asphalt Renewal Project</b></p> <p>This project would repair aging roadways and parking lots. The asphalt is deteriorating.</p>	\$1 million	Government of Alberta: 100%	

# Mandatory Non-instructional Fees (MNIF) Reporting

<b>A. MNIF FINANCIAL SUMMARY</b>			
<b>Revenue</b>	<b>Description</b>	<b>Budgeted Amount</b>	<b>Actual Amount</b>
Athletic/Recreation Fee	Athletics including weight room, equipment room, Campus Recreation, Rattlers Athletics teams, and Athletic administration costs	\$ 486,200	\$ 496,790
Student Supports Fee	Mental Health & Counselling, Student supports, Academic Supports, Advising, Financial Aid, Indigenous Engagement, Career Centre, Accessibility Services	\$ 486,200	\$ 497,126
<b>Subtotal:</b>		\$ 972,400	\$ 993,916

For the period of July 1, 2024 to June 30, 2025, no MNIFs were introduced or changed.

# Free Speech Reporting

## **REPORTING MEASURE 1: FREE SPEECH POLICY INFORMATION**

Medicine Hat College's free speech policy is available online at:

<https://www.mhc.ab.ca/about-mhc/admin-governance/policies-procedures/freedom-of-expression>

There have been no amendments made to the free speech policy during the 2024-2025 fiscal year.

## **REPORTING MEASURE 2: CANCELLED EVENTS**

No events cancelled during the 2024-2025 fiscal year.

## **REPORTING MEASURE 3: FREE SPEECH-RELATED COMPLAINTS**

No complaints related to free speech in the 2024-2025 fiscal year.

## **REPORTING MEASURE 4: ADDITIONAL INFORMATION**

No additional information to report.

# Board of Governors Training on For-profit Ventures

MHC has no profit ventures; therefore, no training has been provided.



MEDICINE HAT  
COLLEGE

# CONSOLIDATED FINANCIAL STATEMENTS

JUNE 30, 2025



**MEDICINE HAT COLLEGE**  
CONSOLIDATED FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2025

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## **MEDICINE HAT COLLEGE**

### **STATEMENT OF MANAGEMENT RESPONSIBILITY**

**YEAR ENDED JUNE 30, 2025**

The consolidated financial statements of the Medicine Hat College have been prepared by management in accordance with the Canadian public sector accounting standards as described in note 2 to the consolidated financial statements. The consolidated financial statements present fairly the financial position of the College as at June 30, 2025, and the results of its operations, remeasurement gains and losses, changes in net financial assets and cash flows for the year then ended.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, management has developed and maintains a system of internal control designed to provide reasonable assurance that College assets are safeguarded from loss and that the accounting records are a reliable basis for the preparation of the consolidated financial statements.

The Board of Governors is responsible for reviewing and approving the consolidated financial statements, and overseeing management's performance of its financial reporting responsibilities.

The Board of Governors carries out its responsibility for review of the consolidated financial statements principally through its Finance and Audit Committee. With the exception of the President and CEO and Vice-President, Administration and Finance (both are non-voting members), all members of the Finance and Audit Committee are not employees of the College. The Finance and Audit Committee meets with management and the external auditors to discuss the results of audit examinations and financial reporting matters. The external auditors have full access to the Finance and Audit Committee, with and without the presence of management.

These consolidated financial statements have been reported on by the Auditor General of Alberta, the auditor appointed under the *Post-secondary Learning Act*. The Independent Auditor's Report outlines the scope of the audit and provides the audit opinion on the fairness of presentation of the information in the consolidated financial statements.

*Original copy signed*

Kevin Shufflebotham  
President and Chief Executive Officer

*Original copy signed*

Wayne Resch  
Vice-President, Administration and Finance

To the Board of Governors of Medicine Hat College

## **Report on the Consolidated Financial Statements**

### **Opinion**

I have audited the consolidated financial statements of Medicine Hat College (the Group), which comprise the consolidated statement of financial position as at June 30, 2025, and the consolidated statements of operations, remeasurement gains and losses, change in net financial assets, and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at June 30, 2025, and the results of its operations, its remeasurement gains and losses, its changes in net financial assets, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

### **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 Consolidated Financial Statements* section of my report. I am independent of the Group in accordance with the ethical requirements that are relevant to my audit of the consolidated 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.

### **Other information**

Management is responsible for the other information. The other information comprises the information included in the *Annual Report*, but does not include the consolidated financial statements and my auditor's report thereon. The *Annual Report* is expected to be made available to me after the date of this auditor's report.

My opinion on the consolidated financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the consolidated financial statements, my responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I will perform on this other information, I conclude that there is a material misstatement of this other information, I am required to communicate the matter to those charged with governance.

## **Responsibilities of management and those charged with governance for the consolidated financial statements**

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group'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 an intention exists to liquidate or to cease operations, or there is no realistic alternative but to do so.

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

## **Auditor's responsibilities for the audit of the consolidated financial statements**

My objectives are to obtain reasonable assurance about whether the consolidated 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 consolidated 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:

- Identify and assess the risks of material misstatement of the consolidated 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 Group'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 Group'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 consolidated 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 Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the group financial statements. I am responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. I remain solely responsible for my audit opinion.

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.

[Original signed by W. Doug Wylie FCPA, FCMA, ICD.D]  
Auditor General

October 21, 2025  
Edmonton, Alberta

MEDICINE HAT COLLEGE  
CONSOLIDATED STATEMENT OF FINANCIAL POSITION  
AS AT JUNE 30, 2025

	2025	2024
<b>Financial assets excluding portfolio investments restricted for endowments</b>		
Cash and cash equivalents (note 3)	\$ 14,307,846	\$ 16,253,724
Portfolio investments - non-endowment (note 4)	26,316,273	23,164,641
Accounts receivable	1,180,249	1,369,904
Inventories held for sale	444,858	315,436
	<b>42,249,226</b>	<b>41,103,705</b>
<b>Liabilities</b>		
Accounts payable and accrued liabilities	4,017,697	3,996,373
Employee future benefit liabilities (note 6)	40,405	27,439
Debt (note 7)	585,328	852,430
Deferred revenue (note 8)	18,246,363	18,593,858
Asset retirement obligations (note 11)	489,996	489,996
	<b>23,379,789</b>	<b>23,960,096</b>
<b>Net financial assets excluding portfolio investments restricted for endowments</b>	<b>18,869,437</b>	<b>17,143,609</b>
Portfolio investments - restricted for endowments (note 4)	12,400,033	11,504,871
<b>NET FINANCIAL ASSETS</b>	<b>\$ 31,269,470</b>	<b>\$ 28,648,480</b>
<b>Non-financial assets</b>		
Tangible capital assets (note 9)	61,551,487	63,463,985
Prepaid expenses	983,994	1,182,236
	<b>62,535,481</b>	<b>64,646,221</b>
<b>Net assets before spent deferred capital contributions</b>	<b>93,804,951</b>	<b>93,294,701</b>
Spent deferred capital contributions (note 10)	38,691,124	39,907,578
<b>NET ASSETS (note 12)</b>	<b>\$ 55,113,827</b>	<b>\$ 53,387,123</b>
<b>Net assets are comprised of:</b>		
Accumulated surplus	52,620,947	52,011,225
Accumulated remeasurement gains	2,492,880	1,375,898
	<b>\$ 55,113,827</b>	<b>\$ 53,387,123</b>

