

BROADER PUBLIC SECTOR DISCLOSURE – PERQUISITES
APRIL 1, 2015 – MARCH 31, 2016

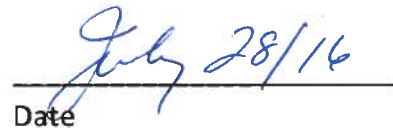
In accordance with the Broader Public Sector Directive – Perquisites dated August 2, 2011, Kawartha Haliburton Children's Aid Society (KHCAS) has established policies to support the directive.

In accordance with the directive and policy, KHCAS has provided the following perquisites during the fiscal period April 1, 2015 to March 31, 2016 as provide said perquisites is deemed to be a business related requirement for the effective performance of an individual's job.

1. Professional membership fees for persons working within Finance, Human Resources and the Legal Department for which membership is a requirement for their position.
2. All direct service employees and management personal are provided Agency paid for cell phones for which personal use is allowable within the negotiated Agency cell phone plan. Expenses incurred beyond said plans that are deemed personal use are paid for by the employee who incurred the additional expense.



Jennifer Wilson, MSW
Executive Director



Date