# PART 1: PROJECT DESCRIPTION

Project Name & Civic Address	Recipient Name & Contact info.
	Phone #
Legal description of land:	Recipient Type  Non-Profit Housing Corporation  Housing Cooperative  Other (specify)  Date of Incorporation or Registration in MB:
Project Type New constructionAcquisition & rehabilitationAcquisition onlyAcquisition & ConversionAcquisition/Conversion from Non-residential	Tenant / Resident Type  Family Single Senior Other (specify)
Dwelling type:  Single Detached Duplex Triplex Row Stacked Apartment(# of units) Rooming House (# of beds)	Tenure Type Owner OccupiedRentalRent to OwnCooperativeOther(specify)
Heating fuel Oil Wood Electric Gas Other	Property Management byApplicantOther (describe)
Heating System Forced airHot water/baseboard radiationElectric/baseboard radiationOther (describe)	Proposed Construction Contract General Tender Construction Management Other (describe)
Construction method Woodframe/stick builtMasonrySteel frameOther (specify)	Services Installed Sanitary Sewers Storm Sewers Combined Sewers Well Septic Field Municipal Water Curbs Paved Roads Sidewalks Natural Gas Hydro
·	I certify that this a true description of the Project as of the date of this Agreement:  Initials of Authorized Officer:
	Date:

bedrooms bed		ACCESSOR AND LESS OF THE SECOND AND	ut Description	To the second	.c. n	
bedrooms bedrooms bedrooms bedrooms bedrooms bedrooms bedrooms ther TOTALS  COMMON AREAS (include laundry room, etc.)  SIZE (Sq. Feet or Metres)  SIZE (Sq. Feet or Metres)  COTALS  COTALS  COTALS  COTALS  COTALS  CONTACT  LAND AREA  FT/M²  COUSING COMPLEX Contact Person  Phone #  Architectural Firm  Contractor  Contr	#WNIA	5		UNITESIZE	(5q. Feet or Mene	s)
bedrooms ther TOTALS  COMMON AREAS (include laundry room, etc.)  SIZE (Sq. Feet or Metres)  SIZE (Sq. Feet or Metres)  COTALS  COTALS  COTALS  COTALS  CONTACT  CONTA	``````````````````````````````````````					
COMMON AREAS (include laundry room, etc.)  SIZE (Sq. Feet or Metres)  FOTALS  FOOTALS  ROSS AREA OF HOUSING COMPLEX  FI/M²  LAND AREA  FT/M²  Foor Area  Contacts  Address  Contact Person  Phone #  Contractor  Contractor  Contractor  Contractor  Contractor  Contractor  Contractor  Correction  Contractor  C						
COMMON AREAS (include laundry room, etc.)  SIZE (Sq. Feet or Metres)  FOTALS  GROSS AREA OF HOUSING COMPLEX FIJM  FIJM  LAND AREA  FT/M  LAND AREA  FT/M  Contacts  Address  Contact Person  Phone #  Architectural Firm  Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  Property Possession Date:  Construction Start Date  Occupancy Date						<del>,</del>
COMMON AREAS (include laundry room, etc.)  SIZE (Sq. Feet or Metres)  TOTALS  GROSS AREA OF HOUSING COMPLEX FT/M' LAND AREA FT/M' Floot Area  Contacts Address Contact Person Phone #  Architectural Firm  Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date: Construction Start Date Occupancy Date						
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GROSS AREA OF HOUSING COMPLEX FT/M² LAND AREA FT/M² Floor Area  Contacts Address Contact Person Phone #  Architectural Firm  Contractor  Developer  Law Firm Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE: Property Possession Date: Construction Start Date Cocupancy Date				0.000	· · · · · · · · · · · · · · · · · · ·	
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FOUSING COMPLEX FIOR Area  Contacts Address Contact Person Phone #  Architectural Firm  Lender  Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE: Property Possession Date: Construction Start Date Cocupancy Date						
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FOUSING COMPLEX FIOR Area  Contacts Address Contact Person Phone #  Architectural Firm  Contractor  Developer  Law Firm Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE: Property Possession Date: Construction Start Date Contractor Contractor Contractor  Contractor  Contractor  Contractor  Contractor  Construction Start Date Cocupancy Date						
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Contacts Address Contact Person Phone #  Architectural Firm  Lender  Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE: Property Possession Date: Construction Start Date Occupancy Date	F	II/M'	L,	AND AREA	Earyame	
Architectural Firm  Lender  Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date: Construction Start Date Occupancy Date						
Lender  Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date:  Construction Start Date  Occupancy Date	Address		C	ontact Person	Phone #	
Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date: Construction Start Date Occupancy Date				·		
Contractor  Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date: Construction Start Date Occupancy Date						
Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date: Construction Start Date Occupancy Date						
Developer  Law Firm  Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date: Construction Start Date Occupancy Date						
Law Firm Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE: Property Possession Date: Construction Start Date Occupancy Date						
Law Firm Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE: Property Possession Date: Construction Start Date Occupancy Date						
Other (specify)  GST REGISTRATION NUMBER:  PROJECTED TIMELINE:  Property Possession Date: Construction Start Date Occupancy Date						
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Property Possession Date: Construction Start Date Occupancy Date	DATE OF THE PARTY	7.2				
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20000-2004-2004-2004-2004-2004-2004-200		(include lau  Address  Address  DN NUMB	# UNITS  (include laundry room, a  FT/M?  Address  Address  ELINE:  Date: Const.	(include laundry room, etc.)  FT/M²  L.  Address  C  ON NUMBER:  ELINE:  Date: Construction Start Date	# UNIT SIZE  (include laundry room, etc.)  SIZE (So  FT/M²  LAND AREA  Address  Contact Person  ON NUMBER:  ELINE:  Date:   Construction Start Date   Occ.	# UNITS UNIT SIZE (Sq. Feet or Metres)  (include laundry room, etc.)  FI/M²  LAND AREA  FI/M²  Address  Contact Person  Phone #  DN NUMBER:  Construction Start Date  Occupancy Date