Contractual rights (note 14)  
Contingent liabilities and contractual obligations (note 13 and 15)  
Approved by the Board of Governors (note 22)

MEDICINE HAT COLLEGE  
CONSOLIDATED STATEMENT OF OPERATIONS  
YEAR ENDED JUNE 30, 2025

	Budget (note 21)	2025	2024
<b>Revenues</b>			
Government of Alberta grants (note 19)	\$ 36,987,935	\$ 39,776,319	\$ 39,401,395
Federal and other government grants (note 19)	1,552,950	751,757	673,763
Sales of services and products	4,561,350	4,690,638	4,528,506
Student tuition and fees	15,621,550	15,957,750	14,399,495
Donations and other grants	483,765	560,258	408,662
Investment income	1,884,000	1,949,642	2,351,210
	<b>61,091,550</b>	<b>63,686,364</b>	<b>61,763,031</b>
<b>Expenses (note 16)</b>			
Instruction general	22,082,200	22,178,865	21,246,046
Academic support	5,920,600	5,554,527	4,957,800
Student support	5,923,100	6,208,800	5,918,115
Administration	5,203,650	5,213,388	4,740,619
Operational	11,101,700	12,916,198	10,392,413
Ancillary services	3,712,850	3,700,847	3,551,650
Computing	5,329,250	4,146,610	4,085,150
Restricted and endowment activities	2,521,350	2,889,857	2,815,580
Sponsored research	394,200	602,276	576,782
Sustainability provisions	403,050	-	-
	<b>62,591,950</b>	<b>63,411,368</b>	<b>58,284,155</b>
<b>Annual operating (deficit) surplus</b>	<b>(1,500,400)</b>	<b>274,996</b>	<b>3,478,876</b>
<b>Endowment contributions and capitalized investment income</b>			
Endowment contributions (note 12)	-	317,503	605,161
Endowment capitalized investment income (note 12)	-	17,223	35,538
<b>Annual (deficit) surplus</b>	<b>(1,500,400)</b>	<b>609,722</b>	<b>4,119,575</b>
<b>Accumulated surplus at beginning of year</b>	<b>52,011,225</b>	<b>52,011,225</b>	<b>47,891,650</b>
<b>Accumulated surplus at end of year</b>	<b>\$ 50,510,825</b>	<b>\$ 52,620,947</b>	<b>\$ 52,011,225</b>

MEDICINE HAT COLLEGE  
CONSOLIDATED STATEMENT OF CHANGE IN NET FINANCIAL ASSETS  
YEAR ENDED JUNE 30, 2025

	Budget (note 21)	2025	2024
<b>Annual (deficit) surplus</b>	<b>\$ (1,500,400)</b>	<b>\$ 609,722</b>	<b>\$ 4,119,575</b>
Acquisition of tangible capital assets	(1,767,600)	(2,395,860)	(805,917)
Proceeds from sale of tangible capital assets		500	-
Amortization of tangible capital assets	4,297,800	4,295,452	3,262,633
(Gain) loss on disposal of tangible capital assets	50,000	12,406	(19,454)
(Increase) decrease in prepaid expenses		198,242	(56,807)
(Decrease) in spent deferred capital contributions		(1,216,454)	(1,922,467)
Increase in accumulated remeasurement gains		1,116,982	445,910
<b>Increase in net financial assets</b>	<b>1,079,800</b>	<b>2,620,990</b>	<b>5,023,473</b>
<b>Net financial assets, beginning of year</b>	<b>-</b>	<b>28,648,480</b>	<b>23,625,007</b>
<b>Net financial assets, end of year</b>	<b>\$ -</b>	<b>\$ 31,269,470</b>	<b>\$ 28,648,480</b>

MEDICINE HAT COLLEGE  
CONSOLIDATED STATEMENT OF REMEASUREMENT GAINS AND LOSSES  
YEAR ENDED JUNE 30, 2025

	<u>2025</u>	<u>2024</u>
<b>Accumulated remeasurement gains, beginning of year</b>	<b>\$ 1,375,898</b>	<b>\$ 929,988</b>
Unrealized gains attributable to:		
Quoted in active market financial instruments		
Portfolio investments - non-endowment	<b>1,400,495</b>	893,156
Amounts reclassified to consolidated statement of operations:		
Quoted in active market financial instruments		
Portfolio investments - non-endowment	<b>(283,513)</b>	(447,246)
<b>Accumulated remeasurement gains, end of year</b>	<b>\$ 2,492,880</b>	<b>\$ 1,375,898</b>
<b>Accumulated remeasurement gains is comprised of:</b>		
Portfolio investments - non-endowment	<b>\$ 2,492,880</b>	1,375,898

MEDICINE HAT COLLEGE  
CONSOLIDATED STATEMENT OF CASH FLOWS  
YEAR ENDED JUNE 30, 2025

	2025	2024
<b>Operating transactions</b>		
Annual surplus	\$ 609,722	\$ 4,119,575
Add (deduct) non-cash items:		
Amortization of tangible capital assets	4,295,452	3,262,633
Amortization of bond premium (discount)	23,986	(52,046)
(Gain) loss on disposal of portfolio investments	(283,513)	(447,246)
(Gain) loss on disposal of tangible capital assets	12,406	(19,454)
Expended capital contributions recognized as revenue	(1,879,044)	(2,171,454)
Increase in employee future benefit liabilities	12,966	9,796
Change in non-cash items	2,182,253	582,229
Decrease in accounts receivable	189,655	1,551,548
(Increase) decrease in inventories held for sale	(129,422)	88,658
Increase in accounts payable and accrued liabilities	21,324	658,482
Increase (decrease) in deferred revenue, excluding change in restricted unrealized gain	(1,490,797)	1,780,616
(Increase) decrease in prepaid expenses	198,242	(56,807)
<b>Cash provided by operating transactions</b>	<b>1,580,977</b>	<b>8,724,301</b>
<b>Capital transactions</b>		
Acquisition of tangible capital assets	(2,395,860)	(2,154,980)
Proceeds on sale of tangible capital assets	500	-
<b>Cash applied to capital transactions</b>	<b>(2,395,360)</b>	<b>(2,154,980)</b>
<b>Investing transactions</b>		
Purchase of portfolio investments	(15,586,472)	(9,782,451)
Proceeds on sale of portfolio investments	14,059,489	8,451,741
<b>Cash applied to investing transactions</b>	<b>(1,526,983)</b>	<b>(1,330,710)</b>
<b>Financing transactions</b>		
Repayment of debt	(267,102)	(251,390)
Increase in spent deferred capital contributions, less expended capital contributions recognized as revenue	662,590	248,987
<b>Cash (applied to) provided by financing transactions</b>	<b>395,488</b>	<b>(2,403)</b>
<b>Increase (decrease) in cash and cash equivalents</b>	<b>(1,945,878)</b>	<b>5,236,208</b>
<b>Cash and cash equivalents at beginning of year</b>	<b>16,253,724</b>	<b>11,017,516</b>
<b>Cash and cash equivalents at end of year (note 3)</b>	<b>\$ 14,307,846</b>	<b>\$ 16,253,724</b>

