WHAT IS THE KEY TO UNLOCKING THE FUTURE?

ANNUAL REPORT | 2012 – 2013
In this annual report

3 What is the key to unlocking the future: Junior Achievement
4 A lifetime of positive impact: who we are
5 Fast Facts
6 How do we support our students?
   6 Our programs
   6 Our pillars
   7 New National Ambassador Network
   8 Next Generation Leaders Forum
   10 National awards and scholarships
10 Who inspires our future leaders?
   12 Volunteers
   14 Community partners
   16 Corporate and individual supporters
18 The Canadian Business Hall of Fame
20 Financial results
22 Board of Directors
23 Meet the team
WHAT IS THE KEY TO UNLOCKING THE FUTURE?

Junior Achievement!

Our future is bright because it is in the hands of outstanding youth who have the passion, the drive and the knowledge to succeed. At Junior Achievement, we meet those outstanding youth each day and are inspired by their dedication and accomplishments. They are our next generation of leaders and will drive Canada’s economy and success in the years to come.

Last year, Junior Achievement in Canada reached more than 243,000 young Canadians in communities from coast to coast. These talented Achievers were able to experience a Junior Achievement program delivered by one of our many dedicated volunteers but this is only the start. We need to ensure each and every student across Canada has access to a Junior Achievement program.

Moving forward, we will work with our partners to ensure the reach of our programs continues to grow. We are launching innovative new programs, including new digital programs and extensions for our existing programs, to ensure we offer a world-class curriculum.

The development of entrepreneurship, financial literacy and work readiness skills are key to our youth’s future success. Thank you for your support in preparing our students to achieve and own their success. With your support, we will continue to grow and reach even more future leaders.

We encourage you to read this year’s annual report to learn and understand how Junior Achievement is the key to unlocking the future.

Purdy Crawford — Companion of the Order of the Business Hall of Fame 2000

“Junior Achievement develops leadership qualities in students, which is so important for our society.”

Stephen Ashworth
President & CEO (acting)
Junior Achievement of Canada

Neil Harrison
Chair
Junior Achievement of Canada Board

Jos Winternams
Chair
Junior Achievement of Canada Foundation Board

OVER 80% OF ACHIEVERS CITE JUNIOR ACHIEVEMENT AS IMPORTANT IN DEVELOPING THEIR LEADERSHIP AND PROBLEM-SOLVING SKILLS.
A lifetime of positive impact

WHO WE ARE

Junior Achievement is the largest youth business education organization in Canada with local offices from coast to coast. Our mission is to inspire and prepare youth to succeed by navigating and understanding the challenges presented by a global economy.

Since 1955, we have reached over 4 million Canadian youth. Each year, hundreds of thousands of young Canadians participate in our programs, each of which support the Junior Achievement pillars: work readiness, entrepreneurship, and financial literacy. By engaging in these programs, youth are better able to make informed, educated and knowledgeable financial decisions, start companies and develop successful career plans.

These programs are delivered by our network of dedicated volunteers who bring their professional experiences into the classroom and help students connect program concepts with real-life situations. With their help, students become equipped with the knowledge and confidence they need to define their personal success, learn financial responsibility, and prepare for the workforce.

Read more in the following pages to understand the lasting impact of the Junior Achievement experience.

58 YEARS
inspiring the future

4 MILLION
youth impacted

400 COMMUNITIES
reached
By delivering engaging and effective business education programs to young Canadians, Junior Achievement fills the need for financial literacy education in schools.

“The program has taught me how to make good, responsible smart decisions by teaching me how to do it right.”

— Grade 7 Dollars with Sense student
AnnuAl report 2012-2013

When you take a closer look you’ll see that Junior Achievement’s unique programs allow students to experience and understand business while encouraging them to do more with their lives.

Aligned with our three pillars — work readiness, entrepreneurship and financial literacy — our programs provide students with skills and knowledge on topics such as money management, the role of business, building a successful career, the impact of technology and innovation, running a business and more. They empower students to make connections between what they learn in school and real world application. With this knowledge, students learn financial responsibility, make confident decisions, and become innovators.

In 2012-2013, we delivered over 8,000 programs to students in elementary, middle and secondary school classrooms. More than 243,000 students benefited from Junior Achievement programs with an increase in our reach of over 17,000 students as compared to 2011-2012. This was made possible with the support of our dedicated volunteers who committed over 1.5 million hours of their time.

