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2016 was the second year of our four-year strategic plan. All that was accomplished throughout the year at CAMRT supported the achievement of the strategic goals of Transforming Education, Evolving Practice, Quality of Care, Evidence and Research and Membership Value. From education to events, from professional practice to research, volunteers and staff were busy this past year in continuing the solid progress from the previous year.

Education has been a strength of the association since its inception, and it is with pride that we continue to lead and transform education in the MRT profession. In certification, while maintaining a true and representative entry-to-practice exam, our recent initiatives have pushed forward the transition to computer-based testing. In early 2016 when the Canadian Medical Association made its decision to divest its role in accreditation for MRTs (and other healthcare professionals) educational programs across the country, CAMRT stepped in to spearhead a collaboration of the groups impacted to ensure a sustainable, quality accreditation process into the future.

In continuing education, the association is engaged on multiple fronts to provide access to education Canadian MRTs need for current practice. In March 2016, CAMRT launched the simple and user-friendly CPD Repository tool to help MRTs find the most relevant CPD options for their needs, when they need them. By year end, it had grown to include more than 450 searchable offerings from dozens of different sources. We are always encouraged when these efforts are met with positive response, and were pleased to see they corresponded to a growth in uptake for CPD in 2016.

In professional practice, the CAMRT, like its members, seeks to keep up with evolving practice, paying close attention to what is happening within the field and envisioning the future. This past year, our strong practice support tools were bolstered by the addition of new Best Practice Guidelines, a new Code of Ethics and Member Conduct, and creation of a new collaborative space for members called Communities of Practice (COPs). We expect this COP resource to grow and become an indispensable tool for members and a home to countless discussions about important developments in technology and practice in the coming years.

2016 was also a year of great strides for CAMRT in its long-standing work towards advanced practice (AP). The AP certification pilot continued throughout
2016, culminating in the innovative and collaborative oral examination process. This initiative in radiation therapy is also starting to lend momentum to CAMRT efforts to kick-start advanced practice in medical imaging, with productive discussions ongoing in several corners of the country. We are all excited at the prospect of the soon-to-be first certified advanced practice MRTs in Canada, and extremely pleased that this work has brought the Canadian MRT profession notoriety and recognition in the international medical imaging and radiation therapy communities.

The quality of care delivered by MRTs remains as strong a focus as ever in 2016; therefore, maintaining and developing new education and supports in pursuit of that goal is important to members and the organization. This past year the CAMRT has been invited to take part in the Choosing Wisely Canada campaign. This public (and healthcare professional) awareness campaign truly advances quality by addressing areas of unnecessary and inappropriate tests and procedures in every field of health care. With appropriateness as a key component of MRTs’ practice, it will be hugely advantageous to Canadian MRTs for the CAMRT to be at this table taking part in review of recommendations and documents. The invitation to develop guidelines and participate in the group shows the growing influence of the profession, with CAMRT among the first non-physician groups to be asked to contribute to this significant and highly-respected initiative.

In fact, participation in collaborations has been an important theme over the year. Innovative collaborations with physician and physicist groups, provincial associations, and other entities form the basis for our new model for conferences and events. Throughout 2016, we worked hard to get plans in place for these future endeavours, all the while seeking opportunities to expand and enhance the inclusiveness and reach of these opportunities to all members across the country.

As the understanding and response to the contribution of the MRT profession grows within health care, the CAMRT also diligently moved forward in 2016 to expand this influence into the public decision-making realm through advocacy. The CAMRT Board of Directors had an extremely successful Day on Parliament Hill in Ottawa in November, raising awareness of the profession and professional issues with more than a dozen parliamentarians and public servants.

It is fulfilling to look back on a year and see progress on goals and challenges overcome. It was a good year for the organization in its commitment to provide services of real value to its members in every corner of the country. As we continue in pursuit of our goals, we look forward to growing and evolving with all of you into the future.

Karren Fader, RTNM
President

François Couillard,
Chief Executive Officer
OUR MISSION

CAMRT certifies that medical radiation technologists (MRTs) have the required competencies to enter practice. CAMRT serves and supports its members throughout their careers to provide patients the highest quality of care.

OUR VISION

• CAMRT is the recognized national voice of the profession.

• Medical Radiation Technologists are recognized and sought after for their essential expertise. Medical Radiation Technologists positively impact the development of the health care system and the journey of patients in their care.

• CAMRT engages members to broaden their knowledge and use best practice so that MRTs meet the challenges of today and the future.

OUR VALUES

In pursuing its mission and vision, the CAMRT embraces the following core values:

• **Integrity:** We are honest, trustworthy, and ethical. We are accountable and transparent.

• **Innovation:** We are fearless change agents and visionary. We are creative and leading edge.

• **Collaboration:** We strive to be open, listening, trustworthy, and respectful facilitators. We team with others to solve problems, sharing our expertise.
STRATEGIC PLAN AT A GLANCE

CAMRT’s

STRATEGIC DIRECTION

Transforming Education
Facilitate and develop education for an evolving practice

Evolving Practice
Define, sustain and advance the profession

Quality of Care
Promote and enhance the quality of care

Evidence + Knowledge
Develop and support research capacity in the MRT community

Membership Value
Increase engagement and the value of membership

Our Mission

Our Vision

Our Values
2016 HIGHLIGHTS
From representing the profession to external stakeholders in health care and in other fields, to expanding the educational offerings from the national association, work has been focused on design and delivery of timely, relevant initiatives and services that address today’s challenges for the diverse needs of the membership. Driven by its mission and strategic directions, CAMRT members, volunteers and staff achieved many milestones as they worked to advance the profession and the association. We are proud to share the highlights from another year full of accomplishments:

**TRANSFORMING EDUCATION**

**Continuing Professional Development (CPD)**

- Enhanced and expanded CAMRT’s CPD offerings to members with the continued move to online format and the addition of new CPD.
- More than 3,000 participants received credit from CAMRT CPD in 2016, through participation in full-length courses, specialty certificates, quick self-studies, and virtual programming.
- Launched the popular CAMRT CPD Repository in March, providing an MRT-focused CPD search engine for professionals seeking to fulfill their annual requirements. Since its launch, it has grown to include more than 450 listings from more than two dozen different CPD-sponsoring organizations.
- Instigated development of seven new courses that reflect current and upcoming changes in practice:
  - 2 full length courses – PET/MR and An Introduction to Research.
  - 5 quick self studies – Stroke and CT Perfusion, Cardiac CT, The Life Cycle of the Breast, PET/CT-Guided Interventions, and Stereotactic Body Radiotherapy.

<table>
<thead>
<tr>
<th>CAMRT CPD OFFERINGS</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Length CPD Courses</td>
<td>23</td>
<td>2</td>
</tr>
<tr>
<td>Quick Self Studies</td>
<td>37</td>
<td>5</td>
</tr>
<tr>
<td>Certificate Courses</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Virtual Programming</td>
<td>17</td>
<td>9</td>
</tr>
</tbody>
</table>
NEW COURSES IN 2016

- Two full length courses: Sectional Anatomy 2, Project Management for the Healthcare Professional
- Five quick self studies: Providing Effective Feedback, Stroke and CT Perfusion, Respiratory Gating, Somatostatin Receptor Imaging of Neuroendocrine Tumors, From Uranium to FDA approved product - Understanding Global Mo-99 Supply

CONTINUING PROFESSIONAL DEVELOPMENT 2016

<table>
<thead>
<tr>
<th>Province</th>
<th>CPD Courses</th>
<th>QSS</th>
<th>Cert. Programs</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Mammography</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>CT Series</td>
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<td></td>
</tr>
<tr>
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<td>CT Therapy</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sectional Anatomy Series</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>PET Theory</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Chest Imaging</td>
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</tr>
<tr>
<td></td>
<td>Leadership Skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dosimetry Series</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>IR Series</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Other</td>
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<td>Total</td>
<td></td>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Province</th>
<th>CPD Courses</th>
<th>QSS</th>
<th>Cert. Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>9</td>
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<td>Manitoba</td>
<td>3</td>
<td>65</td>
<td>6</td>
</tr>
<tr>
<td>Ontario</td>
<td>94</td>
<td>337</td>
<td>2</td>
</tr>
<tr>
<td>Quebec</td>
<td>9</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>4</td>
<td>14</td>
<td>1</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>10</td>
<td>25</td>
<td>1</td>
</tr>
<tr>
<td>Prince Edward Island</td>
<td>2</td>
<td>8</td>
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</tr>
<tr>
<td>Newfoundland + Labrador</td>
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<td>10</td>
<td>1</td>
</tr>
<tr>
<td>International</td>
<td>9</td>
<td>45</td>
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</tr>
<tr>
<td>All other jurisdictions</td>
<td>4</td>
<td></td>
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</tr>
<tr>
<td>TOTAL</td>
<td>229</td>
<td>802</td>
<td>19</td>
</tr>
</tbody>
</table>

* These figures do not include rewrites and challenges, neither withdrawals and transfers.
Certification and program accreditation

• Developed computer-based testing for the CAMRT certification exams. Through a collaboration with new partner Yardstick, the online exam was readied for launch in January 2017. Computer-based testing will allow CAMRT to migrate away from all paper-based testing in the future.