**1) Authority and purpose**

The Board of Governors of Medicine Hat College is a corporation which manages and operates Medicine Hat College (“the College”) under the *Post-secondary Learning Act* (Alberta). All members of the Board of Governors are appointed by either the Lieutenant Governor in Council or the Minister of Advanced Education, with the exception of the President, who is an ex officio member. Under the *Post-secondary Learning Act*, the College is a comprehensive community institution offering diploma and certificate programs as well as a full range of continuing education programs and activities. The College is a registered charity, and under section 149 of the *Income Tax Act* (Canada), is exempt from payment of income tax.

**2) Summary of significant accounting policies and reporting practices**

These consolidated financial statements have been prepared in accordance with Canadian public sector accounting standards (PSAS) as recommended by the Chartered Professional Accountants of Canada (CPA Canada). Significant aspects of the accounting policies adopted by the College are as follows:

**a) Basis of consolidation**

The financial statements are prepared on a line-by-line consolidated basis and include the results of the controlled entity, Medicine Hat College Foundation. The Medicine Hat College Foundation began dissolution in the 2022 fiscal year. Dissolution is expected to be completed during year-ending June 30, 2026.

**b) Use of estimates**

The measurement of certain assets, liabilities, revenues and expenses are contingent upon future events; therefore, the preparation of these consolidated financial statements requires the use of estimates, which may vary from actual results. The College’s management uses judgment to determine such estimates. Employee future benefit liabilities, amortization of tangible capital assets, asset retirement obligations, and the revenue recognition for expended capital are the most significant items based on estimates. In management’s opinion, the resulting estimates are within reasonable limits of materiality and are in accordance with the significant accounting policies summarized below. These significant accounting policies are presented to assist the reader in evaluating these consolidated financial statements and, together with the following notes, should be considered an integral part of the consolidated financial statements.

**c) Valuation of financial assets and liabilities**

The College’s financial assets and liabilities are generally measured as follows:

<u>Financial Statement Component</u>	<u>Measurement</u>
Cash and cash equivalents	Cost
Portfolio investments	Fair value and amortized cost
Inventories held for resale	Lower of cost or net realizable value
Accounts receivable	Lower of cost or net recoverable value
Accounts payable and accrued liabilities	Cost
Asset retirement obligations	Cost
Debt	Amortized cost

MEDICINE HAT COLLEGE  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2025

Unrealized gains and losses from changes in the fair value of financial assets and liabilities are recognized in the consolidated statement of remeasurement gains and losses. When the restricted nature of a financial instrument and any related changes in fair value create a liability, unrealized gains and losses are recognized as deferred revenue.

All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the consolidated statement of operations. A write-down of a portfolio investment to reflect a loss in value that is other than temporary is not reversed for a subsequent increase in value.

For financial assets and liabilities measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense. Transaction costs are a component of cost for financial instruments measured using cost or amortized cost. Transaction costs are expensed for financial instruments measured at fair value. Investment management fees are expensed as incurred. The purchase and sale of cash and cash equivalents and portfolio investments are accounted for using trade-date accounting.

The College does not use foreign currency contracts or any other type of derivative financial instruments for trading or speculative purposes.

**d) Revenue recognition**

All revenues are reported on the accrual basis of accounting. Cash received for which goods or services have not been provided by year end is recognized as deferred revenue.

**Government grants, non-government grants, and donations**

Government transfers are referred to as government grants.

Restricted grants and donations are recognized as deferred revenue if the terms for use, or the terms along with the College's actions and communications as to the use, create a liability. These grants and donations are recognized as revenue as the terms are met. If the grants and donations are used to acquire or construct tangible capital assets, revenue will be recognized over the useful life of the tangible capital asset.

Government grants without terms for the use of the grant are recorded as revenue when the College is eligible to receive the funds. Unrestricted non-government grants and donations are recognized as revenue in the year received or in the year the funds are committed to the College if the amount can be reasonably estimated, and collection is reasonably assured.

In-kind donations of services, materials and tangible capital assets are recognized at fair value when such value can be reasonably determined. Transfers of tangible capital assets from related parties are recorded at the carrying value.

**Grants and donations related to land**

Grants and donations for the purchase of land are recognized as deferred revenue when received and recognized as revenue when the land is purchased.

The College recognizes in-kind contributions of land as revenue at the fair value of the land when a fair value can be reasonably determined. When the College cannot determine the fair value, it records such in-kind contributions at nominal value.

**Sales of services and products**

Sales of services and products represent revenues from non-tuition related services and/or products such as parking fees, locker rental fees, conferences, recreation program registration fees, membership fees, food services and related commissions, vending revenue, gift certificates, book sales, rental income, fine and surcharges, non-refundable application fees, interest revenue, sponsorship revenue and other administrative charges.

These revenues, with the exception of parking fines and surcharges, non-refundable application fees, cancellation fees and some administrative fees are considered revenues arising from exchange transactions. Revenue from these transactions is recognized when or as the College fulfils its performance obligation(s) and transfers control of the promised goods and services to the payor. If the performance obligation is outstanding at year end, the remaining revenue is deferred.

Revenue without performance obligations is a non-exchange transaction with a payor and is recognized when the College has the authority to claim or retain an inflow of economic resources and identifies a past transaction or event that gives rise to an asset.

**Student tuition and fees**

Student tuition and fees are charged for the programs offered by the College such as program registration and application fees, course delivery fees, student ID fees and laboratory fees.

These fees are considered revenue arising from exchange transactions with performance obligations. The College recognizes revenue from program registration and application fees when received as the performance obligations of registering the student are met when paid. Revenue from course delivery and laboratory fees are recognized at the start of each academic period/semester. If the performance obligation is outstanding at year end, the remaining revenue is deferred. Revenue from student ID fees is recognized when the performance obligation to provide the student ID cards to the student has been met.

**Endowment contributions**

Endowment contributions are recognized as revenue in the consolidated statement of operations in the year in which they are received, and are required by donors to be maintained in perpetuity.

**Investment income (loss)**

Investment income includes dividends, interest income and realized gains or losses on the sale of portfolio investments. Investment income from restricted grants and donations is recognized as deferred revenue when the terms for use create a liability, and is recognized as investment income when the terms of the grant or donation are met.

The endowment spending allocation portion of investment income earned by endowments is recognized as deferred revenue when the terms for the use by the endowment create a liability. Realized investment income allocated to endowment balances for the preservation of endowment capital purchasing power is recognized in the statement of operations.