Our pillars

Work Readiness

Canada’s future success depends on today’s youth. Their success starts with preparation. We help youth prepare by giving them a solid sense of their abilities, a perspective on their careers and an understanding of what it takes to perform in the workplace. Achievers learn to take responsibility, and cultivate values and attitudes that inspire performance throughout their careers.

Entrepreneurship

A significant percentage of Canada’s GDP is generated by small and medium sized businesses. Junior Achievement accelerates the professional development of youth by providing them
with the experience and expertise needed to become successful entrepreneurs. Through our programs, students are developing the core business skills necessary to be successful, creative leaders launching thousands of new businesses each year.

Financial Literacy
At Junior Achievement, we believe financial literacy is important and good habits start at an early age. We help cultivate habits and knowledge through our programs which put financial literacy concepts into practice. By connecting basic economics to their daily lives, our youth develop the habits and understanding to make sound financial decisions in their career and in life.

New National Ambassador Network

In 2013, Junior Achievement launched the National Ambassador Network; a team consisting of Achievers and alumni dedicated to the ongoing improvement of the JA student experience. The network draws on the ambassadors’ personal experiences, using their knowledge to generate innovative ideas and solutions as well as becoming the voice of Achievers across Canada.

James Sun
National Ambassador Regional Lead, JA Central Ontario

Kathleen Hutton
National Ambassador Team Lead, JA Canada

Bethany Dickey
Member, JA Nova Scotia

Sheliza Kassam
Member, JA Southern Alberta

Ryan McGeachy
Member, JA South Western Ontario

Julia Hou
Member, JA Central Ontario

Crystal Kyabaggu
Member, JA London & District

Rashik Naveed
Member, JA Central Ontario

Sunjita Kapoor
Member, JA Saskatchewan

Natalie Lau
Member, JA British Columbia

Idel Riemer
Member, JA Northern Alberta

“My experience in Junior Achievement helped me to grow to be confident, responsible and an organized person. [It] has taught me the different aspects of business and how to be a key team player... I have gained skills such as communication and leadership that I have implemented in my daily life. [It] has been a memorable and worthwhile experience that I look forward to joining each year.”

SELINA McCALLUM — Achiever

ACHIEVERS CREDIT JUNIOR ACHIEVEMENT PROGRAMS WITH BEING THE DRIVING FORCE BEHIND THEIR FINANCIAL LITERACY SKILLS OF BUDGETING, LONG-TERM PLANNING, AND INVESTING.
Next Generation Leaders Forum 2012

Each year, the world’s top youth leaders gather to learn what it takes to be successful in business and life. During the five-day conference, these international delegates attend keynote presentations, skills workshops, participate in the Ultimate Business Challenge and are part of an unforgettable experience of teamwork and leadership.

In 2012, delegates representing ten countries gathered at St. Mary’s University in Halifax, Nova Scotia where they had the opportunity to tackle a real-world business problem, network with industry leaders, academics and peers from around the world. The countries represented at the 2012 NGL Forum included the Bahamas, Canada, the Cayman Islands, China, Denmark, Hong Kong, Jamaica, Northern Ireland and the Republic of Ireland, Norway, and the United States of America.

Presented with our Premier National Partner, Xerox Canada, it was another successful event inspiring and enriching the minds of the international delegates and leaving them with valuable business wisdom and a glimpse of the real world of business. As the 2012 host sponsor, Saint Mary’s University set the stage for an inspired week in the business hub of Atlantic Canada.

The theme, “innovation.insight.inspiration” invited youth to use their innovative spirit and knowledge to solve real business challenges, learn about the business world from business and academic leaders and practice their networking and problem-solving skills.

Highlights of this year’s event also included Sobeys Day, with senior executives from the company stopping by to share Sobeys’ Canadian retailing success story and ideas for sustainable family businesses. Delegates also participated in a scavenger hunt.
around the city of Halifax, enjoyed a BBQ lunch and a historical Harbour tour – all presented by Sobeys.

Junior Achievement wishes to thank all of the partner organizations that helped to make the 42nd Next Generation Leaders Forum a success.

**The Ultimate Business Challenge**

For the Ultimate Business Challenge, youth were divided into small teams to examine how they could create new business opportunities for one of the largest ship-building projects in Canada, the Irving Ship Yard Project. Delegates were given the week to work in their teams and come up with a solution which they presented at the end of the week. A panel of academics gathered to evaluate each presentation and select the winning team. The winners of the Ultimate Business Challenge were announced at the closing ceremonies on the last day of the Forum.