• On January 22, 2016, the Canadian Medical Association (CMA) announced that it would divest itself of responsibility for assessing and accrediting health education programs by February 1, 2018. The CAMRT took a lead role early on, organizing a grouping of professional associations, regulators, and representation from educational programs. As part of this collaboration, the CAMRT worked through 2016 to select a new organization to design and implement an accreditation regime to replace the current CMA process and ensure accreditation is in place for MRT education programs.

Leadership development

• The 7th annual Leadership Development Institute (LDI) was held May 12th-14th, 2016. The program was very successful again, supporting the budding leadership careers of MRTs from across the country.

• Successfully piloted the final two phases of the Advanced Practice in Radiation Therapy Certification process. Three Clinical Specialist Radiation Therapists from Ontario took part in the process throughout 2016. The process is expected to open to eligible candidates in June 2017 (after the last stages of the pilot are completed). The unique and innovative certification process has garnered a lot of interest and was presented at a number of Canadian and international conferences in 2016.

• Examined Advanced Practice roles in Medical Imaging through a series of strategic focus groups and meetings in key centres across Canada.

• Conducted a thorough investigation into the state of Limited Practice in Medical Radiation Technology across all Canadian provinces.

• Heard insight and updates from vendors GE Healthcare, Hermes Medical Solutions and Elekta on upcoming potentially disruptive innovations at the Future Technology Advisory Council Meeting (FTAC).

• Continued to partner in key Canadian and international initiatives related to the management of medical isotope supply.
QUALITY OF CARE

- Accepted an invitation to participate in the important Choosing Wisely Canada initiative to provide recommendations that will reduce unnecessary practices in medical imaging and radiation therapy. Through CAMRT, MRTs will be among the very first non-physician groups to participate.

- Continued to expand the reach and influence of the CAMRT Best Practice Guidelines (BPGs):

  BPGs added in 2016:
  1. Claustrophobia
  2. Addressing Professional Misconduct

  Website access in 2016 +11%

Medical imaging + radiation therapy departments in Canada use BPGs to shape their practice

- Completed and published a revision to the CAMRT Code of Ethics.

- Contributed to successful collaborations for quality and safety in medical radiation technology: the Canadian Partnership for Quality in Radiotherapy (CPQR) and Canada Safe Imaging.

- Worked in partnership with RAD-AID International to send CAMRT members overseas to join missions that increase and improve radiology resources in developing and impoverished countries. Two CAMRT members participated in RAD-AID missions in 2016.

- Joined an international effort to create a joint paper on dose reduction with EANM, SNMMI, and ANZSNM.

EVIDENCE + KNOWLEDGE

- Launched an exciting new member collaboration platform: CAMRT Communities of Practice (COPs) on the versatile and user-friendly Slack platform. This unique members-only forum will be a place for sharing information, ideas, files and more. Progress on this initiative is the subject of the PhD research of Takumi Shimizu, a student of leading expert on online collaboration, Samer Faraj of McGill University.

- Broadened the influence and reach of CAMRT’s professional publication: the Journal of Medical Imaging and Radiation Sciences (JMIRS). Submissions hit all-time highs again in 2016, with record submissions from CAMRT members.

<table>
<thead>
<tr>
<th>JOURNAL OF MEDICAL IMAGING + RADIATION SCIENCES STATS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submissions</td>
</tr>
<tr>
<td>2015: 104</td>
</tr>
<tr>
<td>2016: 126</td>
</tr>
<tr>
<td>+21%</td>
</tr>
</tbody>
</table>

| Online Readership*                                    |
| 2015: 11,219                                          |
| 2016: 14,272                                          |
| +27%                                                  |

*(Downloads from Science Direct)
• CAMRT and its members continued to lead and participate in the hugely successful Twitter #MedRadJclub, which addressed topics as diverse as workplace bullying and staffing standards.

• Awarded its annual research grant in the amount of $5,000 to Winnie Li, RTT from Toronto for her proposed study: “Frame-based versus Frame-less Immobilization for Gamma Knife Stereotactic Radiosurgery: Patient Perspective”.

• Updated the annual Salary Scale Analysis and published the bi-annual Health Human Resources in MRT survey results.

• Developed a new Fellowship Model to replace the former program. The new model, which encourages professional activity and growth over a diverse range of activities, will be launched for members in 2017.

• Sponsored a speaker exchange with ASRT, with Jessy Abed making her presentation on MRI guidance in prostate cancer therapy at the 2016 RSNA Conference in Chicago.

• Established new exciting partnerships with Goodlife Fitness, Scrubs Canada, and Telus to offer significant discounts and savings to our members.

• Continued building a new, more inclusive model for conferences and events (including the establishment of multiple new interprofessional partnerships for education) to be rolled out in 2018.

• Conducted a detailed member survey and benefits review to help the organization continue to engage with its members in meaningful ways.

• Worked with hundreds of volunteers on committees to develop education and guidance, plan conferences, and advise on policy and program development.

Would recommend membership to others
Believe CAMRT represents their professional values + ideals
Satisfied with membership
0% 100%
84% 71% 86%

• One hundred percent of members and volunteers completed the member survey and benefits review.

CAMRT 2016 ANNUAL REPORT
• The CAMRT Board led a highly successful Advocacy Day on Parliament Hill in Ottawa to discuss the importance of the MRT profession and issues of significance to MRTs across the country. As well as raising awareness of the profession, good support was generated for CAMRT’s efforts to create advanced practice in medical imaging and radiation therapy.

• Made presentations on topics related to the MRT profession at a multitude of national and international healthcare conferences.

• Supported the Health Action Lobby (HEAL) in its efforts to support “The Canadian Way” position paper representing its 43-member organizations’ recommendations for an increased federal role in health care, the federal provincial health accord and government spending in health.

• Maintained a prominent role for the profession in many other collaborations, including the Medical Imaging Team, Canada’s Multi Stakeholder Working Group on Medical Isotopes (MSWG), CPQR, and more.
During the week of November 6th to 12th, 2016, MRTs were once again invited to celebrate their profession with their community, colleagues, and each other to promote the essential contributions of the MRT profession. MRTs were asked to show how they were the essential link between delivering care through technology. Thousands of MRTs across Canada delivered this message to patients and other healthcare professionals, making MRT Week a huge success.
Halifax was the destination for the 2016 Annual General Conference (AGC). Over 400 MRTs from across the country attended the 74th AGC, hosted by CAMRT in collaboration with the Nova Scotia Association of Medical Radiation Technologists (NSAMRT).

The conference opened up with both the Mayor and the Nova Scotia Deputy Minister of Health. Following the inspiring introductions, Ken Baird gave the plenary talk that opened a diverse educational program, addressing topics ranging from pediatric imaging to good manufacturing practices in nuclear medicine, from PET-MRI to the importance of research for the MRT profession.

The prestigious annual Welch Lecture was delivered by former CAMRT president, Amanda Bolderston. Amanda delivered an extremely enlightening and engaging talk about the experiences of LGBT professionals in the world of health care.

Halifax also fully lived up to its billing over the evenings of the AGC. Both Thursday and Friday nights, delegates descended on local establishments to meet up with old friends and make new ones in events hosted by the CAMRT Foundation and the NSAMRT. The Presidents’ Event on Saturday night gave delegates the chance to indulge in local lobster as they enjoyed the entertainment and excellent company of fellow MRTs.
# Membership Count

## CAMRT Members Across Canada

Total: 11,560  
as of December 31, 2016

### 2016 Highlights

### Membership Count

#### CAMRT Members Across Canada

<table>
<thead>
<tr>
<th>Provinces</th>
<th>Full Practice</th>
<th>Hon. Life</th>
<th>Life</th>
<th>Limited Practice</th>
<th>Senior</th>
<th>Non-PRACTICING</th>
<th>Temp. Practicing</th>
<th>December 2016</th>
</tr>
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<tbody>
<tr>
<td>BCAMRT</td>
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<td>3</td>
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<tr>
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<tr>
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<tr>
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<td>2</td>
<td>0</td>
<td>112</td>
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<tr>
<td>NSAMRT</td>
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<td>0</td>
<td>2</td>
<td>0</td>
<td>623</td>
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<tr>
<td>NLAMRT</td>
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<td>0</td>
<td>64</td>
<td>42</td>
<td>0</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>11,221</strong></td>
<td><strong>2</strong></td>
<td><strong>15</strong></td>
<td><strong>5</strong></td>
<td><strong>64</strong></td>
<td><strong>250</strong></td>
<td><strong>3</strong></td>
<td><strong>11,560</strong></td>
</tr>
</tbody>
</table>
The CAMRT Honorary Awards are a collection of awards presented to members at the pinnacle of the profession. The winners of these awards earn the highest recognition from their association by their dedication, commitment and exceptional contributions to our profession. These awards were presented at the 2016 AGC “Presidents’ Event” in Halifax.