**e) Endowments**

Endowments consist of externally restricted donations received by the College and internal allocations by the College's Board of Governors, the principal of which is required to be maintained intact in perpetuity.

Investment income earned (excluding unrealized income) on endowments must be used in accordance with the various purposes established by the donors or the Board of Governors. Benefactors as well as College policy stipulate that the economic value of the endowments must be protected by limiting the amount of income that may be expended and reinvesting unexpended income.

Under the *Post-secondary Learning Act*, the College has the authority to alter the terms and conditions of endowments to enable:

- Income earned by the endowments to be withheld from distribution to avoid fluctuations in the amounts distributed, generally to regulate the distribution of income earned by the endowments.
- Encroachment on the capital of the endowments to avoid fluctuations in the amounts distributed and generally to regulate the distribution of investment income earned by the endowments if, in the opinion of the Board of Governors, the encroachment benefits the College and does not impair the long-term value of the fund.

In any year, if the investment income earned on endowments is insufficient to fund the spending allocation, the spending allocation is curtailed to the available funding. However, for individual endowments without sufficient accumulated capitalized income, the spending allocation will be suspended until sufficient capitalized income is available. The principal of the endowment will remain intact.

**f) Inventories held for sale**

Inventories held for sale are valued at the lower of cost and expected net realizable value and are determined using the weighted average method.

**g) Tangible capital assets**

Tangible capital assets are recognized at cost, which includes amounts that are directly related to the acquisition, design, construction, development, improvement or betterment of the assets and costs associated with asset retirement obligations. Cost includes overhead directly attributable to construction and development. Work in progress, which includes facilities and improvement projects and development of information systems, is not amortized until after the project is complete and the asset is in service.

The cost, less residual value, of the tangible capital assets, excluding land, is amortized on a straight-line basis over the estimated useful lives as follows:

	Useful Life
Buildings and renovations	40 years or revised estimate
Site improvements	25 years
Furniture and equipment	4 to 25 years
Systems planning and development	10 years
Library acquisitions	10 years

Tangible capital asset write-downs are recognized when conditions indicate they no longer contribute to the College's ability to provide services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. Net write-downs are recognized as expenses.

Works of art, historical treasures and collections are expensed when acquired and not recognized as tangible capital assets because a reasonable estimate of the future benefits associated with such property cannot be made.

**h) Purchased intangibles**

Purchased intangibles are non-monetary economic resources without physical substance and recorded at cost less accumulated amortization. The cost, less any residual value, of purchased intangibles with a finite life is amortized on a straight-line basis over its useful life in a manner appropriate to its nature and use, which is normally the shortest of the technological, commercial, and legal life. Purchased intangibles with an indefinite life are not amortized.

Write-downs are recognized for finite and indefinite life intangibles when conditions indicate they no longer contribute to the College's ability to provide services, or when the value of future economic benefits associated with the purchased intangibles are less than their net book value. Net write-downs are recognized as expenses.

**i) Foreign currency translation**

Transaction amounts denominated in foreign currencies are translated into their Canadian dollar equivalents at exchange rates prevailing at the transaction dates. Carrying values of monetary assets and liabilities and non-monetary items included in the fair value category reflect the exchange rates at the consolidated statement of financial position date. Unrealized foreign exchange gains and losses are recognized in the consolidated statement of remeasurement gains and losses.

**j) Employee future benefits**

**Pension**

The College participates with other employers in the Local Authorities Pension Plan (LAPP). This pension plan is a multi-employer defined benefit pension plan that provides pensions for the College's participating employees based on years of service and earnings.

The College does not have sufficient plan information on the LAPP to follow the standards for defined benefit accounting, and therefore follows the standards for defined contribution accounting. Accordingly, pension expense recorded for the LAPP is comprised of employer contributions to the plan that are required for its employees during the year, which are calculated based on actuarially pre-determined amounts that are expected to provide the plan's future benefits.

**Supplementary retirement plans (SRP)**

The College provides a non-contributory supplementary pension plan for the President/CEO. The expense for this plan is actuarially determined using the accrued benefit method. Actuarial gains or losses on the accrued benefit obligation are recognized in full in the year in which the gains or losses occur.

**Long-term disability**

The cost of providing non-vesting and non-accumulating employee future benefits for compensated absences under the College's long-term disability plans is charged to expense in full when the event occurs which obligates the College to provide the benefits. The cost of these benefits is actuarially determined using the accumulated benefit method, a market interest rate, administration's best estimate of the retirement ages of employees, expected health care costs and the period of employee disability. Actuarial gains or losses on the accrued benefit obligation are amortized over the average expected period the benefits will be paid. As of June 30, 2025, there were two employees participating in this program (2024 – four).

**Leave plan**

The College has a leave plan available to any eligible employee called the Deferred Salary Leave Program. As of June 30, 2025, there was one employee participating in this program (2024 – none).

**k) Asset retirement obligations (ARO)**

Asset retirement obligations are legal obligations associated with the retirement of a tangible capital assets. The tangible capital assets include but are not limited to assets in productive use and assets no longer in productive use. Asset retirement activities include all activities relating to an asset retirement obligation. These may include, but are not limited to:

- decommissioning or dismantling a tangible capital asset that was acquired, constructed or developed;
- remediation of contamination of a tangible capital asset created by its normal use;
- post-retirement activities such as monitoring; and
- constructing other tangible capital assets to perform post-retirement activities.

A liability for an asset retirement obligation is recognized when, as at the financial reporting date, all of the following criteria are met:

- a) there is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- b) the past transaction or event giving rise to the liability has occurred;
- c) it is expected that future economic benefits will be given up; and
- d) a reasonable estimate of the amount can be made.

When a liability for asset retirement obligations is recognized, asset retirement costs related to recognized tangible capital assets in productive use are capitalized by increasing the carrying amount of the related asset and are amortized over the estimated useful life of the underlying tangible capital asset. Asset retirement costs related to unrecognized tangible capital assets and those not in productive use are expensed.

The asset retirement obligation is measured at the current estimated cost to settle or otherwise extinguish the liability.

**l) Expense by function**

The College uses the following categories of functions on its consolidated statement of operations.

**Instruction general**

Expenses relating to the delivery of programming within the College, whether for credit or non-credit programming.

**Academic support**

Expenses relating to activities that directly support the College's primary function of providing instruction, and course and curriculum development. This function includes expenses incurred by faculties for their scholarly and non-sponsored research activities.

**Student support**

Expenses relating to activities that support the student experience and that are not program specific. Student supports include admissions and registry functions and activities that support the student body, or provide services to individual students or student groups.

**Administration**

Expenses relating to centralized College-wide administration including executive management, Corporate Finance, Human Resources, legal expenses and professional services.

**Operational**

Expenses relating to maintenance and renewal of facilities that house the teaching, research, and administrative activities within the College. These include utilities, facilities administration, building maintenance, custodial services, landscaping, grounds keeping, as well as major repairs and renovations.

MEDICINE HAT COLLEGE  
 NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
 YEAR ENDED JUNE 30, 2025

**Ancillary services**

Expenses relating to services and products provided to the College community and to external individuals and organizations. Services include the College bookstore, parking services, food services, and student residences.

