Legal Aid Manitoba
Aide juridique Manitoba

LAM ANNUAL REPORT

2024/2025

DELIVERING ACCESS TO JUSTICE FOR LOW-INCOME MANITOBANS

LEGAL AID MANITOBA

HAS 13 COMMUNITY LAW CENTRES IN 5 CITIES ACROSS MANITOBA

THOMPSON

- THOMPSON COMMUNITY LAW CENTRE (FAMILY/CRIMINAL DEFENCE LAW)

THE PAS

- NORTHLANDS COMMUNITY LAW CENTRE (FAMILY/CRIMINAL DEFENCE LAW)

DAUPHIN

- AMISK COMMUNITY LAW CENTRE (FAMILY/CRIMINAL DEFENCE LAW)

BRANDON

- WESTMAN COMMUNITY LAW CENTRE (FAMILY/CRIMINAL DEFENCE LAW)

WINNIPEG

- AGASSIZ COMMUNITY LAW CENTRE (FAMILY LAW)
- RIEL COMMUNITY LAW CENTRE (CRIMINAL DEFENCE)
- REGENCY COMMUNITY LAW CENTRE (CRIMINAL DEFENCE)
- RIVERWOOD COMMUNITY LAW CENTRE (CRIMINAL DEFENCE)
- PHOENIX COMMUNITY LAW CENTRE (CRIMINAL DEFENCE)
- WILLOW COMMUNITY LAW CENTRE (FAMILY LAW)
- UNIVERSITY OF MANITOBA LAW CENTRE
- PUBLIC INTEREST LAW CENTRE (PILC)
- WINNIPEG DUTY COUNSEL OFFICE (WDCO)

ADMIN OFFICE : 287 BROADWAY, WINNIPEG, MB, R3C 0R9

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Legal Aid Manitoba
Aide Juridique Manitoba

FIFTY-THIRD ANNUAL REPORT
LEGAL AID MANITOBA
Fiscal Year Ending March 31, 2025

The Honourable Matt Wiebe
Minister of Justice
Attorney General
Room 104 – Legislative Building
Winnipeg MB R3C 0V8

Dear Sir:

Pursuant to Section 28 of *The Legal Aid Manitoba Act*, I am pleased to submit the Fifty-Third Annual Report for the year ending March 31, 2025.

Detailed statistical information relating to clients, cases and costs is included. The report of the Auditor General and financial statements are attached. Also included is the Audited Statement of Compensation Paid to Council Members and Employees, and the Statement of Private Bar Fees and Disbursements in excess of $85,000 in accordance with Section 2 and 4 of *The Public Sector Compensation Act*.

Respectfully submitted,

A Fineblit

ALLAN FINEBLIT, K.C.
Chair
Legal Aid Manitoba Council

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MANAGEMENT COUNCIL

Allan Fineblit, K.C., *Chair*
Helga Van Iderstine, K.C., *Vice Chair*
Dean Scaletta
Roberta Campbell, K.C.
Daljit Kainth
Dr. Shiu-Yik Au
Crystal Laborero
Greg Johnson

MANAGEMENT COUNCIL COMMITTEES

ADVISORY

Irene Hamilton, K.C., *Chair*
Allan Fineblit, K.C.
Gary Robinson
Ryan Amy
Genevieve Benoit
Stacey Soldier
Laurelle Harris, K.C.
Nicole Belanger

APPEALS PANEL

Allan Fineblit, K.C., *Chair*
Helga Van Iderstine, K.C., *Vice Chair*
Dean Scaletta
Roberta Campbell, K.C.
Daljit Kainth
Dr. Shiu-Yik Au
Crystal Laborero
Greg Johnson

FINANCE/AUDIT

Dean Scaletta, *Chair*
Daljit Kainth
Dr. Shiu-Yik Au
Allan Fineblit, K.C.

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CHAIR'S REPORT

HELLO

At a recent meeting of the Legal Aid Manitoba Management Council, (the official name for the Board of Directors) a significant policy item was on our agenda for decision. The Executive Director and his team had prepared a discussion paper listing options with some analysis of each option. The discussion that took place was thoughtful, and showed an intense commitment by Board members to our clients (who are generally the poorest of the poor and often facing significant legal issues). Occasionally, our Executive Director would point out a particular risk we had not considered or to provide data to help shape the discussion. Ultimately, a consensus emerged that I believe will significantly benefit our clients while being fiscally prudent and operationally viable.

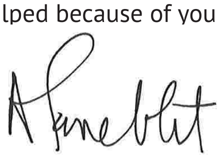
After that meeting I reflected on that experience and what it said about our organization. First, I observed that this was a great example of good governance. A Board having a thoughtful discussion, focused on policy and a talented staff providing the data and operational perspective we needed to get it right. Secondly, I observed that the Board was focused heavily on our clients and what would improve our service to them. Finally, I noted that there was a healthy balance between shooting for the stars and pragmatic realism about what was achievable and affordable.

ALLAN FINEBLIT, K.C.
CHAIR, MANAGEMENT COUNCIL

Legal Aid Manitoba is far from perfect and there are lots of challenges delivering services to so many people with such significant needs. While our primary funders (the provincial and federal government and the Manitoba Law Foundation) have been generous, we continue to see demand for our services growing and the cases we take on becoming more complex.

We are, however, making progress on several of those challenges. This year we put in place a strategy to increase the number of lawyers in Northern Manitoba taking legal aid cases, to expand financial eligibility to those who cannot afford necessary legal services, to create a "justice hub" where clients can access a wider range of legal services, to expand service to immigrants and refugees and to advance our commitment to truth and reconciliation.

This report provides the details of our activities during the 2024/2025 fiscal year including the numbers, both fiscal and for the services provided. There continued to be a stunning amount of people helped in a variety of ways, in courtrooms and offices all across Manitoba. Delivery of this service is the result of the work of many people: our funders, our staff, the private bar that take on the bulk of legal aid cases at significantly reduced rates, our senior management team and the Board of Directors. I want to thank all of them for their support, energy, and creativity. Tens of thousands of Manitobans have been helped because of you all.



Allan Fineblit, K.C.
Chair, Management Council

MESSAGE FROM THE EXECUTIVE DIRECTOR AND CEO

PETER KINGSLEY, K.C.

EXECUTIVE DIRECTOR AND CEO

I was told many years ago that the only constant in the world is change. As I enter my fourth year as Executive Director of Legal Aid Manitoba (LAM), I find that this adage is a cornerstone of providing legal services in Manitoba. On the surface we seem to be doing the same things but a closer look shows that there has been so much change.

The practice of law in Canada has become significantly more complex in the past few years. There are many factors that may be contributing to this increase in complexity to consider. Part of this is because of the way all of our lives have changed post-COVID. Another factor is the rapid growth of technology and the various methods of communication that have put new burdens on counsel and LAM as an organization. Disclosure is far more massive than ever before, whether it is in a criminal matter or a family matter. All of this additional material may add little critical value to a case but that does not reduce the need to review it. The increase of "not strictly accurate" online information can misinform or create unrealistic expectations of the justice system in the public. The prevalence and use of artificial intelligence is creating new challenges and new opportunities for a lawyer's practice.

Along with technology, the law itself is changing and evolving. The need for ongoing education in the profession has never been greater. Educational programming has become a key part of our service delivery. LAM has addressed this need through several different measures from hosting a multi-day seminar for our staff covering various areas of law and practice management, to regular seminars on criminal and family law, sessions on Indigenous history and effects of colonization. We provided opportunities for counsel to attend national programs on criminal and family law. At the same time we have also provided ongoing educational programs for our private bar partners. In conjunction with the Manitoba Bar Association we held a one-day seminar in family law practices and processes as well as assisting in various seminars. In an environment where we need lawyers to be as up-to-date as possible, we are proud to be able to offer some of the best legal and practice education for the profession. All of this work ultimately benefits our clients by ensuring that counsel have the best legal resources at their fingertips.

Amid all the change some things do remain the same. Personal connections are integral to the practice of law. That means both connections between counsel and connections with clients. LAM is continuing to build mentorship programs for staff. We thank our senior staff counsel with providing support and guidance to our junior staff and to members of the private bar. We are also very grateful for the work done by Manitoba Keewatinowi Okimakanak in the creation of their Lawyer Talk program which provides virtual meeting opportunities between clients in remote communities and the lawyers who provide legal services in those remote circuit courts.

Our task as the largest provider of legal services in the province has moved from simply connecting clients to lawyers to ensuring that those lawyers have the resources they need to best represent those clients. With the assistance of our many partners including the University of Manitoba Law School, University College of the North, the Manitoba Bar Association, the Assembly of Manitoba Chiefs, the Manitoba Inuit Association, Manitoba Keewatinowi Okimakanak and the Southern Chiefs Organization, as well as Manitoba Justice and the Courts, we are meeting those demands and assisting more people, with far more complex issues than ever before. None of this would be possible without the support of our funders, the Government of Manitoba, the Government of Canada and the Manitoba Law Foundation. Reliable, ongoing funding is vital to ensuring that all Manitobans have equal access to justice.

Legal Aid Manitoba works as well as it does because of the dedicated efforts of all our partners but especially because of the efforts of each of our staff, from the mail desk to the law office, to legal accounts, intake and senior management. The jobs are tough, the demands are high and every day they make a difference helping our clients find solutions to their problems. In a world of change, Legal Aid staff members continue to always be there ready to answer the call. Thank you to all who have made this another successful year.

Peter Kingsley, K.C.
Executive Director and CEO

THE PUBLIC INTEREST DISCLOSURE (WHISTLEBLOWER PROTECTION) ACT

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and strengthens protection from reprisal. The *Act* builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the *Act* may be:

- ✓ contravention of federal or provincial legislation;
- ✓ an act or omission that endangers public safety, public health or the environment;
- ✓ gross mismanagement; or,
- ✓ knowingly directing or counselling a person to commit a wrongdoing.

The *Act* is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the *Act*, and with a reasonable belief that wrongdoing has been or is about to be committed, is considered to be a disclosure under the *Act*, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the *Act*, and must be reported in a department's annual report in accordance with section 18 of the *Act*.