The prestigious annual Welch Memorial Lecture was presented in 2016 by Amanda Bolderston, RTT, FCAMRT, as one of the plenary sessions. Lisa Di Prospero, RTT, was announced at the awards ceremonies as the Welch Lecturer for 2017.

Life Membership represents the highest form of recognition by one’s peers and is designed to honour a member of the CAMRT with distinguished service to the Association. In 2016, this Life Membership was awarded to Nicole Harnett, RTT, ACT for her 30 years of contributions to the profession and association.

CAMRT Fellowship was awarded to Wendy Read, RTT, ACT, FCAMRT at the annual conference, where she also presented her Fellowship project, “The Alberta Ocular Brachytherapy Program: Utilization of Patient Feedback to Guide Improvements”.

The Award for Early Professional Achievement, which honours a member of the CAMRT who has provided, at an early stage in their career, inspiration and leadership to their colleagues by acting as a role model of professionalism and/or volunteerism, was presented to Elise LeBlanc, RTR, CTIC.
Roberta Sharp, RTR, ACR received the Marshall Mallett Lamp of Knowledge Award, in recognition of her significant contributions to the profession at a national level in the field of education.

Brian Martell, RTR, was presented with the Steward of the Profession Award for his efforts as a volunteer, a mentor, and for his work to advance the profession at both the national and provincial levels.

President Deborah Murley, RTR, presented the 2016 President’s Medal to Daniel Mollura of RAD-AID International in recognition of his outstanding achievements in promoting the development of medical imaging and radiation therapy in developing countries around the world.

In addition to these honourees, the CAMRT also recognized outgoing CAMRT Board of Director Robin Hesler, RTR for his contributions to the association.

The Outstanding Service award was not awarded for 2016.
2016 CAMRT AWARDS

OTHER AWARDS

TOP EXAM MARKS RECOGNIZED

<table>
<thead>
<tr>
<th>DISCIPLINE</th>
<th>NAME</th>
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<tr>
<td>MAGNETIC RESONANCE</td>
<td>CHLOE RUEY, RTMR - NAIT</td>
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<tr>
<td></td>
<td>MICHAEL WAN HO WONG, RTNM, RTMR - Michener Institute</td>
</tr>
<tr>
<td>NUCLEAR MEDICINE</td>
<td>REBECCA JESSOME, RTNM, RTMR - QEII/Dalhousie University</td>
</tr>
<tr>
<td>RADIATION THERAPY</td>
<td>ROBYN MURPHY, RTT - Mohawk College/McMaster University</td>
</tr>
<tr>
<td>RADIOTHERAPY</td>
<td>ALI SYED HUSSAIN, RTR - Michener Institute/University of Toronto</td>
</tr>
<tr>
<td></td>
<td>LESLEY POIRIER, RTR - NAIT, Radiological Technology</td>
</tr>
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ESSAY COMPETITION

<table>
<thead>
<tr>
<th>NAME OF AWARD</th>
<th>NAME OF RECIPIENT</th>
<th>SPONSOR</th>
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<tbody>
<tr>
<td>L.J. Cartwright Student Award</td>
<td>CHRISTOS CHORTOGIANNOS</td>
<td>CAMRT</td>
</tr>
<tr>
<td>Essay Title:</td>
<td>The Evaluation of Bony Anatomy versus Endobiliary Stents as Surrogates for Volumetric Image Guidance in Pancreatic Cancer</td>
<td></td>
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<tr>
<td>E.I. Hood Award</td>
<td>CAITLIN GILLAN, RTT, FCAMRT</td>
<td>NICOLE HARNETT, RTT, ACT</td>
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<td>Essay Title:</td>
<td>Evaluating the Effectiveness of an Electronic Learning Tool for Volumetric Imaging Training - Perceptions of Radiation Therapy Professionals</td>
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<tr>
<td>E.I. Hood Award CERTIFICATE OF MERIT</td>
<td>BRIAN MARTELL</td>
<td>CAMRT</td>
</tr>
<tr>
<td>Essay Title:</td>
<td>How to Successfully Engage a Team: Our Centralized Radiopharmacy Experience</td>
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<tr>
<td>Sister Mary Arthur “Sharing the Light” Award</td>
<td>GREG KILROY</td>
<td>CAMRT</td>
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<tr>
<td>Essay Title:</td>
<td>A Timely Matter: The Need for Retrospective Analysis of Diagnostic Imaging Requisitions</td>
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### EXHIBIT COMPETITION

<table>
<thead>
<tr>
<th>NAME OF AWARD</th>
<th>NAME OF RECIPIENT</th>
<th>SPONSOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Marshall Mallet Memorial Award Poster</td>
<td>LUCAS JENKIS&lt;br&gt;Essay Title: Radiographic Investigation of Non-Accidental Trauma</td>
<td>CAMRT</td>
</tr>
<tr>
<td>Dr. Marshall Mallet Student Award CERTIFICATE OF MERIT Poster</td>
<td>SHANNON GRAY&lt;br&gt;Essay Title: Diagnosis and Treatment of Scoliosis</td>
<td>CAMRT</td>
</tr>
</tbody>
</table>

### 2015 JOURNAL OF MEDICAL IMAGING + RADIATION SCIENCES (JMIRS) AWARDS

<table>
<thead>
<tr>
<th>NAME OF AWARD</th>
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<th>SPONSOR</th>
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<tbody>
<tr>
<td>Reviewer of the Year</td>
<td>LYNN MONTGOMERY, RTT</td>
<td>JMIRS</td>
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<tr>
<td>Outstanding Reviewer MAGNETIC RESONANCE IMAGING</td>
<td>LYSA LEGAULT KINGSTONE, RTMR</td>
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<tr>
<td>Outstanding Reviewer NUCLEAR MEDICINE</td>
<td>LACEY GREENE, CNMT</td>
<td>JMIRS</td>
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<tr>
<td>Outstanding Reviewer RADIATION THERAPY</td>
<td>MIKE DARUD, RTT, ACT</td>
<td>JMIRS</td>
</tr>
<tr>
<td>Outstanding Reviewer RADIOLOGICAL TECHNOLOGY</td>
<td>HOLLY CHUN, RTR, RTMR</td>
<td>JMIRS</td>
</tr>
</tbody>
</table>
2016 GRADUATES
2016 CERTIFICATION EXAMINATION GRADUATES

Magnetic Resonance Technologists certified in 2016

Kendra Agostini-Foroud
Marwan Ali
Theophilia Ampofo
Imran Arif
Chloe Babin
Tekemenayi Badibanga
Aaron Bailie
Renée Bedard
Cayly Bellan
Rachel Benson
Eric Blair
Salina Butt
Scott Charlton
Jingwen Chen
Lubov Chermakova
Gabriella Cloutier
Jessica Collins
Marie-Louise Collins
Meaghan Copp
Darcie Crape
Marie Cronin
Jason Crozier
Iwona DeCesare
Rae Dennett
Nicole Do
Pamela Dolenuk
Jaylene Ducharme
Brittany Fairburn
Mary Kate Faria
Nadia Farrag
Megan Farrell
Casey Fortier
Ashley Francis
Alysha Franson
L. Meredith Fraser
Rachita Goyal
Jennifer Guertin
Megan Haas
Hiba Hasan
Mandeep Hayer
Erica Hennessy
Tiffany Ho
Jennifer House
Loretta Hsu
Kevin Huang
Katie Hudson
Carolyn Jacko
Mame Jamieson
Ravinder Jhawer
Farsam Kazemi Yekta
Coralie Kepp
Omar Kesebi
Ayeshka Khan
Rebekah Kim
Allison Kirkbride
Christa Knodel
Alma KoA
Samuel Kok
Shauna Korzenowski
Alannah Kost
Mohammadreza Kouchakianjan
Danielle Kulyk
Zohra Lajj
Christina Lambert
Shannan Lambley
Francis Lee
Ying Li
Su Su Liang
Soo Jung Lim
Samuel Lin
Taranjit Loodu
Michael Lopes
Lin Lu
Lori MacKay
Samantha MacLeod
Michelle Mainville
Barbara Maki
Matthew Malach
Alexandra Mamo
Shei Yee Man
Amandeep Mander
Krupal Master
Sara McLaughlin
Devan Metzler
Keith Morgan
Amy Morrison
Omer Muhumed
Justine Muller
Steven Musclow
Jeremy Myersdall
Travis Nolan
Abdulrahman Ontabli
Michael Osei-Wusu
Rhonda Parsons
Lise Paydi
Debri Penney
Amy Pham-Chau
Kelsey Phelan
Vincent Pokolic
Chen Pomeranz
Matthew Pucsek
Ivy Rama
Natasha Roland
Jenna Rowlands
Bridget Sahulka
Andrea Sarmatiuk
Jordan Shirley
Nzizpho Sithole
Mackenzie Stinson
Megan Taylor
Sruhti Thakakkall Johnny
Julio Tornjios
KushKumar Trivedi
Leewanna Van Loon
Victoria Vermeer
Halya Viznyak
Fahim Wahab
Emily Wallace
Tami-Rose Wierstra
Katie Wong
Leah Wood
Jie Xi
Yingqi Xiong
April Yeung
Lu Zhang
Zetian Zhang