**Computing**

Expenses relating to services and products provided to the College community in relation to information technology services.

**Restricted and endowment activities**

Expenses relating to student awards, bursaries, costs associated with restricted grants, fundraising costs, business development and advancement departments, public relations and alumni relations.

**Sponsored research**

Expenses for all sponsored research activities specifically funded by restricted grants and donations.

**m) Funds and reserves**

Certain amounts, as approved by the College's Board of Governors, are set aside in accumulated operating surplus for future operating and capital purposes. Transfers to / from funds and reserves are an adjustment to the respective fund when approved.

**n) Future changes in accounting standards**

The College will adopt the following new conceptual framework and accounting standard approved by the Public Sector Accounting Board:

- Effective April 1, 2026, *The Conceptual Framework for Financial Reporting in the Public Sector*. The Conceptual Framework is the foundation for public sector financial reporting standards. It replaces the conceptual aspects of Section PS 1000, Financial Statement Concepts, and Section PS 1100, Financial Statement Objectives. The conceptual framework highlights considerations fundamental for the consistent application of accounting issues in the absence of specific standards.
- Effective April 1, 2026, *PS 1202 Financial Statement Presentation*. Section PS 1202 sets out general and specific requirements for the presentation of information in general purpose financial statements. The financial statement presentation principles are based on the concepts within the Conceptual Framework.

The College is currently assessing the impact of the new conceptual framework and standard, and the extent of the impact of their adoption on the consolidated financial statements has not yet been determined.

**3) Cash and cash equivalents**

	<u>2025</u>		<u>2024</u>
Cash on hand	\$ -	\$	3,800
Bank balances	<b>14,307,846</b>		16,249,924
	<u><b>\$ 14,307,846</b></u>	<u>\$</u>	<u>16,253,724</u>

**4) Portfolio investments**

	<u>2025</u>		<u>2024</u>
Portfolio investments - non-endowment	<b>\$ 26,316,273</b>	\$	23,164,641
Portfolio investments - restricted for endowments	<b>12,400,033</b>		11,504,871
	<u><b>\$ 38,716,306</b></u>	<u>\$</u>	<u>34,669,512</u>

MEDICINE HAT COLLEGE  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2025

The composition of portfolio investments is as follows:

	2025			
	Level 1	Level 2	Level 3	Total
<b>Portfolio investments at fair value</b>				
Canadian equities	\$ 10,947,362	\$ -	\$ -	\$ 10,947,362
Foreign equities and foreign equity pooled investment funds	15,195,545	-	-	15,195,545
Bonds	11,536,809	-	-	11,536,809
<b>Portfolio investments at cost or amortized cost</b>				
Bank balances	31,028	-	-	31,028
Money market	1,005,562	-	-	1,005,562
	<b>\$ 38,716,306</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 38,716,306</b>
	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>
	2024			
	Level 1	Level 2	Level 3	Total
<b>Portfolio investments at fair value</b>				
Canadian equities	\$ 9,282,387	\$ -	\$ -	\$ 9,282,387
Foreign equities and foreign equity pooled investment funds	13,217,933	-	-	13,217,933
Bonds	10,853,469	-	-	10,853,469
<b>Portfolio investments at cost or amortized cost</b>				
Bank balances	77,111	-	-	77,111
Money market	1,238,612	-	-	1,238,612
	<b>\$ 34,669,512</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 34,669,512</b>
	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

The fair value measurements are those derived from:

Level 1 – Quoted prices in active markets for identical assets;

Level 2 – Fair value measurements are those derived from inputs other than quoted prices included in level 1 that are observable for the assets, either directly (i.e., as prices) or indirectly (i.e., derived from prices);

Level 3 – Fair value measurements are those derived from valuation techniques that include inputs for the assets that are not based on observable market data (unobservable inputs).

## 5) Financial risk management

The College is exposed to a variety of financial risks, including market risks (price risk, currency risk and interest rate risk), credit risk, and liquidity risk. To manage these risks, the College invests in a diversified portfolio of investments that is guided by established investment policies that outline risk and return objectives. The long-term objective of the College's investment policies is to achieve a long-term real rate of return in excess of fees and expenses and maintain the real value of the fund.

The College is exposed to the following risks:

### Market price risk

Market price risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual security, its issuer or general market factors affecting all securities. To manage this risk, the College has established an investment policy with a target asset mix that is diversified by asset class with individual issuer limits and is designed to achieve a long-term rate of return that in real terms equals or exceeds total endowment expenditures with an acceptable level of risk.

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The College assesses its portfolio sensitivity to a percentage increase or decrease in the market prices. The sensitivity rate is determined using the historical annualized standard deviation for the total fund as determined by the investment advisor. At June 30, 2025, if market prices had a 1% (2024 – 1%) increase or decrease, with all other variables held constant, the increase or decrease in the market value of the investment portfolio for the year would have been a total of \$371,195 (2024 - \$320,734).

**Foreign currency risk**

Foreign currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The College is exposed to foreign exchange risk on investments that are denominated in foreign currencies. The College does not use foreign currency forward contracts or any other type of derivative financial instruments for trading or speculative purposes. The College’s exposure to foreign exchange risk is very low due to minimal business activities conducted in a foreign currency.

**Credit risk**

Counterparty credit risk is the risk of loss arising from the failure of a counterparty to fully honor its financial obligations with the College. The College is exposed to credit risk on investments and has established an investment policy with required minimum credit quality standards and issuer limits to manage this risk. The credit risk from accounts receivable is relatively low as the majority of balances are due from government agencies and corporate sponsors. Credit risk from tuition is managed through restricted enrolment activities for students with delinquent balances and maintaining standard collection procedures.

The credit risk on investments held are as follows:

Credit rating	2025		2024	
	Money Market	Bond Fund	Money Market	Bond Fund
AAA	0.0%	31.2%	0.0%	35.8%
AA	0.0%	22.2%	6.1%	20.3%
A	93.5%	37.6%	93.9%	34.8%
BBB	6.5%	9.0%	0.0%	9.1%
	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

**Liquidity risk**

Liquidity risk is the risk that the College will encounter difficulty in meeting obligations associated with its financial liabilities. The College maintains a short-term line of credit to ensure that funds are available to meet current and forecasted financial requirements in the most cost-effective manner. As of June 30, 2025, the balance in the line of credit was \$0 (2024 - \$0).

**Interest rate risk**

Interest rate risk is the risk to the College’s earnings that arise from the fluctuations in interest rates and the degree of volatility of these rates. This risk is managed by investment policies that limit the term to maturity of certain fixed income securities that the College holds. Interest risk on the College’s debt is managed through fixed-risk agreements with the Department of Treasury Board and Finance (note 7).