There were no disclosures under section 10 or section 14 of *The Public Interest Disclosure (Whistleblower Protection) Act* during the period between April 1, 2024 and March 31, 2025. The activity under the *Act* is set forth in the disclosure reporting matrix below:

INFORMATION REQUIRED ANNUALLY	FISCAL YEAR 2024/25
The number of disclosures received and the number acted on and not acted on. (subsection 18(2)(a)	NIL
The number of investigations commenced as a result of a disclosure. subsection 18(2)(b)	NIL
In the case of an investigation that results in findng of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. subsection 18(2)(c)	NIL

MARCELLE MARION
Legal Director & Designated Officer under *The Public Interest Disclosure (Whistleblower Protection) Act*
Legal Aid Manitoba

OUR MANDATE: ACCESS TO JUSTICE

In Manitoba, there is a continuum of legal and non-legal services provided by publicly funded, non-profit, and volunteer-based organizations that strive to meet the different legal needs of the poor and working poor.

At one end of the continuum is a basic need for legal information and education services. This basic need is met by a number of organizations throughout Manitoba. Legal Aid Manitoba (LAM) seeks to support and coordinate the provision of services with these organizations, but does not duplicate these services.

At the other end of the continuum is the need for specialized legal advice and/or representation services that require the skill, knowledge and expertise provided by lawyers. LAM is an arms-length government agency that provides advice and representation in essential areas of legal need to ensure access to justice for eligible, low-income individuals and groups throughout Manitoba.

> "Cutting legal aid funding does not eliminate the need. Unfortunately, the equation works in the opposite direction. Vulnerable individuals continue to have serious legal issues that, without legal aid, will be unsupported, causing a greater financial drain on the system, longer time to less reliable resolutions, and an overall deficit in the application of the principles of Justice that we hold dear."
>
> - Beverley McLachlin
> Chair of the Action Committee on Access

SCOPE OF SERVICE DETAILS

Legal Aid Manitoba's (LAM's) purpose is to serve the public interest by providing low-income individuals and groups with fundamental and essential legal "advice" and "representation" services. These services fulfill Manitoba's constitutional obligation to ensure procedural and substantive fairness in the administration of justice, and address the constitutional principles of "fairness" and "efficiency" in Manitoba's justice system.

Services are provided in the areas of:

- Criminal defence (adult and youth);
- Child Protection;
- Family Law;
- Immigration and Refugee;
- Poverty Law issues - including disputes involving housing issues, government benefits and *Mental Health Act* detentions; and
- Public Interest (Indigenous, consumer and environmental).

	NL	PE	NS	NB	QC	ON	MB	SK	AB	BC	YT	NT	NU
Legal Information		✓	✓			✓				✓	✓		
Legal Advice (not Duty Counsel)	✓	✓	✓			✓	✓			✓	✓		✓
Criminal Representation													
Likelihood of jail	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Loss of means of earning a living	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Youth	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Traffic/By-law Offences (unrelated to other CC charges)	✓					✓	✓				✓		✓
Other factors						1				2			
Mental Health Reviews	✓	✓	✓		✓	✓	✓		✓	✓	✓		✓
Institutional Disciplinary Hearings			✓		✓	✓	✓		✓	✓	✓		✓
Family Representation													
Simple Divorce	✓	✓	✓		✓	✓	✓				✓		✓
Divorce with corollary	✓		✓		✓	✓	✓	✓	✓	✓	✓		✓
Property Division (never alone)	✓	✓	✓		✓	✓	✓		✓	✓	✓		✓
Family Maintenance Act	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Emergency Protection	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Child Welfare	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Civil Representation													
Mental Health Act	✓	✓	✓		✓		✓		✓		✓		✓
Income Support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Residential Tenancy			✓				✓				✓		✓
Public Interest													
Indigenous, Consumer, Environmental, Human Rights			✓			✓[3]	✓						✓[4]
Law Reform/Test Cases			✓			✓	✓						
Immigration - Refugee/Deportation	✓				✓	✓	✓		✓	✓			

Source: Statistics Canada website and information published by legal aid plans

[1] Member of vulnerable group i.e. First Nation, mental health or addiction issues

[2] Indigenous and case impacts your ability to follow traditional livelihood

[3] Consumer Law Excluded

[4] Consumer and Environmental Law Excluded

COST-EFFECTIVE DELIVERY OF SERVICES

Legal Aid Manitoba (LAM) is focused on innovation and practices that increase overall efficiency in the delivery of full representation legal services, while still providing effective legal representation. The cost per certificate, and number of full representation certificates issued per capita by LAM, are provided in Figures 1 and 2 below, alongside comparative data for other Canadian legal aid plans.

Figure 1
Average Cost per Certificate ($)
Source: Legal Aid in Canada 2023/24.

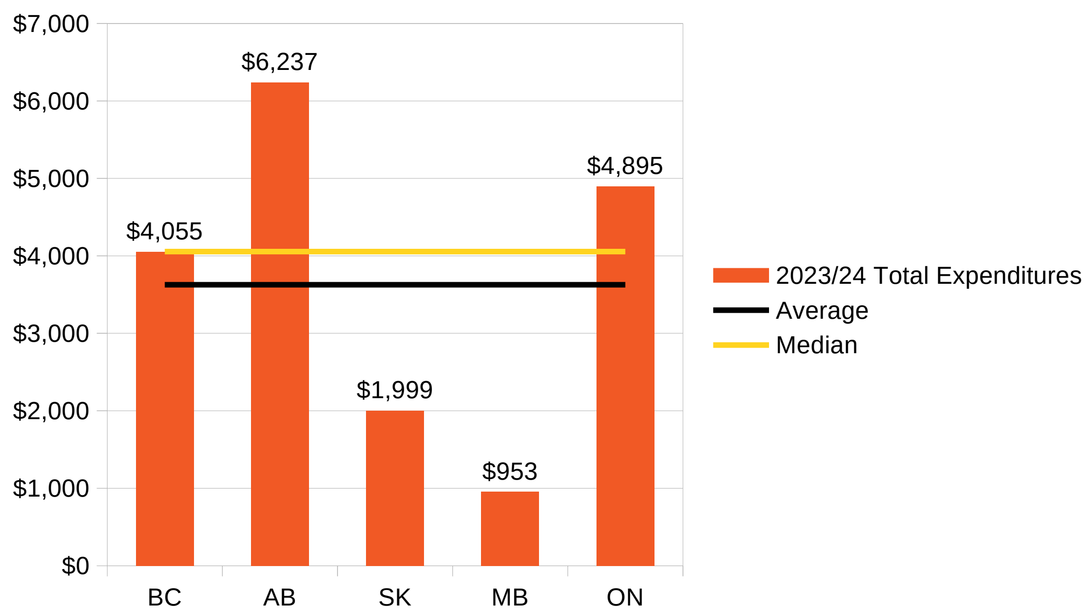
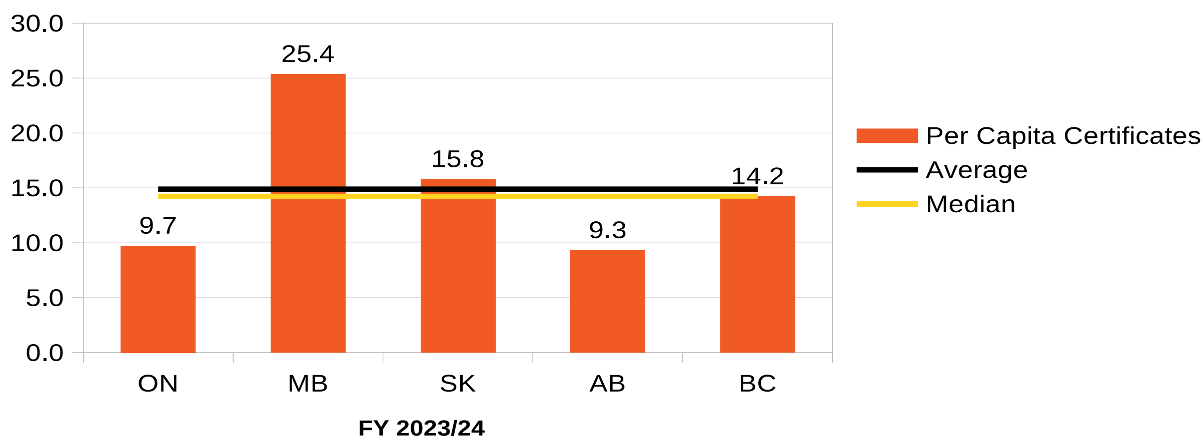


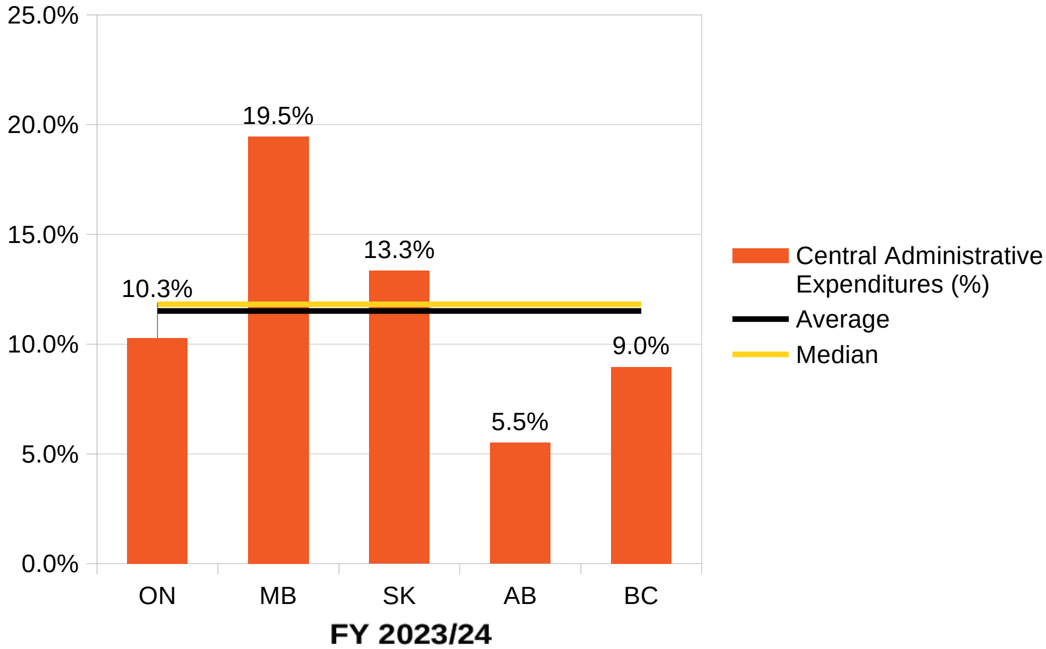
Figure 2
Per Capita Certificates (Certificates/person) Rate per 1,000
Source: Legal Aid in Canada 2023/24.