Nuclear Medicine Technologists certified in 2016

Badr Al-Tameemi
Majid Bamohrez
Nicole Barta
Jurrien Bentley
Monica Brideau
Michelle Brown
Michelle Devost
Carla Domonkos
Simon Doucette
Fateme Emamekhoo
Kristen Fex
Kaylee Gardner
Kirstin Giba
Tamer Sami Abdou Girgis
Courtlynd Gorsche
Steven Halfyard
Riley Harder
Megan Hendrickson
Emily Johnson
Sreekanth Kadalayil
Gill Kazevman
Sheridan Kendrick
Danielle Kentel
Joyce Krenkowitz
Meagan Laffin
Cecilia Le
Maggie Ma
Annick McManus
Mukesh Monker
Sarah Morrison
Nicole Mroz
Kathryn Sabo
Sophia Saraceni
Magda Sebastiao Soares
Yu Sheng
Alison Smith
Amy Starr
Flamingo Tang
Korina Tinana
Spencer Wilson
Ashley Wright
Nicole Zader

Radiological Technologists certified in 2016

Ala Nasr Abu Hamda
Ahmad Aghamir
Ikken Aisin
Julie Albert
Yukari Ando
Jessica Andries
Drey Annan
Emmanuel Aryanwu
Tamarra Arden
Heather Armstrong
Meredith Armstrong
Amanda Asselin
Norman Atagat
Pamelen Atwal
John Augustine
Taylor Auld
Katherine Austinson
Azadeh Azadi
Mohammad Azimi Zachehgan
Dragan Babic
Patrick Badawika
Shrin Bagheri
Megan Ballard
Natalie Band
Vanessa Barati
Mariana Basaraba
Atteq Bashiruddin
Harman Basra
John Bauer
Alexandra Beattie
Natasha Bechard
Amberly Bedard
Seyedeh Fatemeh Behjatna
Nita Beizaie-Joybary
Ashley Bennett
Sarah Berger
Janette Berky
Amanda Bernard
Annie Berthalot
Janice Bertoia
Kevin Best
Fatema Zahra Bhaloo
Simran Bhogal
Shannon Bittner
Kristen Bjork
Maryse Blanchard
Ashley Blume
Samantha Boehm
Deanna Bold
Mui Shing Bong
Tanis Borley
Nicole Bosse
Daniel Boston
Genevieve Bouchard
Andrea Boucher
Katrina Bouardrau
Nathanael Bouardrau
Chanelle Boulane
Stephanie Bourget
Carole Boutros
Jana Bowden
Brittany Boyd
Laura Boyer
Stephanie Bramley
Alexandra Breen
Jane Brice
Amor Briones

Rebecca Brugmans
Renae Buchanan
Michael Buko
Robert Butler
Arfa Butt
Jillian Buye
Kelsey Bélanger
Heather Campbell
Consuel Camplin
Danielle Cartone
Robin Carmichael
Shawn Castonguay
Kaylee Cavers
Stacey Chaibos
Christopher Chan
Jasmin Chan
Nikita Chand
Sara Chariton
Desmond Chau
Ching Yi Cheng
Ho Yin Bertha Cheng
Julian Cheng
Kirstin Cherpako
Ram Singh Chhina
Kristin Chiswell
Vikram Chohan
Zeng Chu Hui
Flora Chung
Anat Churilov
Kristin Clarke
Jella Clemente
Kimberley Co
Candace Coleman
Andrea Coleridge
Sarah Comeau
Chantal Cormier
Stéphanie Côté
Emily Cottrell
Jenna Couthard
Kaylee Craig
Ai Creaney
William Creene
Mary-Jayne Cunningham
Reid Currie
Brittany Cusson
Ruoyun Da
Saad Dabbagh
Christopher Dakin
Shelby Dalaire
Annun Dawood
Joel De Blonde
Felice De Castro
Paolo de Castro
Amanda De Corte
Jeremy De Torres
Jessica Debono
Christopher Deep
Lindsay Deines
Victoria Del Conte
Victoria D’Elia
Emma Deller
Caylie Deluca
Amy Demchuk
Igor Deresciuic
Mersadies Derkaicz
Mélodie Desjardins
Céline Desrosiers
Tye Desrosiers
Jenna Dewey
Masoumeh Dezaki
Christina Dias
Taylor Dibbits
Sara DiLazzaro
Erica Dillon
Ronald Doblon
David Doll
Daniek Donkers
Carly Dougherty
Carrie Dowling
Emilie Dubois-Parent

Amélie Dubé
Katie Duff
Erin Duffy
Kaylee Duncan
Mariah Durocher
Chelsea Eadie
Lakisha Earle
Carmen Edmundson
Carmen Elkund
Ahmad El Haj
Nura Elmi
Ben England
Amanda Erixon
Amanda Evans
Tina Ewen
Chidiebere Ezenyem
Mohd Golam Faruque
Meghan Fehr
Nery Felix
Jordyn Fenelon
Michelle Ferderbar
Donna-Lee Finegan
Brianna Fischer
Sam Fisk
Aimee Fox
Rebecca Frasca
Danielle Fraser
Denaye Frechette
Kenzie Friesen
Nicole Friesen
Juliana Fulmer
Douglas Fung
Katherine Furgal
Emma Gallagher
Sadie Gallant
June Game
Roxanne Gamelin-Allard
Shelby Gard
Ethan Gardener
Jennifer Garrow
Luc Gautreau
Vicky Gelinis
Jillian Gignac
Véronique Giguère
Katie Gilbert
Jagdev Gill
Kristin Gill
Ravinder Gill
Emilie Gillier
Sharon Glavacka
Meghan Glover
Brianna Goch
Ashton Gomez
Maeghan Good
Katie Goodwin
Alexandria Gordon
Caitlin Gormley
Kevin Goudeseune
Dustin Gould
Amie Green
Kaitlin Grenier
Mila Grigorian
Dianne Guiang
Charlotte Gunning
Rehanna Hadley
Mynessa Haer
Erin Haertel
Maryam Handmpour Deroi
Alexis Hamilton
Cassandra Hamilton
Nicole Hamod
Nicole Han
SeungHo Han
Yiwei Han
Amanda Hanania
Jo Hanna
Amanda Hannem
Fang-I Hao
Mohammad Haque
Myles Hartley
Ainsley Van Roekel
Louise Van Wely
Nathan Vande Ligt
Adrienne VandenBerg
Jo Vaquilar
Karamjeet Varval
Megan Vassallo
Brittnee Vasseur
Camille Vaughan
Renée Villeneuve
Mary Lizbeth Joyce Virata
Mitiaidis Vlassopoulos
Jonathan Vo
Anne Vu
Keith Vugteveen
Kristina Wagner
Stephanie Wakewich
Alexandria Walenciac
Fei Wang
Xuan Wang
Sharla Warawa
Breanne Ward
Brittney Ward-Csak
Jenna Watkins
Kerrie Watts
Aleisha Weekes-Thornhill
Matthew Weishar
Sophie Wellman
Seraphina Welychko
David Chi Kin Wen
Celina Westerman
Kathleen Whale
Kandyce Whitehead
Kiera Whitelock
Tara Whisman
Spencer Whitney
Rachel Wiebe
Bethany Ann Wilkie
Megan Wilkie
Sara Wilkinson
Brittany Williams
Kari Wilson
Kristin Withenshaw
Teresa Wong
Kimberly Woo
Carol Wood
Yonas Workneh
Yingqi Xiong
Siyan Yang
Xiantong Yang
Kevin Yee
Philip Yee
Laura Young
Yusuf Yusuf
Jiwu Zhao
Zexin Zhu
Zeinab Zheeb
Argentina Zeledon
Tom Zhao
Wuren Zhang
Zhen Zhao
Xian Dong Zheng