The maturity and effective market yield of interest-bearing investments are as follows:

	Less than 1 year	1 to 5 years	Greater than 5 years	Average effective market yield
Money market	100.00%	0.00%	0.00%	3.11%
Money market (USD)	100.00%	0.00%	0.00%	4.62%
Fixed income securities	5.70%	32.50%	61.80%	3.51%

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**6) Employee future benefit liabilities**

Leave Plan

The College has a leave plan available to any eligible employee called the Deferred Salary Leave Program (DSLPL). The DSLPL allows an employee to defer a specified monthly amount, or an annual percentage of annual regular gross salary up to a maximum of 33 1/3 percent. The total period of the deferral cannot exceed a maximum of six years.

Multi-Employer Pension Plans

The Local Authority Pension Plan (LAPP) is a multi-employer contributory defined benefit pension plan for support staff members and is accounted for on a defined contribution basis. At December 31, 2024, the LAPP reported an actuarial surplus of \$19,557,148,000 (2023 - \$15,050,000,000). An actuarial valuation of the LAPP was carried out as at December 31, 2023 and was then extrapolated to December 31, 2024. The pension expense recorded in these consolidated financial statements is \$2,377,778 (2024 - \$2,269,971).

Supplementary Retirement Plan (SRP)

The College provides a non-contributory defined benefit supplementary retirement benefit to the President/CEO. An actuarial valuation of these benefits was carried out as at June 30, 2025.

The expense and financial position of the SRP is as follows:

	2025	2024
<b>Expense</b>		
Current service cost	\$ 10,257	\$ 7,427
Interest Cost	1,354	889
Amortization of net actuarial loss	1,355	1,480
Amortization of past service cost	-	-
Total expense	<u>\$ 12,966</u>	<u>\$ 9,796</u>

**Financial Position**

Accrued benefit obligation:

Balance, beginning of year	\$ 27,439	\$ 17,643
Current service cost	10,257	7,427
Interest Cost	1,354	889
Recognition of past service	-	-
Benefits paid	-	-
Actuarial loss	1,355	1,480
Balance, end of year	<u>40,405</u>	<u>27,439</u>
Plan asset	-	-
Plan deficiency	<u>40,405</u>	<u>27,439</u>
Unamortized net actuarial gain (loss)	-	-
Unamortized past service cost	-	-
Accrued benefit liability	<u>\$ 40,405</u>	<u>\$ 27,439</u>

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The significant actuarial assumptions used to measure the accrued benefit obligation for the SRP are as follows:

	<u>June 30, 2025</u>	<u>June 30, 2024</u>
Discount rate and investment return on Supplemental Plan account balances	<b>3.16%</b>	4.87%
Salary increase	<b>3.00%</b>	0.00%
Price inflation	<b>2.00%</b>	2.00%
Average wage inflation	<b>2.75%</b>	2.75%
Maximum pension under <i>Income Tax Act (Canada)</i>	<b>\$3,756.67</b>	\$3,610.00
Yearly Maximum Pensionable Earnings ("YMPE")	<b>\$71,300</b>	\$68,500
Allocation percentage	<b>22.70%</b>	22.70%
Retirement / withdrawal age	<b>End of remaining contract term</b>	End of remaining contract term

The College plans to use its working capital to finance these future obligations.

## 7) Debt

Debt is measured at amortized cost and is comprised of the following:

	<u>Maturity</u>	<u>Interest Rate</u>	<u>2025</u>	<u>2024</u>
Debentures payable to the Department of Treasury Board and Finance:				
Student residences	<b>May 2027</b>	<b>6.25%</b>	<b>\$ 585,328</b>	<b>\$ 852,430</b>

Principal and interest repayments in each of the next two years are as follows:

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 283,795	36,583	\$ 320,378
2027	301,533	18,845	320,378
	<b>\$ 585,328</b>	<b>55,428</b>	<b>\$ 640,756</b>

Collateral for all long-term debt is the title to student residence land and buildings. The net book value of land and building used as collateral is \$3,421,308 (2024 - \$3,632,621).

Interest expense on debt is \$50,533 (2024 - \$66,406) and is included in the consolidated statement of operations.

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8) Deferred revenue

Deferred revenues are set aside for specific purposes as required either by legislation, regulation, or agreement.

	2025			2024
	Unspent externally restricted grants and donations	Student tuition, fees and other revenue	Total	Total
Balance, beginning of year	\$ 14,253,345	\$ 4,340,513	\$ 18,593,858	\$ 16,426,828
Grants, tuition, donations received	9,193,982	18,070,877	27,264,859	26,887,809
Restricted investment income	680,509	-	680,509	768,331
Transfers	-	-	-	-
Unrealized gains on restricted grants and donations	1,143,302	-	1,143,302	386,414
Transferred to endowments	(8,217)	-	(8,217)	(23,085)
Transferred to spent deferred capital contributions	(662,590)	-	(662,590)	(248,987)
Recognized as revenue	(8,467,095)	(20,298,263)	(28,765,358)	(25,603,452)
Balance, end of year	\$ 16,133,236	\$ 2,113,127	\$ 18,246,363	\$ 18,593,858

9) Tangible capital assets

	2025						2024	
	Land	Buildings	Site improvements	Furniture and Equipment	Systems	Library acquisitions	Total	Total
<b>Cost</b>								
Beginning of year	\$ 1,553,000	\$ 121,746,980	\$ 17,181,009	\$ 22,490,059	\$ 1,895,537	\$ 6,491,230	\$ 171,357,815	\$ 173,261,789
Revision in ARO estimate	-	-	-	-	-	-	-	(1,349,063)
Additions	-	284,733	-	2,034,363	-	76,764	2,395,860	2,154,980
Disposals, including write-downs and transfers	-	-	-	(1,305,279)	-	(23,063)	(1,328,342)	(2,709,891)
	1,553,000	122,031,713	17,181,009	23,219,143	1,895,537	6,544,931	172,425,333	171,357,815
<b>Accumulated Amortization</b>								
Beginning of year	-	70,901,417	12,335,968	16,818,752	1,705,340	6,132,353	107,893,830	107,360,542
Revision in ARO estimate	-	-	-	-	-	-	-	(1,060,210)
Amortization expense	-	2,194,096	395,838	1,573,558	44,779	87,181	4,295,452	4,322,843
Effects on disposals, including write-downs and transfers	-	-	-	(1,292,371)	-	(23,065)	(1,315,436)	(2,729,345)
	-	73,095,513	12,731,806	17,099,939	1,750,119	6,196,469	110,873,846	107,893,830
<b>Net book value at June 30, 2025</b>	<b>\$ 1,553,000</b>	<b>\$ 48,936,200</b>	<b>\$ 4,449,203</b>	<b>\$ 6,119,204</b>	<b>\$ 145,418</b>	<b>\$ 348,462</b>	<b>\$ 61,551,487</b>	<b>\$ 63,463,985</b>
<b>Net book value at June 30, 2024</b>	<b>\$ 1,553,000</b>	<b>\$ 50,845,563</b>	<b>\$ 4,845,041</b>	<b>\$ 5,671,307</b>	<b>\$ 190,197</b>	<b>\$ 358,877</b>	<b>\$ 63,463,985</b>	

No interest was capitalized by the College in 2025 (2024 – nil).