CENTRAL ADMINISTRATIVE EXPENDITURES

Legal Aid Manitoba (LAM) endeavours to administer the provision of legal aid using sound business practices and principles. LAM's administrative costs, as a percentage of total expenditures, reflect this approach. Administrative costs include application intake and processing for the entire province. The ability to provide all Manitobans living near the poverty line access to LAM's essential advice and representation services is the result of these sound business practices (see Figure 3).

Figure 3
Central Administrative Expenditures



"As we recognize the strength and the resilience of Indigenous peoples, I want to thank the First Nations, Métis and Inuit leaders, neighbours and strangers who have been coming together to help each other out and lift each other up through this year's unprecedented wildfire season. The compassion and unity that is being shown reflects our shared values and powerful idea that we are all One Manitoba"

- Statement from the Honourable Premier Wab Kinew
Minister responsible for Indigenous Reconciliation

DELIVERING RESULTS AND ACCESS TO JUSTICE

Legal Aid Manitoba's (LAM's) financial eligibility guidelines are designed to ensure LAM can provide legal services to as many Manitobans as possible. We extend these eligibility guidelines through an "Agreement to Pay" program which recovers the cost of providing services at legal aid rates.

FAMILY SIZE	"FREE" LEGAL AID GROSS FAMILY INCOME	AGREEMENT TO PAY GROSS FAMILY INCOME	POVERTY LINE [2023 STATS CANADA LOW-INCOME CUT OFF (LICO) BEFORE TAX]
1	$0 - 26,500	$26,500 - 38,500	$30,526
2	$0 - 33,000	$33,000 - 51,000	$38,003
3	$0 - 40,500	$40,500 - 59,500	$46,720
4	$0 - 49,200	$49,200 - 69,200	$56,724
5	$0 - 56,000	$56,000 - 76,000	$64,336
6	$0 - 63,000	$63,000 - 83,000	$72,560
More than 6	$0 - 70,000	$70,000 - 90,000	$80,785

"We extend these eligibility guidelines through an "Agreement to Pay" program which recovers the cost of providing services at legal aid rates."

WHO WE SERVE

Legal Aid Manitoba (LAM) provides legal services to low-income adults and youth in Manitoba who:

- qualify financially; and
- have a case with merit.

LAM collects statistics on the age, gender, family size, ethnicity and income of people that receive legal aid services. Over the years, statistics show:

26 - 35 is the age range for the largest number of clients

71% of our clients identify as male while 29% of our clients identify as female

Majority of services are provided to single individuals

People self-identifying as being of Indigenous ancestry make up the biggest proportion of LAM clients

26% of all requests for assistance were rejected due to financial reasons

People with gross family incomes under $10K, or are in receipt of Employment and Income Assistance, make up the biggest percentage of clients

CLIENT SATISFACTION

During fiscal year 2024/25, Legal Aid Manitoba (LAM) directly engaged with Manitobans accessing our services. Through online surveys, we ask applicants and clients to provide feedback regarding their experience with our administrative processes, and the services received from staff and private bar lawyers.

01

Clients rated their first contact with LAM as 3.8 out of 5 stars

02

Clients rated LAM's appeal process as 3.8 out of 5 stars

CLIENT BASE BY MATTER TYPE

3,539 FAMILY LAW FULL REPRESENTATION CASES APPROVED & ISSUED

26 - 35 is the age range for largest number of family law clients

32% - Male
67% - Female

Majority of services are provided to single women

80% of family law clients reported incomes under $10k or are in receipt of Employment and Income Assistance

Indigenous: 39%
Undeclared: 53%
Visible Minority: 8%

1,804 CHILD PROTECTION FULL REPRESENTATION CASES APPROVED & ISSUED

26 - 35 is the age range for largest number of child protection clients

39% - Male
60% - Female

Majority of services are provided to single women

96% of child protection clients reported incomes under $10k or are in receipt of Employment and Income Assistance

Indigenous: 69%
Undeclared: 29%
Visible Minority: 2%

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120 POVERTY LAW FULL REPRESENTATION CASES APPROVED & ISSUED

46 - 55 is the age range for largest number of poverty law clients

52% - Male
47% - Female

Majority of services are provided to single men

87% of poverty law clients reported incomes under $10k or are in receipt of Employment and Income Assistance

Indigenous: 22%
Undeclared: 72%
Visible Minority: 6%

1,131 IMMIGRATION AND REFUGEE FULL REPRESENTATION CASES APPROVED & ISSUED

26 - 35 is the age range for largest number of immigration and refugee clients

79% - Male
21% - Female

Majority of services are provided to single men

98% of immigration and refugee clients reported incomes under $10k or are in receipt of Employment and Income Assistance

Top 5 source countries for clients seeking asylum:

Chad	327
Nigeria	187
Sudan	81
Ghana	66
Somalia	64

28,782 CRIMINAL LAW - ADULT FULL REPRESENTATION CASES APPROVED & ISSUED

26 - 35 is the age range for largest number of criminal law - adult clients

77% - Male
23% - Female

Majority of services are provided to single men

97% of criminal law - adult clients reported incomes under $10k or are in receipt of Employment and Income Assistance

Indigenous: 75%
Undeclared: 23%
Visible Minority: 2%

2,319 CRIMINAL LAW - YOUTH FULL REPRESENTATION CASES APPROVED & ISSUED

16 - 17 is the age range for largest number of criminal law - youth clients

74% - Male
26% - Female

Majority of services are provided to single men

99% of criminal law - youth clients reported incomes under $10k or are in receipt of Employment and Income Assistance

Indigenous: 57%
Undeclared: 43%
Visible Minority: 1%

JOURNEY TO RECONCILIATION / PIMOHTÉWIN TATI MINOWASTÁNOWAHK

Legal Aid Manitoba (LAM) is committed to achieving reconciliation with Indigenous Peoples through relationship building based on the following principles:

- Respect
- Engagement
- Action

LAM is committed to implementing the relevant Truth and Reconciliation Commission (TRC) Calls to Action, including but not limited to:

- Call 27 re-ensuring lawyers receive appropriate cultural competency training which includes history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaty and Aboriginal rights, Indigenous law, and Aboriginal Crown relations
- Call 42 We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the *Constitution Act, 1982*, and the United Nations Declaration on the Rights of Indigenous Peoples, endorsed by Canada in November 2012

In solidarity with The Manitoba Métis Federation (MMF); National Government of the Red River Métis; The Assembly of Manitoba Chiefs (AMC) and their Councils; the Manitoba Keewatinowi Okimakanak (MKO), the Southern Chiefs' Organization (SCO); the Manitoba Inuit Association (MIA) and Indigenous organizations and societies collectively, LAM joins in reconciliation efforts.

LAM adopts and relies upon the TRC definition of reconciliation.

"reconciliation is about establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country. In order for that to happen, there has to be awareness of the past, acknowledgment of the harm that has been inflicted, atonement for the causes, and action to change behavior."

WHAT ARE WAYS LAM ESTABLISHES AND MAINTAINS RESPECTFUL RELATIONSHIPS BETWEEN INDIGENOUS AND NON-INDIGENOUS PEOPLES?

Through the individual clients we serve, LAM:

- represents both Indigenous persons who have criminal convictions, families who are trying to stay together and bring their children home, families in difficult times who are separating
- works towards access to justice for Indigenous people;
- promotes the adequacy, availability, accessibility and acceptability of legal services and information for lower income individuals, including Indigenous peoples.

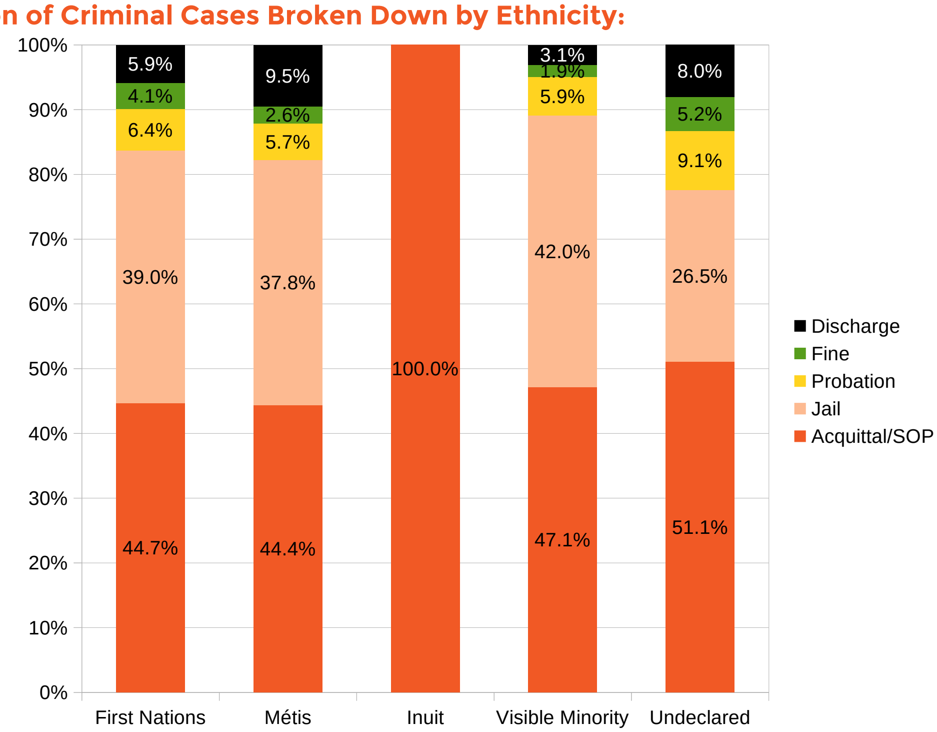
Through our systemic and public interest work:

- The Public Interest Law Centre (PILC) at LAM aims to change laws, policies, practices and procedures, on behalf of Indigenous clients;
- By holding discussions with various First Nations, Métis and Inuit organizations and their leadership.