I certify that	at this a true description of the
Project as	of the date of this Agreement:
Initials of A	Authorized Officer:
Date:	

## PART 2: ESTIMATED PROJECT COSTS

THE WOOD IN	Recipient's Estimate of Costs		Approved by WHKC (exclusive of GST)	GST (if any
roject Costs			Column A	Column B
Acquisition of Land or Buildings			COMMINA	Column
Purchase Price of Land (and existing structures, if any)				•
. Off-site Servicing (specify)				
. Legal Services and Disbursements, Land Titles				
Registration fees and Land Transfer Tax				
Surveyor's Fees, Environmental Site Assessment (incl. Soil Tests and Report)				
5. Zoning variance fees				
3. Appraisal Fees				
7. Other: (specify)				
Design, Financing and Development				
8. Architect/Engineering/other Consulting Fees (specify)				- In the second second
J.Legal Fees				
10: Dévelopment/Project Management Fees				
11. Insurance				
12. Property Taxes				
13. Utilities				
14. Interest for interim financing				
15. Rent up (eg. marketing) (specify)				
16. Other: (specify)				
Construction Costs				
17. Construction				
18. Rehabilitation/Conversion/Demolition				
19. Onsite Servicing				
20. Landscaping				
21. Stoves, refrigerators and laundry equipment				
22, Hard Furnishings (specify and explain why necessary)				
23. Maintenance Equipment (specify)				
24. Contingency				
25. Other (specify)				
On Completion				
26. Appraisal of Completed Housing Complex				
27. Auditor's Fèes				
28. Other (specify)	0.00	0.00	0.00	0.00
TOTAL	0.000	0.00	0.00	0.00
Total Column A + Column B			0.00	
Less GST Input Tax Credit entitlement	<u> </u>			
TOTAL APPROVED ESTIMATED PROJECT COSTS			0.00	

