



2026 ANNUAL REPORT

Certified Technicians and Technologists Association of Manitoba

Foundation for the future — Driving resilience through technical excellence and continuous adaptation

Advancing Manitoba's technologist and technician talent



For more than 60 years, we have regulated and advocated for more than 3,000 technologist and technicians. Through strategic partnerships, we promote technology and applied science careers across the province and across Canada.

CTTAM

Board of Directors

Our Board of Directors champions the vital contributions of technologists and technicians in applied sciences. By providing strategic guidance and operational oversight, the Board ensures organizational excellence while maintaining a clear distinction from day-to-day management.

President | **Shannon Nordal**, C.E.T.
President Elect | **Bernardo Pasco** C.E.T.
Past President | **Josee Remillard**, C.E.T.

Board Intern | **Michelle Ewashko**, C.E.T.
Lay Person | **Glenn Lelyk**

Directors

Aylen Aussant, C.E.T. **Clive Bryson**, C.E.T. **James Schmidt**, C.E.T.
Julie Schneider, C.E.T. **Peter McDougall**, C.E.T.

Staff

Our success depends on the efforts, abilities and expertise of our dedicated staff. They bring a varied degree of skills, capabilities and experience. This culture makes us a valuable organization that better connects us to our registrants and our community.

Robert Okabe, C.E.T., FEC (Hon.), IntET (Canada), CEO and Registrar | **Lauren Gluck**, Deputy Registrar/Registration Inquiries
Marian Parreno, Registration Program Coordinator

In this report

3-4

2025 AGM MEETING MINUTES REVIEW

5-13

REPORTS

- President
- CEO and Registrar
- Certification Board
- Leadership and Development Committee
- Nominations Committee
- Technology Accreditation Canada
- Independent practitioner's review engagement

14-21

FINANCIAL STATEMENTS

22-24

OUR REGISTRANTS

AGM meeting agenda

1. **Call to order**
2. **Presentations**
Anniversary pins (40- and 50-year pin recipients in attendance)
3. **Guest speaker**
Minister Malaya Marcelino, Minister of Labour and Immigration
4. **Agenda approval**
5. **Minutes from May 3, 2025 AGM**
6. **Reports**
 - President
 - CEO and Registrar
 - Certification Board
 - Leadership and Development Committee
 - TAC
7. **2025 Financial statements**
 - 2025 Financial statements
 - 2026 Financial auditor
8. **Nominations**
 - Nominating Committee report
 - Year 2026 Nominating Committee
9. **Adjournment**

Land acknowledgment

CTTAM recognizes that Winnipeg is on Treaty 1 territory, the territory of the Anishinaabeg, the Nehiyaw, the Oji-Cree, the Dakota, and the Dene Peoples and on the Homeland of the Métis Nation.



2025 AGM meeting minutes review

AGM minutes



Reviewing and approving the minutes of the previous Annual General Meeting (AGM) is a standard agenda item to ensure an accurate official record of our decisions.

Of the 60th Annual General Meeting of the Certified Technicians and Technologists Association of Manitoba Inc. was held at the Norwood Hotel, also virtually via Zoom on May 3, 2025, at 12:00 noon.

25.AGM.1.1

Shannon Nordal, Chair, called the meeting to order and announced that there is a quorum. 16 registrants attended the AGM via Zoom, and 46 registrants attended the AGM in person. Only registrants who attended in person can participate in discussions, vote, move or second motions.

25.AGM.1.5

Shannon Nordal introduced the CTTAM Board of Directors:

Aylen Aussant, Director	Bernardo Pasco, Director	Julie Schneider, Director
Mariclaire Lawlor, Director	Michelle Ewashko, Board Intern	Glenn Lelyk, Lay Person
And Myself, Shannon Nordal, CTTAM President		

David Atkins, President Elect and Director Peter McDougall were unable to attend.

Shannon Nordal introduced the CTTAM Office Staff: Robert Okabe, CEO/Registrar, Lauren Gluck, Cathy Penner and Marian Parreno.

25.AGM.1.6

Introduction of Special Guests

Shannon Nordal introduced special guests.

- Cheryl Farrow, CEO; Micheal Mooney, President; and Christopher Van Dop, President-Elect from the Ontario Association of Certified Engineering Technicians and Technologists (OACETT);
- Muktha Tumkur, Executive Director and Derek Tsang, Chair from Technology Accreditation Canada (TAC) and
- Colleen Flather, Chair, Construction Management; Eduardo Ferreira, Chair Civil Engineering Technology (Infrastructure); and Tonya Enns, Acting Chair, Civil Engineering Technology (Building) from RRC Polytech.

Life Registrants in attendance:

- Bob Chochinov, C.E.T. and
- Jordan Morgan, C.E.T.

Past Presidents:

- Andrew Procca, C.E.T.;
- Josee Remillard, C.E.T.;
- Kellie Orr, C.E.T.;
- Robert Okabe, C.E.T.;
- Ted Protosavage, C.E.T. and
- Tracey Kucheravy, C.E.T.