PILC First Nations ongoing legal support includes:

- *Class action about the communal harm of the child welfare system:* PILC, in collaboration with McCarthy Tétrault LLP and Parkland Collaborative Legal Options, represent First Nations and the Assembly of Manitoba Chiefs in a class action against Manitoba and Canada regarding the damage done to First Nations by apprehending First Nations children;
- *Addressing gaps of services for First Nations adults:* PILC represents a First Nations adult with disabilities as well as a Coalition of First Nations adults with disabilities and their families in their human rights complaints filed at the Canadian Human Rights Commission relating to their significant gaps of services and programs;
- *Stewardship and Protecting Treaty Rights in the Parkland region:* PILC represents two First Nations in their efforts to exercise their treaty and aboriginal rights including the right to hunt moose for food. As a result of the advocacy and legal challenges initiated by our clients, the First Nations have obtained research funding, revenue sharing of timber dues and a discussion table for forestry decisions in the Parkland region. For the first time in Manitoba history, the First Nations will work with Manitoba to jointly develop the Terms of Reference for a 20 Year Forest Management Plan;
- *National Leaders in Justice By-Laws by First Nations:* PILC is supporting the Manitoba Keewatinowi Okimakanak (MKO) in a pilot project for model health, safety and intoxicant by-laws which have been developed in collaboration with the RCMP and Public Prosecutions Services of Canada to commit the enforcement and adjudication of First Nation health and safety laws in the MKO region.

Disposition of Criminal Cases Broken Down by Ethnicity:



WHAT ACTIONS HAS LAM TAKEN TO ACKNOWLEDGE THE HARMS OF THE PAST, ESTABLISH AND MAINTAIN RESPECTFUL RELATIONSHIPS?

Within LAM:

- LAM has distributed smudging kits to our offices. Smudging is available to our clients upon request;
- The staff will be moving into our new office in The Pas on April 15, 2025. The office has a public meeting space for smudging, circles, meetings and ceremonies. Official opening will take place in 2026;
- EMC members and Legal Aid Staff presented at the OCM Restorative Justice Committee's Opaskwayak Cree Nation 2025 Northern Justice Symposium on March 25-27 and the Inuit Association Steering Committee for Inuit Justice Initiatives and with MKO's Justice Programs;
- PILC and the Winnipeg Duty Counsel Office (WDCO) staff continue to play a mentoring role with First Nations Family Advocate Office Legal staff;
- LAM established an internal Indigenous Reconciliation Committee to showcase special national and provincial Indigenous events and raise awareness of Indigenous culture and history throughout the organization through special guest speakers and workshops. Staff participate in lunch and learn sessions which features Indigenous voices and our staff website highlights stories.

Miigwetch, Maarsii Nakurmiik

MARCELLE MARION
LEGAL DIRECTOR
LEAD – RECONCILIATION PROGRAM

STATISTICS

COMMUNITY LAW CENTRE (CLC) STATISTICS						
	SUPERVISING ATTORNEY	STAFF LAWYER	ADVOCATE	ARTICLING STUDENT	SUPPORT STAFF	TOTAL
Agassiz CLC	1	5	0	1	5	12
Phoenix CLC	1	4	0	1	3	9
Public Interest Law Centre	1	4	4	1	2	12
Regency CLC	1	3	0	1	2	7
Riel CLC	1	3	0	1	4	9
Riverwood CLC	1	4	0	1	3	9
University of Manitoba CLC	1	1	0	1	1	4
Willow CLC	1	3	0	1	4	9
Winnipeg Duty Counsel Office	1	6	0	2	3	12
REGIONAL OFFICES						
Amisk CLC, Dauphin	1	1	0	1	3	6
Northlands CLC, The Pas	1	2	0	1	3	7
Thompson CLC, Thompson	1	2	1	2	5	11
Westman CLC, Brandon	1	2	1	0	2	6
All Community Law Centres	13	40	6	14	40	113

SERVICE DELIVERY VOLUMES	2024/25	2023/24
APPLICATION SERVICES		
Applications Received	31,442	28,406
Applications Refused	9,696	8,538
LEGAL MATTERS ISSUED (OPENED CASES)		
Criminal Adult	28,803	25,650
Criminal Youth	2,319	1,949
Family	3,539	3,754
Child Protection	1,804	1,474
Immigration	1,131	648
University of Manitoba Community Law Centre	273	202
Civil[1]	226	367
TOTAL LEGAL MATTERS ISSUED[2] (A)	**38,095**	**34,044**
LM Issued to Private Bar	29,248	26,237
LM Issued to Staff	8,847	7,807
OTHER SERVICES		
Duty Counsel Assists (B)	50,955	51,907
Drop-In and Phone Assists[3] (C)	14,714	15,157
TOTAL ASSISTS (A+B+C)[4]	**103,764**	**101,108**
LEGAL MATTERS CLOSED		
Criminal Adult	27,193	24,002
Criminal Youth	2,163	1,747
Family	3,649	3,589
Child Protection	1,714	1,468
Immigration	412	171
University of Manitoba Community Law Centre	272	183
Civil	244	115
TOTAL LEGAL MATTERS CLOSED	**35,647**	**31,275**
LM Closed by Private Bar	*27,875*	*23,274*
LM Closed by Staff	*7,772*	*8,001*

1. Civil include the following legal matters: Residential/Landlord Tenant claims, mental health matters, workers compensation claims, Public Interest Law Centre, Employment Income Assistance matters, civil appeals, other civil and administrative matters.

2. LAM uses a mixed-model service delivery system. In 2024-25, the ratio of private bar to staff services was 77/23 (77/23). Three legal matters were unassigned at the time of running the LAMAS reports.

3. Includes assists provided through LAM's application centres, Age & Opportunity, Brydges On-Call and general assistance calls.

4. At the end of March 31st 2025, a total of 103,764 (101,108) people were assisted either on a formal or informal basis. This represents an increase of 2.6% over the previous fiscal year. For 2024/25, LAM observed increases in legal matters issuing and duty counsel assists.

RESPONSIBILITY FOR FINANCIAL REPORTING

The accompanying financial statements of Legal Aid Manitoba are the responsibility of management and have been prepared in accordance with Canadian Public Sector Accounting Standards for the year ended March 31, 2025.

As management is responsible for the integrity of the financial statements, management has established systems of internal control to provide reasonable assurance that assets are properly accounted for and safeguarded from loss.

The responsibility of the Auditor General is to express an independent professional opinion on the financial statements. The Auditor's Report outlines the scope of the audit examination and provides the audit opinion.

PETER KINGSLEY, K.C.
Executive Director and CEO
Legal Aid Manitoba
July 29, 2025

AUDITOR GENERAL'S REPORT

Auditor General
MANITOBA

To the Legislative Assembly of Manitoba

To the Management Council of Legal Aid Manitoba

Opinion

We have audited the financial statements of Legal Aid Manitoba (LAM), which comprise the statement of financial position as at March 31, 2025, and the statement of operations and accumulated surplus, the statement of changes in net financial assets and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of LAM as at March 31, 2025, and the results of its operations, changes in its net financial assets, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards (PSAS).

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of LAM in accordance with the ethical requirements in Canada that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with PSAS, 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.

In preparing the financial statements, management is responsible for assessing the LAM's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless an intention exists to liquidate LAM or to cease operations, or there is no realistic alternative but to do so.

Those charged with governance are responsible for overseeing LAM's financial reporting process.

Auditor General
MANITOBA

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 LAM's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on LAM's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause LAM to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Office of the Auditor General

Office of the Auditor General
Winnipeg, Manitoba
July 29, 2025

STATEMENT OF FINANCIAL POSITION

Legal Aid Manitoba
Statement of Financial Position
as at March 31, 2025

	2025	2024
Financial assets:		
Cash	$ 11,766,088	$ 7,951,147
Short-term investments	580,940	1,180,940
Client accounts receivable (Note 3)	209,503	211,219
Receivable from the Province of Manitoba	2,530,000	2,548,541
Receivable from the Government of Canada	510,000	286,000
Other receivables (Note 4)	766,632	627,281
Long-term receivable – charges on land (Note 6)	803,904	785,838
Long-term receivable – severance – Province of Manitoba (Note 7)	716,166	716,166
Long-term receivable – pension – Province of Manitoba (Note 14)	40,010,217	38,483,310
	57,893,450	52,790,442
Financial liabilities:		
Accounts payable and accrued liabilities	2,898,306	2,660,835
Accrued vacation pay	1,429,126	1,281,224
Deferred revenue – Province of Manitoba	30,000	0
Deferred revenue from clients	1,129,675	999,760
Provision for employee future benefits (Note 8)	3,437,236	3,250,615
Provision for employee pension benefits (Note 14)	40,010,217	38,483,310
	48,934,560	46,675,744
Net financial assets	8,958,890	6,114,698
Non-financial assets:		
Prepaid expenses	326,774	267,800
Tangible capital assets (Note 5)	1,276,161	909,277
	1,602,935	1,177,077
Accumulated surplus (Note 15)	$ 10,561,825	$ 7,291,775

Approved by the Management Council

[signature] Chairperson

Dean D. Scaletta Council Member

The accompanying notes and schedule are an integral part of the financial statements

STATEMENT OF OPERATIONS

	Budget (Note 19)	2025 Actual	2024 Actual
Revenue			
Province of Manitoba (Note 9)	$ 36,640,000	$ 30,755,557	$ 33,673,211
Government of Canada	437,000	546,000	331,000
Manitoba Law Foundation (Note 10)	12,583,785	16,635,385	8,936,992
Contribution from clients	778,000	535,204	1,109,721
Recoveries from Client services	0	1,296,466	680,432
Judgment costs and settlements	900,000	171,342	225,768
Interest income	15,000	213,705	307,566
Other	35,800	36,641	38,380
	$ 51,389,585	$ 50,190,300	$ 45,303,070
Expense			
Private Bar Service Delivery (Note 13)	21,785,476	21,454,682	19,991,451
Area Director and Community Law Centres, Schedule 1	19,126,941	17,668,830	14,758,553
Public Interest Law Centre Service Deliveries, Schedule 1	1,468,815	2,217,405	2,323,297
University of Manitoba Community Law Centre Service Deliveries, Schedule 1	449,273	374,453	148,676
Management Council and Administrative, Schedule 1	5,863,680	5,204,880	5,451,703
	48,694,185	46,920,250	42,673,680
Surplus for the year	$ 2,695,400	$ 3,270,050	$ 2,629,390
Accumulated surplus, beginning of year		7,291,775	4,662,385
Accumulated surplus, end of year		10,561,825	7,291,775

The accompanying notes and schedule are an integral part of the financial statements

