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NOTICE OF 77TH ANNUAL GENERAL MEETING

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NOTICE is hereby given that the Seventy-Seventh Annual General Meeting of the **Jamaica Civil Service Mutual Thrift Society Limited** will be held on Thursday, June 22, 2017 commencing at 3:30 p.m. at Girl Guides Association of Jamaica, 2 Waterloo Road, Kingston 10, for the following purposes:

1. To confirm the Minutes of the Seventy-Sixth Annual General Meeting
2. To consider the Reports of the Committee of Management, the Auditor and the Financial Statements for the year ended November 30, 2016
3. To elect Chairman and 1st Vice Chairman
4. To elect Members of the Committee of Management
5. To appoint Auditor
6. To transact any other business of an Ordinary General Meeting

AND TAKE NOTICE that no person other than the retiring Chairman and 1st Vice-Chairman and the retiring Members of the Committee of Management shall be eligible for election unless he shall be duly nominated to fill the vacancies and the nominations in writing signed by the proposer and seconder and stating that the consent of the person nominated has been obtained are sent to the registered office of the Society and received twenty-one (21) clear days before the date of the Annual General Meeting.

AND FURTHER TAKE NOTICE that the names of the retiring Officers of the Society and the retiring Members of the Committee of Management are:

Chairman	Errol Miller
1st Vice-Chairman	Marva Pringle-Ximinnies
Committee Members	Marguerite Clare Cebert Mitchell Gennetta Smikle

The above-mentioned Officers and Committee Members are eligible for election without nomination.

BY ORDER OF THE COMMITTEE OF MANAGEMENT

Hibbert Anderson
SECRETARY/MANAGER
May 8, 2017

Thrift
Tip

How about giving your mobile phone and phone bill a 'holiday'; try texting instead!

MEETING AGENDA

Meeting Call to Order	
Prayers	<i>Leslie Campbell, Committee Member</i>
Reading of Notice Convening the 77th AGM	<i>Hibbert Anderson, Secretary/Manager</i>
Introductions/Apologies/ Remembering Members Who Have Passed On	<i>Mrs Marva Ximinnies, 1st Vice-Chairman</i>
Chairman's Welcome	<i>Errol Miller, Chairman</i>
Reading/Adoption of Minutes of 76th AGM	
Performance 2016: The Report of the Committee of Management	<i>Chairman Miller</i>
Auditor's Statement	<i>Yvonne Davis, Chartered Accountant</i>
Presentation of the Financial Statements	
Declaration of Dividend	
Election of Officers and Members of the Committee of Management	
Appointment of Auditor	
Any Other Business	
Special Presentation: Cuna Caribbean Insurance Jamaica Ltd	
Drawing of Prizes	
Adjournment	
After AGM Meet & Greet	

Members of the Committee of Management

Since its inception in 1939, the Jamaica Civil Service Mutual Thrift Society Limited has had the good fortune of being led by a cadre of talented and dedicated Public Service professionals who give of their time, talent and energies in successfully steering its operations and guiding its growth and development. The Committee of Management, headed by a Chairman, elected biennially at the AGM, is charged with providing overall policy direction and guidance of the affairs of the Thrift Society. Those presently serving on the Committee of Management are:-

Those presently serving are:

Seated l-r: Fred Manderson, Marva Ximinnies(1st Vice Chair), Errol Miller(Chairman), Hugh Martin(2nd Vice Chair) and Marguerite Clare

Standing l-r: Gennetta Smikle, Cebert Mitchell, Icolyn Coulbourne and Gary Mowatt

Inserts: Lelieth Barrett-Hamilton, Leslie Campbell and Georgia Mogg



The Management Team



Hibbert Anderson
Secretary/Manager



Ewart Baker
Accountant



Sharon Lindo
Loans Manager



Trevene Morgage
Assistant Secretary-Administration



Leslean Bramwell-Benjamin
Internal Auditor



Rhon-Kaniel Bramwell, *Assistant Systems Administrator*



Department Staff



Accounts(L-R): Ewart Baker, Kenesha Smalling and Wendell Dillon. Insert: Simone Dacres



Member Services: Ronaldo Grant and Tashana Walters



Canteen:(L-R) Rocquel Samuels and Yvette Lindo



Administration:
 Front(L-R): Erica Dussard and Tameka Hunter
 Back (L-R): Stephane Bernard and Elva Lawrence
 Missing: Kamuna Dunbar



Data Entry:
 Front (L-R): Crystal Nanco and Michelle Hillman
 Standing(L-R): Jermaine Matheson, Shana Thomson and Rhon-Kaniel Bramwell



Cashier: Seated: Shelly-Ann Blake and Standing(L-R): Dwayne Shae, Chadwick Ricketts and Kemario Williams



Loans:
 Front(L-R): Delores Cooper and Sharon Lindo
 Standing(L-R): Venesha Reid, , Keneisha Shaw, Patrice Robinson



Security Officer: Micheal Thomas

Remembering Members who have passed on

The Committee of Management extends sincere condolences to the families and friends of members who passed on during the reporting year and offer its best wishes as you continue to pick up the pieces of a life without the love and support of such a dear family member. We remember with sincere sympathies:

Anderson, Rohan (Department of Correctional Services)

Beckett, Denise (Jamaica Culture Development Commission)

Bennett, Clovis (Post and Telecommunications Department)

Bennett-Anderson, Janett (Southern Regional Health Authority)

Beverley, Joscelyn (Senior Member)

Black, Rutherford (Bellevue Hospital)

Dunn, Alvin (Senior Member)

Foster, Dwayne (Ministry of Justice)

Grace, Pauline (National Land Agency)

Kentish, Esmond (Senior Member)

Leslie-Lowe, Marline (South East Regional Health Authority)

Llewellyn, Sarah (Ministry of Finance & Public Service)

Miller, Leslie (Senior Member)

Mowatt, Eric (Senior Member)

Murray, Gracilee (Senior Member)

Plummer, Maxine (Ministry of Justice)

Rose, Teacha (Department of Correctional Services)

Sadler-McBean, (Kathleen Senior Member)

Simpson, Sharon (Ministry of Education, Youth & Information)

Smith, Everton (Ministry of Labour and Social Security)

Taylor-Dyer, Valda (Department of Correctional Services)

Tucker, Desmond (Senior Member)

White, Doreen (Senior Member)

Williamson, Esther (Senior Member)

Wilson, Bertram (Senior Member)

The Minutes of the 76th Annual General Meeting

The 76th Annual General Meeting of the Jamaica Civil Service Mutual Thrift Society Limited was held on Thursday, September 15, 2016 at the Girls Guides Association of Jamaica, 2 Waterloo Road, Kingston 10.

Having established that sufficient members of the Society were present to form a quorum, the Chairman, Mr. Errol Miller called the meeting to order at 3:45 p.m.

At the Chairman's invitation, Mr. Leslie Campbell, a Member of the Committee of Management, led the meeting in prayers and Mr. Hibbert Anderson, Secretary / Manager read the Notice convening the meeting.

Introductions / Apologies and Special Mentions

Mrs. Marva Ximinnies, 1st Vice Chairman accepted the invitation of the Chairman to marshal this item.

Firstly, she mentioned an apology for absence tendered on behalf of Mr. Wayne Jones, Chairman, JCSA Limited. An apology for late arrival was also

tendered for Ms. Sharon Anderson, 3rd Vice President JCSA, nonetheless she had already arrived.

Mrs. Ximinnies then proceeded to introduce and recognize the following persons in no particular order:- Mr. Errol Miller, Chairman; Mr. Hugh Martin, 2nd Vice Chairman; Committee Members: Mr. Fred Manderson, Miss Georgia Mogg, Mr. Gary Mowatt, Mr. Leslie Campbell, Mrs. Gennetta Smikle, Miss Icolyn Coulbourne, Mrs. Cecile Clare, Mrs. Lelieth Barrett-Hamilton. Also recognized were Mrs. Una Samms former 1st Vice Chairman with more than 50 years of service; Mrs. Yvonne Davis, External Auditor and Miss Gillian Corrodus, 2nd Vice President of the Jamaica Civil Service Association.

Mention was also made of the hard-working members of staff of the Thrift Society.

Congratulations were extended to recent recipients of National Honours - Mrs. Sharon Anderson and Miss Georgia Mogg who were recognized by the Government for long and faithful service in the Public Sector.

Remembering Members Who Have Passed On

In opening this section, Mrs. Ximinnies on behalf of our Committee of Management, extended sincere condolences to the friends and families of members who passed on during the reporting year. The list is recorded on page 9 of this Report.

The Management and staff of the Thrift Society also expressed its sympathies and paid respect to Miss Christine Olivia White, former Loans Officer at the Society who passed away in November 2015.

Members stood and observed a minute's silence in memory of our dear departed.

Chairman's Welcoming Remarks

Chairman Miller extended a warm welcome to those present for the 76th Annual General Meeting of the Jamaica Civil Service Mutual Thrift Society Limited. He said it was a pleasure for him to have served as Chairman for the last year and to have had the support of the Officers, Members of the Committee of Management, together with the support of the loyal and dedicated staff of the Society, who he said con-



Switch off unwanted lights and unplug appliances not in use; save electricity and reduce your energy bill

tinue to provide Members with products and services designed to meet their needs, both financial and otherwise.

The Chairman said the AGM of the Thrift Society was a forum to account for our stewardship over the last year and to note the assessment by members of the year's performance as well as chart the course for the year ahead. In this regard, while the previous year 2014/2015 had its many challenges – personally, nationally and organizationally, the Committee of Management respond well, not by just reacting to the challenges but by being proactive and positioning the Society to respond to the needs of members.

The Chairman told Members that the Society examined, reviewed and tweaked its products not only to stay ahead of the competition but to properly respond to Members' financial needs. He also reported that improvements were made to the Society's information technology platform and changes in its business hours. The Society also acquired additional assets an attempt to improve service delivery to our valuable members.

He said he looked forward to a robust and successful meeting, one in which all views will contend but also one in which members will mutually chart the course ahead as our collective objective must be to see the Society continue to make positive strides in meeting the future financial needs of members.

Reading and Confirmation of Minutes

At this stage, the Chairman invited a motion for reading and subsequent confirmation of Minutes of the 75th Annual General Meeting.

On a motion by Mr. George Thorpe, Department of Correctional Services and seconded by Mr. Clarence Frater, Ministry of Industry, Commerce, Agriculture & Fisheries the Minutes were taken as read and with amendments ratified, were duly confirmed on a motion by Miss Joy Rodney, Pensioner and seconded by Miss Gillian Corrodus, 2nd Vice President of the Jamaica Civil Service Association.

Matters Arising

Opening Hours

Mr. Clarence Frater of Ministry of Industry, Commerce, Agriculture and Fisheries made reference to the matter of early opening hours to facilitate the members and asked the Chairman for an update. The matter was raised at the last Annual General Meeting.

The Chairman replied that the Committee of Management had examined the matter and effective July 1, 2016, the Society's opening hours had changed and were now Mondays to Fridays, from 8:00 a.m. to 3:00 p.m.

Report of the Committee of Management

On a motion by Mr. Junior Dunn, Senior Member and seconded by Mr. Horace Salmon, Senior Member, the Report of the Committee of Management was taken as read. The Chairman made an immediate correction which speaks to Non-Performing Loans amounting to \$14.9 million from a loan port-



folio of \$758.3 million.

The Chairman then addressed certain highlights in the Report.

Overall Performance

The Chairman noted that the Extended Fund Facility programme between the Government of Jamaica and the International Monetary Fund placed the national economy under very tight fiscal constraints, including restraint in Public Sector wages and salaries. This continued to impact the disposable income of members.

A consequential effect was an inability to save and borrow as was the norm. In spite of these challenges, the Society continue to weather the storm as its major indicators all showed positive results at the end of November 2015.

During 2015, the Society generated a surplus of \$17.9 million with a net profit of \$15.7 million after taxation. This means that once again the Society can declare a dividend to members, a tradition it has consistently maintained since 1939.

Members' shareholdings increased to \$743.4 million in 2014. This is a \$35 million increase in 2015 compared to the 2014 amount of \$18.5 million. The Society's loan portfolio stands at \$823.6 million in 2015 from \$758.3 in 2014 which is a growth of 9%. Loans disbursed moved from \$536.5 million in 2014 to \$613.7 million in 2015, a 14% increase. Interest income increase by 5% to \$130.4 million from the 2014 figure of \$121.1 million.

There was increased demand for education and consolidation loans given the enhancements to these products which took place in 2015. As a result, education loans increased from \$46.7 million to approximately \$16 million, an increase of 28.5%, while consolidation loans increased from \$21.9 million to \$68.6 million and increase of 21.3% in 2015.