Radiation Therapists
certified in 2016

Ahmed Abdullah
Lisa Adey
Shayne Allum
Natalie Andersen
Natalie Bateni
Josée Bedard
Michelle Bernardo
Kylie Blades
Manon Blais
Shevaughn Blaney
Leah Branch
David Cabral
Jaccelin Chan
Christos Chortogiannos

Joseph Chu
Elisabeth Cisa-Pare
Jennifer Dang
Christopher Dekker
Stephanie Fera
Candy Fong
Michael Foran
Kyle Fuchko
Derk Grooten
Dillan Hargreaves
Michelle Hayman
Jill Jacinto
Homa Jafari
Chen Ji
Brinda Kajaria
Ravinder Kambo
Jacob Kempt
Laura Kerfoot
Rachel Kieft
Nicole Kolodnicki
Amanda Lamb
Sydney Lamont
Claire Lee
Stephany Lee
Nicole Leuverink
Morgan Lewis
Siman Li
Yuk Cheung Lo
Sarah MacIntyre
Anthony Malebita
Erim McDowall
Sarah McQuillan
Julia-Lynn Michtsch
Kristina Nagel
Kim Van Ngo
Natasha Nicolini
Hang Yu Nip
Natasha Nunn
Nabila Nur
Taylor Parente
Sandra Peroff
Kweephol Petchsri
Sanjib Purba
Jawaria Qadeer
Anny Quach
Aaliya Rajani
Syliva Rezonja
Konain Saidi
Amanjot Saroya
Richard Schnikel
Rushik Sheikh
Kaitlin Sidey
Subanki Sivanrumpam
Wesley Sohn
Daniel Spence
Jordan Tamming
Vishal Varia
Yasir Walji
Jaime-Lynn Walker
Yuxiang Wang
Ori Wiener
Jacquline Tsui Kwan Wong
Simon Xie
Catheine Marie Young
Ruth Zagala
Debora Zegrean
Kenny Zhan
Jenny Zhang
### Certification Exam Statistics for 2016

<table>
<thead>
<tr>
<th>Disciplines</th>
<th>Canadian Initial Write</th>
<th>Canadian Initial Write Pass/Fail</th>
<th>International Initial Write</th>
<th>International Initial Write Pass/Fail</th>
<th>Canadian Rewrites</th>
<th>International Rewrites</th>
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<td>5</td>
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<td>3</td>
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<td>34/8</td>
<td>5</td>
<td>4/1</td>
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<td>103</td>
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<td>47/15</td>
<td>119</td>
<td>795</td>
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<td>Radiation Therapy</td>
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<td>73/11</td>
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<td>0/4</td>
<td>10</td>
<td>7/3</td>
<td>4</td>
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<td><strong>753</strong></td>
<td><strong>705/48</strong></td>
<td><strong>117</strong></td>
<td><strong>30/87</strong></td>
<td><strong>99</strong></td>
<td><strong>72/27</strong></td>
<td><strong>130</strong></td>
<td><strong>1,099</strong></td>
<td><strong>792/361</strong></td>
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#### 2016 Pass Rates

- **Initial Writes**
  - Canadian: 93.6%
  - International: 25.6%
- **Rewrites**
  - Canadian: 72.7%
  - International: 37.7%

#### 2015 Pass Rates

- **Initial Writes**
  - Canadian: 86.9%
  - International: 21.6%
- **Rewrites**
  - Canadian: 51.2%
  - International: 19.2%

- As compared to CAMRT 2016 Annual Report
Certificate in Breast Imaging - Diagnostic (CBID)
Judy Blair, RTR, CBID
Angela Collier, RTR, CBIS, CBID
Meagan Hewitt, RTR, CBIS, CBID
Anna Hillstead, RTR, CBID
Sandra McGrath, RTR, CBID
Erin Robitaille, RTR, CBIS, CBID

Certificate in Breast Imaging - Screening (CBIS)
Naheda Ahmad, RTR, CTIC, CBIS
Pratima Bhika, RTR, CBIS
Jaide Campbell, RTR, CBIS
Laura Carnie, RTR, CBIS
Crystal Davis, RTR, CBIS
Gina Di Trapani, RTR, CBIS
Malouwa Esprit, RTR, CBIS
Chelsea Hajer, RTR, CBIS
Song Hong, CBIS
Samina Javed, RTR, CBIS
Marcia Jeans, RTR, CBIS
Minjeong Kim, RTR, CBIS
Lianna Lam, RTR, CBID, CBIS
Xiaolan Li, RTR, CBIS
Barbara Nugent, RTR, CBIS
Carla Payne-Wiebe, RTR, CBIS
Shannon Stewardson, RTR, CBIS
Nicole Thompson, RTR, CBIS
Marleen Vloet, RTR, CBIS
Sandra Wells, RTR, CBIS
Wei Wu, RTR, CBIS
Dong Xu, RTR, CBIS

Certificate in Interventional Radiology (CIR)
Emiliano Bonaventura, RTR, CIR
Sara Brown, RTR, CIR
Renée Cadieux, RTR, CIR
Kathleen Campbell, RTR, CIR
Concetta Capozzi, CIR
Stacey Charette, RTR, CTIC, CIR
Magda Dunlop, RTR, CIR
Gianni Fiorentino, RTR, CIR
Cole Frandsen, RTR, CIR
Lorraine Hallé, RTR, CIR
Charles Jolicoeur, RTR, CIR
Christine Lacroix, RTR, CTIC, CIR
Maegan Morgan, RTR, CIR
Maria Rennullo, RTR, CIR
Katherine Roth, RTR, CIR

Certificate in CT Imaging (CTIC)
Finte Adem, RTR, CTIC
Charity Andreason, RTR, CTIC
James Andrews, RTR, CTIC
Vanda Maria Braga Araujo, RTR, CTIC
Tekemenayi Badibanga, RTR, RTMR, CTIC
Anna Barantscheva, RTR, CTIC
Jocelyn Bartiff, RTR, CTIC
David Bergmann, RTR, CTIC
April Bomben, RTR, CTIC
Megan Bowyer, RTR, CTIC
Kelly Bradley, RTR, CTIC
Gabrielle Brett, RTR, CTIC
Jenna Brown, RTR, CTIC
Jillian Bruneau, RTNM, CTIC
Sarah Cheng, RTR, CTIC
Raymond Seong Jun Chow, RTR, CTIC
Clint Coombs, RTR, CTIC
Nolan Coomes, RTR, CTIC
Amy Covello, RTR, CTIC
Alisha Cowderoy, RTR, CTIC
Christie Croll, RTR, CBI, CTIC
Carmen D’Amours, RTR, CTIC
Azehar Dawid, RTR, CTIC
Christina Delisio, RTR, CTIC
Heather DeNaeyer, RTR, CTIC
Parveen Dhillon, RTR, CTIC
Christine Dmytryshyn, RTNM, CTIC
Jennifer Downing, RTR, CTIC
Caitlin Edgar, RTR, CTIC
Sarah Erdelyi, RTR, CTIC
Ken Fiddler, RTR, CTIC
Suzanne Gallant, RTR, CTIC
Kristie Ganes, RTR, CTIC
Kurtis George, RTR, CTIC
Jitender Goel, RTR, CTIC
Alisha Goossens, RTR, CTIC
Sylvia Grant, RTR, CTIC
Nathalie Gravel, RTR, CTIC
Daniel Gray, RTR, CTIC
Jaskiran Grover, RTR, CTIC
Josée Guertel, RTR, RTMR, CTIC
Pamela Hachert, RTR, CTIC
Catherine Hakze, RTR, CTIC
Travis Hallgrimsson, RTR, CTIC
Kassandra Hazlett, RTR, CTIC
Alicia Henry, RTR, CTIC
Amanda Hillier, RTR, CTIC
Kalene Hoefels, RTR, CTIC
Monika House, RTR, CTIC
Pinky Hung, RTR, CTIC
Natasha Inwood, RTR, CTIC
Denise Jaglall, RTR, CTIC
Melissa Jardim, CTIC
Hemchandra Jha, RTR, CTIC
An Qiu Jiang, RTR, CTIC
Cheryl Johnston, RTR, CTIC
Cheryl Jordan, RTR, CTIC
Kandace Kalloo, CTIC
Carly Keenas, RTR, CTIC
Ziad Khamsi, CTIC
Chetan Khtaria, RTR, CTIC
Krista Kobelsky, RTR, CTIC
Kelli Krankowsky, RTR, CTIC
Kara Krasjun-Winsel, RTNM, CTIC
Brodie Labelle, RTR, CTIC
Tammy Labelle, RTR, CTIC
Nicole Lang, RTR, CTIC
Tania Leclair, RTR, CTIC
Hwan Hyung Lee, RTR, CTIC
Joan Lee, RTR, CTIC
Molly Lee, RTR, CTIC
Sui Pei Charlene Leong, RTR, CTIC
Jennifer Lindhorst, RTR, CTIC
Louise Lord, CTIC
Lauren MacIntosh, RTNM, CTIC
Kellei Martin, RTR, CTIC
Maria Matias, RTR, CTIC
Meredith McLeod, RTR, CTIC
Victoria Millar, RTR, CTIC
Angela Millett, RTNM, CTIC
Clare Morrison, RTR, CTIC
Brittany Mullins, RTR, CTIC
Kristina Murphy, RTNM, CTIC
Emily Nan, RTR, CTIC
Lennie Naylor, RTNM, CTIC
Patricia Newport, RTR, CTIC
Pak Lun Ng, RTR, CTIC
Lily Nguyen, RTR, CTIC
Jonathan O’Brien, RTR, CTIC
Leta Oatway, RTR, CTIC
Elena Panchenko, RTR, CTIC
Laura Lynn Parsons, RTR, CTIC
Henry Perez Leon, RTR, CTIC
Jesse Phangura, RTR, CTIC
Lynne Poirier, RTR, CTIC
Laura Purdy, RTNM, CTIC
Elizabeth Rainey, RTNM, CTIC
Tania Raivet, RTR, CTIC
Melissa Ratz, RTR, CTIC
Vanessa Reis, RTR, CTIC
Lindsey Rempel, RTR, RTMR, CTIC
Andrea Ritossa, RTR, CTIC
Brooke Robinson, RTR, CTIC
Janie Rousselle, RTR, CTIC

