Prilago. · PDF p.89 Excerpt

NOTE 6
ACCRUED EMPLOYMENT LIABILITIES (continued)

b) Long-Term Incentive Plan

The LTIP program provides the opportunity for a performance payment for generating superior excess returns measured over a four-year period. Prior to 2022, certain officers and other key professionals of the Corporation received LTIP grants effective January 1 of each year that varied in size with their level of responsibility and quality of past performance and vest at the end of the fourth calendar year subsequent to the grant date. LTIP awards have an initial cash value of zero and could pay between zero and the maximum of three times the size of the award providing all plan conditions have been met by plan participants. Included within the LTIP program were provisions for a special LTIP grant when performance outcomes in any four-year LTIP cycle exceeded the maximum payout under the Plan. With the introduction of the CIP effective January 1, 2022, no new grants were awarded under the LTIP, and the performance measures of all outstanding grants were fixed effective at the end of calendar year 2021. The outstanding LTIP grants measured at the fixed value as at March 31, 2025 were $656 (2024: $28,484). Total expenses related to the LTIP for the year ended March 31, 2025 were $3,931 (2024: $10,919) and recorded in salaries, wages and benefits.

c) Restricted Fund Unit Incentive Plan

The RFU incentive plan program is a supplementary compensation plan based on a notional investment in the total fund, where the value fluctuates based on the rate of return of the total fund over the vesting period. RFUs have time horizons of one to three years for vesting provisions. Employees must be on staff as of the payment date in order to be eligible to receive any vested payments.

With the transition to CIP effective January 1, 2022, RFUs were awarded to holders of LTIP grants that met the performance threshold for a special LTIP award using calculation methods approved by the Board. The outstanding RFUs as at March 31, 2025 are $559 (2024: $14,192). Total expenses related to the RFU plan for the year ended March 31, 2025 were net reversals of $1,877 (2024: expenses of $12,705) and recorded in salaries, wages and benefits. RFU reversals were due to forfeitures of previously accrued RFU awards not vested.

d) Accrued Vacation, Salaries, Benefits and Other

Accrued vacation, salaries, benefits and other includes termination benefit accruals of $14,931 (2024: $858). Total termination benefit expenses were $27,804 (2024: $3,341).

NOTE 7
ADVANCE FROM THE PROVINCE OF ALBERTA

Pursuant to Order in Council 219/2012 and in accordance with the loan advance agreement, the Corporation received advances of $25,000 (2024: $25,000) and repaid $25,000 (2024: $25,000) to the Province of Alberta for the year ended March 31, 2025.

The advance is a revolving demand credit facility up to a maximum of $70,000. The advance is repayable within six months of demand by the Province and is interest bearing at a rate equal to the Province's one-month borrowing rate. Interest expense on the advance was $106 (2024: $180) and included in the Consolidated Statement of Operations. At March 31, 2025, the Corporation was in compliance with the terms of its revolving demand facility.