Past Registrar:

- Bob Chochinov, C.E.T.

25.AGM.2

CTTAM recognized its long-term registrants. Shannon Nordal stated that these registrants are part of the foundation this Association was built upon and it is indeed an honour to acknowledge their commitment to CTTAM.

25.AGM.2.1

Moment of silence

The President asked that everyone please observe a moment of silence for those of our registrants who have passed away since we last met.

25.AGM.3

MOVED by Andrew Procca and SECONDED by Glenn Kolt, that the agenda for the 60th Annual Meeting of the Association be accepted as printed.

CARRIED

2025 AGM meeting minutes review

AGM minutes

25.AGM.4.1

MOVED by Kellie Orr and SECONDED by Maria Ivy Santos, that the Minutes of the 59th Annual General Meeting held on September 21, 2024, as provided with the 2025 CTTAM Annual Report, be taken as read and adopted.

CARRIED

25.AGM.6.1

MOVED by Glenn Kolt and SECONDED by Tracey Kucheravy, that the 2024 Financial Statements prepared by the Exchange Group, Chartered Professional Accountants, as included in the CTTAM 2025 Annual Report, be received and accepted.

CARRIED

25.AGM.6.2

MOVED by Jordan Morgan and SECONDED by Andrew Procca, that the Exchange Group, Chartered Professional Accountants, be appointed auditor for the fiscal year 2025.

CARRIED

25.AGM.7.1

MOVED by Tracey Kucheravy and SECONDED by Ndu(Mack) Onwukeme, that the Nominating Committee Report as provided with the agenda be Received and Accepted, and that the appointments of Clive Bryson, C.E.T., David Atkins, C.E.T., Julie Schneider, C.E.T. and James Schmidt, C.E.T. as Board Directors be affirmed.

CARRIED

25.AGM.7.2

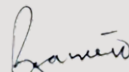
MOVED by Andrew Procca and SECONDED by Tracey Kucheravy, that the Nominating Committee for 2026 shall consist of not less than five certified registrants, chaired by the serving past president.

CARRIED

The Chair declared that the approved agenda had been completed at 12:36 p.m.



Josee Remillard, C.E.T. — Chair



Marian Parreno — Secretary

President's report



“Thank you for the opportunity to serve as your President for the past two years. It has been a true privilege to take on this role.”

A handwritten signature in blue ink.

Shannon Nordal, C.E.T.
President, CTTAM

I am sincerely grateful for the opportunities, trust and support I have received throughout my term. My goal has always been to foster growth and learning while supporting the priorities that matter most to our registrants.

This journey has been incredibly rewarding and meaningful, and I am proud of the progress we have made together as an organization.

Reflecting on the past

Since our last AGM, CTTAM has made meaningful progress across several key priorities that support both our registrants and the profession.

Registrant growth has remained a central focus. I am proud to say that registration numbers are just over 3,000 strong, numbers not seen for nearly 10 years. We are also on track to surpass the previous record, with a goal of 3,200 registrants by the end of 2026.

We have seen strong momentum in engaged volunteerism with increased participation across initiatives such as the Learning and Development Committee and social media efforts. The effort behind the renewed social media presence has been an exciting step in strengthening communication and engagement with both current and prospective registrants.

If you aren't already, consider following us on our social media platforms to be the first to know about training, events, and volunteer opportunities.

Throughout my term the organization has also worked to further strengthen relationships with post-secondary institutions, creating more opportunities to connect with students and support their transition into the profession.

Expanding our reach beyond Winnipeg has been another important milestone, with events now being held outside of the Winnipeg area — helping us better serve registrants across the province. Just recently an event was held



On April 17, CTTAM CEO and Registrar, Robert Okabe and Deputy Registrar, Lauren Gluck joined students and instructors from Assiniboine College for a technical tour and networking event at Section 6 Brewing Co in Brandon.

in Brandon to celebrate the graduates of the Civil Engineering Technology program at Assiniboine College.

Governance

CTTAM has also made important updates to its bylaws while advancing legal matters and internal processes that will support stronger governance and clearer navigation in the future. For our current registrants, we have continued to expand professional development opportunities, including a newly launched program to promote access to conferences and other learning experiences by covering a portion of costs.

Continued on page 6.

President's report

Looking forward

As I transition to the role of Past President, I remain confident in the strong foundation CTTAM has built and the direction it is heading.

There are many exciting initiatives still underway, including continued exploration of designations, partnerships and expanded training and resource supports for our registrants.

Engagement and representation

Outreach and advocacy will remain critical as the organization responds to an evolving provincial and federal landscape. By strengthening communication, enhancing our digital presence and building strategic partnerships, CTTAM is well-positioned to remain a trusted voice and valuable resource for engineering technologists and technicians and working professionals across Manitoba.

New President

I am excited to welcome Bernardo Pasco, C.E.T., as the incoming President. I am extremely confident in his energy, creativity and

leadership, and look forward to seeing CTTAM continue to grow and thrive under his guidance.