2016 GRADUATES

2016 CERTIFICATE GRADUATES
CT Therapy Certificate (CTRT)

Janice Janes, RTT, CTRT
FINANCIAL STATEMENTS
CANADIAN ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS
FOR THE YEAR ENDED DECEMBER 31, 2016
To the members of the CANADIAN ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

We have audited the accompanying financial statements of the Canadian Association of Medical Radiation Technologists, which comprise the statement of financial position as at December 31, 2016, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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 misstatement 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.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Canadian Association of Medical Radiation Technologists as at December 31, 2016, and the results of its operations and its cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations.

Welch LLP
Chartered Professional Accountants
Licensed Public Accountants
Ottawa, Ontario
February 21, 2017.
# Statement of Financial Position

**ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
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<td>Cash</td>
<td>$302,607</td>
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<td>Investments (note 3)</td>
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</tr>
<tr>
<td>Investment</td>
<td>541,345</td>
<td>401,832</td>
</tr>
<tr>
<td>Investments (note 3)</td>
<td>2,200,094</td>
<td>2,602,165</td>
</tr>
<tr>
<td></td>
<td><strong>$4,303,407</strong></td>
<td><strong>$4,736,140</strong></td>
</tr>
</tbody>
</table>

**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$344,394</td>
<td>$586,832</td>
</tr>
<tr>
<td>Deferred revenue (note 5)</td>
<td>1,216,962</td>
<td>1,537,747</td>
</tr>
<tr>
<td>Due to CAMRT Foundation (note 6)</td>
<td>88,116</td>
<td>82,184</td>
</tr>
<tr>
<td></td>
<td><strong>1,649,472</strong></td>
<td><strong>2,206,763</strong></td>
</tr>
<tr>
<td><strong>LONG-TERM LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deferred lease incentive (note 7)</td>
<td>72,931</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td><strong>1,722,403</strong></td>
<td><strong>2,206,763</strong></td>
</tr>
</tbody>
</table>

**NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted - general fund</td>
<td>119,659</td>
<td>248,545</td>
</tr>
<tr>
<td>Internally restricted - Competency Profiles fund</td>
<td>200,000</td>
<td>150,000</td>
</tr>
<tr>
<td>- Reserve fund</td>
<td>1,720,000</td>
<td>1,720,000</td>
</tr>
<tr>
<td>- Invested in capital assets</td>
<td>541,345</td>
<td>410,832</td>
</tr>
<tr>
<td></td>
<td><strong>2,581,004</strong></td>
<td><strong>2,529,377</strong></td>
</tr>
<tr>
<td></td>
<td><strong>$4,303,407</strong></td>
<td><strong>$4,736,140</strong></td>
</tr>
</tbody>
</table>

Signed on behalf of the Board:

SANDRA LUKE, RTR, RTMR, ACR
Treasurer

Karren Fader, RTNM
President

(See accompanying notes)
## Statement of Changes in Net Assets

### Internally Restricted

<table>
<thead>
<tr>
<th></th>
<th>Invested in Capital Assets</th>
<th>Reserve Fund</th>
<th>Competency Profiles Fund</th>
<th>General Fund</th>
<th>2016 Total</th>
<th>2015 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at beginning of year</td>
<td>$410,832</td>
<td>$1,720,000</td>
<td>$150,000</td>
<td>$248,545</td>
<td>$2,529,377</td>
<td>$2,513,177</td>
</tr>
<tr>
<td>Net revenue for the year</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$1,627</td>
<td>$1,627</td>
<td>16,200</td>
</tr>
<tr>
<td>Acquisition of capital assets</td>
<td>226,051</td>
<td>-</td>
<td>-</td>
<td>(226,051)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>(95,538)</td>
<td>-</td>
<td>-</td>
<td>95,538</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Inter-fund transfers</td>
<td>-</td>
<td>-</td>
<td>50,000</td>
<td>(50,000)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Balance at end of year</td>
<td>$541,345</td>
<td>$1,720,000</td>
<td>$200,000</td>
<td>$119,659</td>
<td>$2,581,004</td>
<td>$2,529,377</td>
</tr>
</tbody>
</table>

(See accompanying notes)
## REVENUE

<table>
<thead>
<tr>
<th>Budget (Unaudited) 2016</th>
<th>Actual 2016</th>
<th>Actual 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$2,173,846</td>
<td>2,154,796</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$2,172,351</td>
</tr>
<tr>
<td>Professional liability insurance</td>
<td>281,860</td>
<td>279,555</td>
</tr>
<tr>
<td>Certification</td>
<td>965,425</td>
<td>91,767</td>
</tr>
<tr>
<td></td>
<td></td>
<td>956,925</td>
</tr>
<tr>
<td>Continuing professional development</td>
<td>779,276</td>
<td>817,913</td>
</tr>
<tr>
<td>Publications and advertising</td>
<td>30,000</td>
<td>18,337</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20,999</td>
</tr>
<tr>
<td>Sponsorships</td>
<td>78,225</td>
<td>37,875</td>
</tr>
<tr>
<td></td>
<td></td>
<td>64,554</td>
</tr>
<tr>
<td>Investment</td>
<td>80,000</td>
<td>38,456</td>
</tr>
<tr>
<td></td>
<td></td>
<td>95,056</td>
</tr>
<tr>
<td>Government grants</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Administration fees and miscellaneous</td>
<td>140,896</td>
<td>169,066</td>
</tr>
<tr>
<td></td>
<td></td>
<td>65,560</td>
</tr>
<tr>
<td>Annual general conference and other events</td>
<td>343,031</td>
<td>255,952</td>
</tr>
<tr>
<td></td>
<td></td>
<td>613,15</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,872,559</strong></td>
<td><strong>4,683,717</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>5,130,413</strong></td>
</tr>
</tbody>
</table>

## EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>Budget (Unaudited) 2016</th>
<th>Actual 2016</th>
<th>Actual 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual general conference and other events</td>
<td>308,098</td>
<td>245,228</td>
<td>430,508</td>
</tr>
<tr>
<td>Member services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional liability insurance</td>
<td>281,860</td>
<td>279,555</td>
<td></td>
</tr>
<tr>
<td>Awards program and sponsorships</td>
<td>36,700</td>
<td>31,927</td>
<td></td>
</tr>
<tr>
<td>Marketing and general</td>
<td>74,140</td>
<td>69,755</td>
<td>100,126</td>
</tr>
<tr>
<td>Advocacy and communications</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Publications</td>
<td>260,787</td>
<td>239,772</td>
<td>265,140</td>
</tr>
<tr>
<td>MRT week</td>
<td>90,200</td>
<td>80,660</td>
<td>87,072</td>
</tr>
<tr>
<td>Advocacy and promotion</td>
<td>41,815</td>
<td>32,526</td>
<td>28,286</td>
</tr>
<tr>
<td>Education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education advisory council</td>
<td>500</td>
<td>-</td>
<td>15,508</td>
</tr>
<tr>
<td>Future of MRT education</td>
<td>45,000</td>
<td>14,546</td>
<td>50,341</td>
</tr>
<tr>
<td>Certification</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exam development and administration</td>
<td>184,703</td>
<td>229,258</td>
<td></td>
</tr>
<tr>
<td>Committees</td>
<td>115,810</td>
<td>111,431</td>
<td>122,810</td>
</tr>
<tr>
<td>Accreditation working group</td>
<td>-</td>
<td>21,712</td>
<td>-</td>
</tr>
<tr>
<td>Continuing professional development</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Course development and maintenance</td>
<td>229,828</td>
<td>240,749</td>
<td></td>
</tr>
<tr>
<td>Committees</td>
<td>40,621</td>
<td>58,396</td>
<td>40,533</td>
</tr>
<tr>
<td>Professional practice</td>
<td>150,553</td>
<td>92,716</td>
<td>135,096</td>
</tr>
<tr>
<td>General office administration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rent</td>
<td>230,770</td>
<td>225,503</td>
<td>229,133</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>119,165</td>
<td>95,538</td>
<td>54,513</td>
</tr>
<tr>
<td>Loss on disposal of capital assets</td>
<td>-</td>
<td>-</td>
<td>10,652</td>
</tr>
<tr>
<td>Salaries, benefits and other staff expenses</td>
<td>1,984,522</td>
<td>1,965,417</td>
<td></td>
</tr>
<tr>
<td>Professional services</td>
<td>56,620</td>
<td>44,931</td>
<td>56,424</td>
</tr>
<tr>
<td>Office expenses</td>
<td>240,379</td>
<td>241,353</td>
<td>258,334</td>
</tr>
<tr>
<td>Governance</td>
<td>139,952</td>
<td>129,339</td>
<td>194,695</td>
</tr>
<tr>
<td>External Liaison</td>
<td>190,178</td>
<td>191,778</td>
<td>146,014</td>
</tr>
<tr>
<td>IEMRT projects (Government grants)</td>
<td>-</td>
<td>-</td>
<td>84,524</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,822,401</strong></td>
<td><strong>4,632,090</strong></td>
<td><strong>5,114,213</strong></td>
</tr>
</tbody>
</table>

Net revenue for the year $50,158 $51,627 $16,200

(See accompanying notes)
## Statement of Cash Flows

### Cash Provided by (Used For):

<table>
<thead>
<tr>
<th>OPERATING ACTIVITIES</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Revenue for the Year</td>
<td>$51,627</td>
<td>16,200</td>
</tr>
<tr>
<td>Adjustments for:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>95,538</td>
<td>54,513</td>
</tr>
<tr>
<td>Loss on disposal of capital assets</td>
<td>-</td>
<td>10,652</td>
</tr>
<tr>
<td>Changes in fair value of investments</td>
<td>(31,515)</td>
<td>(88,897)</td>
</tr>
<tr>
<td></td>
<td><strong>115,650</strong></td>
<td><strong>(7,532)</strong></td>
</tr>
<tr>
<td>Changes in the level of:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>(49,769)</td>
<td>22,789</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>(5,139)</td>
<td>438</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>(242,438)</td>
<td>168,487</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>(320,785)</td>
<td>95,696</td>
</tr>
<tr>
<td>Due to CAMRT Foundation</td>
<td>5,932</td>
<td>216</td>
</tr>
<tr>
<td>Deferred lease incentive</td>
<td>72,931</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td><strong>(423,618)</strong></td>
<td><strong>(280,094)</strong></td>
</tr>
<tr>
<td>INVESTING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of investments</td>
<td>(597,072)</td>
<td>(858,560)</td>
</tr>
<tr>
<td>Proceeds on disposition of investments</td>
<td>515,997</td>
<td>823,917</td>
</tr>
<tr>
<td>Purchase of capital assets</td>
<td>(226,051)</td>
<td>(420,395)</td>
</tr>
<tr>
<td></td>
<td><strong>(307,126)</strong></td>
<td><strong>(455,038)</strong></td>
</tr>
</tbody>
</table>

### Decrease in Cash and Cash Equivalents

- **(730,744)**
- **(174,944)**

### Cash and Cash Equivalents At Beginning of Year

- **1,099,976**
- **1,274,920**

### Cash and Cash Equivalents At End of Year

- **$369,232**
- **$1,099,976**

Cash and cash equivalents are comprised of:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$302,607</td>
<td>$836,719</td>
</tr>
<tr>
<td>High interest investment savings accounts (note 3)</td>
<td>66,625</td>
<td>263,257</td>
</tr>
<tr>
<td></td>
<td><strong>$369,232</strong></td>
<td><strong>$1,099,976</strong></td>
</tr>
</tbody>
</table>

(See accompanying notes)
1. PURPOSE OF THE ORGANIZATION
The Canadian Association of Medical Radiation Technologists (“CAMRT” or “Association”) is the national association and the certifying body for the medical imaging and radiation therapy professions in Canada. Its purpose is three-fold:

(i) Service to members: to serve and support its members to provide patients the highest quality of medical imaging and radiation therapy care;
(ii) Advocacy: to advocate on behalf of members and the medical imaging and radiation therapy professions in Canada;
(iii) Certification: in collaboration with stakeholders, to establish the national standard for entry to practice.

The Association was continued under the Canada Not-for-profit Corporations Act on June 18, 2014. It is a not-for-profit organization and is exempt from income taxes.

2. SIGNIFICANT ACCOUNTING POLICIES
These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and reflect the following significant accounting policies:

a) Revenue recognition
The Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. The Association’s principal sources of revenue and recognition of these revenues for financial statement purposes are as follows:

(i) Membership dues and professional liability insurance are recorded as revenue in the year to which the membership or insurance coverage relates;
(ii) Revenue for certifications is recorded in the period in which certification is provided;
(iii) Revenue for continuing professional development is recorded in the period in which courses are provided;
(iv) Publications and advertising revenue is recorded in the period in which the publications are published;
(v) Restricted commercial sponsorships and government grants are recognized as revenue in the year in which the related expenses are incurred and unrestricted sponsorships, and grants are recognized as revenue when received;
(vi) Administration fees and miscellaneous income are recognized as revenue when received;
(vii) Investment income includes interest income and realized and unrealized gains and losses and is recognized when earned;
(viii) Conference and events revenue is recognized in the period in which the event is held.

Deferred revenue includes membership dues, professional liability insurance, certification examination fees, commercial sponsorships, continuing education amounts and other revenue received from members and students related to services and courses to be provided in the future periods.

b) Financial instruments
The Association initially and subsequently measures its cash and investments at fair value. All other financial assets and liabilities are initially measured at fair value and subsequently measured at cost or amortized cost. The realized and unrealized changes in fair value are recognized in the statement of operations and transaction costs are expensed as incurred.
c) Capital assets and amortization
Capital assets are stated at amortized cost. Amortization is provided as follows:

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Percentage Basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer equipment</td>
<td>33% straight-line basis</td>
</tr>
<tr>
<td>Computer software</td>
<td>20% straight-line basis</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>20% declining-balance basis</td>
</tr>
<tr>
<td>Office equipment</td>
<td>33% straight-line basis</td>
</tr>
</tbody>
</table>

Leasehold improvements are amortized on a straight-line basis over the term of the lease.

d) Deferred lease incentive
The Association recognizes rent expense on its premises on a straight-line basis over the initial term of the lease. Lease incentives received by the organization as rent free periods are deferred and amortized on a straight-line basis over the term of the lease as a reduction in the rent expense.

e) Volunteer services
The Association receives the services of volunteers, the value of which cannot be reasonably estimated. These volunteer services have not been recorded in these financial statements.

f) Internally restricted funds
The purpose of the Reserve fund is to ensure that CAMRT has funds on hand to provide for major anticipated or unanticipated events, such as winding down of the organization, or extraordinary operating expenses. CAMRT’s Reserve fund policy requires that the Reserve fund be set at 35% of the average of the three prior years’ operating budgets.

The purpose of the Competency Profiles fund is to ensure that CAMRT has the necessary funds to update and validate the profession’s competency profiles, which takes place every five years. During the year, $50,000 was transferred from the General fund to the Competency Profiles fund, in order to ensure that the balance of the Competency Profiles fund was sufficient to meet its mandate. This transfer is done on a yearly basis unless otherwise determined by the Board.

