

## CPA Mentor Review User Guide

Effective May 1, 2016

PRACTICAL EXPERIENCE REPORTING TOOL (PERT) | CPA MENTORS

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## 1 Introduction

The CPA Practical Experience Reporting Tool (PERT) helps future CPAs document the development of their technical and enabling competencies in order for them to be assessed and recognized by the profession.

After you setup your CPA Mentor profile in PERT, you will be expected to access PERT both before and after meeting with your future CPA(s) (also referred to as CPA students/candidates).

This user guide provides guidance on how to use PERT to access your future CPA(s) experience reports and document your required semi-annual meetings.

As a CPA Mentor, you are responsible for:

- meeting with your future CPAs at least semi-annually
- documenting your meetings in PERT once they have occurred. Recording the date you completed the meeting in PERT is critical in order for the profession to monitor compliance.
- documenting any unresolved development concerns in PERT

You are not expected to verify the factual accuracy on future CPAs experience reports.

For additional guidance on your roles and responsibilities as a CPA Mentor, please visit the <u>Centre for Mentoring Resources</u>.

# 2 Experience Reports

Once you have logged into PERT, the homepage will appear and you will see a list of the future CPA(s) you are currently mentoring.

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PROFI	RTERED ESSIONAL PUNTANTS	PRACTI	CAL EXPE		REPORTING	G TOOL	
Profile	Candidates	/Students U	nder Mente	orship			
Candidates	Name Email		Status	PER Status	Governing Body	End Relation	nship
User Guide - Editing a Profile	Pert Smith pertte	st23@mailinator.com	Review Overdue	In Progress	Ontario		
User Guide - Mentor Meetings	Pert Smith pertte	st25@mailinator.com		In Progress	Ontario		
User Guide - Mentor 101 Fact Sheet	End Selected Re	alationships					
Centre for Mentoring Resources		•					

The Status column will display one of the following options:

- *Review Requested*: Indicating that a mentor review meeting has been requested by your future CPA. For more information on how to fulfill a review request, see *Chapter 7: CPA Mentor Reviews*.
- *Review Overdue*: Indicating that your scheduled mentor review meeting is overdue.

To view the experience report for your student/candidate, follow these steps.

 Click the name of the student/candidate who has requested the mentor review meeting. A list of all the experience reports submitted by your student/candidate will appears.

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CPA CPA	ARTERED DESSIONAL COUNTANTS		PRA	CTICA	L EXPERIE	NCE REF	PORTING	TOOL	
Profile Candidates	Pert \$	Smith							
User Guide - Editing a Profile	Experi	ence Repor	conso	olidated S	ummary Ment	or Reviews	Profession As	sessments	3
Jser Guide - Mentor Meetings	Expe	rience R	eports						
Jser Guide - Mentor 101 Fact Sheet	PER Stat	tus In Progres	s				Mentor Ch	eryl William	IS
Centre for Mentoring Resources	Next Pro	ofession Asse	ssment 11/	/2015			Next Ment	or Review	23/05/2016
	PER Effe	ctive Date 2	)/11/2015						
	Status	Date	Employer	Position	Report Period	Hrs/Wk	Report Type	Leave Taken	Duration Recognized (in months)
	Verified	22/02/2016	abc	а	03/12/2014 to 31/12/2014	40.00	Current Experience	0	

**Note**: The information in the *Status* column displays the status of the future CPAs' experience report. As a CPA Mentor, you should focus on report(s) with a *Verified* status only. To review your student/candidate's report click on the *Employer Name* or *Position* which will take you to report details.

2. To review the details of your student/candidate's experience report, click on the Employer Name or Position which will take you to report details.

### **Experience Report Details**

Experience report details are separated into different sections.