Operating expense increased from \$116.3 million in 2014 to \$122.2 million in 2015, an increase of 5% with cost increasing by 14.2% which is the bulk of that increase. The small increase in operating expenses is due to the concerted effort to grow income and to reduce expenses.

\$4.5 million was invested in upgrading the Society's information technology (ICT) infrastructure resulting in automation of certain processes which were previously done manually. These improvements,



he outlined, now allow members to, among other things, access their accounts and conduct aspects of their business on-line.

In terms of the distribution of the net income, as indicated, the gross income was \$17.9 million, taxation was \$2.2 million which is being appropriated as follows:

- Dividend proposed - \$9.5 million
- General reserves - \$2 million, and
- Retained Income - \$4.2 million.

The Committee of Management declared a dividend of 1.5% payable on shares as of November 30, 2015.

The Chairman also highlighted that membership stands at 12,396 moving from 11,700, an increase of 7% in 2015.

Non-Performing Loans

It was noted that non-performing loans, stood at \$14.9 million and we will continue to hold this below 2% of our loan portfolio of \$823.6 million which

the Society have done over a number of years and have made serious efforts to recover the outstanding debts and contain any growth in non-performing loans.

Loans Redemption Fund and Shares Enhancement Fund

The Chairman pointed out that the value of the Funds stands at \$166.2 million and \$51.6 million respectively as of the 30th of November 2015.

Outreach

Outreach recruitment activities involve being in contact with our members not only at the Secretariat but also in our visits to the Ministries, Departments and Agencies of the Government. The Society attended an expo which was hosted by the Ministry of Commerce, Industry Agriculture and Fisheries.

In the area of corporate responsibility, the Thrift Society participated in the Sigma Corporate Run which was in aid of the Neonatal Unit at the Cornwall Regional Hospital. The Society also made donations and contributions to specially named Civic Associations, Education and Community Projects. The Society continues to invest in the training and development of Members of Staff to ensure that we build our human capital in the Society.

The Society also maintained the support of the six (6) scholarship / bursary awardees. These awards were made in 2013 to the children of Members attending secondary institutions.

The Chairman opened the floor for discussion of the Report and invited the participation of mem-



bers. Mrs. Sharon Anderson took the floor asking for clarity as to who are classified as 'resigned members' on page 22.

The Chairman outline that 'resigned members' are persons who resigned from the Society, advising that retirees would be classified as members and quite a number of those would have retained their membership.

On a motion by Mr. Junior Dunn and seconded by Mr. Horace Salmon the Report of the Committee of Management was adopted.

Auditor's Report and the Financial Statement

On a motion by Miss Gillian Corrodus, 2nd Vice President of the Jamaica Civil Service Association and seconded by Mrs. Marva Pringle-Ximinnies, 1st Vice Chairman, the Auditor's Report and Financial Statements were taken as read.

The External Auditor, Mrs. Yvonne Davis and Accountant, Mr. Ewart Baker were asked to join the head table.

Mr. Lawford Loney of National Public Health Laboratory enquired whether persons who are members of the Association and not members of the Thrift Society can access loans.

In response the Chairman outlined that under

the rules of the Thrift Society non-members are not able to access loans. He encouraged him to ask these persons to sign up to be members of the Society.

Miss Sharon Golding of the Auditor General's Department, noted that on examination of the Share Tables she was not clear what unclaimed shares were. The Chairman explained that unclaimed shares are shares of members who would have been members of the Society and who left the service and the shares have not been claimed.

This, he said, is retained on the book hoping to see those persons coming back to claim the shares. Miss Golding further asked how long would the shares remain on the books before it becomes the property of the Society as the figure have not changed since last year indicating no claim was made. The Chairman noted that the matter would be examined further to see the aging and how the Society may dispose of these accounts.

With the move by the Society to direct deposit funds to members' bank account, members questioned whether there would be any expected savings or reduction in processing fees. The Chairman pointed out that the inconvenience of waiting at the office for a cheque to be signed is no longer, to an extent. As the Society tries to improve customer service, he noted that in the future as we get more efficient we would be able to look at reduction of processing fees.

Mr. Peter James of South East Regional Health Authority, questioned the \$500 fee for making a withdrawal. The Chairman explained that the fee is a maximum amount, based on a percentage of the



amount being withdrawn. Mr. James also asked why the fees are not indicated on the notice board, to which the Chairman advised him that the fees are appropriately placed on the Notice Board and at the Cashier's window.

On a motion by Mr. Junior Dunn, Senior Member, seconded by Mrs. Deana Dixon-Reittie of Statistical Institute of Jamaica, the Auditor's Report and the Financial Statements were adopted.

Distribution of Net Income / Dividend / Payment

A resolution for the payment of a dividend of 1.5% which amounts to \$9.5 million approximately, \$2 million to General Reserve and \$4.2 million to Retained Income was moved. with that said, he accepted a resolution for the dividend was moved by Miss Icolyn Coulbourne, Committee Member and seconded by Miss Keisha James of South East Regional Health Authority. It reads:

In accordance with Rule 22 (c) the Committee of Management declared a dividend of 1.5% payable



on shares held at November 30, 2015 to shareholders on the Register of Members at February 28, 2016.

BE IT RESOLVED THAT as is customary dividend be paid to members with no loans or loans within Shareholdings and that members with loans in excess of shareholding elect to have dividend credited either to their shares or loan accounts.

A dividend of 1.5% payable on shares held at November 30, 2015 was approved. It would be paid to members with no loans in excess of shareholdings elected to have dividend credited to their share or loans accounts.

Early Bird Prize

The Early Bird Prize was won by Mrs. Sharon Anderson, Senior Member.

The Chairman congratulated Mrs. Anderson and then invited Miss Gillian Corrodus, Vice President of JCSA to serve as Election Officer to conduct the Election of Members.



Election of Officers and Members

With Miss Corrodus, assuming the role as Election Officer, the business of conducting elections for the positions of 2nd Vice Chairman and three (3) members of the Committee of Management namely, Miss Georgia Mogg, Miss Icolyn Coulbourn and Mr. Gary Mowatt was undertaken and with there being no other nominations for the positions, in accordance with Rule XXX11, the nominees were returned by acclamation to the positions as indicated.

- Mr. Hugh Martin - 2nd Vice Chairman
- Miss Icolyn Coulbourn – Committee Member
- Miss Georgia Mogg – Committee Member
- Mr. Gary Mowatt – Committee Member

The Chairman, thanked Miss Corrodus for her services as Election Officer and Mr. Mowatt expressed appreciation on behalf of those returned by inviting them to stand with him at the centre of the stage. He noted that they all represented over 50 years combined service to the Thrift Society and they would continue to serve for another fifty (50) years, however for now just the three (3) years. He, on behalf of the other elected Members promised they would all serve with the same fiduciary responsibility, integrity, character and dedication.

Appointment of Auditor

The Chairman pointed out that in accordance with Rule 23 the Auditor shall be appointed by members at the Annual General Meeting and shall hold office for one (1) year and be eligible for re-election.

Mrs. Yvonne E. Davis, ACCA, FCA having been appointed as Auditor to the Society during the previous year has indicated her willingness to continue to serve in that capacity.



On a motion by Mr. Fred Manderson, Member of the Committee of Management and seconded by Mr. George Thorpe, Department of Correctional Services the Annual General Meeting approved the appointment of Mrs. Yvonne Davis as the Society's Auditor for the ensuing financial year of 2016/2017.

Any Other Business

ID and Loan Eligibility: Mr. Junior Dunn, Senior Member, enquired why is it that members cannot use their Civil Service identification to transact business at the Society's office. He also asked why a member is unable get a million dollars to borrow. In response the Chairman pointed out that with all financial institutions we seek to have what is called a Government regulated identification which is your Driver's License, your Passport or your National Registration ID. These he said are the three acceptable identification at all financial institutions and so the Society is conforming with that. In response to the second question, the Chairman outlined that as long as a member is qualified for

a loan he or she can get that loan. He encouraged Mr. Dunn to advise those Members to save more in order to build their eligibility.

Additional Space

The Chairman informed members that for some time the Society has been cramped for space at 10 Caledonia Avenue and so the Committee of Management has been trying to find ways of extending that space to make sure our members are more comfortable. He made note that it is going to take some time before we can get to that point but the Society has spent \$57.1 million in the acquisition of a property at No. 12 Caledonia Avenue (next door to the Society's office) and the next step is to look at the development of the property. In the short term we will be using the property for additional parking to relieve the congestion at 10 Caledonia Avenue. He said members will be kept abreast as the plans materialized.

Fit and Proper Policy

In keeping with the current practices and requirement of financial institutions, the Society has established a fit and proper policy which would affect persons holding office and those seeking to hold office. It will also affect certain members of staff depending on the level that occupy and so in keeping with Rule 17, paragraph 7 of the Rules of the Society, we have made an additional by-law which will be there to assist in governing the policy. A fit and proper questionnaire has also been developed which would be used in 2017 and those seeking office and those who are in office would have to abide by the requirements of the Fit and Proper Policy.

New Opening Hours: The Chairman made note of the new opening hours which he advised is going

well and that members are appreciative of it. He noted that it took some time to get there but we had to ensure that the logistics were all there.

Enhanced ICT Platform

During the year, the Society also did some extensive enhancement to its information technology platform. Apart from overhauling the system for added security and greater efficiency the Society has been able to offer additional services to you our members. Members now have the ability to go online to access their account in order to determine their eligibility for the various products. Members can also determine what their balances are on line consequently there is no need for statements again.

Commendation for Quality Service

Mr. Clarence Frater of Ministry of Industry Commerce and Agriculture mentioned the improved service at the Society's office, noting that as one of the persons using the facility as a member, he commended particularly the front line staff who deals with the membership on a daily basis.

He noted that he has seen significant improvement to the quality of customer service that is being provided to the membership and while the management must take some credit for that, the line staff ought to take utmost credit.

The Chairman encouraged the membership to ensure that the Society has their contact information in order to assist in improving our Customer Service.

Members were also advised that applications for Committee Loans are accepted online and so particularly for our rural Members this is a major improvement.



Christmas Basket

The Christmas Basket Plan which is to come on stream December 1, 2016 was also introduced. Members would be asked to contribute a monthly payment of \$2,000.00 for a period of twelve (12) months directly to the Society's Office and not by salary deduction.

Following a question asked by Miss Dionne Fraser, Ministry of Health, Mr. Anderson, Secretary/Manager explained that payments would be allowed directly to the Society's Bank Account and the Account would be updated accordingly.

As pointed out by Mr. Leslie Campbell, Member of the Committee of Management, some Ministries and Departments take some time for their deduction to come to the Society and as a result a decision was taken against the monies for the Christmas Basket coming to the Society by salary deductions.

Several other questions were raised by the following members namely Miss Suzette Grant, Forestry Department regarding the additional incentive to the basket and Miss Stacy-Ann Diaz regarding the





amount of fund a member could have in the basket and Mr. Michael Thompson of Statistical Institute of Jamaica whether members who can afford it could pay more.

The Chairman informed that unfortunately the details were not before him. He further advised that the application forms would be available in the next two weeks and all other details would be available at that time at the office.

Partner Plan Product

Mrs. Sharon Anderson made a suggestion that the Society could look at another product in the form of a Partner Plan, given the fact that members are speaking about paying a little more. She also suggested that the Partner Plan could have different stages depending on the affordability of members.

An interest payment could also be considered to encourage members to save toward special activities.

Mr. George Thorpe questioned whether the inter-

est earned would be taxed, to which the Chairman informed that all earnings have a withholding tax component which is taken out at source which is 25% of interest earned and the Society would be obligated to withdraw this amount.

Following questions raised by Mr. Dunn whether the funds could be withdrawn during the year and if the Bank of Jamaica regulations have affected the Society's operations in any way, in response the Chairman pointed out that the funds could only be withdrawn at the end of the period. He continued that the Bank of Jamaica's Regulations have not yet affected the Society. He reminded Members that the Society is registered under the Industrial and Provident Societies Act and not the Co-operatives Societies Act which the Bank of Jamaica was now actively engage in taking supervision of.

Family Indemnity Product

Mr. Dunn enquired whether the Society could look at a product like the Family Indemnity Plan to take care of funeral expenses. In response the Chairman noted that the family indemnity plan is confined to the Co-operative Societies and the Society is registered under the Industrial and Provident Societies Act and we would have to seek permission of the Registrar in order to introduce such a product. He noted however that it is a product worthy of consideration and the Society would have to look at seeking the permission to offer this product.

Increase Motor Vehicle Loan

Mr. Thorpe enquired regarding Motor Vehicle Loan and whether the Society would consider increasing the amount offered at this time. In response, the Chairman informed that the Society has no immediate plans to increase the ceiling which currently

stands at \$800,000.00 dollars. The exposure he said is high as security for all loans is minimal. Mr. Thorpe further suggested that a member who does not have a loan to consolidate could seek a waiver and merge both loans to be able to purchase a motor vehicle. He also suggested reducing the age of the motor vehicle so that everyone can benefit. The Chairman promised to look at the suggestion put forward.