Included in buildings and renovations is \$480,960 (2024 - \$196,228) recorded as construction in progress which is not amortized as the assets are not in service.

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**10) Spent deferred capital contributions**

Spent deferred capital contributions is comprised of externally restricted grants and donations spent on tangible capital acquisitions (not yet recognized as revenue).

	<u>2025</u>	<u>2024</u>
Spent deferred capital contributions, beginning of year	\$ 39,907,578	\$ 41,830,045
Transfers from unspent externally restricted grants and donations	662,590	248,987
Expended capital contributions recognized as revenue	<u>(1,879,044)</u>	<u>(2,171,454)</u>
Spent deferred capital contributions, end of year	<u>\$ 38,691,124</u>	<u>\$ 39,907,578</u>

**11) Asset Retirement Obligations**

	<u>2025</u>	<u>2024</u>
Liability incurred	-	-
Liability settled	-	-
Revision in estimates	-	<u>(1,349,063)</u>
Decrease in asset retirement obligations	-	<u>(1,349,063)</u>
Asset retirement obligations, beginning of year	<u>489,996</u>	1,839,059
Asset retirement obligations, end of year	<u>\$ 489,996</u>	<u>\$ 489,996</u>

Tangible capital assets with associated retirement obligations include buildings only.

The College has asset retirement obligations to remove hazardous asbestos fiber containing materials from various buildings under its control. Regulations require the College to handle and dispose of the asbestos in a prescribed manner when it is disturbed, such as when the building undergoes renovations or is demolished. Although timing of the asbestos removal is conditional on the building undergoing renovations or being demolished, regulations create an existing obligation for the College to remove the asbestos when asset retirement activities occur.

Asset retirement obligations are initially measured as of the date the legal obligation was incurred, based on management's best estimate of the amount required to retire tangible capital assets and may be subsequently re-measured at each financial reporting date taking into account any new information and the appropriateness of assumptions used. The estimate of the liability is based on studies completed by third party experts, previous experience, legislation, and professional judgement.

The asset retirement obligation is measured at the current estimated cost to settle or otherwise extinguish the liability.

For the year ended June 30, 2025, the estimated recoveries are nil.

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**12) Net assets**

Investment in tangible capital assets represents the amount of the College's accumulated operating surplus that has been invested in the College's tangible capital assets.

Internally restricted surplus represents amounts set aside by the College's Board of Governors for specific purposes. Those amounts are not available for other purposes without the approval of the Board and do not have interest allocated to them.

	Accumulated surplus from operations	Investment in tangible capital assets	Internally restricted surplus	Endowments	Total
<b>Net assets, at June 30, 2023</b>	\$ 10,036,257	\$ 21,128,323	\$ 7,363,000	\$ 10,294,058	\$ 48,821,638
Annual operating surplus	3,478,876	-	-	-	3,478,876
<b>Endowments</b>					
Transfer to endowments	-	-	-	35,538	35,538
Gifts of endowment principal	-	-	-	605,161	605,161
<b>Tangible capital assets</b>					
Amortization of internally funded tangible capital assets	2,151,390	(2,151,390)	-	-	-
Net book value of asset disposals	(19,454)	19,454	-	-	-
Debt - repayment	(251,390)	251,390	-	-	-
Acquisition of tangible capital assets	(1,905,993)	1,905,993	-	-	-
Decrease in asset retirement obligations	(1,060,211)	1,060,211	-	-	-
Net transfers	796,800	-	(796,800)	-	-
Change in accumulated remeasurement gains	445,910	-	-	-	445,910
<b>Net assets, at June 30, 2024</b>	\$ 13,672,185	\$ 22,213,981	\$ 6,566,200	\$ 10,934,757	\$ 53,387,123
Annual operating surplus	274,996	-	-	-	274,996
<b>Endowments</b>					
Transfer to endowments	-	-	-	17,223	17,223
Gifts of endowment principal	-	-	-	317,503	317,503
<b>Tangible capital assets</b>					
Amortization of internally funded tangible capital assets	2,416,408	(2,416,408)	-	-	-
Net book value of asset disposals	12,906	(12,906)	-	-	-
Debt - repayment	(267,102)	267,102	-	-	-
Acquisition of tangible capital assets	(1,733,270)	1,733,270	-	-	-
Decrease in asset retirement obligations	-	-	-	-	-
Net transfers	754,200	-	(754,200)	-	-
Change in accumulated remeasurement gains	1,116,982	-	-	-	1,116,982
<b>Net assets, at June 30, 2025</b>	\$ 16,247,305	\$ 21,785,039	\$ 5,812,000	\$ 11,269,483	\$ 55,113,827
<b>Net assets is comprised of:</b>					
Accumulated surplus	13,754,425	21,785,039	5,812,000	11,269,483	52,620,947
Accumulated remeasurement gains	2,492,880	-	-	-	2,492,880
	\$ 16,247,305	\$ 21,785,039	\$ 5,812,000	\$ 11,269,483	\$ 55,113,827

The College's closing net assets invested in tangible capital assets have been reduced by the College's asset retirement obligations of \$489,996 (2024 - \$489,996). A funding source has not been determined.

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**13) Contingent liabilities**

The College continues to review environmental objectives and liabilities for its activities and properties as well as any potential remediation obligations.

The College's ongoing efforts to assess environmental liabilities may result in additional environmental remediation liabilities related to newly identified sites, or changes in the assessments or intended use of existing sites. Any changes to the environmental liabilities will be accrued in the year in which they are assessed as likely and measurable.

**14) Contractual rights**

Contractual rights are rights of the College to economic resources arising from contracts or agreements that will result in both assets and revenues in the future when the terms of those contracts or agreements are met.

Estimated amounts that will be received or receivable for the unexpired terms of these contractual rights are as follows:

	<b>Operating Leases</b>	<b>Total</b>
2026	\$ 75,464	\$ 75,464
Total at June 30, 2025	<b>\$ 75,464</b>	<b>\$ 75,464</b>
Total at June 30, 2024	<b>\$ 95,890</b>	<b>\$ 95,890</b>

**15) Contractual obligations**

The College has contractual obligations which are commitments that will become liabilities in the future when the terms of the contracts or agreements are met. The estimated aggregate amounts payable for the unexpired terms of these contractual obligations are as follows:

	<b>Service Contracts</b>	<b>Capital Contracts</b>	<b>Total</b>
2026	\$ 3,710,921	\$ 559,726	\$ 4,270,647
2027	2,697,611	-	2,697,611
2028	540,655	-	540,655
2029	209,006	-	209,006
2030	-	-	-
Total at June 30, 2025	<b>\$ 7,158,193</b>	<b>\$ 559,726</b>	<b>\$ 7,717,919</b>
Total at June 30, 2024	<b>\$ 7,342,547</b>	<b>\$ 2,876,549</b>	<b>\$ 10,219,096</b>

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**16) Expense by object**

The following is a summary of expenses by object.