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CDA CHARTERED PROFESSIONAL ACCOUNTANTS	PRACTICAL EX		NG TOOL		
Report Details Technical Competencies	Enabling Competencies	Notes Attachments			
Report Details					
Print Copy					
Status					
Status: Reviewed		Calculated Duration: 1.55 month	15		
Status Change Date: 26/01/2016		Duration Recognized: 1.55 mont	hs		
Position					
Report Type: Current Experience		Experience Type: Pre-approved P	Program		
Position Title: Accountant		Employer: Mickey & Minnie LLP			
Training Position: External Audit - 30 months	Months on Secondment:				
Position Type: Co-op	Start Date: 15/10/2015				
Avg Hrs/Wk: 35.00 Leave Taken (days): 0		End Date: 30/11/2015			
Employer Address					
Street Address:		Country:			
City:		Postal Code:			
Province:					
Employer Profile					
Primary Customers/Clients:		Type of Industry:			
# of Employees (Org):		# of CPAs Employed:			
# of Employees (Dept):		# of Staff Supervised by CPA Ca	andidate:		
Supervisor Verification					
Supervisor First Name:		Supervisor Title:			
Supervisor Last Name:		Supervisor Phone Number:			
Supervisor Email:		Supervisor Language Preference	e:		
Supervisor Designation:					

Sections	Report Details
Status	<ul> <li>This section displays read only information related to experience report's Status, Status Change Date, Calculated Duration and Duration Recognized (if the report has been approved by a CPA Reviewer).</li> <li><i>Calculated Duration</i>: The overall period of the time recorded in the experience report.</li> <li><i>Duration Recognized</i>: The period of time that will count towards the 30-month minimum period of practical experience, as this is the period that has been recognized by the profession.</li> </ul>
Position	<ul> <li>This section displays read only details associated with the position held by the candidate, including:</li> <li><i>Report Type</i>: Indicating whether the report recognizes current or prior experience.</li> <li><i>Avg Hrs/Wk</i>: Denoting the average weekly hours worked by the future CPA during this experience report.</li> <li><i>Experience Type</i>: Indicating whether the future CPA is enrolled in the experience verification route or pre-approved program route.</li> </ul>
Employer Address	For pre-approved programs, the employer address, employer profiles and Supervisor verification sections are normally blank.
Employer Profile	This section provides a high level overview about your future CPA's employer, including industry, and number of employees. This information is useful in determining the complexity of the future CPAs role.
Supervisor Verification	This section provides details about the future CPA's Supervisor. It also indicates whether the Supervisor has verified the factual accuracy of the experience report and any comments or concerns they may have.
	<b>Note</b> : Generally, the Supervisor only needs to verify the factual accuracy of the experience report for future CPAs in an experience verification route.

## 3 Technical Competencies

To view the future CPA's self-assessment of technical competency development during the reporting period, follow these steps.

- 1. From the homepage, click the name of the student/candidate.
- 2. Click the Employer Name or Position. New tabs are displayed.
- 3. Click the **Technical Competencies** tab.

Ср	CHARTERED PROFESSIONAL ACCOUNTANTS	PRACTICAL EXPERIENCE REPORTING TOOL	
Report Details	Technical Competencies	Enabling Competencies Notes Attachments	
Click on the Comp		details and/or self assess your proficiency levels. After completing a Competency Area, click Save.	
Click on the Compo	etency Area to enter your position	Related Experience	
Click on the Compo Competency Are Financial Reportin	etency Area to enter your position	Related Experience 1 of 4	
Click on the Competency Are Financial Reportin Audit & Assurance	etency Area to enter your position	Related Experience 1 of 4 2 of 3	
Click on the Competency Are Financial Reportin Audit & Assurance Finance	etency Area to enter your position	Related Experience 1 of 4 2 of 3 0 of 3	
Click on the Compe Competency Are Financial Reportin Audit & Assurance Finance Taxation	etency Area to enter your position aa g	Related Experience           1 of 4           2 of 3           0 of 3           0 of 3	
Click on the Competency Are Financial Reportin Audit & Assurance Finance	etency Area to enter your position	Related Experience 1 of 4 2 of 3 0 of 3	

For students/candidates in an experience verification route (EVR), the information in the *Verification* column indicates whether the future CPA's Supervisor agreed with the reported duties.