STATEMENT OF CHANGES IN NET FINANCIAL ASSETS

	Budget (Note 19)	2025	2024
Annual surplus	$ 2,695,400	$ 3,270,050	$ 2,629,390
Tangible capital assets:			
Acquisition of tangible capital assets	-	(500,000)	(270,676)
Amortization of tangible capital assets	-	133,116	102,203
Net acquisition of tangible capital assets	-	(366,884)	(168,473)
Other non-financial assets:			
Increase in prepaid expenses	-	(58,974)	(12,213)
Net acquisition of other non-financial assets	-	(58,974)	(12,213)
Increase in net financial assets	2,695,400	2,844,192	2,448,704
Net financial assets, beginning of year	-	6,114,698	3,665,994
Net financial assets, end of the year	$ 2,695,400	$ 8,958,890	$ 6,114,698

The accompanying notes and schedule are an integral part of the financial statements

STATEMENT OF CASH FLOW

		2025		2024
Operating Activities:				
Annual surplus	$	3,270,050	$	2,629,390
Non-cash changes in operations:				
Amortization of tangible capital assets		133,116		102,203
Change in non-cash working capital:				
Client accounts receivable		1,716		(35,497)
Province of Manitoba receivable		18,541		(648,541)
Government of Canada receivable		(224,000)		(286,000)
Other receivables		(139,351)		(224,428)
Prepaid expenses		(58,974)		(12,213)
Accounts payable and accrued liabilities		237,471		475,814
Accrued vacation pay		147,902		(39,956)
Deferred revenue from clients		129,915		150,447
Deferred revenue – Province of Manitoba		30,000		-
Long-term receivable – charges on land		(18,066)		(18,648)
Long-term receivable - pension		(1,526,907)		(1,628,796)
Severance liability		83,121		(5,688)
Sick leave liability		103,500		(23,500)
Provision for employee pension benefits		1,526,907		1,628,796
		3,714,941		2,063,383
Capital activities:				
Purchase of tangible capital assets		(500,000)		(270,676)
		(500,000)		(270,676)
Investment Activities:				
Proceeds from sale of investments		600,000		3,174,279
		600,000		3,174,279
Net Increase in cash		3,814,941		4,966,986
Cash - Beginning of Year		7,951,147		2,984,161
Cash - End of Year	$	11,766,088	$	7,951,147

Supplemental Cash Flow Information		2025		2024
Interest Received	$	213,705	$	307,566

The accompanying notes and schedule are an integral part of the financial statements

SCHEDULE OF EXPENSES

		Budget (Note 19)	2025	2024
Advertising	$	12,000	8,008	7,793
Amortization		-	133,116	102,203
Bad debts (recovery)		225,000	(87,573)	651,662
Bank charges		9,600	24,862	14,736
Collection costs		15,000	1,413	1,698
Computer costs		249,700	107,224	45,385
Council expenses		97,000	51,923	54,779
Duty counsel		328,870	349,891	252,991
Equipment maintenance		80,592	72,999	67,769
File disbursements		1,653,315	1,041,187	1,299,996
Library		79,180	54,506	48,274
Meetings		35,300	28,305	24,087
Office expenses		594,525	427,070	215,794
Office relocation		11,000	22,051	60,669
Pension costs (Note 14)		1,933,823	2,678,821	2,570,644
Premise costs		2,196,973	1,545,972	1,310,252
Professional fees		497,002	409,205	354,187
Salaries, benefits, and levy		17,585,590	17,383,551	14,670,315
Severance benefits (Note 8)		100,000	216,982	123,531
Sick leave provision (Note 8)		-	103,500	(23,500)
Staff development		321,937	236,553	213,938
Staff recruitment		63,180	41,691	17,833
Telecommunications & Internet		462,552	426,626	406,522
Transcripts		36,610	10,534	11,064
Travel		319,960	177,151	179,607
TOTAL	$	26,908,709	25,465,568	22,682,229

NOTES TO FINANCIAL STATEMENTS

LEGAL AID MANITOBA

Notes to Financial Statements
for the year ended March 31, 2025

1. Nature of the Corporation

Legal Aid Manitoba (the Corporation) was established by an Act of the Legislative Assembly of Manitoba.

The purpose of the Corporation, as set out in the Act, is to service the public interest by:

(a) Providing quality legal advice and representation to eligible low-income individuals;
(b) Administering the delivery of legal aid in a cost-effective and efficient manner; and
(c) Providing advice to the Minister on legal aid generally and on the specific legal needs of low-income individuals.

The Corporation is economically dependent upon the Province of Manitoba. Other revenue sources include the Manitoba Law Foundation, individual clients, and third-party agencies.

2. Significant Accounting Policies

(a) Basis of Accounting

The financial statements are prepared in accordance with the Canadian Public Accounting Standards (PSAS) as recommended by the Public Sector Accounting Board.

(b) Revenue Recognition

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis if the amount to be received can be reasonably estimated and collection is reasonably assured. Revenues related to fees or services received in advance of the fee being earned or the service is performed is deferred and recognized when the fee is earned or service performed.

Provincial government transfers are recognized as revenues in the fiscal year they are authorized provided any eligibility criteria and stipulations have been met and a reasonable estimate of the amounts can be determined. Transfers from the Province prior to eligibility criteria and stipulations, if any, being met, are recorded as deferred revenue.

Any unrestricted non-government grants are recorded as revenue in the year received or in the years the funds are committed if the amount can be reasonably estimated and collection is reasonably assured. All non-government contributions or grants that are externally restricted such that they must be used for a specified purpose are recognized as revenue in the period in which the resources are used for the purpose specified. Any externally restricted amounts received prior to the criteria are satisfied are recorded as deferred revenue until met.

Interest income is recognized in the fiscal period in which it is earned.

(c) Recognition of Services to Clients

Clients may be required to pay a portion or all of the legal costs incurred on their behalf by the Corporation based on the clients' ability to pay.

i) Agreements to Pay – Partial

Clients who are able to pay, sign an agreement to pay for their portion of the applicable legal costs. The amount the client is required to pay is specified on the Legal Aid Certificate. The revenue and receivable are recognized when the service is provided.

ii) Agreements to Pay – Full

Under terms of Agreements to Pay - Full, clients are required to pay all of the legal costs and an administration fee of 25% of the Corporation's cost of the case. The revenue and receivable are recognized based on the date of the lawyer's billing which coincide with when the service is provided.

iii) Charges on Land

Charges on land are registered under section 17.1 and 17.2 of *The Legal Aid Manitoba Act* in a land titles office against property owned by clients. The revenue and receivable are recognized at the later of the date the lien is filed or the date of the lawyer's billing which coincide with when the service is provided. Collection of these accounts in the future is dependent on the client disposing of the property or arranging for payment.

(d) Financial Instruments

Financial instruments are recorded at fair value on initial recognition and are subsequently measured as financial assets and liabilities are recognized at cost or amortized cost using the effective interest rate method.

All financial assets are assessed for impairment on an annual basis. When a decline is determined to be other than temporary, the amount of the loss is recorded in the statement of operations.

The Corporation's financial instruments include cash, short-term investments, client accounts receivable, receivable from the Province of Manitoba, receivable from the Government of Canada, other receivables, and accounts payable and accrued liabilities.

(e) Short-term Investments

Short-term investments consist of Guaranteed Investment Certificates (GIC's). These investments are recognized at cost plus accrued interest. Accrued interest is recognized through the statement of operations in the year earned

(f) Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingencies at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Estimates include the allowance for doubtful accounts, useful life of capital assets, accrual for private bar fees and the provision for employee future benefits, and provision for employee pension benefits. Actual results could differ from these estimates.

LEGAL AID MANITOBA

Notes to Financial Statements
for the year ended March 31, 2025

(g) Allowance for Doubtful Accounts

The allowances for doubtful accounts are determined annually based on a review of individual accounts. The allowances represent management's best estimate of probable losses on receivables. Where circumstances indicate doubt as to the ultimate collectability of an account, specific allowances are established for individual accounts. In addition to the allowances identified on an individual account basis, the Corporation establishes a further allowance of 50% representing management's best estimate of additional probable losses in the remaining accounts receivable based on past experience.

(h) Capital Assets

Capital assets are recorded at cost less accumulated amortization. Amortization of capital assets is recorded on a straight-line basis over the estimated useful lives of the capital assets as follows:

- Furniture and office equipment – 10 years
- Computer hardware & software – 4 years
- Leasehold improvements – over the term of the lease
- Work-in-progress is not subject to amortization until it is fully available for use.

(i) Pension Plan

Employees of the Corporation are pensionable under *The Civil Service Superannuation Act*. The Civil Service Superannuation Plan is a defined benefit pension plan. The Corporation accrues a provision for the liability for the employer's share of employee pension benefits, including future cost of living adjustments, based on actuarial calculations. When actual experience varies from actuarial estimates, the adjustment is amortized over the expected remaining service life of the employee group (EARSL) which is currently 16 years (2024 – 16 years). Amortization commences the year following the year when the actuarial gain or loss arises.

(j) Severance Liability

The Corporation records the estimated liability for accumulated severance pay benefits for their employees. The amount of this estimated liability is based on actuarial calculations. The periodic actuarial valuation of this liability may determine that an adjustment is needed to the actuarial calculation when actual experience is different from that expected and/or because of changes in actuarial assumptions used. The resulting actuarial gains or losses are recognized on a straight-line basis over the expected average remaining service life (EARSL) of the related employee group. Amortization commences the year following the year when the actuarial gain or loss arises.

(k) Sick Leave Liability

The Corporation records the estimated liability for accumulated sick leave benefits for their employees. The amount of this estimated liability is based on actuarial calculations. The periodic actuarial valuation of this liability may determine that an adjustment is needed to the actuarial calculation when actual experience is different from that expected and/or because of changes in actuarial assumptions used.