I certify that this a true description of the	
Project as of the date of this Agreement:	
Initials of Authorized Officer:	·
Date:	

# PART 3: ESTIMATED OPERATING EXPENSES AND REVENUES

	Recipient's Estimate	Approved Estimate
Estimated Operating Expenses Maintenance		
Maintenance and Repairs		
2. Elevator		
3. Snow and Waste Removal		
4. Grounds Maintenance		
5. Other (specify)		
6. Sub-total Maintenance (add lines 1 to 5)		
(titlities		
7. Heating		
8. Light and Power		
9. Water, Sewer Rate or Tax		
10. Janitorial (payroll/supplies)		
11. Security		
12. Other (specify)	:	
13. Sub-total Utilities (add lines 7 to 12)		
Administration		
14. Management (fees/salaries/supplies)		
15. Audit		
16: Property Taxes (excluding water and sewer)		
17. Insurance		
18. Contingency for Vacancies and Bad Debts		
19. Replacement Reserve		
20. Other Expenses (attich details)		
21. Sub-total Administration (add lines 14 to 20)		
22. Total Operating Expenses (add lines 6, 13 and 21)		
23. Plus: Annual Loan Repayment (from Appendix A Part 4)		
24. Total Annual Expenses (add lines 22+23)		
1		
/=		MHRC Approved
Residential Revenue/Rent	Recipient's	Rent per unit
1. Base shelter monthly	Estimate	Rent per dan
Unit Type A: #x\$=		
Unit Type B: # x \$ =		:
Unit Type C: #x \$=		
Unit Type D: #x \$=		
Additional Revenue:		
2. Laundry (monthly)		
3. Parking # Stalls x \$ =		
4. Other (describe)		
5. TOTAL MONTHLY REVENUE POTENTIAL		
6. TOTAL ANNUAL REVENUE POTENTIAL		

I certify that this a true description of the Project as of the date of this Agreement:	
Initials of Authorized Officer: Date:	:

### PART 4: SOURCES OF FUNDING

Financing Information	Recipient's Estimate	Approved. Estimate
Sources of Funding (specify sources and amounts)		
Récipient Contribution		
2. Approved Lender - (specify source)  Mortage Term: years  Interest Rate: %  Amortization Period years  Annual Loan Repayment: \$		
(principal and interest)		
3. Other Approved Lenders (if any) (specify source, amount and terms)		
4. MHRC Loan up to		
5. Other Funding Sources (if any):		
6. Total Funding (add lines 1 to 5)	0	
Total Approved Estimated Project Costs (from Part 2)		

certify that this a	true description	of the	
Project as of the d	ate of this Agre	ement:	
nitials of Authoriz	ed Officer:		
Date:			
Date:			-

Approved as to form - Registrar General - Registration No. 2994240 Where an instrument is registered that does not conform with the form of the instrument prescribed by regulation, the Registrar General and the District Registrar disclaim liability for loss resulting from the non-conformance.

X Mortgage

**MORTGAGE** 

District of [Insert district name]

Form 11.4

Manitoba Finance Land Titles

(APPENDIX "B" to the Financial Assistance Agreement)

