

**BROADER PUBLIC SECTOR DISCLOSURE – PERQUISITES
APRIL 1, 2016 – MARCH 31, 2017**

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, 2016 to March 31, 2017 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 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.



July 12, 2017

Jennifer Wilson, RSW, MSW
Executive Director

Date