LEGAL AID MANITOBA

Notes to Financial Statements
for the year ended March 31, 2025

3. Client Accounts Receivable

	2025	2024
Agreements to Pay – Partial	$ 9,933	$ 11,920
Agreements to Pay – Full	408,533	410,517
	418,466	422,437
Less: Allowance for Doubtful Accounts	208,963	211,218
Client accounts receivable	$ 209,503	$ 211,219

4. Other Receivables

	2025	2024
Court costs	$ 605,300	$ 799,798
Child and Family Services agencies	321,495	277,241
Employment and Income Assistance	119,078	76,555
GST recoverable, and miscellaneous	318,712	257,273
	1,364,585	1,410,867
Less: Allowance for Doubtful Accounts	597,953	783,586
Other receivables	$ 766,632	$ 627,281

5. Tangible Capital Assets

	2025		2024	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Furniture and office equipment	$ 87,084	$ 85,998	$ 235,010	$ 232,992
Computer hardware & software	140,089	134,219	191,154	175,608
Leasehold improvements	1,687,806	418,601	1,187,806	296,093
	$ 1,914,979	$ 638,818	$ 1,613,970	$ 704,693
Net book value		$ 1,276,161		$ 909,277

6. Long-term receivable – Charges on land

	2025	2024
Charges on land	$ 2,862,589	$ 3,115,926
Less: Allowance for Doubtful Accounts	2,058,685	2,330,088
Charges on land	$ 803,904	$ 785,838

7. Long-term Receivable - Severance Benefits

The amount recorded as a receivable from the Province of Manitoba for severance pay was initially based on the estimated value of the corresponding actuarially determined liability for severance pay as at March 31, 1998. Subsequent to March 31, 1998, the Province provides annual grant funding for severance expense. As a result, the change in the severance liability each year is fully funded. The interest component related to the receivable is reflected in the funding for severance expense. The receivable for severance pay will be paid by the Province when it is determined that the cash is required to discharge the related severance pay liabilities.

8. Provision for Employee Future Benefits

	2025	2024
Severance benefits	$ 2,918,536	$ 2,835,415
Sick leave benefits	518,700	415,200
	$ 3,437,236	$ 3,250,615

Severance benefits

Effective April 1, 1998, the Corporation commenced recording the estimated liability for accumulated severance pay benefits for their employees. The amount of this estimated liability is based on actuarial calculations. The periodic actuarial valuation of this liability may determine that an adjustment is needed to the actuarial calculation when actual experience is different from that expected and/or because of changes in actuarial assumptions used. The resulting actuarial gains or losses are recognized on a straight-line basis over the expected average remaining service life (EARSL) of the related employee group. Amortization commences the year following the year when the actuarial gain or loss arises.

An actuarial report was completed for the severance pay liability as at March 31, 2025. The Corporation's actuarially determined net liability for accounting purposes as at March 31, 2025 was $2,918,536 (2024 - $2,835,415). The report provides a formula to update the liability on an annual basis.

Severance pay, at the employee's date of retirement, will be determined using the eligible employee's years of service and based on the calculation as set by the Province of Manitoba. The maximum payout is currently 23 weeks at the employee's weekly salary at the date of retirement. Eligibility will require that the employee has achieved a minimum of 9 years of service and that the employee is retiring from the Corporation.

LEGAL AID MANITOBA

Notes to Financial Statements
for the year ended March 31, 2025

	2025	2024
Balance at beginning of year	$ 1,938,100	$ 1,887,900
Benefits accrued	107,264	88,512
Interest accrued on benefits	94,967	92,507
Benefits paid	(133,861)	(129,219)
Actuarial loss (gain)	196,030	(1,600)
Balance at end of year	2,202,500	1,938,100
Unamortized actuarial losses	716,036	897,315
	$ 2,918,536	$ 2,835,415

The Corporation's severance costs consist of the following:

	2025	2025
Benefits accrued	$ 107,264	$ 88,512
Interest accrued on benefits	94,967	92,507
Amortization of actuarial losses / (gains)	14,751	(57,488)
	$ 216,982	$ 123,531

Significant long-term actuarial assumptions used in the March 31, 2025 valuation, and in the determination of the March 31, 2025 present value of the accrued severance benefit obligation were:

	2025	2024
Annual rate of return		
Inflation component	2.00%	2.00%
Real rate of return	2.60%	2.90%
	4.60%	4.90%
Assumed salary increase rates		
Annual productivity increase	0.50%	0.50%
Annual general salary increase	2.00%	2.00%
Service, merit, & promotion (SMP) – average	1.00%	1.00%
	3.50%	3.50%

Sick leave benefits

Effective April 1, 2014, the Corporation commenced recording the estimated liability for sick leave benefits for their employees that accumulate but do not vest. The amount of this estimated liability is based on actuarial calculations.

An actuarial report was completed for the sick leave liability as at March 31, 2025. The valuation is based on employee demographics, sick leave usage and actuarial assumptions. These assumptions

LEGAL AID MANITOBA

Notes to Financial Statements
for the year ended March 31, 2025

include an annual rate of return of 4.70% (2024 – 4.90%) and a salary increase rate of 3.50% (2024 – 3.50%). The Corporation's actuarially determined net liability for accounting purposes as at March 31, 2025 was $518,700 (2024 - $415,200) resulting in an expense of $103,500 (2024 – $23,500 recovery).

9. Revenue from the Province of Manitoba

		2025		2024
Grant	$	13,838,922	$	18,981,698
Salaries and other payments		14,245,403		12,395,748
Health and post secondary education tax levy		303,067		244,874
Employer portion of employee benefits		2,368,165		2,050,891
	$	30,755,557	$	33,673,211

Grant revenue from the Province of Manitoba includes the Corporation's share of provisions recorded for unfunded pension liabilities.

10. Revenue from the Manitoba Law Foundation

		2025		2024
Statutory grant	$	16,053,100	$	8,585,207
Public Interest Law Centre		266,050		238,050
University Law Centre		113,735		113,735
Prison Law Clinic Pilot Project		202,500		0
	$	16,635,385	$	8,936,992

A statutory grant, pursuant to subsection 90(1) of *The Legal Profession Act*, is received annually from the Manitoba Law Foundation. The Corporation's share under the Act is 50% of the total interest on lawyers' trust accounts as received by the Foundation or a minimum of $1,007,629, whichever is greater. In the event that interest received by the Foundation in the preceding year, after deduction of the Foundation's operational expenses, is not sufficient to pay the statutory minimum of $1,007,629 to the Corporation, the Act provides for pro-rata sharing of the net interest.

Other grants from the Manitoba Law Foundation are received pursuant to subsection 90(4) of *The Legal Profession Act*. These grants are restricted for the Public Interest Law Centre, the University Law Centre and the Prison Law Clinic Pilot Project.

LEGAL AID MANITOBA

Notes to Financial Statements
for the year ended March 31, 2025

11. Lease Commitments

The Corporation rents facilities under operating leases. Unpaid remaining commitments under the leases, which expire at varying dates are:

2026	$	1,024,267
2027		1,019,744
2028		812,705
2029		809,459
2030		813,748
Thereafter		3,227,903
	$	7,707,826

12. Related Parties Transactions

The Corporation is related in terms of common ownership to all Province of Manitoba created departments, agencies and crown corporations. The Corporation enters into transactions with these entities in the normal course of business. These transactions are recorded at the exchange amount.

13. Private Bar Fees and Disbursements

		2025				2024
		Fees	**Disbursements**	**Total**		**Total**
Legal aid certificates	$	18,814,175	1,106,316	19,920,491	$	18,412,956
Duty counsel services		1,118,886	317,150	1,436,036		1,382,570
Transcripts			98,155	98,155		195,925
	$	19,933,061	1,521,621	21,454,682	$	19,991,451

14. Provision for Employee Pension Benefits

Pension costs consist of benefits accrued, interest accrued on benefits and experience (gain) loss. This liability is determined by an actuarial valuation annually with the balances for the intervening periods being determined by a formula provided by the actuary. The most recent valuation was completed as at December 31, 2024. The actuary has projected the pension obligation at March 31, 2025.

	2025	2024
Balance at beginning of year	$ 34,444,698	$ 33,695,398
Benefits accrued	819,148	690,171
Interest accrued on benefits	2,056,699	2,014,174
Benefits paid	(1,151,915)	(941,848)
Actuarial (gains) loss	28,768	(1,013,197)
Balance at end of year	36,197,398	34,444,698
Unamortized actuarial losses	3,812,819	4,038,612
	$ 40,010,217	$ 38,483,310

The Corporation's pension costs consist of the following:

	2025	2024
Benefits accrued	$ 819,148	$ 690,171
Interest accrued on benefits	2,056,699	2,014,174
Amortization of actuarial (gains) losses	(197,026)	(133,701)
	$ 2,678,821	$ 2,570,644
Employee contributions for the year	982,899	819,485

The key actuarial assumptions were a rate of return of 6.00% (2024 – 6.00%), 2.00% inflation (2024 – 2.00%), salary rate increases of 3.00% (2024 – 2.50%) and post retirement indexing 2/3 of the inflation rate. The projected benefit method was used and the liability has been extrapolated to March 31, 2025.

The Province of Manitoba has accepted responsibility for funding of the Corporation's pension liability and related expense which includes an interest component. The Corporation has therefore recorded a receivable from the Province equal to the estimated value of its actuarially determined pension liability $40,010,217 (2024 – $38,483,310) and has recorded revenue for the current fiscal year equal to its increase in the unfunded pension liability during the year of $1,526,907 (2024 – $1,628,796). The Province makes payments on the receivable when it is determined that the cash is required to discharge the related pension obligation.

15. Reserves:

The following reserves have been set aside in the accumulated surplus for future operating purposes:

		2025		2024
Invested in Capital Assets	$	1,276,161	$	909,277
Externally Restricted – Wrongful Conviction		51,854		51,854
Internally Restricted – Access to Justice		1,500,000		1,500,000
Internally Restricted – Mega Case Fund		600,000		600,000
Internally Restricted – Justice Hub		4,000,000		0
Unrestricted Net Assets		3,133,810		4,230,644
	$	10,561,825	$	7,291,775

Wrongful Conviction Cases

During the fiscal year ended March 31, 2006 the Province of Manitoba approved a reallocation of $130,000 from the Corporation's unrestricted net assets. This funding was provided for section 696 applications under the *Criminal Code* for wrongful conviction appeals. In the current fiscal year, the Corporation did not incur any expenses (2024 - $nil) for private bar fees and disbursements related to wrongful conviction cases. The balance remaining is $51,854.

Access to Justice Initiatives

Effective the fiscal year ended March 31, 2015, the Management Council internally restricted $1,500,000 of the accumulated surplus for the purpose of implementing access to justice initiatives and addressing the low financial eligibility guidelines. These funds are not available for other purposes without approval by the Management Council.

Mega Case Fund

Effective the fiscal year ended March 31, 2016, the Management Council internally restricted $600,000 of the accumulated surplus to fund legal aid services to eligible individuals charged with indictable offences that are complex and costly. These funds are not available for other purposes without approval by the Management Council.