☐ Encumbrance ☐ Mortgage of Mortgage/Encumbrance

		TATE AFFECT		X Free			seholo							
	1.	MORTGAGOF					CE (E	ncun	nbrancee) i	inclu	de address	and pos	tal cod	e
		[Insert name	and add	ress of	Mortga	agorj								
		COVENANTO	R (if any	\ include	e addré	ss and no	ostal d	code						
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	2	LAND DESCR	IPTION	••			~~~						~;·~~~;·	
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		[Insert legal d	escripti	on(s) o	f the p	operty o	r proj	pertie	es]					
		TITLE NUMBE	R(S) [ir	sert titl	e numl	per(s)]								
							UMBI	RANG	CE NUMBE	R(S)				
sale					*****		-					see so	chedul	e
nonths, or as needed for pay off or sale	3.	MORTGAGEE												
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шo		The following te (a) Standard Cl	narge Mo	rtaage T	erms file	ad as Num	ber_1	02824	.5	nan	ne HOUSIN			
by this mortgage once every twelve n		(b) The terms a	ttached h	iereto as	schedu	le(s) A								
λtw		In this instrumer				fied, "herei	n" me	ans th	ils instrumen	ıt, all	schedules to	tnis instr	ument	
ever		Where there is i	nsufficier	nt space i	in this fo	rm for all s	signati	ures, c	one or more	Morto	agors may s	ign the so	chedule	3
JCe)		identified in Box	7 and at	tached h	ereto an	id/or one o	r more	e Cov	enantors ma	y sigr	n the schedu	le identifie	ed in	
le Oi		Box 9 and attack	hed here	to, and si	uch sign	iature or si	gnatui Feuch	res sh nerso	ali bind and	obliga	ate the perso signed this f	on or pers form	ons so	
tgaç	6	PAYMENT PR			Same m	anner as n	Judii	porac	ii ot persone	3. Huu	olghoù tha i	see so	hedule	
jour		Principal	CVISIO	140		(b) Intere	est			(c)	Calculation	0,00 00	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	·
this		Amount \$ [Ins	ert amo	unt.]	.,,	Rate		XX%	per annum		Period	XXX	<del></del>	<del> </del>
à	(d)	Interest	Y	M	D	(e) Payn		ONED	EMAND	(f)	First Payment	Y	M.	D
		Adjustment Date	XX	XX	XX	Perio		ON D	EMMINÓ		Date	. XX	XX	XX
	(g)	Last	Ý	M	D.	(h) Amo	unt of		Payment					
		Payment Date	XX	XX	XX D		rs\$ >		-000					······
	(1)	Balance Due Date	Y XX	M XX	ХX	Guai	ance	: MOTE	gage [					
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			Certificat											
	Reg	gistered this date						—	롲					
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	I ce	ertify that the with	in instrur	nent was	registe	red in the			MORTGAGE					
				Land Til	tles Offic	ce and ent	ered o	on	ଦ୍ର					
	Title	e No							ରି					
		<del></del>							Щ					
	Ę				Fo	or District F	Regist⊦	rar						