**Note**: EVR students/candidates must describe their position duties in their own words, whereas pre-approved program students/candidates have their position duties pre-populated. As a CPA Mentor, you are not expected to attest to the factual accuracy or the proficiency level of CPA students/candidates' technical competency development; however, you are expected to document any of your concerns.

4. Click any of the six technical competency areas.

The details of the reported technical competency are displayed, which includes the various competency sub-areas, a description of the job duties relevant to the sub-area, and the future CPA's assessment of the proficiency achieved.

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Report Details Financial R		I Competencies	Enabling Competencies Notes Att	achments				
	Farget Proficiency	Describe, in Deta	il, Duties you Performed	Circumstance	Complexity	Autonomy	Proficiency Achieved	,

The *Target Proficiency* column displays the proficiency level that the future CPA aims to achieve by the end of the entire practical experience period. It is not mandatory for the students/candidates to meet the target proficiency prior to the 30 month duration for practical experience, but it is recommended as a useful planning tool.

The *Proficiency Achieved* displays the current level of proficiency in which the future CPA assesses themselves to have achieved.

If you have any concerns, document them in the *Mentor Review* section. For more information, see *Appendix A: Completing a Mentor Review*.

### 4 Enabling Competencies

Future CPAs track their enabling competency development by responding to five, three-part questions and two summary questions. They are not required to answer all enabling competency questions; only those that pertain to the competencies developed in the reporting period.

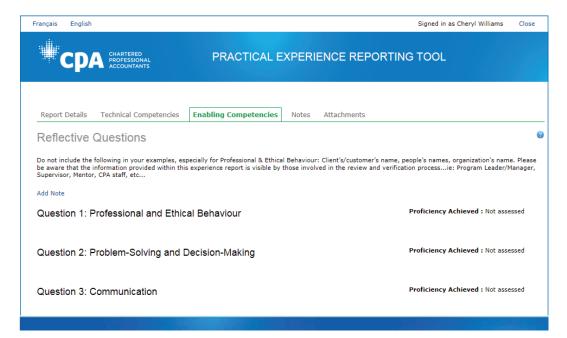
Note: Employers have access to review the five enabling competency answers.

You should discuss and review the enabling competency development with your student/candidate on a semi-annual basis.

#### **Reflective Questions**

To view the future CPA's self-assessment of enabling competency development during the reporting period, follow these steps.

- 1. From the homepage, click on the name of the student/candidate.
- 2. Click the Employer name or position, new tabs are displayed.
- 3. Click the **Enabling Competencies** tab, The *Reflective Questions* screen appears.



4. If you have any concerns document them document in the Mentor Review section. For more information, see *Chapter 7: CPA Mentor Reviews*.

*Note*: Information you enter here will be visible to all PERT users with access to your student/candidate's profile.

### **Proficiency Levels Rubric**

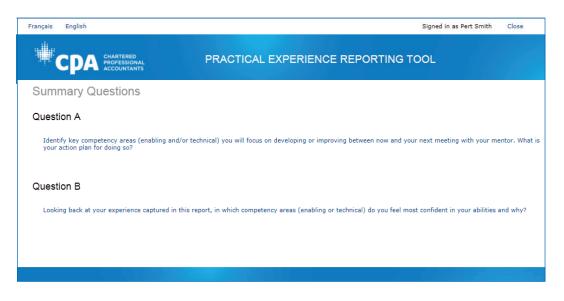
The proficiency level rubric consists of the criteria used to evaluate the development of future CPAs as they work to achieve the required Level 2 proficiency for each of the five enabling competency areas. You should refer to this rubric during the *Make Progress* stage of your mentoring relationship lifecycle.

To access the proficiency levels rubric, click the "?" icon found in the upper right corner of the *Reflective Questions* screen.