Justice Hub

Effective the fiscal year ended March 31, 2025, the Management Council internally restricted $4,000,000 of the accumulated surplus to establish and fund a justice hub in Winnipeg that would provide an infrastructure for legal services, advice and education to eligible individuals. These funds are not available for other purposes without approval by the Management Council.

16. Public Sector Compensation Disclosure

For the purposes of *The Public Sector Compensation Disclosure Act*, all compensation for employees, Management Council members, and the private bar fees and disbursements from the Corporation is disclosed in a separate statement. The Corporation's Public Sector Compensation Disclosure statements are published in its annual report immediately following the audited financial statements and notes.

17. Financial Risk Management

The Corporation has potential exposure to the following risks from its use of financial instruments:

- Credit risk; and
- Liquidity risk

The Corporation manages its exposure to risks associated with financial instruments that have the potential to affect its operating performance. The Corporation's Management Council has overall responsibility for the establishment and oversight of the Corporation's objectives, policies and procedures for measuring, monitoring and managing these risks.

Credit risk

Credit risk is the risk that one party to a financial instrument fails to discharge an obligation and causes financial loss to another party. Financial instruments which potentially subject the Corporation to credit risk consist principally of cash and accounts receivable.

The maximum exposure of the Corporation to credit risk at March 31, 2025 is:

Cash	$ 11,766,088
Short-term investments	580,940
Client accounts receivable	209,503
Receivable from the Province of Manitoba	2,530,000
Receivable from the Government of Canada	510,000
Other receivables	766,632
Long-term receivables:	
• Charges on land	803,904
• Severance - Province of Manitoba	716,166
• Pension - Province of Manitoba	40,010,217
	$ 57,893,450

Cash: The Corporation is not exposed to significant credit risk as the cash is held by a chartered bank.

Short-term investments: The Corporation is not exposed to significant credit risk as the short-term investments consists of several Guaranteed Investment Certificates held by a chartered bank.

Client accounts receivable includes clients that contribute toward the cost of their case under the Agreements to Pay – Partial and Agreements to Pay – Full payment programs based on a contract. The Corporation manages its credit risk on these accounts receivables which are primarily small amounts held by a large client base. It is typically expected that clients will settle their account based on their payment program. The Corporation establishes an allowance for doubtful accounts that represents its estimate of potential credit losses.

Receivable from the Province of Manitoba: The Corporation is not exposed to significant credit risk as the receivable is from the provincial government.

LEGAL AID MANITOBA

Notes to Financial Statements
for the year ended March 31, 2025

Other receivables include court costs, Child and Family Services agencies, Employment and Income Assistance, and miscellaneous. The Corporation is exposed to significant credit risk related to court costs and therefore, an allowance of 95% is set up to recognize the likelihood of collection. In the case of receivables from Child and Family Services agencies and Employment and Income Assistance, they are funded through the Province of Manitoba. Miscellaneous includes GST and other recoverable costs. GST is received quarterly and other recoverable costs are usually paid within 90 days of receipt of an order to pay by the courts or other authority.

Long-term receivable – charges on land: The Corporation manages its credit risk on these accounts receivables which primarily consists of small amounts held by a large client base for which payment is secured by a lien on property. The Corporation establishes an allowance for doubtful accounts that represents its estimate of potential credit losses. The allowance for doubtful accounts is calculated on a specific identification basis and a general provision based on historical experience.

Long-term receivables – severance and pension – Province of Manitoba: The Corporation is not exposed to significant credit risk as the receivables are with the provincial government.

The Corporation establishes an allowance for doubtful accounts that represents its estimate of potential credit losses. The allowance for doubtful accounts is based on management's estimates and assumptions regarding current market conditions, client analysis and historical payment trends. These factors are considered when determining whether past due accounts are allowed for or written off.

The change in the allowance for doubtful accounts during the year was as follows:

	2025	2024
Balance, beginning of the year	$ 3,324,892	$ 2,669,002
Provision for bad debts	(87,573)	651,662
Amounts written off	(371,718)	4,228
Balance, end of the year	$ 2,865,601	$ 3,324,892

Liquidity risk

Liquidity risk is the risk that the Corporation will not be able to meet its financial obligations as they come due.

The Corporation manages liquidity risk by maintaining adequate cash balances. The Corporation prepares and monitors detailed forecasts of cash flows from operations and anticipated investing and financing activities. Identified funding requirements are requested, reviewed and approved by the Minister of Finance to ensure adequate funding will be received to meet the obligations. The Corporation continuously monitors and reviews both actual and forecasted cash flows through periodic financial reporting. As disclosed in note 1, the Corporation is dependent on continued financial support from the Province of Manitoba.

18. Measurement Uncertainty – Private bar

A certificate is issued to individuals seeking legal aid assistance. Each certificate issued authorizes legal services to be performed within the tariff guidelines based on the type of legal case. The estimated liability on work performed but not yet billed is $2,500,000 (2024 – $2,500,000). The estimation is based on an analysis of historical costs and time frames to complete similar cases. The estimated liability is included in accounts payable and accrued liabilities. It is offset by an associated accounts receivable from the Province of Manitoba, which is included in the Receivable from the Province of Manitoba balance. Additionally, management estimates a future liability related to work not yet performed on outstanding certificates as at March 31, 2025 of $9,507,000 (2024 – $9,437,000). This amount has not been recorded in the financial statements.

The estimated liability is subject to measurement uncertainty. Such uncertainty exists when there is a variance between the recognized amount and another reasonable amount, as there is whenever estimates are used. While management's best estimates have been used for reporting the private bar liability, it is possible that there will be a material difference between estimated amount and actual costs.

19. Budgeted Figures

The budgeted amounts represent the operating budget approved in May 2024 by Legal Aid Manitoba's Management Council.

AUDITOR GENERAL'S REPORT

Auditor General
MANITOBA

To the Legislative Assembly of Manitoba

To the Management Council of Legal Aid Manitoba

Opinion

We have audited the Statement of Compensation Paid to Council Members and Employees and the Statement of Private Bar Fees and Disbursements in Excess of $85,000 of Legal Aid Manitoba (LAM) for the year ended March 31, 2025 ("the statement").

In our opinion, the financial information in the statement of LAM for the year ended March 31, 2025 is prepared, in all material respects, in accordance with Sections 2 and 4 of *The Public Sector Compensation Disclosure Act.*

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Statement* section of our report. We are independent of LAM in accordance with the ethical requirements in Canada that are relevant to our audit of the statement, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter: basis of accounting

We draw attention to Note 1 to the statement, which describes the basis of accounting. The statement is prepared to assist LAM to meet the requirements of Sections 2 and 4 of *The Public Sector Compensation Disclosure Act*. As a result, the statement may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of management and those charged with governance for the statement

Management is responsible for the preparation of this statement in accordance with Sections 2 and 4 of *The Public Sector Compensation Disclosure Act* and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing LAM's financial reporting process.

Auditor General
MANITOBA

Auditor's responsibilities for the audit of the statement

Our objectives are to obtain reasonable assurance about whether the statement is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial information.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit 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 LAM's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

  We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Office of the Auditor General

Office of the Auditor General
Winnipeg, Manitoba
July 29, 2025

PUBLIC SECTOR COMPENSATION STATEMENT

LEGAL AID MANITOBA
STATEMENT OF PRIVATE BAR FEES AND DISBURSEMENTS IN EXCESS OF $85,000
FOR THE YEAR ENDED MARCH 31, 2025
(PREPARED IN ACCORDANCE WITH SECTION 4 OF *THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT*)

NAME	AMOUNT	NAME	AMOUNT
Allardyce, Hayley	$119,258	Gladstone, Brett	$846,851
Amy, Ryan	140,753	Glawson, Caleigh	101,617
Antila, Crystal	264,458	Goertzen, Kendra	272,872
Bassi, Benjamin	92,038	Harrison, Robert	358,406
Beddome, Aaron	488,762	Hillis, Zackery	215,501
Bhangu, Mandeep	148,917	Hodge, Adam	232,648
Blackman, Jesse	242,511	Janssens, Jennifer	173,230
Bonney, Bruce	118,601	Jones, Kristen	92,766
Bourcier, Todd	148,360	Jones, Zilla	123,326
Braun, Aaron	203,849	Kalu, Ikechukwu (Iyke)	122,911
Bueti, K.C., Katherine	167,447	Kavanagh, Tony	310,662
Claros, Amado	407,561	Kellie-McMillan, Lee	168,027
Cook, Emilie	99,684	Kinahan, Zachary	148,853
Cook, Michael	191,283	Lawrence, Morgan	200,888
Corona, John	301,636	Mahoney, Carley	231,671
Davis, Myles	145,763	Marks, William	353,675
Enright, Mitch	156,476	Martin-White, K.C., Wendy	152,362
Fingas, Colin	183,143	Mayer, Douglas	87,666

NAME	AMOUNT	NAME	AMOUNT
McCoy, Chris	$112,671	Rees, Tom	$102,050
McKay, Cameron	619,373	Richert, Jonathan	86,145
McKelvey-Gunson, Andrew	158,445	Robinson, Laura	138,138
Mika, David	127,340	Roitenberg, K.C., Evan	144,925
Mokriy, Don	345,266	Sigurdson, Chris	85,973
Morgan, Kyle	132,564	Simmonds, K.C., Saul	193,389
Munce, Matthew	544,861	Sinder, Barry	163,734
Myskiw, Jodi	226,509	Singh, Harvey	124,213
Newman, Scott	124,587	Skinner, John	244,557
Olson, Candace	232,669	Smith, Pamela	214,730
Perron, Christopher	116,708	Steigerwald, Alex	92,489
Phillips, Cory	152,791	Stern, Gary	95,096
Phillips, David	286,237	Suchy, Orest	154,935
Pinx, Adam	104,628	Suderman, Chelsea	114,220
Plotnik, Omri	103,193	Synyshyn, Andrew	117,693
Pollock, Ethan	251,669	Walker, David	92,982
Porath, Kaitlynn	188,043	Walker, Kaitlynd	177,105
Raffey, Matthew	151,987	Walker, Tara	407,746
Rahimi, Kobra	87,125	Zaman, Saheel	442,323
Rai, Surinder	470,449	Zayed, Philip	153,323
Ramsay, John	422,649	Zurbuchen, Marc	122,148

The payments reflected in this statement are on a cash basis.