7. SIGNATURE OF MORTGAGOR/ENCUMBRANCEE see schedule Strike out inappropriate statement(s) and initial 1. I am/entitled to be an/the owner of the Land/Mortgage/Encumbrance of the land, 2. As security for performance of all my obligations herein, I hereby mortgage/encumber to the Mortgagee/Encumbrancer my interest in the Land/Mortgage/Encumbrance of the land. I promise to pay the principal amount and interest and all other charges and money hereby secured and to be bound by all the terms herein. I acknowledge receipt of a copy of this instrument and all of the terms herein. 5. I am of the full age of majority. 6. The registration of this instrument does not contravene the provisions of The Farm Lands Ownership Act because: a) the within land is not farm land as defined in The Farm Lands Ownership Act. b) the interest in the farm land is being mortgaged/encumbered pursuant to a bona fide debt obligation. c) other (specify section of The Farm Lands Ownership Act) Particulars: 7. My co-mortgagor is my spouse or common-law partner and has Homestead rights in the within land. The person consenting to this disposition is my spouse or common-law partner and has Homestead rights in the within land. DATE Y M D 10. ...... Witness Name Signature Witness Name Signature Signature Witness Name Attach affidavit of subscribing witness if the witness is other than an officer as defined in subsection 72(4) of The Real Property Act. 8. TYPE OF PROPERTY ☐ Residential see schedule 9. SIGNATURE OF COVENANTOR I acknowledge receipt of a copy of this instrument and all of the terms herein and DATE I agree to perform my obligations herein. Y M D Signature Witness Name Signature Witness 10/11. HOMESTEADS ACT CONSENT TO DISPOSITION AND ACKNOWLEDGEMENT Note: For consent by widow(er) or surviving common-law partner, see section 22 of The Homesteads Act. I, the spouse or common-law partner of the Mortgagor/Encumbrancee, consent to the disposition of the homestead effected by this instrument and acknowledge that: I am the first spouse or common-law partner to acquire homestead rights in the property; or A previous spouse or common-law partner of the Mortgagor/Encumbrancee acquired homestead rights in the property but those rights have been released or terminated in accordance with The Homesteads Act. 2. I am aware that The Homesteads Act gives me a life estate in the homestead and that I have the right to prevent this disposition of the homestead by withholding my consent. 3. I am aware that the effect of this consent is to give up my life estate in the homestead to the extent necessary to give effect to this disposition. DATE 4. I execute this consent apart from my spouse or common-law partner freely and voluntarily without any compulsion on the part of my spouse or common-law partner. Y M D Signature of Spouse or Common-Law Partner Name of Spouse or Common-Law Partner Signature of Witness Name of Witness A Notary Public in and for the Province of Manitoba A Commissioner for Oaths in and for the Province of Manitoba My commission expires: Or other person authorized to take affidavits under The Manitoba Evidence Act (Specify) 12. INSTRUMENT PREPARED BY include address and postal code 13. ENCUMBRANCES, LIENS AND INTERESTS - The within document is subject to instrument number(s) 14. INSTRUMENT PRESENTED FOR REGISTRATION BY include address, postal code, contact person and phone number

# SCHEDULE

Additional Information	Page 1 of 1 Pages
SCHEDULE	<del>_</del>
(inser	t letter)
The Mortgagor acknowledges that the Mortgagee agree amount set out in this Mortgage, on the terms set out the Mortgagor, as Recipient, and the Mortgagee dated	in a certain Financial Assistance Agreement between
In consideration for making the loan, and as security f FAA, the Mortgagor hereby mortgages the land to the I	or repayment of the loan according to the terms of the dortgagee.
The following are additional terms of this Mortgage:	
1. The Mortgagor agrees that "The Manitoba I Mortgage and Housing Corporation" wherever it appears Number 1028245, which are incorporated into and f	
2. The Mortgagor agrees that default under, o default under, or a breach of, this Mortgage by the Mor	r a breach of, the FAA by the Mortgagor constitutes tgagor.
3. The Mortgagor agrees that a demand for payers. FAA constitutes a demand for payment under this Mort	ment made by the Mortgagee in accordance with the gage.
4. The Mortgagor agrees that it is not entitled to payable to the Mortgagee under the FAA have been fu	a discharge of this Mortgage until all amounts due and ly paid.
This Schedule forms part ofa Moi	tgage , from
(Instrum	ent Type)
	MANITOBA HOUSING AND
[Insert name of Mortgagor] to REI	NEWAL CORPORATION , dated
this day of, 20	·
[insert name of Mortgag	or]
Per:	
Name: Title:	
Per:	
Name: Title:	
i ide.	