Office Outside Kingston

Mr. Thomas enquired whether the Society would be looking at placing an office in the rural area as there are members in the north, south, east and west. In response the Chairman pointed out that an additional office would be additional cost to the Society. He noted what we have been doing is using the facilities that we have extended to those Members and so apart from the visits that are made from time to time to those areas, we have online services and that certainly is going to be a benefit to Members out in the rural areas.



ed with a token of appreciation. Mrs. Pringle-Ximinnies welcomed Mrs. Tifonie Powell-Williams, General Secretary of the Jamaica Civil Service Association to the meeting.

Closing Remarks

The Chairman thanked everyone. He noted that it is an Annual General Meeting plus, adding that we saw rising stars, dancehall queens and Miss Lou imitates and that is an interesting side of our Annual General Meeting.

He pointed out that we have come to the end of the 76th Annual General Meeting and on behalf of the Committee of Management expressed appreciation to our

valuable Members for their continued confidence and goodwill in the Thrift Society. He noted that the progress that the Society continues to make would not have been possible without our members.

He also expressed thanks to our loyal and dedicated staff and all who have in their respective ways contribute to the success of the organisation. He thanked our Auditors, the Officers and Staff of our affiliated organizations, the Jamaica Civil Service Association, JCSA Limited, JCSA Housing Company, all our sponsors and other persons and organization that assisted the Society in making 2015 a successful year.

The Chairman said he continues to look to the fu-

ture with confidence and gave full assurance of continued responsible leadership and guidance of the affairs of our Thrift Society so that we can continue to serve the interest and the needs of the Public Sector Employees, the Government Pensioners and their families as well as the wider social and economic development of our nation.

He lauded the success of the meeting and wished all a pleasant evening and invited a motion for the adjournment.

Adjournment

On a motion by Mrs. Sharon Anderson, Senior Member and seconded by Mr. O'Neil Grant, President of the Jamaica Civil Service Association, the meeting was adjourned at 5:00 p.m.

Gratitude: Mrs. Edith Stewart, Senior Member expressed gratitude to the Society for its assistance when she was burnt out and the continuing help as she rebuilds her life. In expressing appreciation to Mrs. Stewart for her words of kindness, the Chairman pointed out that sometimes we speak of the bad and not of the good and he was very happy that her experience at the Society is a rewarding one.

Spot Prizes

Mrs. Marva Pringle-Ximinnies noted that Mrs. Angela Kitchener had been Member of the Society since 1968. She was one of the first members to have arrived and as such she requested Mr. Cebert Mitchell to escort her to the front of the room to be present-



The 2016 Performance: Report of the Committee of Management

Overview

In what was an essentially tough business year, the Jamaica Civil Service Mutual Thrift Society Ltd. managed to complete another successful year of operations. And for that we are grateful!

The Society posted positive results in spite of the stringent fiscal measures adopted by the Government of Jamaica under a four-year Extended Fund Facility with the International Monetary Fund.

These measures presented a challenging environment for businesses and individuals, including Public Sector employees, who had to bear the brunt of some of the economic adjustments. The Thrift Society exercised prudent fiscal management of its affairs resulting in an increase in profits during the financial year under review.

Responding to the needs and demands of members, the Society introduced several new loan products, such as the Consolidation Loan; tweaked the popular Education Loan and improved its Information Technology Loan. The maximum amount for

Emergency Loans was also increased to \$100,000.

With these actions to better satisfy our Members' needs the Society's Loan Portfolio increased by approximately 15.7% from \$823.6 million in 2015 to \$942.2 million at the end of the 2016 financial year. Consequently, the Society realised an increase of \$22.7 million in Interest Income, or approximately 17.4% from \$130.4 million in 2015 to \$153.1 million in 2016.

Members Shareholdings on the other hand grew by 10% from \$743.4 million to \$816.7 million. This growth can be attributed in part to our increased marketing effort and presence in several Ministries, Departments and Agencies. Membership moved from 12,396 in 2015 to 13,204 in 2016, an increase of 6.5%.

With this overall positive result, the clear message from our 2016 performance is that your Thrift Society was able to weather the challenging times.

Financial Performance

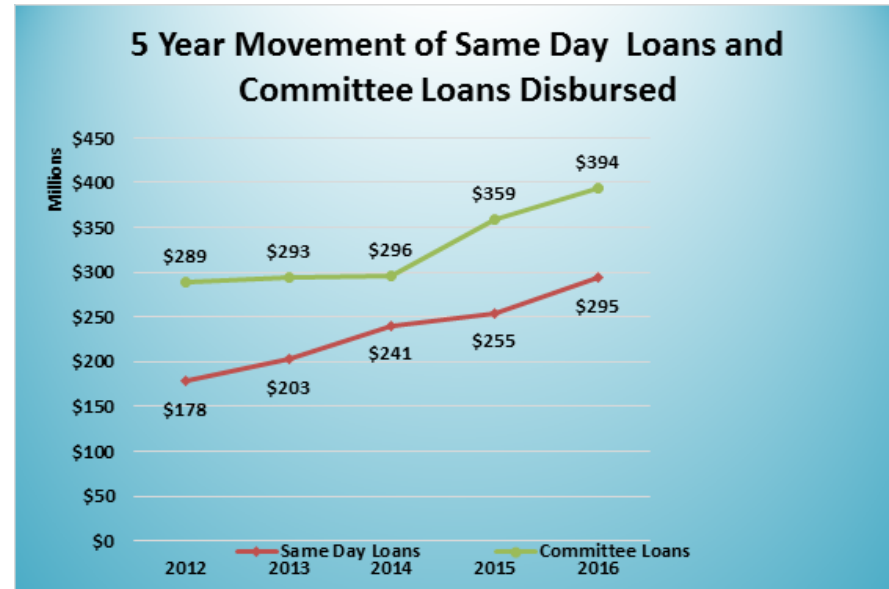
Share Capital

Through innovative policy mixes, the Society doubled the rate of increase in Members' shareholdings by 10% or by \$74 million in 2016, when compared to a 5% increase or \$35 million in 2015.

Loans to Members

With the introduction of new loan products along with improvements to others, there was a 12% increase in the value of loans approved by the Committee of Management. Most impressive were the Education and Home Improvement loans which featured a lot in their increasing values. Similarly, the value of Same Day Loans (SDL) approved recorded a 16% increase over the previous financial year.

Due to improved operational efficiency, members visited the Society's office less and were able to borrow higher amounts. While there was a decrease in the number of loans approved from 26,061 to 24,601, the Society recorded a 14% increase in the



value of loans disbursed moving from \$613.7 million at November 30, 2015 to \$686.4 million at November 30, 2016.

With the introduction of the long- demanded Consolidation Loan product, the Society saw less loans being consolidated by other financial institutions. This reversal resulted in the Society consolidating approximately \$68 million of external loans during the financial year under review.

The five year analysis (see graph above) indicates a rising trend between Same Day Loans and those approved by the Committee. It is expected that this trend may change due to a higher demand for Education Loans. The Society is poised to have a greater presence in a market that has become very dynamic and even more competitive since 2012.

The total value of loans disbursed during the financial year under review was \$688.4 million, up from \$613.7 million. The number and main categories of loans disbursed are displayed in Table 1:

Interest Income

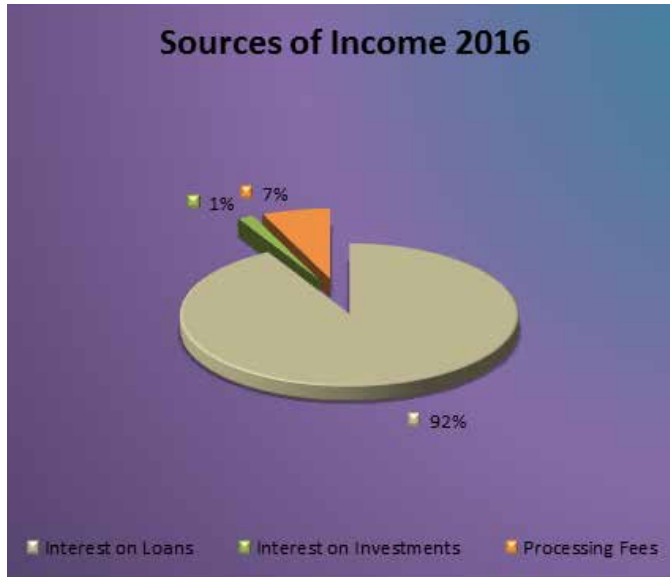
With the introduction of the Consolidation Loan product, the Society's revenue from loan interest was impacted positively, as Members focused on refinancing their loans at other financial institutions. There was an overall increase of \$22.7 million or 5% in loan interest, moving from \$130.4 million in 2015 to \$153.1 million in 2016. Processing fees also contributed to income. This grew by approximately 23% from \$8.9 million

in 2015 to \$10.9 million in 2016. The shift in economic environment is reflected on income from invest-

Table 1

	2016		2015	
	Qty	Value	Qty	Value
Same Day Loans				
Cash Loans	8068	127,197,805.73	9026	128,674,449
Emergency Loans	13001	167,503,394.94	13186	125,983,225
	21069	294,701,200.67	22212	254,657,674
Committee Loans				
Consumer Durables	1124	101,610,297	1258	98,398,117
Consolidation of Debt	352	68,032,546	386	68,562,574
Education	785	81,595,231	774	59,841,148
Home Improvement	408	57,766,055	430	46,263,616
Motor Vehicle Repairs & Insur.	318	42,287,961	380	43,606,353
Medical, Dental & Funeral	147	13,268,475	154	12,089,127
Travel & Vacation	90	8,817,820	72	6,866,360
Computer Acquisition	112	9,373,895	68	4,150,299
Utilities	49	2,027,048	66	2,123,550
Business Venture	23	2,586,400	23	1,483,300
Other Committee Loans	124	6,423,000	261	17,178,268
	3532	393,788,727	3849	359,079,412
	24601	688,489,928	26061	613,737,086





ments which contributed only 1% to Gross Income. The Pie chart above illustrates the sources of Gross Income as at November 30, 2016.

Operational and Administrative Expenses

Even though operating and administrative expenses increased over the previous financial year, cost cutting measures continue to positively impact different levels of expenditure as the rate of increase fell below 5%, when compared with the 2015 financial year.

A major objective of the Society’s Strategic Plan 2014 – 2017 was to contain cost by implementing measures that would see reductions in most cost centers. Operating and Administrative Expenses for the financial year 2016 was \$129.2 million, which represents an increase of \$7 million over the previous period.

In order to better manage the upgraded network, facilitate better maintenance and improve efficiency in several areas of our operation, the Society did a reorganization of the staff complement in the IT Department. This has resulted in improved productivity.

The Pie Chart (see page 21) shows the movement of major operating and administrative expenses in the current and previous financial years, November 2016 and November 2015.

Allocation of Expenses

	2016	2015
	\$	\$
Staff Costs	80,074,342	78,996,265
Members Security	7,971,175	6,309,418
General	32,292,263	31,237,119
Establishment	4,751,045	4,151,767
Financial Cost	4,157,684	1,517,935
	129,246,509	122,212,504

Distribution of Net Income after Taxation

The Thrift Society realised a surplus of \$37.2 million as at November 30, 2016. This represents an increase of approximately \$19.3 million over the previous year’s surplus of \$17.9 million. We recommend that after provision of \$5.5 million for taxation, the Net Profit of \$31.7 million be appropriated as follows:-

Proposed Dividend	\$ 14,901,663
General Reserve	\$ 4,000,000
Retained Income	\$ 12,864,654
	\$31,766,317

Dividend

In accordance with Rule XXII (c) we have declared a dividend of 2% payable on shares held at November 30, 2016 to Shareholders on the Register of Members at February 28, 2017.

As is customary, we recommend that dividend be paid to members with no loans or loans within shareholdings and that members with loans in excess of shareholding elect to have dividend credited either to their shares or loan accounts.

Non-Performing Loans

A Non-Performing Loan is one on which the agreed monthly payment has not been received for a period of three consecutive months or more.

The Society’s Non-Performing Loans stands at 2.6% of our Total Loan Portfolio. At the end of the financial year, Non-Performing Loans amounted to \$24.7 million from a Loan Portfolio of \$942.2 million. The number of such cases and the total amounts outstanding at November 30, 2016 are displayed in Table 2.

Of the one hundred and nine (109) Non-Performing Loans amounting to \$24.7 million; seventy-six (76) amounting to \$21.6 million resulted from retirements from the Public Service and death of Members. These loans will be satisfied from pension gratuities payable by the Accountant General’s Department and settlements from the Loans Redemp-



Make your borrowings small and for short periods where possible.



tion Fund.