I wish him every success in this role and offer my full support in the role of past-president.

Thank you

None of these accomplishments would have been possible without the dedication of CTTAM's staff, volunteers and registrants.

It has been a pleasure to serve alongside such a committed and passionate community. I look forward to supporting CTTAM in a new capacity and watching its continued success in the years ahead.



CEO and registrar's report



“2025 was a year defined by transparency, advocacy and the continued advancement of professional excellence within our community.”

Robert Okabe, C.E.T., FEC (Hon.), IntET (Canada),
CEO and Registrar, CTTAM

2025 in review

In 2025, we celebrated our 60th anniversary as Manitoba's regulatory body for engineering technologists and technicians.

Throughout this milestone year, CTTAM remained dedicated to protecting the public's interests while fostering a strong, fair and respected profession in applied-science technology.

As CEO and Registrar, my focus remains on effective regulation, transparent governance and meaningful registrant engagement. I am committed to ongoing proactive collaboration with government, educators and our professional partners to strengthen the industry.

Regulatory leadership

CTTAM continues to regulate and serve more than 3,000 certified registrants across Manitoba, ensuring certification, oversight and governance aligned with national professional standards.

We maintain our emphasis on professional accountability through the use of continuing professional development activities for our registrants. This along with our registration processes safeguards public confidence in our certified professionals.

We also have successfully completed key fair registration practice reforms, which included the removal of the mandatory one-year Canadian work-experience requirement for applicants. This change improved access and equity for internationally-educated applicants.

Supporting registrants

In February, a code of conduct complaint was filed by the Association of Manitoba Land Surveyors' (AMLS) code of conduct complaint against one of our registrants.

CTTAM worked closely with legal counsel throughout the complaint and subsequent appeal process. Following an appeal hearing in October, the complaint was dismissed.

Throughout the proceedings, CTTAM communicated with key stakeholders regarding the complaint process. These efforts fostered cross-sector understanding and reinforced confidence in professional regulation within Manitoba's engineering and applied science associations.

Strategic planning and leadership

A two-day strategic planning session was held with our Board of Directors, using the 2019 Strategic Plan as a baseline to ensure continuity while addressing emerging challenges. Incorporating registrant surveys and Board input, a final strategic overview and recommendations report was presented to the Board in September 2025. This document provides a clear foundation for future planning and long-term organizational sustainability.

Advocacy

In 2025, correspondence was sent to the Federal Minister of Education regarding changes to the Classification of Instructional Programs codes (CIP). CIP codes in Canada are a standardized, hierarchical framework (2, 4, or 6 digits) used to categorize postsecondary education programs by field of study. It is essential for organizing academic data, determining immigration and work permit eligibility for international students and analyzing labor market trends. CIP codes do not include engineering technology programs and has implications for education recognition and workforce planning.

Correspondence was also sent to the Honourable Renée Cable, Manitoba Minister of Education, outlining

Continued on page 8.

CEO and registrar's report

impacts on students, institutions and the profession in Manitoba.

These efforts were followed by discussions with policy analysts from Manitoba's Labour Minister's office, addressing potential future amendments to the *Certified Applied Science Technologist Act*, with a focus on labour mobility, professional scope, education alignment and public protection.

Also discussed was the Engineers and Geoscientists Manitoba Act changes project, which is currently underway. CTTAM registrants were asked participate in EngGeoMB's open houses and a survey, providing feedback on how these



In March 2026, registrants had a site visit to New Flyer's newly expanded manufacturing facility in Transcona. This visit provided a firsthand look at industry-leading transit technology. Seeing the innovative work of our colleagues at New Flyer reinforces the critical role that certified technicians and technologists play in advancing sustainable, world-class manufacturing in our province.

proposed legislative updates may impact the scope and practice of technology professionals. We will continue to monitor these developments closely to protect the interests of our registrants.

Registrant engagement

CTTAM continued to support engagement through certification of new registrants, recognition of long-service milestones, professional development opportunities, industry events and collaboration with employers and educators.

Accountability

Transparency remains a cornerstone of CTTAM's work. In 2025, we held our Annual General Meeting, published the 2025 Annual Report and released our 2025 Salary Survey. This annual survey provides meaningful labour market insight for registrants, employers, students and educators.

CTTAM also ensured timely collection and reporting of registration outcomes for internationally educated applicants, with required submissions provided to the Manitoba Government's Fair Registration Practices Office.

Partnerships

CTTAM collaborates with several institutions which include Red River Polytech, Assiniboine College, Technology Professionals Canada, Technology Accreditation Canada and Skills Canada Manitoba.

These partnerships provide education pathways, accreditation and awareness of applied science and engineering technology careers.

Trusted regulator

2025 was a year of reflection, strengthening and forward planning. Through sound governance, stakeholder engagement and continued advocacy, we enforce our role as a trusted regulator while positioning the Association for future challenges and opportunities.



Certification Board



Responsible for upholding professional standards, the Certification Board reviews applicants' work experience and credentials. Upon completing this evaluation, the Certification Board submits a formal recommendation for registration classification to the Board of Directors.