# FORM OF AUDITED STATEMENT OF ACTUAL COSTS

Recipient:		
Project Location:		
MHRC Reference No.:		
Date of Total Completion:		
PROJECT COSTS	Estimated	Actual
Housing Complex	Lotiniatoa	riotadi
Property Acquisition and Servicing Costs		
Building and Landscaping Cost		
3. Appliances		
4. Other (Specify)		
Fees and Charges		
1. Interest for Interim Financing		
2. Taxes (excluding GST)		
3. Goods and Service Tax		
4. Insurance		
5. Legal		
6. Audit 7. Other (Specify)		
, outer (openity)		
	\$0.00	\$0,00
	F . (	8 -41
RECOVERIES	Estimated	Actual
1, Input Tax Credit <sup>1</sup>		
2. Other (Specify)	\$0.00	\$0.00
.I	<u> </u>	\$0,00
TOTAL ESTIMATED PROJECT COSTS	.\$0.00	
NET ACTUAL PROJECT COSTS = Actual Project Costs - Recoveries		\$0.00
	Estimated	Actual
PROJECT FINANCING		
1. MHRC Loan <sup>2</sup>		
2. Approved Lender		
3. Recipient Contribution		
Other Funding Sources (Specify)		
	\$0.00	\$0.00
	.φυ.υυ	40,00
Note: 1 include any input tax credits on account of GST which the Recipie	nt has received	
or is entitled to receive on account of the Project		
<sup>2</sup> Actual = total amount advanced to date of this audited statement	and the second state	
Our examination was made in accordance with generally accepted auditing	standards, and acco	raingly
included such tests and other procedures as we considered necessary in the	a circumstances.	
In our opinion, this statement presents fairly the Actual Costs of the Project	as of ,	20
In our opinion, this statement presents fairly the Actual Costs of the Project	as of ,	20
In our opinion, this statement presents fairly the Actual Costs of the Project of		20
In our opinion, this statement presents fairly the Actual Costs of the Project a	Date:	

#### MHRC'S CONFLICT OF INTEREST POLICY AND GUIDELINES

#### INTRODUCTION

The Manitoba Housing and Renewal Corporation (MHRC) in coordination with the Province of Manitoba is charged with the responsibility of protecting the public interest, particularly in regards to accountability for the spending of tax dollars. External agencies are perceived by the public as extensions of government. As such, boards of directors and employees of external agencies delivering services on behalf of government are accountable to the public and are particularly vulnerable to charges of conflict of interest. As a funder of many external agencies, the Province of Manitoba expects agencies to adopt the following conflict of interest policy and guidelines for their boards of directors and employees:

By stating clearly the standards of conduct expected of board members and employees, the guidelines serve as a preventative measure so board members and employees do not inadvertently place themselves in a position of perceived, potential or actual conflict of interest. Furthermore, the sections dealing with disclosure and appeals provide for avenues to clarify and resolve issues before they become a problem.

The aim of the conflict of interest guidelines is to strike a balance between legitimate protection of public interest and the protection of the board members' and employees' personal and professional interests.

It is the responsibility of the board of directors to ensure that these guidelines are communicated to all board members and employees of the individual external agencies and to establish procedures for ensuring compliance with the standards set out in the policy and guidelines.

## POLICY STATEMENT

The Province of Manitoba expects boards of directors and employees of external agencies which it funds to maintain high standards of integrity, impartiality and ethical conduct. Board members and employees must be constantly aware of the need to avoid situations which might result either in actual, potential or perceived misconduct, or conflicts of interest and to conduct themselves in a manner which commands the respect and confidence of their fellow citizens.

This policy, including disclosure requirements, applies to all members of the boards of directors and all employees of external agencies. The policy and guidelines contained herein should complement rather than replace the provisions of relevant legislation, or any other statute, collective agreement, rule or statement which applies to boards of directors or employees of external agencies, and in the event of a conflict, relevant legislation shall govern and supersede this policy.

#### DEFINITION

A conflict of interest is any situation in which a board member or employee of an external agency has an employment, business or personal interest which results or appears to result in:

- (a) an improper material interest or an advantage by virtue of the person's position;
- (b) an interference with the objective exercise of the person's duties.

A material interest includes any matter or situations where a board member or employee has a direct or indirect financial or other interest beyond the interest of an ordinary citizen.

#### REQUIREMENTS FOR DISCLOSURE

Members of the boards of directors and employees of external agencies are responsible for disclosure of any situation or matter where they have an actual or perceived conflict of interest or the potential for a conflict of interest.

Conflict of interest declarations should be filed annually at a minimum or updated immediately where:

- (a) an actual, potential or perceived conflict situation arises where none existed previously;
- (b) change occurs which alters the nature or degree of the conflict, subsequent to a declaration being made.