Membership

Membership of the Society as at November 30, 2016 stood at 13,204, an increase of 6.5% over comparative figure of 12,396 at the end of the previous year. Membership in the Society over the past five (5) years has reflected an overall 29.5% growth as shown in Table 3.

Loans Redemption Fund and Shares Enhancement Fund

The objectives of these Funds are as outlined:

a) The Loans Redemption Fund was established in 1971 to provide a fund from which any loan balance owing by a member, at the time of death or permanent disability, would be settled, thereby relieving his / her beneficiary of any liability. The Fund is built up by a surcharge of 0.2% on the monthly loan balance of members.

b) The Shares Enhancement Fund was created in 1991 to provide for payment to a beneficiary by matching the shareholding of a member in the event of death or permanent disability. The monthly contribution to this fund is 0.08% of members' shareholding and is paid entirely by the Society.

During the year, claims against the Loans Redemption Fund were satisfied to the extent of \$3.8 million while claims against the Shares Enhancement Fund amounted to \$2.7 million.

The value of these Funds at November 30, 2016 were:

Loans Redemption Fund
\$186 million

Shares Enhancement Fund
\$56.6 million

Table 2 - Non Performing Loans

	No. of cases and amounts in millions for 2016		No. of cases and amount in millions for 2015		Remarks
Accountant General's Department	62	\$20.3	35	\$11.2	Awaiting pension/gratuity settlement
Loans Redemption Fund	14	\$1.3	13	\$1.3	Awaiting proof of death for settlement
Surety Accounts	33	\$3.1	44	\$2.3	Action for recovery being pursued
Total Outstanding	109	\$24.7	92	\$14.9	

Further details are shown in the Financial Statements.

Marketing and Communications

i) Outreach Programmes

In partnership with the Jamaica Civil Service Association, an information booth was set up at its Open Day held at Jacisera Park on May 6, 2016. Members and potential Members were sensitized about the Society's products and services. During this activity, we were able to attract several new Members.

Table 3

	2016	2015	2014	2013	2012
Opening Membership	12,396	11,700	10,936	10,189	9,626
New Members	1,059	946	981	850	672
Resigned Members	(251)	(250)	(217)	(103)	(109)
Closing Membership	13,204	12,396	11,700	10,936	10,189



While on visits to Ministries, Departments, and Agencies, the Society continues to utilize its technological capabilities in providing members with their account information instantaneously.

A team including the Secretary/Manager and Staff visited the Accountants General's Department during the month of April 2016. Members of staff also visited other Agencies including the Forestry Department and the Ministry of Local Government and Community Development just to name a few.

From these visits members have been expressing their satisfaction with the efforts of the Society in extending itself to satisfy their needs. They also made several suggestions on service delivery improvements and these are currently being reviewed. In fact, arising from those suggestions, the Committee of Management has introduced a Member Service Unit in 2016. This Unit will be visiting MDAs to promote the Society's products and services, attend to current Members' needs as well as to recruit new Members.

ii) Corporate Responsibility

The Society participated in the Sagicor Sigma Corporate Run held on February 21, 2016. Our contribution to this charity was in aid of the Jamaica Cancer Society and the Black River Hospital, Pediatric Unit. The Society continued its contribution to Civic Associations, and education and community projects, which demonstrated commitment to our corporate social responsibility. See below a list of some organizations that have benefited from our generosity during the year:

- Department of Correctional Services
- Providence Methodist Church

- The United Church Men's Fellowship
- Litchfield Baptist Church
- Optimist Club of Kingston
- St. Richard of Chichester Roman Catholic Church
- Free Hill Primary and Infant School
- Calabar High School
- Community Safety and Security Branch
- Lay Magistrates Association of Jamaica
- Jamaica Government Pensioners Association
- Bound Brook Basic School
- The Salvation Army
- Hyacinth Lightbourne Memorial Association
- Jeanette Grant-Woodham Education Foundation
- Jamaica Cancer Society
- Friends of Mona Rehabilitation Centre
- Jamaica Civil Service Association
- Office of Disaster Preparedness and Management (O.D.P.E.M)
- Missionaries of the Poor
- Mustard Seed Communities
- Kingston and St. Andrew Corporation-Poor Relief Department

We continued our sponsorship of Mr. Owen Greaves, Correctional Officer of the Department of Correctional Services, who participated in the Reggae Marathon.

We are pleased to report that Mr. Greaves, who continues to promote the Thrift Society, was placed 24th overall in this year's Marathon.

Staff Training

We continue to invest in the training and development of our staff through customized internal and external courses, seminars and workshops. Two (2) Members of staff attended the General IT Audit Techniques Workshop hosted by the Centralised

Strategic Services Limited while two (2) others were exposed to training in Telephone Techniques Training provided by Cari-Code.

Other members of staff were exposed to Research Coaching for HR Practitioners and Customer Service training during the financial year.

In-house training is a continuous process as we seek to provide a multi-skilled team to ensure that you our members consistently receive quality service.

Scholarships

We awarded eight (8) Scholarships and five (5) Bursaries awarded in September 2016 to Members' children attending Secondary Institutions. It should be noted that the continuation of the scholarships each year is dependent on the academic performance, conduct and participation in extra-curricular activities of the awardees.

Attendance at Meetings

There were fifty-one (51) regular meetings of the Committee of Management and fifty-six (56) Sub-Committee Meetings during the period December 1, 2015 to November 30, 2016. Sub-Committee meetings held during the period comprised of the following:

Sub Committee	Meetings Held
Finance	18
Human Resource	7
Information Technology	5
Marketing	12
Pensions	4
Real Estate	3
Other	7



The interest rate on a secured debt is lower and less expensive.

Table 4

Names	Regular	Excused	Remarks
Mr. Errol Miller (Chairman)	47	4	Granted Leave
Mrs. Marva Pringle-Ximinnies (1 st Vice-Chairman)	50	1	Granted Leave
Mr. Hugh Martin (2 nd Vice-Chairman)	47	4	Granted Leave
Mr. Leslie Campbell	50	1	Granted Leave
Mr. Gary Mowatt	51	-	-
Mr. Fred Mandenon	50	1	Granted Leave
Miss Georgia Mogg	51	-	-
Mrs. Margoente Clare	51	-	-
Mrs. Lelieth Barrett-Hamilton	50	1	Granted Leave
Mrs. Gennetta Smikle	46	5	Granted Leave
Miss Icolyn Coulbourne	51	-	-
Mr. Ceber Mitchell	51	-	-

will in the Society.

The achievements and successes would not have been possible without our loyal and committed staff.

To the Auditor, Officers and Staff of the Jamaica Civil Service Association, JCSA Limited, JCS Housing Company, and all other persons and organizations that assisted us to realize another successful year, we say thanks.

Errol Miller
Chairman

Table 4 shows the attendance of each member at the fifty one (51) regular meetings of the Committee of Management.

Appointment of Auditor

Mrs. Yvonne E. Davis, ACCA, FCA, having been appointed as Auditor to the Society at the last Annual General Meeting and having intimated her willingness to continue as the Society’s Auditor, is eligible for election in accordance with Rule XXIII.

Obituary

The Committee of Management extends sincere condolences to the families and friends of Members who passed on during the financial year. The list of those Members appears on page 7 of this report.

Acknowledgements

The Committee of Management takes this opportunity to express its appreciation to you, our valued Members for your continued confidence and good-



Independent Auditor's Report

Yvonne E Davis

ACCA; FCCA

To the Members of The Jamaica Civil Service Mutual Thrift Society Limited (A society registered under the Industrial and Provident Societies Act)

Report on the Financial Statements

I have audited the accompanying financial statements of The Jamaica Civil Service Mutual Thrift Society Limited as set out on pages 2 to 25, which comprise the statement of financial position as at November 30, 2016, the statement of comprehensive income, statement of changes in members' equity and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Statement

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those Standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material

misstatements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements of the financial statements, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis

for my audit opinion.

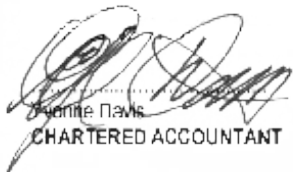
Opinion

In my opinion, the accompanying financial statements give a true and fair view of the financial position of the society as at November 30, 2016 and of the financial performance and cash flows for the year then ended, in accordance with International Financial Reporting Standards.

Report on Other Legal and Regulatory Requirements

As required by the Industrial and Provident Societies Act, No. 156 I have obtained all the information and explanations which, to the best of my knowledge and belief, were necessary for the purpose of my audit.

In my opinion, proper accounting records have been maintained, so far as appears from my examination of those records, and the accompanying financial statements are in agreement therewith and give the information required by the Industrial and Provident Societies Act, in the manner so required.



Jeanne Davis
CHARTERED ACCOUNTANT

13 North Avenue
Kingston 5
Jamaica
May 25, 2017

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STATEMENT OF FINANCIAL POSITION

	<u>2016</u>	<u>2015</u>
<u>Note</u>	<u>£</u>	<u>£</u>
ASSETS		
Earning assets		
Investments classified as available-for-sale	5 9,965,113	8,256,186
Investments classified as loans and receivables	6 42,795,156	40,454,141
Loans and interest owed by members	7 942,218,106	823,634,105
Cash and bank balances	8 4,472,170	4,201,185
	<u>999,450,545</u>	<u>876,545,617</u>
Non-earning assets		
Deferred tax asset	9 433,197	611,376
Property, plant and equipment	10 66,063,381	7,454,551
Other assets	11 6,430,569	39,078,195
Cash and bank balances	8 23,790,694	4,590,205
	<u>96,717,841</u>	<u>51,734,327</u>
TOTAL ASSETS	1,096,168,386	928,279,944
Assets of administered funds	12 246,325,655	221,174,159
TOTAL CONSOLIDATED ASSETS	<u>1,342,494,041</u>	<u>1,149,454,103</u>
LIABILITIES AND EQUITY:		
Liabilities		
Proposed dividends	9,188,503	7,180,405
Bank overdraft	8 1,792,751	-
Trade and other payables	13 45,923,224	34,804,571
With-holding tax	10,252,780	4,825,635
Income tax	6,029,571	2,586,437
	<u>73,186,829</u>	<u>49,397,048</u>
Long term advances	14 102,303,894	78,982,737
Long term loan	14a 23,938,449	-
	<u>126,242,343</u>	<u>78,982,737</u>
Equity		
Share capital	14b 821,866,383	743,467,462
General reserves	15 34,000,000	32,000,000
Fair value reserves	15a 9,784,383	8,075,456
Capital reserves	15b 551,195	551,195
Asset reserves	15c 62,753	62,753
Retained earnings	30,474,500	15,743,293
	<u>896,739,214</u>	<u>799,900,159</u>
TOTAL LIABILITIES AND EQUITY	1,096,168,386	928,279,944
Administered funds	12 246,325,655	221,174,159
TOTAL CONSOLIDATED LIABILITIES AND EQUITY	<u>1,342,494,041</u>	<u>1,149,454,103</u>

The accompanying notes form an integral part of the Financial Statements.