As long-standing CTTAM registrants, the Certification Board examiners possess a wealth of knowledge pertaining to the diverse disciplines of certification.

Tasked with the critical responsibility of evaluating work histories, professional references and classification levels, the Certification Board ensures the integrity of our standards. Their recommendations for C.E.T. or C. Tech. certification to the Board of Directors remain at the cornerstone of our regulatory process.

The skill sets and expertise of the committee's volunteers/examiners spanning civil, electrical, electronic, environmental, instrumentation mechanical and others — is vital to our continued success.

Certification Board

Brian Barnabe, C.E.T. (Chair)

Fiona Hatherell, C.E.T.

Michelle Malik, C.E.T.

Ted Protosavage, C.E.T., MiM, P.Eng

David Shapera, C.E.T.

Marc Landry, C.E.T.

Phelan Mar, C.E.T.

Victor Goertzen, C.E.T.

Brian Barnabe, C.E.T.

Chair, Certification Board

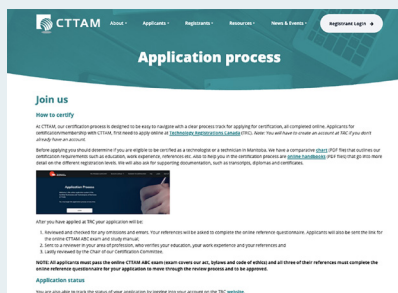
Application process

Prospective registrants begin their journey through the Technology Registrations Canada (TRC) portal, a centralized process that facilitates efficient account management and application tracking. Because examiners review applications for certification on the TRC website, files are addressed as received with the Certification Board only meeting as required during the calendar year.

To support applicants in determining their eligibility, we provide comprehensive resources, including detailed certification requirements — covering education, work experience and professional references — alongside specialized handbooks for each registration level.

By requiring digitized supporting documentation, such as transcripts and diplomas, we maintain the high standards of verification expected of a professional regulatory body while ensuring a modern, user-friendly experience.

In 2025, 177 applications for certification were approved.



Reports

Leadership and Development Committee



The Leadership and Development Committee recommends educational courses specifically designed for the professional growth and development of our registrants. Committee work includes:

- Researching courses;
- Identifying speakers for educational events;
- Reviewing course materials and
- Recommending programs and sponsorship opportunities.

Our mandate is to:

- Promote and support the growth of leadership development programs and activities;
- Explore new leadership trends and best practices to create leading-edge learning opportunities;
- Leverage new technologies to expand the delivery of leadership training;
- Explore and review policies, practices and funding mechanisms used by other organizations to train new leaders;
- Support identification and tracking of potential leaders;
- Continue development of mentorship/coaching program for final year students and new graduates;
- Develop other methods that might be used to mentor and develop potential leaders and
- Study costs and pursue ways to provide quality, affordable leadership and professional development programming for registrants.

Leadership and Development Committee

Chair

Matthew Crockett, C.E.T.

Members

Shannon Nordal, C.E.T.

Thomas Foster, C.E.T.

Asif Rahman, C.E.T.

Michelle Ewashko, C.E.T.

Benji Wiebe, C.E.T.

Members — RRC Polytech students

Brandi Soloway

Bryce Neustater

Matthew McGraw

Thank you to our committee members for their support and for dedicating their valuable time.

Matthew Crockett, C.E.T.

Chair, Leadership and Development Committee

Committee events

Courses

This inaugural course was offered in February 2026. More courses are coming your way this fall.

Lean Certified White Belt

Instructor — Erwin Matusoc

Industry site tours

In 2026, around 40 registrants toured the following facilities:

Winpak Limited

New Flyer Industries



Nominations Committee



The Nominations Committee identifies, evaluates and recommends suitable candidates for Board positions. The committee ensures nominees possess the skills, experience and diversity required to effectively govern the organization.

Nominations Committee

Josee Remillard, C.E.T. (Chair)

Ted Protosavage, C.E.T., MiM, P.Eng.

Andrew Procca, C.E.T.

Phelan Mar, C.E.T.

Kellie Orr, C.E.T.

Robert Okabe, C.E.T., FEC (Hon.), IntET (Canada), CEO and Registrar, CTTAM

Grant Nicol, C.E.T.

Candidates for Board of Director positions (vacant as at the 2026 Annual General Meeting)

Aylen Aussant, C.E.T.

Michelle Ewashko, C.E.T.

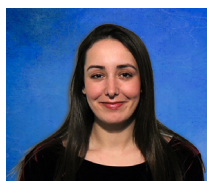
Asif Rahman, C.E.T.

No additional nominations were received in accordance with *By-law 7.2*. The nominees are therefore elected by acclamation.

Josee Remillard, C.E.T.

Chair, Nominations Committee

Meet the candidates



Aylen Aussant

Aylen graduated from RRC Polytech's Environmental Engineering Technology program in 2017. Her professional expertise spans contaminated sites, remediation, compliance monitoring, waste management and Phase I/II/III site assessments. Having worked across both the private and public sectors, she has completed extensive fieldwork in remote locations across western and northern Canada. Aylen has served on the CTTAM Board of Directors since 2023 and looks forward to continuing her leadership for an additional three-year term.