	2025		2024
	Budget (note 21)	Actual	Actual
Salaries and benefits	\$ 40,435,750	\$ 39,431,586	\$ 36,611,176
Supplies and services	10,916,150	10,002,749	9,919,787
Maintenance and repairs	4,071,600	6,634,070	5,543,099
Utilities	1,265,100	1,211,519	1,129,841
Scholarships and bursaries	557,600	869,025	779,297
Interest on long-term liabilities	70,650	50,533	66,406
Cost of goods sold	925,600	904,028	991,370
Amortization of tangible capital assets	4,299,500	4,295,452	3,262,633
Loss (gain) on disposal of tangible capital asset	50,000	12,406	(19,454)
	<b>\$ 62,591,950</b>	<b>\$ 63,411,368</b>	<b>\$ 58,284,155</b>

**17) Funds held on behalf of others**

The College holds the following funds on behalf of others over which the Board has no power of appropriation. Accordingly, these funds are not included in the consolidated financial statements.

	2025	2024
Further Education Council	\$ 35,386	\$ 30,107
Students' Association	27	(30)
Skills Canada Alberta	22,570	21,723
Alberta Services for Students' Conference	-	29,794
	<b>\$ 57,983</b>	<b>\$ 81,594</b>

**18) Related parties**

The College is a related party with organizations within the Government of Alberta reporting entity. Key management personnel of the College and their close family members are also considered related parties. The College may enter into transactions with these entities and individuals in the normal course of operations and on normal terms.

During the year, the College's key management personnel and their close family members did not have any material transactions with either Medicine Hat College, the Medicine Hat College Foundation, or other Government of Alberta reporting entities that occurred at a value that was different from that which would have been arrived at if the parties were unrelated.

During the year, the College conducted business transactions with related parties, including Ministries of the Province of Alberta and other Alberta post-secondary institutions. The revenues and expenses incurred for these have been included in the consolidated statement of operations but have not been separately quantified. These transactions were entered into on the same business terms as with non-related parties and are recorded at fair market value.

The College has long-term liabilities with the Department of Treasury Board and Finance as described in note 7.

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**19) Government transfers**

	2025	2024
Grants from Government of Alberta		
Advanced Education:		
Operating	\$ 35,823,441	\$ 33,509,841
Capital	1,846,104	3,655,022
Total Advanced Education	37,669,545	37,164,863
Other Post-secondary Institutions	631,807	630,970
Other Government of Alberta departments and agencies:		
Jobs, Economy, Trade and Immigration	-	93,803
Agriculture and Irrigation	7,389	7,560
Total other Government of Alberta departments and agencies	7,389	101,363
Total contributions received	38,308,741	37,897,196
Add: restricted expended capital recognized as revenue	1,727,884	2,057,180
(Less): deferred contributions	(260,306)	(552,981)
	<b>\$ 39,776,319</b>	<b>\$ 39,401,395</b>
Federal and other government grants:		
Contributions received	722,204	640,214
Add: restricted expended capital recognized as revenue	49,450	45,915
(Less): deferred contributions	(19,897)	(12,366)
	<b>\$ 751,757</b>	<b>\$ 673,763</b>

**20) Salary and employee benefits**

	2025			2024	
	Base Salary <sup>(1)</sup>	Other Cash Benefits <sup>(2)</sup>	Other Non-cash Benefits <sup>(3)</sup>	Total	Total
<b>Governance <sup>(4)</sup></b>					
Board Chair	\$ -	\$ 3,900	\$ 115	\$ 4,015	\$ 3,689
Board (10 members)	-	15,900	479	16,379	18,877
<b>Executive/Management</b>					
President/CEO	249,000	6,000	48,483	303,483	282,493
Vice Presidents:					
Vice-President, Academic & Provost	198,219	17,118	34,066	249,403	224,963
Vice-President, Administration & Finance	198,219	-	34,622	232,841	225,240
Executive Director, Facilities & IT Services <sup>(5)</sup>	139,240	21,309	27,477	188,026	175,614
Executive Director, Corporate Finance <sup>(6)</sup>	151,898	320	35,489	187,707	194,582
Executive Director, Advancement & Community Relations	151,898	-	30,817	182,715	173,769
Dean, Health & Community Services	151,898	480	31,061	183,439	175,947
Dean, Business & Continuing Studies/Trades & Technology <sup>(7)</sup>	151,898	480	28,511	180,889	-
Dean, Student Services	151,898	-	28,553	180,451	175,757
Dean, Arts, Science, & Education	151,898	-	28,096	179,994	174,383
Dean, Business & Continuing Studies <sup>(7)</sup>	-	-	-	-	152,786
Dean, Trades & Technology <sup>(7)</sup>	-	-	-	-	159,832

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- 1) Base Salary includes pensionable base pay.
- 2) Other Cash Benefits include vacation payouts, car allowances, honoraria where applicable and other lump sum payments, including severances. There were no bonuses paid in 2025 or 2024.
- 3) Other Non-cash Benefits include the employer's share of all other employee benefits and contributions, or payments made on behalf of employees including pension, supplementary retirement plans, health care, dental, group life insurance, employment insurance and remission of tuition fees.
- 4) The chair and members of the Board of Governors receive no remuneration for participation on the board. Other cash benefits consist only of honorariums.
- 5) Two individuals occupied this position in the current fiscal year. The position was vacant from February 1, 2025 until February 28, 2025.
- 6) Two individuals occupied this position in the current fiscal year. The Acting Executive Director, Corporate Finance occupied the position from July 1, 2024 until October 25, 2024.
- 7) The positions of Dean, Business & Continuing Studies and Dean, Trades & Technology were combined into one position, Dean Business & Continuing Studies/Trades & Technology.

Under the terms of the supplemental retirement plan SRP, the President/CEO will receive supplemental payments. Retirement arrangement costs as detailed below are not cash payments in the period but are the period expense for rights to future compensation. Costs shown reflect the total estimated cost to provide a payment at termination of employment with the College. The cost of these benefits is actuarially determined using the accrued benefit method. The College accrues an expense annually for the SRP based on the President/CEO's salary and the notional growth in account balance. Current service cost is the actuarial present value of the benefits earned in the fiscal year. Prior service and other costs include amortization of past service costs on plan initiation, amortization of actuarial gains and losses, and interest accruing on the actuarial liability.

The supplementary retirement plans current service cost and accrued obligation under the SRP is outlined in the following table.

	Accrued Obligation June 30, 2024	Payments	Current Service Costs	Accrued Obligation June 30, 2025
President/CEO	\$ 27,439	\$ -	\$ 12,966	\$ 40,405
	\$ 27,439	\$ -	\$ 12,966	\$ 40,405

The significant actuarial assumptions for the SRP are disclosed in note 6.

## 21) Budget figures

The College's 2024-25 budget was approved by the Board of Governors and submitted to the Minister of Advanced Education.

## 22) Approval of financial statements

The consolidated financial statements were approved by the Board of Governors of Medicine Hat College.

## 23) Comparative figures

Certain comparative figures have been reclassified to conform to current year presentation.