LEGAL AID MANITOBA
STATEMENT OF COMPENSATION PAID TO COUNCIL MEMBERS AND EMPLOYEES
FOR THE YEAR ENDED MARCH 31, 2025
(PREPARED IN ACCORDANCE WITH SECTION 2 OF *THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT*)

PAID TO COUNCIL MEMBERS:
IN AGGREGATE $42,087 OF THIS AMOUNT, $30,000 WAS PROVIDED TO THE CHAIR
AMOUNTS PAID TO EMPLOYEES OF $85,000 OR MORE:

NAME	POSITION	AMOUNT	NAME	POSITION	AMOUNT
Amott, Lyndsey	Attorney 2	$178,388	Lloyd, Joshua	Attorney 1	$96,384
Anderson, Lori	Attorney 3-S	212,962	Loney, Alan	Attorney 3	205,693
Bonsu, Selly	Attorney 1	100,456	Lundrigan, Dawn	Admin Officer 2	96,204
Bracken, Sandra	Sr Legal Officer 3	211,940	Marion, Marcelle	Sr Legal Officer 3	211,582
Chychula, Ulyana	Attorney 1	101,530	McAmmond, Ian	Attorney 1	147,819
Dilay, Katrine	Attorney 2	115,022	McNaught, Ian	Attorney 2	176,068
Dowle, Katherine	Sr Legal Officer 3	211,512	Mendelson, Louis	Attorney 2	177,877
Dwarka, Robin	Financial Officer 7	132,953	Mitchell, Meredith	Attorney 4	214,875
Ferens, Melissa	Attorney 3-S	209,370	Munce, Alyssa	Attorney 2	148,462
Gallop, Sean	Attorney 1	117,411	Nesbit, Dianna	Attorney 2	112,313
Gilson, Daniel	Admin Officer 3	86,208	Nygaard, Dean	Attorney 2	179,911
Harrington, Jane	Attorney 1	137,819	Pastora Sala, Joëlle	Attorney 2	153,406
Hawrysh, Gregory	Attorney 4	217,221	Pauls, Cameron	Attorney 3-S	209,600
Henderson, Donald	Attorney 2	180,086	Pellettieri, Marietta	Attorney 3	205,363
Hince Siwicki, Amanda	Attorney 1	120,159	Peplinskie, Shequille	Attorney 1	96,806
Hoyt, Brittney	Attorney 1	132,301	Puranen, Serena	Attorney 3	201,642
Ip, Chun Yu	Info Technologist 3	90,725	Reid, Andrew	Attorney 2	160,162
Kennedy, Crystal	Attorney 3-S	210,122	Robbins, Jonathan	Attorney 3	205,518
Kingsley, K.C., Peter	Sr Legal Officer 4	226,861	Robinson, Gary	Attorney 3-S	214,178
Kostiuk, Jeremy	Attorney 3	103,636	Ross, Monica	Attorney 3-S	192,460
Koturbash, Therese	Attorney 4	217,934	Rutherford, John	Attorney 3-S	188,568
Libman, Alan	Attorney 3	283,819	Santos, Christopher	Attorney 2	139,395
Liu, Wei	Info Technologist 4	112,887	Santos, Mario	Attorney 3-S	225,122

NAME	POSITION	AMOUNT	NAME	POSITION	AMOUNT
Sieklicki, Philip	Attorney 2	$176,981	Tasche, Hillarie	Attorney 2	$180,732
Simpson, Patricia	Info Technologist 2	96,321	Unger, Jennifer	Admin Officer 3	86,127
Sneesby, Kevin	Attorney 3	206,043	Van Schie, Shirley	Attorney 3	205,616
Stewart, Clayton	Attorney 3	207,383	Whidden, Stefania	Attorney 1	127,624
Strang, Kent	Attorney 2	137,432	Williams, Byron	Attorney 4	215,673
Swait, Michael	Planning Prog An 2	88,035	Woodman, Randy	Attorney 3	205,693
Tailleur, Leonard	Attorney 3	207,573			

NOTE TO FINANCIAL INFORMATION

LEGAL AID MANITOBA

Note to Financial Information
for the year ended March 31, 2025

1. Basis of Accounting

   a) Private Bar Fees and Disbursements of $85,000 or More

   The financial information discloses every person who received $85,000 or more during the fiscal year ended March 31, 2025 for providing legal aid. The amounts are calculated in accordance with *The Public Sector Compensation Disclosure Act* of Manitoba.

   b) Aggregate Compensation to Council Members

   The financial information discloses the amount of the payments, in aggregate, to the Council Members during the fiscal year ended March 31, 2025. The amounts are calculated in accordance with *The Public Sector Compensation Disclosure Act* of Manitoba.

   c) Compensation of $85,000 or More

   The financial information lists employees who received compensation of $85,000 or more during the fiscal year ended March 31, 2025. The amounts are calculated in accordance with *The Public Sector Compensation Disclosure Act* of Manitoba.

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Fax: 204.944.8582

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Winnipeg MB R3C 0R9
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Toll-free: 1.800.300.2307
Fax: 204.985.5237

Phoenix CLC
200 - 175 Hargrave Street
Winnipeg MB R3C 3R8
Ph: 204.985.5222
Toll-free: 1.855.777.3759
Fax: 204.942.2101

Public Interest Law Centre
1st Floor - 287 Broadway
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Toll-free: 1.800.261.2960
Fax: 204.985.8544

Regency CLC
3rd Floor - 287 Broadway
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Ph: 204.985.8555
Toll-free: 1.855.777.3758
Fax: 204.774.7504

Riel CLC
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Winnipeg MB R3C 1V4
Ph: 204.985.9440
Toll-free: 1.855.777.3756
Fax: 204.947-2976

Riverwood CLC
3rd Floor - 287 Broadway
Winnipeg MB R3C 0R9
Ph: 204.985.9810
Toll-free: 1.855.777.3757
Fax: 204.985.8554

University of Manitoba CLC
1st Floor - 287 Broadway
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Ph: 204.985.5206
Toll-free: 1-833-502-0022
Fax: 204.985.8551

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Fax: 204.942.7362

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Winnipeg MB R3C 0R9
Ph: 204.985.8560
Toll-free: 1.855.777.3753
Fax: 204.985.5224

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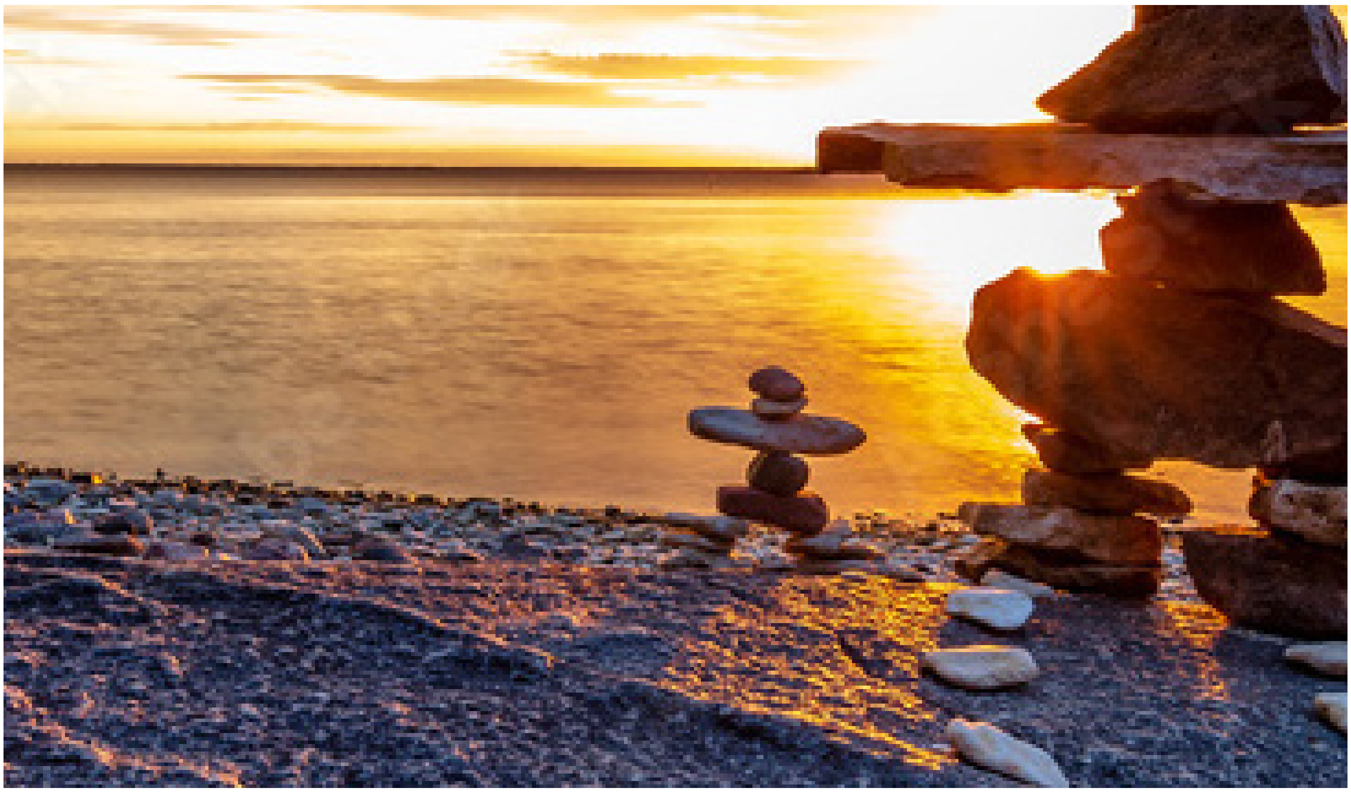
138 1st Avenue SW, Unit A
Dauphin MB R7N 1S2
Ph: 204.622.7000
Toll-free: 1.800.810.6977
Fax: 204.622.7029

Northlands CLC
Box 2429, 123 Cook Avenue
The Pas MB R9A 1M2
Ph: 204.627.4820
Toll-free: 1.800.268.9790
Fax: 204.627.4838

Thompson CLC
Unit 17, 50 Selkirk Avenue
Thompson MB R8N 0M7
Ph: 204.677.1211
Toll-free: 1.800.665.0656
Fax: 204.677.1220

Westman CLC
236 - 11th Street
Brandon MB R7A 4J6
Ph: 204.729.3484
Toll-free: 1.800.876.7326
Fax: 204.726.1732

Legal Aid Manitoba
Aide juridique Manitoba



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