The financial statements on pages 2 to 25 were approved and authorised for issue by the Committee of Management on and are signed on its behalf by:


Errol L. Miller
Chairman


Marva Pringle-Ximinnies
1st Vice Chairman

For the year ending November 30, 2016

The accompanying notes form an integral
part of the Financial Statements

STATEMENT OF COMPREHENSIVE INCOME

For the year ending November 30, 2016

The accompanying notes form an integral
part of the Financial Statements

	<u>Note</u>	<u>2016</u> \$	<u>2015</u> \$
Interest income			
Loans to members		153,101,228	130,421,471
Cash resources and investment securities		<u>2,523,628</u>	<u>841,508</u>
		155,624,856	131,262,979
Non-interest income			
Processing fees and other income	16	<u>10,906,207</u>	<u>8,899,360</u>
Total income		<u>166,531,063</u>	<u>140,162,339</u>
Operating expenses			
Staff costs	17	(80,074,342)	(78,996,265)
Other operating expenses	18	<u>(48,017,495)</u>	<u>(43,216,239)</u>
Total expenses		<u>(128,091,837)</u>	<u>(122,212,504)</u>
Surplus for the year before taxation		38,439,226	17,949,835
Income tax expense	19	<u>(6,700,010)</u>	<u>(2,180,944)</u>
Surplus for the year after taxation		31,739,216	15,768,891
Other comprehensive income for the year			
Items that may be reclassified to surplus or deficit:			
Net change in fair value of available-for-sale financial assets		<u>1,708,927</u>	<u>2,403,765</u>
Total Surplus and Other Comprehensive Income for the Year		<u><u>33,448,143</u></u>	<u><u>18,172,656</u></u>

STATEMENT OF CHANGES IN EQUITY

	Share Capital	General Reserves	Fair Value Reserves	Capital Reserves	Asset Reserves	Retained Earnings	Total
	₹	₹	₹	₹	₹	₹	₹
Balance as at November 30, 2014	708,340,054	30,000,000	5,671,691	551,195	-	13,357,989	757,920,929
Comprehensive income							
Net surplus for the year	-	-	-	-	-	15,768,891	15,768,891
Other comprehensive income							
Change in fair value of equity investments	-	-	2,403,765	-	-	-	2,403,765
Total comprehensive income	-	-	2,403,765	-	-	15,768,891	18,172,656
Transactions with members							
Under-provision for dividends 2014	-	-	-	-	-	(1,809,714)	(1,809,714)
Dividends 2015 (proposed)	-	-	-	-	-	(9,573,873)	(9,573,873)
Asset reserves	-	-	-	-	62,753	-	62,753
Net issues and withdrawals	35,127,408	-	-	-	-	-	35,127,408
Total transactions with members	35,127,408	-	-	-	62,753	(11,383,587)	23,806,574
Transfer to general reserves	-	2,000,000	-	-	-	(2,000,000)	-
Balance as at November 30, 2015	743,467,462	32,000,000	8,075,456	551,195	62,753	15,743,293	799,900,159
Comprehensive income							
Net surplus for the year	-	-	-	-	-	31,739,216	31,739,216
Other comprehensive income							
Change in fair value of equity investments	-	-	1,708,927	-	-	-	1,708,927
Total comprehensive income	-	-	1,708,927	-	-	31,739,216	33,448,143
Transactions with members							
Under-provision of dividends 2015	-	-	-	-	-	(2,490,959)	(2,490,959)
Dividend 2016 (proposed)	-	-	-	-	-	(12,251,337)	(12,251,337)
Net issues and withdrawals	78,133,208	-	-	-	-	-	78,133,208
Total transactions with members	78,133,208	-	-	-	-	(14,742,296)	63,390,912
Transfer to general reserves	-	2,000,000	-	-	-	(2,000,000)	-
Balance as at November 30, 2016	821,600,670	34,000,000	9,784,383	551,195	62,753	30,740,213	896,739,214

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

STATEMENT OF CASH FLOWS

For the year ending November 30, 2016

The accompanying notes form an integral
part of the Financial Statements

	Note	<u>2016</u> \$	<u>2015</u> \$
Surplus for the year before taxation			
Total surplus and other comprehensive income for the year:		33,448,143	18,172,656
Adjustments to reconcile total comprehensive income to net cash provided by operating activities:			
Gain on available for sale investments		(1,708,927)	(2,403,765)
Income Tax Expense		6,700,010	2,180,944
Depreciation		<u>1,651,762</u>	<u>1,623,003</u>
Operating cash flows before movements in working capital		40,090,987	19,572,838
(Increase)/decrease in current assets/liabilities			
Other assets		32,647,626	(32,449,291)
Trade and other payables		11,118,653	23,863,879
With-holding tax payable		<u>5,427,145</u>	<u>(7,894,108)</u>
		89,284,411	3,093,318
Income tax		<u>(3,034,428)</u>	<u>(605,437)</u>
Net cash provided by operating activities		86,249,983	2,487,881
Cash flows from investing activities			
Dividends paid		(12,778,466)	(11,745,249)
Loans and interest owed by members		(118,584,001)	(65,332,673)
Investments classified as loans and receivables		(2,341,015)	(772,183)
Acquisition of fixed assets		<u>(60,260,592)</u>	<u>(4,836,659)</u>
Net cash used in investing activities		(193,964,074)	(82,686,764)
Cash flows from financing activities			
Long term advances		23,321,157	47,403,846
Long term loan		23,938,449	-
Members' shares issues and withdrawals (net)		<u>78,133,208</u>	<u>35,127,408</u>
Net cash provided by financing activities		125,392,814	82,531,254
Increase in cash and cash equivalents		17,678,723	2,332,371
Net cash and cash equivalents at beginning of year		<u>8,791,390</u>	<u>6,459,019</u>
Net cash and cash equivalents at end of year	8	<u>26,470,113</u>	<u>8,791,390</u>
Comprised of:			
Cash and bank balances (earning assets)		4,472,170	4,201,185
Cash and bank balances (non-earning assets)		23,790,694	4,590,205
Bank overdraft		<u>(1,792,751)</u>	<u>-</u>
		<u>26,470,113</u>	<u>8,791,390</u>

1. INCORPORATION

The Justice Well-Being Mutual Trust Society Limited (the "Society") is incorporated under the Indian and Provincial Statutes Act of Canada.

The principal activity of the Society is to receive and hold monies in the form of loans, investments, deposits or securities, appropriate and make loans, investments, deposits or securities, and otherwise invest monies so as to maximize and expand.

The Society's registered office is located at 70 Adelaide Street, Toronto, Ontario.

Members of the Society's Board of Directors are the Justice Well-Being Society Trustees who are:

- (a) Employees of the public sector on a personal basis;
- (b) Employees of Justice Agencies and other Provincial Institutions and other Provincial employees who are employed and whose activities shall be controlled by the Director of the Ontario of Management;
- (c) Past or present employees of the public sector and service agencies;
- (d) Other persons registered under the Indian and Provincial Statutes Act whose membership is limited to members of the Justice Well-Being Society, such members of the Society being deemed to have been appointed to the purpose of the Society and otherwise of the Society in or for or the same way apply.

2. STATEMENT OF COMPLIANCE WITH GOVERNANCE

These financial statements have been prepared to conform and comply with International Financial Reporting Standards ("IFRS") as issued by the International Accounting Standards Board and the related requirements of the Indian and Provincial Statutes Act.

The revised and amended standards and interpretations effective during the year

Certain new, revised, amended standards, interpretations, and amendments have been adopted during the current financial year. The Management of the Society has reviewed all standards, interpretations, and amendments and has determined, where appropriate, those standards which are considered relevant. However, Management has reviewed and determined that the provisions, or amendments to the financial statements of the reported financial performance are not applicable.

The revised and amended standards and interpretations not yet effective

All the date of adoption of these financial statements, certain new, revised, amended standards, interpretations and amendments are to be adopted effective for the financial reporting period. The Society has reviewed the relevance of all such new standards, interpretations, and amendments and will adopt in future periods those which are considered relevant to the operations.

The standards have been prepared on the historical cost basis, except for those standards which have been valued at fair value.

Historical cost is generally based on the fair value of the assets and liabilities given to the company at the time.

The principal accounting policy adopted in preparation of these financial statements is set out below. These policies have been consistently applied for all the years presented unless otherwise stated.

These financial statements are prepared in Canadian dollars which is the functional currency.

NOTES TO THE FINANCIAL STATEMENTS

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1. GENERAL INFORMATION (CONTINUED)

(a) Financial Instruments

Financial assets and financial liabilities recognized at fair value through profit or loss

Financial assets and financial liabilities are measured at fair value. Transactions that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are recorded to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transactions that are directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognized immediately to profit or loss.

Financial assets

All financial assets are recognized when the company acquires or constructs it under a contract whose terms require delivery of the financial asset to the company, evidenced by the market purchase.

Financial assets are classified into the following categories: loans and receivables, and available-for-sale ("AFS") financial assets. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

Loans are recognized as an effective interest rate basis for AFS measured other than those assets classified as fair value through profit or loss.

Effective interest method

The effective interest method is a method of calculating the amortized cost of a debt instrument and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts (including fees or points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the debt instrument, or, where appropriate, a shorter period, to the net carrying amount of initial recognition.

Financial assets at Fair Value Through Profit or Loss (FVTPL)

Financial assets are classified as FVTPL when the financial asset is either held for trading or it is designated as FVTPL.

Financial assets at FVTPL are recognized at fair value less an expected impairment with any gain or loss arising on recognition recognized to profit or loss. The net gain or loss recognized to profit or loss comprises any dividend or interest earned on the financial assets.

There were no such classifications during the year.

4. Summary of Significant Accounting Policies (Contd.)

Reserves

Reserves are stated at their nominal value or otherwise appropriate allowance for reflected foreseeable amounts. These foreseeable amounts are explained in the Income Statement.

Loans

Loans are reported when such treatment is necessary. They are initially recorded at cost, which is the cash given to originate the loan. Subsequent adjustments result from subsequent movements in the original recorded value and are reflected. When a loan has been classified as impaired, the carrying amount of the loan is reduced by recording specific provisions for credit losses. For substandard, doubtful or non-paying loans, the carrying amount of the loan is reduced by recording general provisions for credit losses. For impaired, doubtful or non-paying loans, the carrying amount of the loan is reduced by recording specific provisions for credit losses. When a loan has been classified as impaired, management periodically reviews the impairment loss. These adjustments are not reflected in the scope of the original loan. Loans are reported net of impairment loss.

A provision for expected credit losses is recognized when a financial asset or a group of financial assets is impaired. When a loan is impaired, management determines that the carrying amount of the loan is reduced by recording specific provisions for credit losses. For substandard, doubtful or non-paying loans, the carrying amount of the loan is reduced by recording general provisions for credit losses. For impaired, doubtful or non-paying loans, the carrying amount of the loan is reduced by recording specific provisions for credit losses. When a loan has been classified as impaired, management periodically reviews the impairment loss. These adjustments are not reflected in the scope of the original loan. Loans are reported net of impairment loss.

A loan is classified as non-paying when it is uncollectible. When a loan is classified as non-paying, management periodically reviews the impairment loss. These adjustments are not reflected in the scope of the original loan. Loans are reported net of impairment loss.

Investments

Investments are reported at their fair value as of the date of acquisition and are classified as available-for-sale securities and loans and receivables. Available-for-sale securities are those investments that are held for an indefinite period of time and which may be sold in response to needs for liquidity or changes in interest rates, foreign exchange rates, or market prices. They are initially recognized at fair value, which includes transaction costs, and are subsequently measured at fair value based on quoted prices. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses.

Loans and receivables are measured at their fair value as of the date of acquisition and are classified as available-for-sale securities and loans and receivables. Available-for-sale securities are those investments that are held for an indefinite period of time and which may be sold in response to needs for liquidity or changes in interest rates, foreign exchange rates, or market prices. They are initially recognized at fair value, which includes transaction costs, and are subsequently measured at fair value based on quoted prices. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses.

Other Assets

Other assets are reported at their fair value as of the date of acquisition and are classified as available-for-sale securities and loans and receivables. Available-for-sale securities are those investments that are held for an indefinite period of time and which may be sold in response to needs for liquidity or changes in interest rates, foreign exchange rates, or market prices. They are initially recognized at fair value, which includes transaction costs, and are subsequently measured at fair value based on quoted prices. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses.

Financial Instruments and Derivatives

Financial instruments and derivatives are reported at their fair value as of the date of acquisition and are classified as available-for-sale securities and loans and receivables. Available-for-sale securities are those investments that are held for an indefinite period of time and which may be sold in response to needs for liquidity or changes in interest rates, foreign exchange rates, or market prices. They are initially recognized at fair value, which includes transaction costs, and are subsequently measured at fair value based on quoted prices. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses. When the value of an available-for-sale security declines and the decline is considered to be other than temporary, the carrying amount of the security is reduced by recording specific provisions for credit losses.

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1. Summary of Significant Accounting Policies

Recognition of Shareholders' Equity

The Shareholders' Equity is defined as the residual claim on the assets of the company after deducting all liabilities. It is divided into paid-up capital and retained earnings.

Shareholders' Equity and Shareholders' Loans

There are no shareholders' loans.

Shareholders' equity is defined as the residual claim on the assets of the company after deducting all liabilities. It is divided into paid-up capital and retained earnings.

Shareholders' Loans

Shareholders' loans are defined as the residual claim on the assets of the company after deducting all liabilities. It is divided into paid-up capital and retained earnings.

Shareholders' Loans

Shareholders' loans are defined as the residual claim on the assets of the company after deducting all liabilities. It is divided into paid-up capital and retained earnings.

The effective interest rate is a method of calculating the annual rate of return on the investment. It is defined as the rate of return on the investment after deducting all liabilities. It is divided into paid-up capital and retained earnings.

Recognition of Shareholders' Equity

The Shareholders' Equity is defined as the residual claim on the assets of the company after deducting all liabilities. It is divided into paid-up capital and retained earnings.

Shareholders' Loans

There are no shareholders' loans.

1. Summary of Significant Accounting Policies (continued)

(a) Plant and equipment

Plant and equipment comprising office furniture and equipment including computers held for administrative purposes and motor vehicles are recorded at cost or fair value less accumulated depreciation and impairment losses.

Depreciation is charged on a straight-line basis over the estimated useful lives using the straight-line method.

The gain or loss arising on disposal or retirement of an item of plant and equipment is determined as the difference between the net proceeds from the disposal or retirement and its carrying amount at the time it is disposed or retired. Repairs and maintenance charges are expensed when incurred.