	OFESSIONAL TTO COTT COUNTANTS	CAL EXPERIENCE REPORT	
çais English			Signed in as Cheryl Williams C
oficiency Levels			
The CPA Way	Level 0	Level 1	Level 2
Adopt the CPA Mindset	<ul> <li>Exhibit a desire to learn from past experiences</li> </ul>	In addition to Level 0: • Exhibit skepticism about own professional/ethical behaviour	In addition to Level 1: • Demonstrate insight into link between at least one CPA value (e.g., objectivity, due care, integrity) and own professional/ethical behaviour
Assess the Situation	<ul> <li>Describe facts about the situation and step(s)/action(s) taken</li> <li>Identify at least one factor that is relevant to the situation:         <ul> <li>Stakeholder that is affected by decision(s)/ action(s)</li> <li>Professional value</li> <li>Something viewed as creative/ innovative</li> </ul> </li> </ul>	In addition to Level 0: • At least partially explain what was at stake • Identify a wider range of factors that are relevant to the situation: • Multiple relevant stakeholders, including the organization • Objectives/goals/priorities • More than one relevant professional value	In addition to Level 1: • Identify more than one potentially viable alternative
Analyze Major Issue(s)		<ul> <li>Provides partial/superficial analysis (e.g., focus only on arguments in favor of action(s) taken), including at least one:         <ul> <li>Impact of action(s) taken on stakeholders and their goals/ objectives/priorities</li> <li>How/why the situation involved a conflict in performation unknown</li> </ul> </li> </ul>	In addition to Level 1: • Thoroughly explain/analyze alternatives and issues, including consideration of multiple viewpoints (e.g., address both pros and cons of alternatives/actions/conclusions)

#### **Summary Questions**

While Future CPAs can answer both summary questions, only question A is mandatory irrespective of how many enabling competencies they achieved during the period.



Question A: Is important to allow your future CPA(s) to set specific development targets between your meetings. You should review the responses to these questions prior to your meeting(s) during the *Make progress* stage of your mentoring relationship lifecycle.

### 5 Notes & Attachments

#### **Notes**

The *Notes* tab contains all the status changes of the experience reports, as well as any notes you (or a previous CPA Mentor) and/or CPA reviewers have entered.

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Ср	CHARTERED PROFESSIONAL ACCOUNTANTS	PRACTICAL E	XPERI	ENCE REPORT	ING TOOL	
Report Details	Technical Competencies	Enabling Competencies	Notes	Attachments		
Notes						
Note created on	29/05/2014 5:39:27 PM by	y George Supervisor				
Status set to Verif	ïed					
Note created on	29/05/2014 5:36:48 PM by	y George PEP2				
Status set to Verif	ication Requested					

All notes are visible to future CPAs and other PERT users with access to this future CPA's profile.

#### **Attachments**

Future CPAs are able to attach files, such as resumes or job descriptions, to their experience reports. To view the attached files, follow these steps.

- 1. From the homepage, click the name of the student/candidate.
- 2. Click the *Employer Name* or *Position*. New tabs are displayed.
- 3. Click the **Attachments** tab.

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Ср	CHARTERED PROFESSIONAL ACCOUNTANTS	PRACTICAL E	XPERII	ENCE REPOR	TING TOOL	
Report Details	Technical Competencies	Enabling Competencies	Notes	Attachments		
Attachmer	nts					

4. To review an attached file, click **Choose File**.

## 6 Consolidated Summary

The *Consolidated Summary* section allows you to view the overall progress of your student/candidate. This feature is particularly useful when a future CPA has multiple employment/experience reports.

Select the experience report(s) to be included in the consolidated summary and click **Assess**. Only verified reports should be included. (It may take a few moments for the summary to appear.)

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CPA 🕷	ARTERED OFESSIONAL COUNTANTS	PRACTICA	- EXPE	RIENCE	REPO	RTING 1	TOOL		
Profile	Pert Smith								
Candidates User Guide - Editing	Experience Reports	Consolidated Su	mmary	Mentor Revi	ews Pr	ofession Ass	essments	:	
a Profile User Guide - Mentor Meetings	Consolidated	Summary							
User Guide - Mentor 101 Fact Sheet	Per Status In Progress		Sta	ntus Date 20/1	1/2015			PEP Start D	ate 01/04/2014
Centre for Mentoring Resources	Experience Repo	orts							
	For self-assessment pur		on the acc	occment of Pou	iowod ovp	arianco report	is only		
	Include? Status Da	•		Report Period	Hrs/Wk	Report Type	Leave	Duration Recognized (in months)	Report Experience Path
	✓ Verified 22	/02/2016 abc	а	03/12/2014 to 31/12/2014	40.00	Current Experience	0		Experience Verification
	Assess								