Michelle Ewashko

Michelle is a Municipal Technologist with TTES Consulting Inc., bringing over a decade of construction industry experience across Manitoba and Saskatchewan. Transitioning from her former role as a bridge construction project coordinator, Michelle now provides clients with specialized services in site surveys, material testing, borehole drilling, and design work — notably managing wetland delineation projects for Saskatchewan's Water Security Agency.

A dedicated lifelong learner, she is currently advancing her academic training in geosciences as a part-time student at Brandon University.



Asif Rahman

Asif's journey with CTTAM began in 2011 as a student member. Today, he sits on our Leadership and Development Committee and proudly represents the Association on the Joint Board with Engineers Geoscientists Manitoba (EGM), where he champions inter-organizational collaboration, professional standards and shared strategic goals.

An accomplished electrical technologist, Asif leverages his extensive industry background to foster strong professional relationships and drive CTTAM's continued institutional success.



Technology Accreditation Canada report



Technology Accreditation Canada (TAC) delivers rigorous accreditation audit services for engineering technology and applied science programs in partnership with educational institutions. This critical process ensures that students receive a premier education, which directly translates to CTTAM registrants operating as elite industry professionals.

TAC is committed to delivering accreditation services for the engineering technology and applied science profession in Canada. They were created to provide a country-wide accreditation system that includes clear, auditable processes and documentation, standards development and auditor training. CTTAM has been a TAC member since 2019.

TAC's 2026 report

Manitoba and Red River Polytech engagement

- Continued national engagement with regulators, industry and standards bodies reinforces TAC's role within the broader accreditation, certification and regulatory ecosystem;
- TAC partnered with CTTAM and RRC Polytech in May 2025 to host a *Manitoba Auditor Event* focused on accreditation process improvement and auditor engagement;
- Manitoba currently has:
 - Six active lead auditors;
 - 13 active auditors;
 - Eight active audit team members;
 - 27 active TAC auditors overall and
 - 32 total auditors (active + inactive) associated with Manitoba;
- TAC added a new Manitoba Lead Auditor in 2026 — Rosal Fernandez, C.E.T., and
- RRC Polytech currently maintains nine TAC-accredited programs, including several programs presently undergoing ongoing renewal reviews with TAC, reflecting continued institutional engagement in the accreditation process.

Accreditation and standards development activity

TAC continues active development of emerging discipline standards, including:

- Mechatronics Engineering Technology
- Engineering Design and Drafting Technology
- Engineering Design & Drafting Technology
- Welding Technology
- Building Information Modelling (BIM)
- Wind Turbine Technician
- Hydrogen Technician.

TAC completed 18 site visits by April 2026, representing 40% of annual targets and significantly increased activity compared to 2025.

Strategic direction and continuous improvement

TAC continues work to modernize and streamline accreditation processes through institutional/program audit pilots, Ontario gap analysis work, auditor calibration initiatives, updated audit guidance and broader process streamlining initiatives. RRC Polytech has also participated in TAC pilot and process improvement discussions intended to help reduce duplication and improve accreditation efficiency.

Jason Peters C.E.T.
TAC Director



Jason Peters

TAC Director, Jason Peters, C.E.T., is our CTTAM representative. Jason has been a CTTAM registrant since June 2014. He has a diploma in Structural CAD Technology from Red River Polytech. He is currently a project manager at Laverne Draward & Associates Inc.

Auditors required

TAC is continuously seeking new auditors. Serving as a TAC auditor provides a unique opportunity to share your industry expertise and apply analytical techniques to assess whether engineering technology or applied science programs meet professional standards. For more details on the audit process or to apply, please visit the **TAC website**.





May 24, 2026

The Certified Technicians and Technologists Association of Manitoba
Inc.
PO Box 70064 Kenaston PO
Winnipeg MB R3P 0X6

Attention: Robert Okabe, Executive Director & Registrar

Dear Robert:

We are enclosing:

- One copy of your reviewed financial statements of The Certified Technicians and Technologists Association of Manitoba Inc. for the year ended December 31, 2025.
- One copy of your 2025 T2 Corporation Income Tax Return. Once we receive the enclosed EFILE authorization form (T183) signed by you we will EFILE this return on your behalf. Please return the signed original to us by email to business.admin@exg.ca. There are no taxes owing or refundable.
- Our year-end journal entries and other relevant working papers are being provided to assist you in updating your accounting system. If you find after inputting our year-end entries that your general ledger does not agree to our closing balances, please contact our office so we may help you rectify the problem.
- One copy of your Non-Profit Organization (NPO) Information Return. The copy should be reviewed by you, signed and dated where indicated, and forwarded to Jonquiere Tax Centre, T1044 Program, PO Box 1300 LCD Jonquiere, Jonquiere, QC, G7S 0L5.