At the end of each reporting period, the Group reviews the carrying amounts of these assets to determine whether there is any indication that the assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Where it is not possible to estimate the recoverable amount of an individual asset, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs.

(b) Impairment of tangible assets

At the end of each reporting period, the Group reviews the carrying amounts of these assets to determine whether there is any indication that these assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss.

Where the recoverable amount of an asset is estimated to be higher than the carrying amount, the carrying amount of the asset is reduced to the recoverable amount and the impairment loss is reversed for the lowest value of the net carrying amount.

Where an impairment loss is subsequently reversed, the carrying amount of the asset is increased to the revised estimate of its recoverable amount to the extent that the revised carrying amount does not exceed the carrying amount of the asset before the impairment loss was recognised in the prior year. Reversal of impairment loss is recognised in the income statement as income.

(c) Foreign currency translation

The financial statements presented in Jordanian dinars. The currency of the primary economic environment in which the Group operates is the Jordanian dinar.

In preparing the financial statements of the Group, transactions occurring either in the Group's functional currency, are recorded in the units of exchange prevailing at the date of the transaction. At the end of each reporting period, monetary items denominated in foreign currencies are re-valued at the reporting period end date. Non-monetary items stated at fair value that are denominated in foreign currencies are re-valued at the reporting period end date when the fair value has increased. Non-monetary items that are measured in terms of historical cost in a foreign currency are not re-valued.

Exchange differences are recognised in profit or loss for the periods which they arise.

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1. Summary of Significant Accounting Policies

(i) Intangible Assets

Revenue is measured at the fair value of the consideration received or receivable and represents revenue for services provided in the course of the business.

Interest Income

Interest income is recognized in the statement of comprehensive income for all interest bearing instruments when earned. Interest income includes interest on receivables, loans, interest on bank investments and interest on savings.

Dividend Income

Dividend income from investments is recognized when the shareholder's right to receive payment has been established (provided that it is probable that the receivable amount will flow to the Group) and the amount of income can be measured reliably.

Contingent Liabilities and Contingent Assets

Provision for contingent liabilities is generally recognized on a case-by-case basis when the service business provided. This consists of loss provisioning for and loss charged in connection with related-party loans.

(ii) Taxation

Income tax expense represents the sum of tax currently payable and deferred tax.

Income Tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from the profit as reported in the statement of comprehensive income because of items of income or expense that are taxable or deductible in other years and items that are never taxable or deductible. The corresponding liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting date.

Deferred Tax

Deferred tax is recognized on temporary differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding amounts determined in the computation of taxable profit. Deferred tax liabilities are generally recognized for all taxable temporary differences.

The recognition of deferred tax assets is restricted to the extent that it is more likely than not that sufficient taxable profit will be available to allow all or part of the asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are applicable to the periods when the liability is settled or the asset is realized, based on the tax rates that have been enacted or substantively enacted by the reporting date. The measurement of deferred tax assets and liabilities for tax-exempt income that would arise from the amortization of the carrying amounts of the receivables, in reverse or with the service period of the assets and liabilities.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and where the deferred tax assets and liabilities relate to income taxes levied by the same taxation authority and the company intends either to recover the current tax assets and liabilities or to settle them.

Current and Deferred Tax for the period

Current and deferred taxes are recognized as expenses or income in profit or loss, except where they relate to items credited or debited directly to equity. In which case the tax is also recognized directly to equity.

3. Overview of Significant Accounting Policies (cont.)

(g) Employee benefits

Provision employee costs

The Group operates a defined-contribution pension scheme (PFA-02) of which the assets are held in a separate trust administered fund. Contributions to the scheme are fixed and are made on the basis of pre-established agreed amounts between the Group and employees. Contributions are charged to the statement of comprehensive income.

Other employee benefits

Employee entitlement to annual leave and other benefits is recognised when employees in the company, it pertains to for the relevant entity for annual leave and other benefits are result of services rendered by employees in the reporting period. The Group also maintains a group life policy for all employees. Payment of premiums are based on the individual arrangements of the policy and are recognised in consolidated statement of comprehensive income.

(h) Related party transactions and balances

Parties considered to be related to the reporting entity include other subsidiaries, significant shareholders over the other party to voting financial and operating decisions, related party transactions and relationships recognised and disclosed in the management process, and to those parties having authority and responsibility for planning, directing and controlling the activities of the entity, including directors, officers and those exercising the function of those individuals.

(i) Provisions

Provisions are recognised when the Group has present legal or constructive obligations as a result of past events and it is probable that an outflow of resources will be required to settle the obligation. Provisions are measured at the directors' and management's best estimate of the expenditure required to settle the obligation at the balance sheet date and are determined by present value where the effect is material.

(j) Share Capital

The memorandum provides a record of the number of shares:

- issued by the company
- held treasury and other benefits

In accordance with the rules of the National and Financial Reporting Act, the Group discloses these amounts separately.

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3. Transfer of the Financial Statements to the Board

(a) Lending

Lending are classified as loans receivable at the time of the loan transfer and classified as the full-term assets of receivable to the Board. All other loans are classified as operating loans.

The transfer is a loan

Operating loans are loans received as an interest on a short-term loan over the term of the loan, where the transferor has full control over the operations in which the loan is made. The transferor has full control over the operations with the transferor and the transferor has full control over the operations.

(b) Operating assets

Operating assets are recognized in profit or loss in the period in which they are transferred.

4. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

In the preparation of the financial statements, which are described in Note 3, management is required to make judgments, estimates and assumptions about the recognition, measurement and disclosure of assets and liabilities. The estimates and assumptions are based on historical experience and other factors and are reviewed in the period. Actual results may differ from these estimates.

The following contingent liabilities are provided as an example: Contingent liabilities are recognized in the period in which the liability is incurred. The liability is recognized in the period in which the liability is incurred. The liability is recognized in the period in which the liability is incurred.

Contingent liabilities arising from operating activities

The directors and management believe these contingent liabilities do not have a significant effect on the financial statements or on the financial position of the company as at the end of the reporting period.

Contingent liabilities arising from:

Management has not made any contingent liabilities arising from the following: Management has not made any contingent liabilities arising from the following: Management has not made any contingent liabilities arising from the following:

5. FINANCIAL INSTRUMENTS

	2016	2015
	US\$	US\$
(a) Available-for-sale securities include:		
The following classes of financial assets:		
Equity securities		
2016 - Finance Ltd.	1,000,000	1,000,000
2015 - Finance Ltd.	1,000,000	1,000,000
	<u>2,000,000</u>	<u>2,000,000</u>
(b) Available-for-sale securities include:		
Equity securities		
2016 - Finance Ltd.	1,000,000	1,000,000
	<u>1,000,000</u>	<u>1,000,000</u>

Fair value measurement and risk exposure

Management has not made any contingent liabilities arising from the following: Management has not made any contingent liabilities arising from the following: Management has not made any contingent liabilities arising from the following:

NOTES TO THE FINANCIAL STATEMENTS

For the year ending November 30, 2016

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6. FINANCIAL INSTRUMENTS - LIABILITIES

	2016	2015
	₹	₹
Loans and receivables - at amortised cost		
Government of Kerala and Kerala Finance Board	8,177,498	28,737,498
Suppliers' Agreements	2,812,731	71,873,731
	<u>10,990,229</u>	<u>100,611,229</u>

(a) The liability related to loans and suppliers' agreements is collateralised by Government of Kerala securities. These agreements may result in credit exposure in the event that the counter party to the transaction is unable to fulfil its contractual obligations.

- (b) The capital collapse of these business reported to month of period related amount are under the statement of comprehensive income.
- (c) The fair value of these undervalued loans are significantly different from their amounts.

7. LOANS AND RECEIVABLES - OVERDUE RECEIVABLES

	2016	2015
	₹	₹
Loans	94,89,971	97,79,971
Interest receivable	4,29,971	4,29,971
Provision for impairment	<u>(94,89,971)</u>	<u>(97,79,971)</u>
	<u>4,29,971</u>	<u>4,29,971</u>
Loans receivable overvalued	<u>(94,89,971)</u>	<u>(97,79,971)</u>
	<u>4,29,971</u>	<u>4,29,971</u>
Balance:		
Over 6 months to 1 year	74,29,971	74,29,971
Over 1 year to 2 years	<u>19,59,971</u>	<u>19,59,971</u>
	<u>93,89,942</u>	<u>93,89,942</u>

Overvalued receivables regular business is by revenues. The amounts are reported as shown.

In reorganising a loan to a receivable the liability over a small receivable is more for preferred security's credit quality and value than by assets. The small receivable may be overvalued due to effects of credit analysis and may be overvalued overvalued due to overvaluation. There is a net valuation over the receivable which is overvalued from impairment, which overall overvalued over to receive receivable's ability. The loan is overvalued but are overvalued than are impaired from the loan credit rating. There is no overvalued value because overvalued over 90% of the total balance of loans to receivables.

Reference: The Government of Kerala, Kerala Finance Board.

Loans receivable interest receivable is a group amount of ₹ 94,89,971 in 2016 and ₹ 97,79,971 respectively of the reporting date for which the liability interest receivable from interest loans is significant change in the receivable's credit quality and the amounts are all considered receivable. The liability has increased my provision for impairment because the management is plan for the recovery of my impaired loans.

Analysis of Receivables Due and Overdue

	2016	2015
	₹	₹
30 - 60 days	47,44,971	47,44,971
60 - 90 days	47,44,971	47,44,971
90 - 180 days	47,44,971	47,44,971
180 - 360 days	47,44,971	47,44,971
360 days and over	<u>19,59,971</u>	<u>19,59,971</u>
	<u>191,19,942</u>	<u>191,19,942</u>

Statement for the Allowance for Doubtful

	2016	2015
	₹	₹
Balance at beginning of period	(94,89,971)	(97,79,971)

NOTES TO THE FINANCIAL STATEMENTS

For the year ending November 30, 2016

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8. CURRENT TAX LIABILITIES

	2016 €	2015 €
Income taxes	4,472,170	4,204,188
Non-current assets	23,792,884	4,520,202
	<u>28,265,054</u>	<u>8,724,390</u>

Reconciliation to cash flows:

The above figure reconciles to the amount of cash flows to the statement of cash flows at the end of the financial year as follows:

Balance as above	28,265,054	8,724,390
Non-current	(1,792,751)	-
Reconciliation of cash flows	<u>26,472,303</u>	<u>8,724,390</u>

9. DEFERRED TAXATION

The following table depicts the deferred tax balances at November 30:

	2016 €	2015 €
Deferred tax liability	294,899	287,789
Deferred tax assets	<u>281,192</u>	<u>271,522</u>

Deferred tax assets calculated on differences between the tax base and carrying amount of assets. The amount of the deferred tax assets is as follows:

	2016 €	2015 €
Balance at November 30, 2014	271,522	271,522
Credited to Income Tax year	9,676	9,000
Balance at November 30, 2015	281,198	280,522
Credited to Income Tax year	12,994	9,000
Balance at November 30, 2016	<u>294,192</u>	<u>289,522</u>

The balance comprises temporary differences attributable to the following:

	2016 €	2015 €
Accelerated depreciation for tax purposes	<u>(633,187)</u>	<u>(811,278)</u>

10. PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment consists of the following

	Land	Leasehold Improvement	Furniture & Fixtures	Computer Equipment	Office & Other Equipment	Motor vehicles	Total
At cost	\$	\$	\$	\$	\$	\$	\$
December 1, 2014	-	-	2,325,288	7,130,906	4,708,089	1,787,366	15,951,649
Additions	-	422,876	225,249	1,711,080	2,540,207	-	4,899,412
December 1, 2015	-	422,876	2,550,537	8,841,986	7,248,296	1,787,366	20,851,061
Additions	57,815,050	934,696	152,225	582,262	776,359	-	60,260,592
November 30, 2016	57,815,050	1,357,572	2,702,762	9,424,248	8,024,655	1,787,366	81,111,653
Depreciation							
December 1, 2014	-	-	2,163,961	7,001,184	2,250,889	357,473	11,773,507
Charge for the year	-	10,572	133,010	462,276	659,672	357,473	1,623,003
December 1, 2015	-	10,572	2,296,971	7,463,460	2,910,561	714,946	13,396,510
Charge for the year	-	33,939	88,587	449,008	722,755	357,473	1,651,762
November 30, 2016	-	44,511	2,385,558	7,912,468	3,633,316	1,072,419	15,048,272
Net Book Values							
November 30, 2016	57,815,050	1,313,061	317,204	1,511,780	4,391,339	714,947	66,063,381
November 30, 2015	-	412,304	253,566	1,378,526	4,337,735	1,072,420	7,454,551
November 30, 2014	-	-	161,327	129,722	2,457,200	1,429,893	4,178,142

The following rates are used in the calculation of depreciation:

Leasehold Improvement	2 1/2%
Furniture and Fixtures	10%
Computer Equipment	20%
Office and Other Equipment	10%
Motor Vehicle	20%

11. OTHER ASSETS

This comprises:	<u>2015</u>	<u>2014</u>
	\$	\$
Deposit on property	-	32,000,000
Receivables and prepayments	6,430,569	6,836,334
Inventory of consumable stores	-	241,861
	<u>6,430,569</u>	<u>39,078,195</u>

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12 ADMINISTERED FUNDS

Administered funds represent funds managed by the Society which is not intermingled with its own cash resources. These Comprise:

- (a) Loans Redemption Fund
The loans redemption fund was established in 1971 to provide a fund from which any loan balance owing by a member at time of death or permanent disability would be settled.
- (b) Shares Enhancement Fund
The shares enhancement fund was created in 1991 to provide for payment to a beneficiary of twice the judgements holding of a member in the event of death or permanent disability. The monthly contribution of this fund is eighty cents in the \$1,000 of shareholding and is paid entirely by the Society.
- (c) Staff Loan Fund
This represents funds held to facilitate small staff loans. The amount is initially established with funds from the Thrift.