Where a conflict of interest has been found to exist, the board member or employee, if necessary, will be required to take steps to avoid the conflict of interest. As well, where a perceived or potential conflict situation may exist, the board member or employee will be provided with advice on what steps need to be taken to remove the perception of or other potential for a conflict of interest.

Where a board member is unsure whether any conflict of interest may exist, it is his/her responsibility to seek clarification from the board of directors.

A board member shall disclose in writing to the board of directors, or request to have entered in the minutes of meetings of the board of directors, the nature and extent of his/her interest.

The board of directors shall decide by majority vote of other members at the meeting whether a perceived or actual conflict of interest exists in the case of a board member.

No board member shall be present during any discussions of the board or vote on any matter where it has been decided that a material interest exists. The minutes of the board meeting shall in each case record the member's disclosure of interest and the fact he/she took no part in the discussion or decision. In addition, the board member must refrain from attempting, directly or indirectly, to influence the decision of the board.

The board of directors may choose to delegate to an executive committee of the board, the authority to decide whether a material interest exists for board members.

If the executive committee of the board cannot decide, the matter shall be referred to the full board for decision.

Where an employee is unsure whether any conflict of interest may exist, it is his/her responsibility to seek clarification from the board of directors or the board's delegate.

An agency employee shall disclose in writing to the board of directors, or the board's delegate, the nature and extent of his/her interest.

The board of directors shall decide by majority vote whether a perceived, potential or actual conflict of interest exists in the case of an employee.

The board of directors may choose to delegate to the executive director or executive management committee, the authority to decide whether a material interest exists for employees, subject to a quarterly review and ratification of those decisions by the board.

If the board's delegate cannot decide, the matter shall be referred to the board of directors for decision.

No employee shall participate in negotiations, decision-making or activities where it has been decided that a material interest exists.

### Appendix "D" - MHRC's Conflict of Interest Policy and Guidelines (continued)

#### **GUIDELINES**

The range, complexity and unique nature of individual external agencies' activities are such that it is not possible to outline all conflict of interest situations.

- 1) Board members and employees shall not engage directly or indirectly in any personal business transaction or private arrangement for personal profit which accrues from or is based upon their official position or authority or upon confidential or non-public information which they gain by reason of such position or authority.
- 2) Board members and employees shall not divulge confidential or restricted information to any unauthorized person or release such information in advance of authorization for its release.
- 3) Board members and employees shall not act in any official matter where there is a personal interest which is incompatible with an unbiased exercise of official judgement.
- 4) Board members and employees must declare where they have direct or indirect personal business or financial activities which conflict with their official duties and responsibilities.
- 5) Board members and employees shall not place themselves in a position where they are under obligation to any persons who might benefit from special considerations or favours on their part.

#### **APPEALS**

A board member who disputes the manner of application of these guidelines within his/her agency may appeal such application to an independent arbitrator agreed to by both parties.

An employee who disputes the manner of application of these guidelines may appeal such application to the board of directors.

A board member or employee, at his/her option, may have a representative present at the appeal.

#### **DISCIPLINARY ACTION**

Departure from any of these rules by board members, without the specific prior approval of the majority of board members, may be cause for dismissal from the board.

Departure from any of these rules by employees, without the specific prior approval of a board of directors, or board's delegate, may be cause for disciplinary action.

#### SPECIFIC PROVISIONS FOR AGENCIES

While the guidelines mentioned above should be sufficient to protect against conflict of interest in a vast majority of cases, individual agencies may wish to develop additional more specific conflict of interest guidelines. In certain cases, the Minister may request more specific conflict of interest guidelines. These additional guidelines may also be necessary in response to particular statutory requirements, specific operational requirements, problems unique to a particular agency or at the request of Government.

On request, any additional guidelines developed for an organization should be made available to Government for approval prior to distribution and implementation.