We have relied on you to provide us with the necessary information in a form sufficiently complete to enable us to prepare the financial statements. We understand that the financial statements referred to will be only for management purposes and will not be made available to other parties without our consent.

We wish to emphasize that our engagement cannot be relied upon to disclose errors, omissions or other irregularities nor will it fulfill any statutory audit requirements.

We thank you for the opportunity to be of service to you and trust everything is in order. If you have any questions or concerns, please contact us by email at mike.stevens@exg.ca or call 204-947-7130.

Yours very truly,

Exchange

Chartered Professional Accountants Inc.

Encl.

1-554 St. Mary's Road, Winnipeg, Manitoba R2M 3L5
Telephone (204) 943-4584 Fax (204) 957-5195
E-mail: info@exg.ca Website: www.exg.ca

2025 financial statements

Financial reporting is fundamental to our commitment to transparency and operational efficiency. These 2025 financial statements offer a comprehensive overview of our performance, highlighting the key metrics and insights required to maintain a sustainable and impactful organization.



2025 financial statements year ended December 31, 2025



Statement of Financial Position Year ended December 31, 2025

	2025	2024
ASSETS		
CURRENT		
Cash	\$ 378,246	\$ 479,439
Guaranteed investment certificates	-	46,671
Accounts receivable	120	120
Inventory	11,342	7,075
Prepaid expenses	15,540	7,984
	405,248	541,289
CAPITAL ASSETS (Notes 2, 5)	3,118	4,927
GUARANTEED INVESTMENT CERTIFICATES, LONG-TERM	45,963	-
EQUITY INVESTMENTS (Note 2)	924,545	790,073
	\$ 1,378,874	\$ 1,336,289
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 43,199	\$ 30,886
Deferred registrations	412,704	415,589
	455,903	444,475
NET ASSETS		
Unrestricted (Note 2)	795,796	762,830
Invested in capital assets (Note 2)	3,118	4,927
Restricted surplus capital (Note 2)	49,748	49,748
Restricted surplus operating (Note 2)	74,309	74,309
	922,971	891,814
	\$ 1,378,874	\$ 1,336,289

APPROVED ON BEHALF OF THE BOARD

Director

Director

See Notes to Financial Statements



2025 financial statements year ended December 31, 2025



Statement of Revenue and Expenses Year ended December 31, 2025

	2025	2024
REVENUE		
Registration dues	\$ 630,966	\$ 590,326
Certification fees	37,865	31,582
Golf tournament (Note7)	35,850	35,100
Professional development	30,868	22,750
Sundry income and recoveries	12,303	12,207
Ring	2,680	2,190
M-License and safety course	1,880	2,688
Newsletter advertising	825	825
	753,237	697,668
EXPENSES (Schedule 1)	796,845	684,616
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FROM OPERATIONS	(43,608)	13,052
OTHER ITEMS		
Unrealized gains (losses) on equity investments	30,616	30,505
Interest	22,391	35,589
Dividends	20,776	16,151
Loss on disposal of equity investments	982	394
	74,765	82,639
EXCESS OF REVENUE OVER EXPENSES	\$ 31,157	\$ 95,691



2025 financial statements year ended December 31, 2025



Statement of Changes in Net Assets Year ended December 31, 2025

(Dollars)	Unrestricted	Invested in capital assets	Restricted Surplus Capital	Restricted Surplus Operating	2025	2024
NET ASSETS — BEGINNING OF YEAR	762,830	4,927	49,748	74,309	891,814	796,123
Excess of revenue over expenses	36,146	(4,989)	-	-	31,157	95,691
Purchase of capital assets	(3,180)	3,180	-	-	-	-
NET ASSETS — END OF YEAR	795,796	3,118	49,748	74,309	922,971	891,814



Statement of Cash Flow Year ended December 31, 2025

	2025	2024
OPERATING ACTIVITIES		
Cash receipts from registrations and others	\$ 752,352	\$ 747,799
Cash paid to suppliers and employees	(761,594)	(645,939)
Interest received	22,391	35,589
Interest paid	(29,772)	(24,784)
Dividends received	20,776	16,151
Cash flow from operating activities	4,153	128,816
INVESTING ACTIVITIES		
Purchase of capital assets	(3,180)	(2,993)
Purchase of equity investments	(126,990)	(58,368)
Proceeds from sale of equity investments	26,312	28,506
Purchase of guaranteed investment certificates	(1,488)	(3,479)
Redemption of guaranteed investment certificates	-	62,610
Cash flow from (used by) investing activities	(105,346)	26,276
INCREASE (DECREASE) IN CASH	(101,193)	155,092
CASH — BEGINNING OF YEAR	479,439	324,347
CASH — END OF YEAR	\$ 378,246	\$ 479,439



Notes to 2025 financial statements

The notes to our financial statements offer a deeper look at the underlying details and principles our accountants used to prepare this report, ensuring full transparency in our fiscal reporting.