Assets of Administered Funds

	Loans Redemption Fund	Shares Enhancement Fund	Staff Loan Fund	Total 2016	Total 2015
	\$	\$	\$	\$	\$
Property Purchase	20,150,000	-	-	20,150,000	20,150,000
Cash and Bank	12,707,306	9,321,595	107,515	22,136,416	15,296,695
Loans Receivable	122,779,421	32,341,569	3,745,377	158,866,367	118,941,914
Insurance Premium Receivable	-	-	-	-	2,980,632
Government Securities	38,590,040	11,697,801	-	50,287,841	49,825,895
Income Fund	13,985,856	-	-	13,985,856	13,098,794
With-holding Tax	9,160,416	4,308,348	-	13,468,764	15,459,630
Accounts Payable	(10,953,509)	(1,069,134)	(450,000)	(12,472,643)	(14,579,401)
	206,419,530	56,600,179	3,402,892	266,422,600	221,174,159

Funds

	Loans Redemption Fund	Shares Enhancement Fund	Staff Loan Fund	Total 2016	Total 2015
	\$	\$	\$	\$	\$
Balance as at December 1	166,220,370	51,415,799	3,333,820	220,969,989	197,732,336
Net income for the year	20,102,214	5,184,380	69,072	25,355,666	23,441,823
Balance as at November 30	186,322,584	56,600,179	3,402,892	246,325,655	221,174,159

NOTES TO THE FINANCIAL STATEMENTS

13. TRADE AND OTHER RECEIVABLES

	2016	2015
	R	R
Letter Redemption Fund (Current Portion)	27,577,829	26,794,889
Long Term Loans (Current Portion)	299,829	-
Unsubordinated	24,282,499	24,282,499
Other	12,282,499	24,282,499
	<u>64,242,656</u>	<u>75,360,887</u>

Due to the structure nature of trade and other receivables, the receivables accounts officers balances will approximate their fair value.

14. LOAN RECEIVABLES

	2016	2015
	R	R
Letter Redemption Fund	119,226,499	78,478,499
Loans Current Portion	42,577,829	72,000,000
Other Subordinated Port	24,282,499	24,282,499
	<u>186,086,827</u>	<u>174,760,998</u>

These represent loans receivable to the Trust from the Letter Redemption Fund. These advances are repayable over the 40 year term and will be repaid at 10% per annum compounded annually over the 40 year term.

15. LOAN FROM LEASE

This represents amount of 100% provided July 27, 2016 from the Vehicle United Building Society Limited to acquire property located at 120 Ontario Avenue. It is repayable over 10 (ten) years at 7.9% per annum.

16. OTHER CURRENT

	2016	2015
	R	R
The amount is shown capital in arrears:		
Balance at December 31	24,282,499	24,282,499
Net from and (to) current	<u>249</u>	<u>24,282,499</u>
Balance at December 31	<u>24,282,748</u>	<u>24,282,499</u>

17. DEFERRED PROFITS

This represents recognition of a portion of profits on approved investment-based trading by the members.

18. FROM THE INVESTMENT

This represents net capital or profit on the acquisition of available-for-sale investments.

	2016	2015
	R	R
	<u>24,282,499</u>	<u>24,282,499</u>

19. CAPITAL RESERVES

This represents capital value of profit on sale of assets in 2016 and 2015 and dividend for the acquisition of work.

20. RESERVE FOR DEFICIT

This represents reserve created as a result of a gift to trading members which is capital in the hands of the Trust.

21. PROVISIONS FROM THE OTHER ACCOUNTS

	2016	2015
	R	R
This consists of the following:		
Provision for current service charges	7,214,899	6,294,999
Other reserves	6,294,999	6,294,999
	<u>13,509,898</u>	<u>12,589,998</u>

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

NOTES TO THE FINANCIAL STATEMENTS

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

17. STAFF COSTS

Staff costs incurred during the year for respect of employees were:

	2016	2015
Salaries, wages and allowances	68,296,000	68,898,000
Staff benefits	6,776,000	6,611,000
Provision for	14,800,000	14,800,000
	<u>89,872,000</u>	<u>90,309,000</u>

18. OTHER EXPENSES

	2016	2015
General meeting	1,294,000	674,000
Advertising and publicity	1,888,000	2,171,000
Brochure/directive literature	888,000	888,000
Data processing	6,571,000	2,044,000
Company fees	289,000	289,000
Consultant expenses	71,892,000	70,877,000
Deputies	91,000	49,000
Motor vehicle expenses	91,000	49,000
Other supplies	1,894,000	2,044,000
Printing and stationery	1,271,100	2,044,000
Printing and publications	1,282,000	2,044,000
Traveling expenses	888,000	289,000
Telephone	1,294,000	674,000
Water charges	91,000	49,000
Scholarship	49,000	49,000
Customer representation/entertainment expenses	49,000	49,000
Bank fees	1,888,000	2,044,000
Professional fees	-	49,000
Electricity	6,571,000	2,044,000
Insurance	49,000	49,000
Postage and freight	289,000	289,000
Rent	1,294,000	2,044,000
Interest and sundry services	1,271,100	49,000
Bank charges	49,000	289,000
Other fees charges	6,571,000	2,044,000
Shareholder's expenses	2,044,100	2,044,000
Depreciation	1,294,000	2,044,000
	<u>89,172,000</u>	<u>89,872,000</u>

19. DIVIDEND

Dividend is based on the profit for the year as adjusted for tax purposes and dividends are as follows:

	2016	2015
(a) Dividend		
Interim Dividend 2016	6,571,000	6,571,000
(b) Deferred Dividend		
Deferred dividend for 2016	<u>7,044,000</u>	<u>8,888,000</u>
	<u>13,615,000</u>	<u>15,459,000</u>

Dividend is calculated at 20% of the taxable profit for the year.

20. FINANCIAL INSTRUMENTS

In accordance with Rule 22(4) of the SECP, a dividend of 20% payable on shareholders of November 20, 2016 was declared. The shareholders began to receive the dividend for the year of November 20, 2016.

NOTES TO THE FINANCIAL STATEMENTS

15. FINANCIAL SERVICES

The principal employer of the Workers' members of the Workers' Provident Scheme, The principal employer of the Scheme is **Energy Life Services Limited**. Further details are found in note 16 (a) (i) of the consolidated financial statements. The Group's liability is restricted to the contributions.

The relevant provisions will be settled by the parties concerned under the scheme. Provisions made for certain schemes were zero last year and represent a reduced provision. The Group's contribution for the year amounted to \$2,099,000 (2015 - \$4,026,000).

The Group's principal fully contributes a Group Life policy for Staff Members. This Policy provides Death and Commencement Benefit. The cost to the Group for the year amounted to \$1,649,000 (2015 - \$1,677,000).

16. RELATED PARTY TRANSACTIONS AND BALANCES

Transactions with related parties are as follows:

	2016 \$	2015 \$
(a) Loans		
Loans advancing from members of the Committee of Management	2,726,000	1,877,000
(b) Compensation of key management personnel		
Directing and otherwise paid executives of the Committee of Management and their staff during the year is as follows:		
Directing and otherwise	74,000,000	75,511,000

17. FINANCIAL INSTRUMENTS

Details of the financial instruments and methods adopted, including the risks to which they are exposed, the limits of management and the policies which management employs are described in respect of each class of instrument's credit, marketability and liquidity risk are set out in Note 18 to the financial statements.

Categories of financial instruments:

The following table related to financial instruments at the end of the reporting period:

	2016 \$	2015 \$
Financial assets		
Lessened liabilities of financial net	6,987	62,824,141
Cash Resources	22,476,178	8,771,000
Lessened liabilities (net of advances to employees)	6,987	62,824,141
	29,469,162	71,371,000
Available for sale financial assets at cost/related	4,776,000	4,776,100
Available for sale financial assets at net	0	0
	4,776,000	4,776,100
Financial liabilities at amortised cost		
Trade and other payables	41,776,000	61,824,141

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

NOTES TO THE FINANCIAL STATEMENTS

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

26. FINANCIAL INSTRUMENTS (cont.)

Financial risk management policies and objectives

By its nature the Group's activities are inherently related to the use of financial instruments. The Group's principal sources of risk consist of and relate to its exposure to credit, foreign exchange and interest rate risk. The Group's risk management is implemented to ensure that the Group's activities are not exposed to excessive market-related risks in respect of capital appreciation in equity instruments held for trading or control in other financial instruments.

(a) Credit risk

2016/2017

17,000

2015/2016

17,000

Trade debt is the debt that increases or other counterparties will cause a financial loss for the Group by failing to discharge their contractual obligations, and that any collateral provided does not cover claims. The debt arises primarily from the Group's trading activities. The risk is lower because counterparties are established on the system for recovery which is available to the Group.

The Group's principal financial assets are its members' loans receivable, cash, and cash equivalents, and equity instruments which represent the Group's maximum exposure to credit risk in relation to financial assets.

The Group's credit risk is primarily attributable to its members' loans receivable. The amounts provided in the statement of financial position are not-of-allowance for doubtful debts reflecting the Group's management based on prior experience and their assessment after annual review.

The Group's debt is managed primarily by monthly review of the financial status of each counterparty. Exposure to debt is also managed by maintaining general guidelines (providing) and the setting up of various funds to mitigate the effect of financial risk.

Maximum exposure to credit risk in relation to other financial instruments are as follows:

	2016	2015
Loans and interest paid by members (a)	4,000,000	4,000,000
Members' provided various instruments	4,000,000	4,000,000
Members' provided available funds	4,000,000	4,000,000
Cash and bank balances	1,000,000	1,000,000
	<u>13,000,000</u>	<u>13,000,000</u>

Financial risk management

The following table summarizes the Group's credit exposure for loans at risk management, management system of loan:

	2016	2015
Finance	4,000,000	4,000,000
Trade	1,000,000	1,000,000
Management	1,000,000	1,000,000
Financial	2,000,000	2,000,000
Finance	1,000,000	1,000,000
Management Technology	2,000,000	2,000,000
Trade	1,000,000	1,000,000
Other Funds	1,000,000	1,000,000
Capital	1,000,000	1,000,000
	<u>13,000,000</u>	<u>13,000,000</u>
Financial Interest	4,000,000	4,000,000
	<u>13,000,000</u>	<u>13,000,000</u>
Loans: Financial Interest	4,000,000	4,000,000
Loans: Management	4,000,000	4,000,000
	<u>13,000,000</u>	<u>13,000,000</u>

20. FINANCIAL INSTRUMENTS

Financial management policies and objectives

(a) Market risk (continued)

Investments

The following summarizes the Society's overall exposure to investments:

	2016 J	2015 I
Market capital	4,376,474	4,376,189
Equity investments	71,871,794	71,327,499
Government of Canada bonds	<u>21,722,000</u>	<u>21,722,000</u>

(b) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk mainly arises from the Society's foreign currency exchange rate and interest rates. The objective of market risk management is to monitor and control market risk exposures while maintaining appropriate liquidity ratios as investments.

Currency risk

Currency or foreign exchange risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates and derivatives from the Society's financial portfolio.

The Society's exposure to foreign-currency risk at the date of the statement of financial position was as follows:

	2016		2015	
	USD	CAD	USD	CAD
Equity investments	45,479	71,871,794	45,479	71,327,499

Over the twelve month period ended November 30, 2016 there was a 7.0% fluctuation in the exchange rate against the United States compared to the fluctuation observed the date of the statement of financial position is approximately 0%.

The fluctuating appreciation of the Canadian dollar by 0% could have increased/declined income and reserves by \$200,549 (\$200,549/-200,549). The impact remains neutral since revenues in particular investments remain constant.