The General fund serves as a contingency for extra budgetary expenditure and to cover negative cash flow periods. All unrestricted net revenue is recognized in this fund.

g) Use of estimates
The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Actual results could differ from those estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the year in which the estimates are revised and in any future years affected.

Significant estimates include those used when accounting for the recoverability of amounts receivable, the useful life of capital assets and the amounts of accrued liabilities.
NOTES TO THE FINANCIAL STATEMENTS

3. INVESTMENTS

Per the Association's bylaws, the monies of the Association, which are not immediately required to meet the operating expenses of the Association, are invested in a fiscally responsible manner that is determined by the Board of Directors. Accordingly, the Association has the following low-risk investments:

<table>
<thead>
<tr>
<th></th>
<th>2016 FAIR VALUE</th>
<th>2015 FAIR VALUE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SHORT-TERM</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government and corporate strip bonds and GICs</td>
<td>$1,028,925</td>
<td>$514,264</td>
</tr>
<tr>
<td>High interest investment savings accounts</td>
<td>66,625</td>
<td>263,257</td>
</tr>
<tr>
<td></td>
<td><strong>1,095,550</strong></td>
<td><strong>777,521</strong></td>
</tr>
<tr>
<td><strong>LONG-TERM</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government and corporate strip bonds and GICs</td>
<td>$2,200,094</td>
<td>$2,602,165</td>
</tr>
<tr>
<td></td>
<td><strong>$3,295,644</strong></td>
<td><strong>$3,379,686</strong></td>
</tr>
</tbody>
</table>

The short-term government and corporate strip bonds and GICs have an interest rate range of 1.25% to 5.24% (2015 - 1.25% to 5.05%) and mature at various dates until September 2017. The long-term government and corporate strip bonds and GICs have an interest rate range of 1.80% to 5.32% (2015 - 1.50% to 5.32%) and mature at various dates until March 2023.

The Association’s investment policy includes guidelines and constraints related to general investments and diversification, and biannual investment review by the Board of Directors and Finance Committee.

4. CAPITAL ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Acumulated Amortization</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>$146,171</td>
<td>$124,977</td>
</tr>
<tr>
<td>Computer software</td>
<td>497,019</td>
<td>286,051</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>147,786</td>
<td>43,580</td>
</tr>
<tr>
<td>Office equipment</td>
<td>91,904</td>
<td>87,934</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>268,334</td>
<td>67,327</td>
</tr>
<tr>
<td></td>
<td><strong>$1,151,214</strong></td>
<td><strong>$609,869</strong></td>
</tr>
</tbody>
</table>
NOTES TO THE FINANCIAL STATEMENTS

5. DEFERRED REVENUE
The balance consists of the following components:

<table>
<thead>
<tr>
<th>Component</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$710,475</td>
<td>$906,650</td>
</tr>
<tr>
<td>Professional liability insurance premiums</td>
<td>87,781</td>
<td>113,771</td>
</tr>
<tr>
<td>Certification exam fees</td>
<td>206,400</td>
<td>275,200</td>
</tr>
<tr>
<td>Continuing professional development</td>
<td>172,450</td>
<td>219,583</td>
</tr>
<tr>
<td>Commercial sponsorship</td>
<td>13,333</td>
<td>13,333</td>
</tr>
<tr>
<td>Other</td>
<td>26,523</td>
<td>9,210</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,216,962</strong></td>
<td><strong>$1,337,747</strong></td>
</tr>
</tbody>
</table>

6. RELATED PARTY TRANSACTIONS
The CAMRT Foundation (“the Foundation”) was created in 1987 by four members of CAMRT to be a vehicle for supporting activities that promote and advance the profession of medical radiation technology and those practicing the profession. The Foundation is a charitable organization that gathers funds that are used to support:

(i) Medical radiation technologists and students in educational programs;
(ii) Qualified individuals to further their professional development; and
(iii) Qualified individuals who want to advance the profession of medical radiation technology nationally and internationally through research, consultation, or direct assistance.

The investments of the Association and the Foundation are combined to realize as high of a rate of return as possible, according to their investment policies. The portion of investment income allocated to the Foundation is determined based on the amount owed by CAMRT to the Foundation over total investments, multiplied by total investment income. The interest allocated to the Foundation during the year was $1,051 (2015 - $2,132). CAMRT and the Foundation are related by virtue of common objectives and management. In addition, certain members of the CAMRT Board of Directors also serve on the Board of Directors of the Foundation.

The transactions with the Foundation are recorded at their exchange amount, which is the amount agreed to between the related parties.

7. DEFERRED LEASE INCENTIVE
The Association has received free base rent and operating expenses in return for signing a lease to April 20, 2026. The details of the deferred lease incentive are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total lease incentive free rent and operating expenses</td>
<td>$83,961</td>
<td>$-</td>
</tr>
<tr>
<td>Amortized as a reduction of rent expense during the year</td>
<td>11,030</td>
<td>-</td>
</tr>
<tr>
<td>Balance at the end of the year</td>
<td>$72,931</td>
<td>$-</td>
</tr>
</tbody>
</table>

8. COMMITMENTS
The Association has entered into a lease for office premises expiring April 30, 2026. The future minimum payments for the next five years, including a provision for operating costs, are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$221,132</td>
</tr>
<tr>
<td>2018</td>
<td>223,974</td>
</tr>
<tr>
<td>2019</td>
<td>226,874</td>
</tr>
<tr>
<td>2020</td>
<td>229,831</td>
</tr>
<tr>
<td>2021</td>
<td>236,985</td>
</tr>
</tbody>
</table>

The Association has also entered into a service agreement for the development and administration of exams. The future minimum payments for the next five years are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$119,699</td>
</tr>
<tr>
<td>2018</td>
<td>123,096</td>
</tr>
<tr>
<td>2019</td>
<td>129,841</td>
</tr>
<tr>
<td>2020</td>
<td>134,900</td>
</tr>
<tr>
<td>2021</td>
<td>101,175</td>
</tr>
</tbody>
</table>
9. FINANCIAL INSTRUMENTS

Financial instruments expose the Association to a variety of risks. The following analysis provides a measure of the Association’s risk exposure and concentrations at December 31, 2016.

The Association does not use derivative financial instruments to manage its risks.

Credit risk
Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is exposed to credit risk resulting from the possibility that parties may default on their financial obligations. The Association’s maximum exposure to credit risk is the sum of the carrying value of its cash, its receivables and its investments. The Association’s cash is deposited with a Canadian chartered bank and as a result management believes the risk of loss on this item to be remote. The Association manages its accounts receivable by having set credit policies and by its review and follow up of aged receivables. Management believes that all accounts receivable at year end will be collected and has not deemed it necessary to establish an allowance for doubtful accounts. The Association manages the credit risk associated with its investments by its investment policy as described in note 3.

Liquidity risk
Liquidity risk refers to the adverse consequence that the Association will encounter if it has difficulty in meeting obligations associated with its financial liabilities, which are comprised of accounts payable and accrued liabilities and amount due to the Foundation. The Association manages liquidity risk through its investment policy and cash flow budgeting process. The Association believes its overall liquidity risk to be minimal as the Association’s financial assets are considered to be highly liquid.

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 underlying market factors, namely, interest rates, foreign exchange rates, and other price risk from fluctuations in equity prices and market volatility.

(i) Interest rate risk
Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association manages its interest rate risk exposure by investing in fixed income securities with varying maturity dates and rates. The Association’s investments are in government and corporate strip bonds which mature at face value on a staggered basis until March 2023. See note 3 for interest rate ranges. Management does not believe that the Association is exposed to interest rate risk.

(ii) Currency risk
Currency 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. The Association operates primarily in Canadian dollars and its investments are denominated in Canadian dollars. As a result, management does not believe that it is exposed to significant currency risk.

(iii) Other price risk
Other price risk is the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate because of changes in market prices (other than those arising from currency risk or interest rate risk), whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all similar instruments traded in the market. The Association’s investments are exposed to market risk since the value of its investment portfolio will change as a result of changes in the overall market. The Association manages its exposure to market risk through its investment policies as outlined in note 3. The Association’s other price risk is managed on an ongoing basis.
Changes in risk
There have been no changes in the Association’s risk exposure from the prior year.

10. EMPLOYEE FUTURE BENEFITS
The Association maintains a defined contribution benefit plan for the majority of its employees. The terms of the defined contribution benefit plan requires the Association to contribute 5% of salaries to employees’ Registered Retirement Savings Plans. Salaries, benefits and other staff expenses includes $76,401 (2015 - $81,909) of contributions paid with respect of the defined contribution benefit plan.