Français English			Signed in as Pert Smith Close
	TICAL EXI	PERIEN	CE REPORTING TOOL
Duration Requirement			
Reported Leave	22 weeks		20 allowable leave weeks
Duration Required	30.5 months		30 months (adjusted for leave in excess of allowance)
Recognized Practical Experience			
Prior Experience	0 months		Maximum of 12 months recognized prior experience
Current experience - Prior to PEP Start Date	0 months		
Current experience - After PEP Start Date	30.98 months		Minumum of 12 months must be AFTER PEP start date
Total Recognized Duration	30.98 months	Met	Must meet or exceed Duration Required
Competency Assessment			
Enabling		Met	All 5 enabling competencies at Level 2
Technical			
Breadth		Met	Overall, 8 competencies at Level 1 or greater with at least 4 at Level 2
Depth		Not Met	All competencies within at least one area; at least two must be at Level 2
Core		Met	At least 3 competencies at Level 1 in either Financial Reporting and/or Management Accounting

#### **Duration Requirement**

The *Duration Requirement* section provides an overview of the number of leave weeks reported by the future CPA, and the projected *Duration Required* adjusted for the leave weeks taken in excess of the 20 weeks allowance. A leave week includes time away from work for such reasons as vacation, sickness, professional development, and/or study time. In this scenario, as the future CPA has taken 22 weeks of leave, they will be required to complete 30.5 months.

#### **Recognized Practical Experience**

The *Recognized Practical Experience* section provides an overview of the recognized practical experience completed by the future CPA. Prior Experience and Current Experience are separated. *Current experience* is experience accumulated after a CPA student/candidate's Practical Experience Requirement (PER) effective date. *Prior experience* is any experience accumulated prior to the PER effective date. A CPA student/candidate is eligible to claim up to 12 months of prior experience. This summary indicates whether the future CPA has met the required duration.

#### **Competency Assessment**

The *Competency Assessment* section indicates whether the future CPA has met the specified technical and enabling competency requirements. In this scenario, the future CPA has met all the technical and enabling competency requirements except the depth requirement.

#### **Enabling Competencies**

To view a summary of your future CPA's responses, proficiency attained, duration and status, follow these steps.

- 1. Under *Competency Assessment*, click **Enabling**. The list of enabling competencies appears.
- 2. Click one the five enabling competencies. The summary view appears and provides a summary of the future CPA's responses, proficiency attained, duration and status.

#### **Technical Competencies**

To view more information on the details of the technical competencies within the consolidated summary, follow these steps.

- 1. Click **Technical**. The list of technical competencies and sub-competencies appears.
- 2. For a detailed view, select a technical sub-competency.

	ACCOUNTANTS							
TECHNICAL Financial Re	porting	-	-	-	-	-	-	-
🖯 Financia	I reporting needs ar	nd systems				Level 2		
Position	Position Duties	Circumstance	Complexity	Autonomy	Target Proficiency	Proficiency Attained	Duration	Status
Audit Associate	Liaise with the External Reporting department to understand the required information for external reporting purposes, if applicable. The CA Student mu	NonRoutine	Moderate	Medium	Level 1	Level 0	6	Approved
Audit Associate	Liaise with the External Reporting department to understand the required information for external reporting purposes, if applicable. The CA Student mu	NonRoutine	Moderate	Medium	Level 1	Level 2	24.98	Approved
Account	ing policies and trar	nsactions				Level 2		
🕀 Financia	l report preparation					Level 2		

The detailed view of the technical competency appears, and provides a summary of future CPA responses, position duties, circumstance, complexity, autonomy, target proficiency, proficiency attained, duration, and status. Please review the proficiency achieved for overall reasonability given time spent in the role and work completed.

*Note*: While the *Position* field contains active links, these only open to empty pages within PERT.