1. PURPOSE OF THE ASSOCIATION

The Certified Technicians and Technologists Association of Manitoba Inc. (CTTAM) was formed on October 28, 1965 and is the professional association that certifies and regulates engineering technicians and technologists in Manitoba. The Association is a not-for-profit entity and as such is exempt from income tax.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. Because a precise determination of many assets and liabilities is dependent upon future events, the preparation of financial statements for a period necessarily involves the use of estimates which have been made using careful judgement. The financial statements have, in management's opinion, been properly prepared within the reasonable limits of materiality and within the framework of the significant accounting policies summarized below:

Inventory

Inventory is valued at the lower of cost and net realizable value with the cost being determined on a weighted-average basis. Inventory consists of rings and promotional items.

Financial instruments policy

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

Capital assets

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

Computer equipment	36 months	straight-line method
Website development	36 months	straight-line method

In the year of acquisition, amortization is taken at one-half of the above rates. The Association regularly reviews its capital assets to eliminate obsolete items.

Net assets

- Unrestricted net assets comprise the excess of revenue over expenses accumulated by the organization each year, net of transfers, and are available for general purposes.
- Net assets invested in capital assets presents the organization's net investment in capital assets which is comprised of the unamortized amount of capital assets purchased with restricted funds.
- Restricted surplus capital net assets are funds which have been designated for the future purchase of capital assets. \$10,000 per year may be allocated to this fund, if the operating surplus is in excess of \$10,000. The board did not transfer funds in the current year as the balance was determined to be sufficient for any future capital purchases.
- Restricted surplus operating net assets are funds which have been designated to provide a future provision for the continuation of operations. The initial intention was that no allocation to the restricted surplus operating net assets will be made if a loss in earnings occurs or if the net assets exceed 15% of the annual budgeted expenditures. The board did not transfer funds in the current year as the balance was determined to be sufficient for the continuation of operations in the event of unforeseen circumstances.

Revenue recognition

The Association recognizes registration revenue in the period to which the registration fees pertain. Registration fees received in advance are not recognized as revenue until the completion of the related service and are recorded as deferred revenue. Golf tournament revenue is recognized when the event takes place and the related services have been provided.

Certification application fees are recognized upon receipt, as they are non-refundable and considered earned when the application is processed.

Professional development revenue is recognized when the related courses or events are delivered. Amounts received in advance of delivery are recorded as deferred revenue.

3. FINANCIAL INSTRUMENTS

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

Notes to financial statements — year ended December 31, 2025

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk from its registrants. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The Association has a significant number of registrants which minimizes concentration of credit risk. Registration is voluntary thus credit risk is deemed minimal.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Association manages exposure through its normal operating and financing activities. The Association is exposed to interest rate risk primarily through its interest bearing investments.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or it's issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investment in quoted shares.

4. GUARANTEED INVESTMENT CERTIFICATES

Guaranteed investment certificates bear interest at a rate of 3.10% (2024 — 4.55%) and mature on March 6, 2027 (2024 — mature on March 6, 2025).

5. CAPITAL ASSETS

(Dollars)	2025		2024	
	Cost	Accumulated amortization	Cost	Accumulated amortization
Computer equipment	18,657	16,537	19,607	18,005
Website development	19,373	18,375	19,373	16,048
	38,030	34,912	38,980	34,053
Net book value	3,118		4,927	

6. LEASE COMMITMENTS

The Association has a five-year usage agreement with Advanced Solutions International for a software subscription.

Contractual obligation repayment schedule:

2026	\$ 12,881
2027	13,654
2028	14,473
2029	15,341
	\$ 56,349

7. ENDOWMENT FUND

By agreement with Red River Polytech, the CTTAM Scholarship Fund was established to provide scholarships to technologists and technician students. The fund is made up of two components: the Endowed Fund (gifts and capital are held in perpetuity), and the Spendable Fund (gifts and spending allocation is fully disburseable to support charitable giving during the lifetime of the fund. At March 31, 2025 (the most recent available information received by CTTAM), the Endowed Fund had an ending balance of \$122,931, and the Spendable Fund had a balance of \$5,678.

Although CTTAM has the ability to direct certain funds from the Endowment Funds, ownership of the fund assets lies with Red River Polytech. Therefore the balances of the Funds are not recorded as assets of CTTAM.

During the year, the organization held a golf tournament that generated revenues of \$35,850 and incurred expenses of \$32,226, resulting in a surplus of \$3,624. The Board of Directors authorized this surplus to be transferred into the endowment fund. The Board also authorized an additional \$6,376 to be transferred to the endowment fund to make total transfers \$10,000 for the year.