Interest rate risk

Interest rate risk is the risk that the value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates, and/or the underlying investment's term.

Fixed interest rate investments expose the Society to such interest rate risk, whereas fixed interest rate investments expose the Society to interest rate risk. Due to the fact that interest rates on the Society's investments depend on funding in Canada, the impact on the Society's operations resulting from fluctuations in interest on investments would be insignificant.

The Society's interest rate policy requires it to manage interest rate risk by maintaining an appropriate ratio of fixed and variable rate investments as determined by the Committee of Management. The policy also requires it to manage the maturity of interest bearing financial investment portfolio.

NOTES TO THE FINANCIAL STATEMENTS

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

NOTES TO THE FINANCIAL STATEMENTS

29. Financial instruments

Financial instrument categories and objectives

(a) Liquidity risk

Liquidity refers to the ability to meet financial obligations and to fund the growth of assets. Liquidity risk is the risk of not being able to obtain funds of a reasonable price within a time period to meet obligations as they come due. Liquidity management involves forecasting and monitoring the liquidity requirements of the Group in the short and medium term. The Group's policy is to hold a high proportion of liquid assets to cover all demands at any given level of demand.

(b) Fair value of financial assets and financial liabilities

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. A market price, where an active market exists for a comparable item, is always used. Where there is no evidence of the fair value of a financial instrument, then market prices are not available for some of the financial assets and liabilities of the Group, the fair values of these assets and liabilities have been determined in these financial statements using various valuation techniques based on market conditions existing at end of the reporting period. However, judgement is necessarily required in interpreting market data to develop estimates of fair value. Accordingly, the estimates presented in these financial statements are not necessarily indicative of the amounts that the Group could realize in a current market exchange.

The values derived using these techniques are significantly affected by underlying assumptions concerning both the assets and timing of future cash flows over the financial instrument. The following table sets out examples used here:

- (i) The varying value of cash and cash equivalents, sensitive preferred stock agreements to cash, other assets, and other liabilities including other listed assets are measured at approximate fair value because of the ill-liquidity of these instruments.

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

20. Financial Instruments

Fair values of financial assets and financial liabilities (cont'd)

- (b) The fair values of available-for-sale and fair value through profit or loss investment securities are stated at fair value. The fair values of quoted shares are determined based on published quotations at the end of the reporting period. The fair values of available-for-sale debt securities are determined in accordance with generally accepted pricing models using observable market inputs.
- (c) The fair values of loans in arrears are calculated based on the expected future cash flows discounted at market interest rate for their terms at year end. The carrying values of loans in arrears approximate the fair values of these loans, since the interest rate charged on these loans are equivalent to the interest rates of their loans at year end.
- (d) The fair values of the bookbuilding of unquoted securities received determined as there is no active market for these shares.

Fair value measurements recognized in the Statement of Financial Position

The following table provides an analysis of financial instruments that are measured subsequent to initial recognition at fair value, grouped into Level 1 to 3 based on the degree to which the fair value is observable:

Level 1 fair value measurements derive from quoted prices (unadjusted) in active markets for identical assets or liabilities

Level 2 fair value measurements derive from inputs other than quoted prices included within Level 1 that are observable for the asset or liability, other than the U.S. government or agency U.S. derived from interest rate

Level 3 fair value measurements derive from valuation techniques that include inputs for the asset or liability that are not based on observable market data (unobservable inputs).

	2016		
	Level 1 \$	Level 2 \$	Level 3 \$
Assets and liabilities – at carrying cost:			
Government of Canada and Postal Service Bonds	-	29,377,698	-
Repurchase Agreements	-	18,893,798	-
Available-for-sale securities	8,098,699	-	-
Shared equity	-	-	-
Un-shared equity	-	-	98
	<u>8,098,699</u>	<u>48,271,496</u>	<u>98</u>
	Level 1 \$	Level 2 \$	Level 3 \$
Assets and liabilities – at carrying cost:			
Government of Canada and Postal Service Bonds	-	29,377,698	-
Repurchase Agreements	-	17,374,898	-
Available-for-sale securities	8,299,739	-	-
Shared equity	-	-	-
Un-shared equity	-	-	98
	<u>8,299,739</u>	<u>46,752,596</u>	<u>98</u>

There were no transfers between Level 1, Level 2 and Level 3 during period.

NOTES TO THE FINANCIAL STATEMENTS

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

NOTES TO THE FINANCIAL STATEMENTS

For the year ending November 30, 2016

The accompanying notes form an integral
part of the Financial Statements

23. FINANCIAL INSTRUMENTS

The fair value of financial instruments traded in active markets is based on quoted market prices at the end of the reporting period. A market is regarded as active if quoted prices are readily and regularly available from an exchange, dealer, broker, primary dealer, pricing service, or regulatory agency and those prices represent actual and regularly occurring market transactions on an arm's length basis. The quoted market price used for financial assets held by the company is the current bid price. These instruments are included in Level 1. Instruments included in Level 1 comprise primarily equity investments classified as trading securities/available-for-sale.

The fair value of financial instruments that are not traded in an active market is determined by using valuation techniques. These valuation techniques maximize the use of observable market data where it is available and only use non-observable data to the extent necessary. Fair value measurements are included in Level 2.

None or none of the significant inputs to not based on observable market data. The instrument is included in Level 3.

All gains and losses included in other comprehensive income relate to available-for-sale debt securities held at the end of the reporting period and are reported as changes of Fair Value Reserve.

24. CONTINGENCIES

Outside of the year-end financial statements were reviewed by several audit companies' procedures.


SHARES ENHANCEMENT FUND

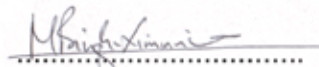
BALANCE SHEET

	Note	2016 \$	2015 \$
Assets			
Cash and cash equivalents	1	9,321,595	563,465
Government Securities	2	11,697,801	13,851,373
Accounts Receivable	3	32,341,569	33,138,397
Withholding Tax		4,308,348	4,719,902
		<u>57,669,313</u>	<u>52,273,137</u>
Liabilities			
Accounts Payable		1,069,134	857,338
		<u>56,600,179</u>	<u>51,415,799</u>
Representing			
Revaluation Reserve		33,584	33,584
Shares Enhancement Fund		<u>56,566,595</u>	<u>51,382,215</u>
		<u>56,600,179</u>	<u>51,415,799</u>

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements


Errol L. Miller
Chairman


Marva Pringle-Ximinnies
1st Vice Chairman

SHARES ENHANCEMENT FUND

INCOME & EXPENDITURE

For the year ending November 30, 2016

The accompanying notes form an integral
part of the Financial Statements

	2016 \$	2015 \$
INCOME		
Contributions	7,971,175	6,928,216
Interest on Investment	786,968	1,047,916
	<u>8,758,143</u>	<u>7,976,132</u>
Expenditure		
Bank Charges	-	-
Administrative Charges	848,817	514,751
Settlement Claims	2,724,946	3,151,248
	<u>3,573,763</u>	<u>3,665,999</u>
Net Income	5,184,380	4,310,133
Accumulated Fund: 01.12.15	<u>51,382,215</u>	<u>47,072,082</u>
Accumulated Fund: 30.11.16	<u>56,566,595</u>	<u>51,382,215</u>

NOTES TO THE SHARES ENHANCEMENT FUND

1. CASH AND CASH EQUIVALENTS

	<u>2016</u>	<u>2015</u>
	\$	\$
Cash at Bank	<u>9,321,595</u>	<u>563,465</u>

2. GOVERNMENT SECURITIES

	<u>2016</u>	<u>2015</u>
This comprise:	\$	\$
GOJ Repos	-	2,500,000
GOJ Stocks	<u>11,697,801</u>	<u>11,351,373</u>
	<u>11,697,801</u>	<u>13,851,373</u>

3. ACCOUNTS RECEIVABLE

	<u>2016</u>	<u>2015</u>
	\$	\$
Jamaica Civil Service Mutual Thrift Society Limited	20,150,000	20,151,200
Insurance Premium Receivable	1,186,066	1,184,871
Loans Redemption Fund	10,953,509	11,802,326
Other	51,994	-
	<u>32,341,569</u>	<u>33,138,397</u>

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

LOANS REDEMPTION FUND

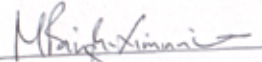
BALANCE SHEET

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

	Note	2016 \$	2015 \$
Assets			
Cash and Cash Equivalents	1	12,707,306	14,699,344
Government Securities	2	38,590,040	37,974,522
Property Purchase		-	20,150,000
Scotia DBG:			
Premium Fixed Income Fund		6,015,281	5,665,681
Caribbean Income Fund		7,970,575	7,433,113
Receivables		-	2,980,632
Loans Receivable	3	122,779,421	79,549,410
Interest Receivable		53,054	-
Withholding Tax		9,160,416	10,739,727
		<u>197,276,093</u>	<u>179,192,429</u>
Liabilities			
Accounts Payable	4	<u>10,953,509</u>	<u>12,972,063</u>
		<u>186,322,584</u>	<u>166,220,366</u>
Representing			
Revaluation Reserve		44,476	44,476
Loans Redemption Fund		<u>186,278,108</u>	<u>166,175,890</u>
		<u>186,322,584</u>	<u>166,220,366</u>


 Errol L. Miller
 Chairman


 Marva Pringle-Ximinnies
 1st Vice Chairman

LOANS REDEMPTION FUND

INCOME & EXPENDITURE

	2016 \$	2015 \$
INCOME		
Contributions	24,345,102	19,513,476
Interest on Investments	<u>1,886,620</u>	<u>3,154,940</u>
	<u>26,231,722</u>	<u>22,668,416</u>
Expenditure		
Bank Charges	17,548	13,007
Administrative Charges	2,273,083	1,297,814
Settlement Claims	<u>3,838,873</u>	<u>2,486,393</u>
	<u>6,129,504</u>	<u>3,797,214</u>
Net Income	20,102,218	18,871,202
Accumulated Fund: 01.12.15	<u>166,175,890</u>	<u>147,304,688</u>
Accumulated Fund: 30.11.16	<u>186,278,108</u>	<u>166,175,890</u>

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

NOTES TO THE LOANS REDEMPTION FUND

For the year ending November 30, 2016

The accompanying notes form an integral
part of the Financial Statements

1. CASH AND CASH EQUIVALENTS

	<u>2016</u>	<u>2015</u>
	\$	\$
Cash at Bank	<u>12,707,306</u>	<u>14,699,344</u>

2. GOVERNMENT SECURITIES

	<u>2016</u>	<u>2015</u>
	\$	\$
This comprise:		
GOJ Repos	10,000,000	7,000,000
GOJ Stocks	<u>28,590,040</u>	<u>30,974,522</u>
	<u>38,590,040</u>	<u>37,974,522</u>

3. LOANS RECEIVABLE

	<u>2016</u>	<u>2015</u>
	\$	\$
Jamaica Civil Service Mutual Thrift Society Limited	109,731,164	58,427,221
Staff Loan Fund	450,000	775,000
JCSA Limited	12,598,257	16,167,004
JCSA	-	4,180,185
	<u>122,779,421</u>	<u>79,549,410</u>

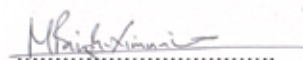
4. ACCOUNTS PAYABLE

	<u>2016</u>	<u>2015</u>
	\$	\$
Shares Enhancement Fund	10,953,509	11,802,326
Claims	-	1,169,737
	<u>10,953,509</u>	<u>12,972,063</u>

STAFF LOAN FUND BALANCE SHEET

	2016 \$	2015 \$
Current Assets		
Staff Loans	3,745,377	4,049,934
Bank Balance	107,515	33,886
	<u>3,852,892</u>	<u>4,083,820</u>
Current Liabilities		
Loans Redemption Fund	<u>450,000</u>	<u>750,000</u>
	<u>3,402,892</u>	<u>3,333,820</u>
Representing		
Retained Income	<u>3,402,892</u>	<u>3,333,820</u>


 Errol L. Miller
 Chairman


 Marva Pringle-Ximinnies
 1st Vice Chairman

For the year ending November 30, 2016

The accompanying notes form an integral part of the Financial Statements

STAFF LOAN FUND INCOME & EXPENDITURE

	2016 \$	2015 \$
Current Assets		
Staff Loans	3,745,377	4,049,934
Bank Balance	<u>107,515</u>	<u>33,886</u>
	<u>3,852,892</u>	<u>4,083,820</u>
Current Liabilities		
Loans Redemption Fund	<u>450,000</u>	<u>750,000</u>
	<u>3,402,892</u>	<u>3,333,820</u>
Representing		
Retained Income	<u>3,402,892</u>	<u>3,333,820</u>

For the year ending November 30, 2016

The accompanying notes form an integral
part of the Financial Statements