### 7 CPA Mentor Reviews

Future CPAs request mentor reviews to meet with you to discuss the competency development they have recorded in their experience report. As a CPA Mentor, you should focus on the enabling competency development of the future CPA. It is a requirement that you and your future CPA meet at least semi-annually.

#### **Viewing Mentor Review Requests**

When a future CPA requests a mentor review via PERT, you will receive an email notification.

- 1. Within the email, click the link provided. You will be prompted to log into PERT.
- 2. Log into PERT, and click the student/candidate's name who requested the mentor review meeting (*Review Requested* is displayed in the *Status* column). review requested. A list of completed or active experience reports appears.

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Profile	Candid	ates/Students U	nder Mento	rship			
Candidates	Name	Email	Status	PER Status	Governing Body	End Relationship	•
User Guide - Editing a Profile	Pert Smith	perttest40@mailinator.com		In Progress	Ontario		
	Pert Smith	perttest34@mailinator.com	Review Requested	In Progress	Ontario		
User Guide - Mentor Meetings	T cre officia						
		cted Relationships					

#### **Completing a Mentor Review**

CPA Mentors are required to document that they have completed a mentor review after they have met with their CPA student/candidate in PERT.

To complete a mentor review after you met with your student/candidate, follow these steps.

1. Click on the *Mentor Reviews* tab, click the appropriate date link in the *Status Date* column. The *Edit Mentor Review* screen appears.

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*		AL PRACTICAL EXPERIENCE REPORTING	G TOOL	
Pert Sn	nith			
Edit N	Mentor Review			
Gener	al			
Mentor		Cheryl Williams		
Review	/ Status	Requested Cancelled		
Comme	ents	Cancellea Completed	$\hat{}$	
Next R	eview			
Next M	lentor Review	02/06/2016		
Save	Cancel			
Next M	lentor Review	02/06/2016		

- 2. Click *Edit*
- 3. For *Review Status*, select **Completed**.
- 4. For *Comments*, document your notes from your meeting, including any development concerns you may have and/or actions your future CPA should work on until your next meeting.

*Note:* Comments are mandatory in order to complete the review process and are visible to the future CPA and their employers.

- 5. For *Next Mentor Review*, select the next meeting date that has been set between you and your student/candidate. The date is required in order to save and close the review.
- 6. Once you have entered the required information, click **Save**. You have completed the mentor review process.

### 8 Profession Assessments

The *Profession Assessments* tab displays any professional assessments requested by the CPA student/candidate. As a CPA Mentor, you are not required to document anything within this tab.

By clicking on the *Status Date* link, you can find out further information about the profession assessment and the CPA reviewer comments.

Сра	CHARTERED PROFESSIONAL ACCOUNTANTS	PRACTICAL EXP	ERIENCE REP	ORTING TOOL		
Profile	George PEP2					
Candidates						
Mentor Guide	Experience Reports	Consolidated Summary	Mentor Reviews	Profession Assessmen	Its	
	Profession Ass	sessments				
		sessments Assessment Status	Status Date	Reviewer		Comments
	Profession Ass		Status Date 22/05/2014	<b>Reviewer</b> George ABReviewer0	1	Comments
	Assessment Type	Assessment Status			1	Comments

Example of the details of the information of the assessment.

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CDA CHARTERED PROFESSIONAL ACCOUNTANTS	PRACTICAL EXPERIENCE REPORTING	TOOL	
Profession Assessme General	nt		
Туре	Pre-Assessment		
Assessment Reason	Required Pre-Assessment		
Assessment Reason Details			
Status	Completed		
Status Date	28/10/2014		
Reviewer	Harley Reed		
Comments	This role has been assessed as just barely meeting a L1 competency. Unsure of $j/e$ allocation - seems routine and non complex		



CHARTERED<br/>PROFESSIONAL<br/>ACCOUNTANTS277 WELLINGTON STREET WEST<br/>TORONTO, ON CANADA M5V 3H2<br/>T. 416 977.3222 F. 416 977.8585CANADAWWW.CPACANADA.CA