Notes to financial statements — year ended December 31, 2025



Expenses

Year ended December 31, 2025

(Schedule 1)

	2025	2024
Amortization	\$ 4,989	\$ 3,929
Annual general meeting	28,276	19,713
Business taxes, licenses and registrations	816	360
Certification fees	10,634	8,808
Equipment rentals	12,384	23,054
External association support	50	261
Golf tournament (Note 7)	32,226	24,482
Interest and bank charges	29,774	24,783
Internet	600	-
Registrations	42,472	35,686
Office	5,858	2,232
Professional Development Committee	27,321	15,960
Postage and delivery	4,766	6,257
Professional fees	59,103	17,586
Public relations	62,840	55,747
Publications	10,771	9,032
Rent	17,008	14,270
Ring costs	1,989	709
Scholarships (Note 7)	16,000	29,000
Training and development	2,645	11,930
Travel	18,286	12,550
Wages and employee benefits	\$ 408,037	\$ 368,267
	796,845	684,616



Our registrants

As the provincial regulator, CTTAM certifies and oversees more than 3,000 applied science and engineering technology professionals, upholding the highest standards of the profession across Manitoba.



Our registrants

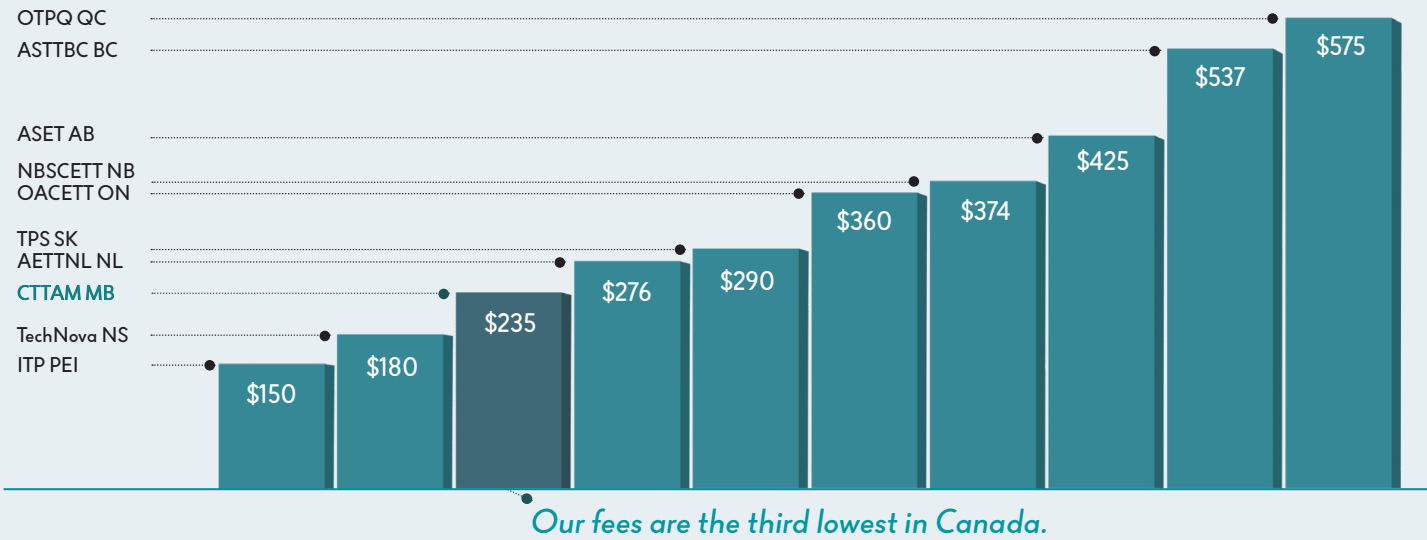
CTTAM certified



Our registrants have achieved a level of professionalism which has earned them to the right to use one of our exclusive and protected titles — Certified Engineering Technologist (C.E.T.) or Certified Technician (C. Tech.). Employers, governments, educational institutions and the public in Manitoba and across Canada recognize these titles.

Registrant fees comparison across Canada

The chart below compares our 2026 certified registrant dues with similar associations across Canada, demonstrating our ongoing commitment to maintaining affordable rates.





2026 Annual salary survey

CTTAM dues paid by

	Percent
Employer (fully paid)	75.2
Self	20.3
Employer (partially paid)	4.4

Our registrants Fee comparison and select 2026 salary survey results



Our registrants

Annual Salary Survey



We survey our registrants annually to gather insights on average compensation across specific jobs and industries. Selected results are featured below. The complete salary survey report is available on our website.

Salary survey response rate

Out of 2,558 eligible registrants, 630 responded, yielding a 24.6% response rate. By comparison, our 2025 salary survey achieved a response rate of 26.0%.



2026 Annual salary survey Response rate

	Number of
Certified technologists	563
Certified technicians	67

2026 average student hourly wage

According to data from RRC Polytech, the average student hourly wage in 2026 is \$23.00.



2026 Annual salary survey Industry of employment

	Percent
Public utility	16.4
Construction	16.2
Consulting	13.8
Manufacturing	12.2
Municipal government	9.8
Other	4.0
Transportation	3.3
Medical	3.2
Provincial government	2.7
Electronics	2.5
Agriculture and food	2.1
Environmental	2.1
Federal government	2.1
Telecommunications	1.9
Education	1.8
Mining	0.8
Advanced technology	0.5
Petroleum	0.5
Forest resources	n/a*

*Not applicable.