“The young people who participate in Junior Achievement are the country’s next generation of community, labour and business leaders,” said Nova Scotia Premier Darrell Dexter. “Nova Scotia is on the verge of some of the most significant economic opportunities in the province’s history, including the federal shipbuilding contracts. I’m encouraged to see that Junior Achievers have focused on developing proposals to take advantage of the opportunities that will come from Irving Shipbuilding’s big win, and I look forward to learning about their ideas.”

“NGL has so far been the best and most meaningful conference I have ever attended. We have learned so much not only about business and entrepreneurship, but also about myself; teamwork; cooperation; communication and reaching for personal goals and opportunities in life.”

AMINA RESCH — Achiever from Junior Achievement Norway
National awards and scholarships

They’re entrepreneurs, volunteers, active in their communities and they are still high school students. Each year, Junior Achievement recognizes amazing young people through a variety of scholarships and awards.

As Chief Correspondent at CBC News, Peter Mansbridge has enjoyed a decorated career, receiving many awards for excellence in broadcast journalism, numerous honorary degrees from universities across Canada, as well as recognition from leading universities in the United States and the United Kingdom. Mr. Mansbridge has been a strong supporter of Junior Achievement for many years. His ongoing support of JA’s young leaders includes two prestigious national Junior Achievement awards; The Peter Mansbridge Youth Leadership Award and the Peter Mansbridge Positive Change Award.

Peter Mansbridge Positive Change Award
Purpose: To highlight a student’s achievement and commitment to use their voice to make a positive change for their community, world, future and future generations.
Winner 2013: Graham Pedregosa, Junior Achievement of South Western Ontario

Peter Mansbridge Youth Leadership Award
Purpose: To recognize personal accomplishments and involvement of an Achiever that has exemplified the values and attributes of successful business and community leaders.
Winner 2013: Sara Husni, Junior Achievement of London & District

Deloitte Inspiration Awards
A long-time supporter of the Junior Achievement awards and scholarships program, the Deloitte Inspiration Awards are given to students who have demonstrated thoughtful perspectives and the attributes required to succeed in the workforce.
Winners 2013:
Patrick Ghazal, Jeunes Entreprises du Québec
Sheliza Kassam, Junior Achievement of Southern Alberta
Shandra MacMaster, Junior Achievement of Nova Scotia
Karen Ye, Junior Achievement of Central Ontario
“Who am I? I am simply a student who hopes to one day make this world a better place.”

KAREN YE — Deloitte Inspiration Award Winner 2013

The Al Beech Memorial Award
Recognizing individual achievement and personal development.
Winner 2013: Niklas Agarwal, Junior Achievement of Central Ontario

The Canadian Chamber of Commerce Company of the Year Award
Recognizing the most well-managed student company of JA’s Company Program.
Winner 2013: dOts, Junior Achievement of Central Ontario

The Evelyn Ruskin JA Corporate Awareness Scholarship
Recognizing the impact Junior Achievement has had on the lives of Canadian youth.
Winner 2013: Ian Sug, Junior Achievement of London & District

The Richard Ivey School of Business, Entrepreneurship Institute Scholarship
Recognizing development of entrepreneurship through student participation in Junior Achievement programs.
Winner 2013: Fei Teng, Junior Achievement of Central Ontario

The Seymour Schulich Entrepreneurship Scholarship
Recognizing entrepreneurship among Canadian youth.
Winner 2013: Pierre Kochel, Junior Achievement of New Brunswick

TD Canada Trust Fund Scholarship
Recognizing Achievers who have demonstrated outstanding scholastic abilities as well as leadership in the community.
Winner 2013: Ayman Vaniyambadi, Junior Achievement of Central Ontario

The TELUS “App” Competition
Recognizing student knowledge via Social Media in the areas of Business Application or Financial Literacy.
Winners 2013: Isaac Jacobi and Evan Finnigan, Junior Achievement of Waterloo Region

For more information about our awards and scholarships, visit: jacanada.org/awards

65% OF ACHIEVERS SAY THAT JUNIOR ACHIEVEMENT HAD A SIGNIFICANT IMPACT ON STAYING IN HIGH SCHOOL AND IN ENROLLING IN POST-SECONDARY EDUCATION.
WHO INSPIRES OUR FUTURE LEADERS?

Volunteers

Thanks to the dedication and commitment of over 14,500 volunteers, Junior Achievement continues to provide programs to youth in communities across the country.

With the support of these dedicated individuals, we are able to reach and inspire youth from coast to coast, encouraging them to explore career possibilities, teaching them how to manage finances, and helping them start their own company.

REMEMBERING
MR. ROYDEN RICHARDSON

In 2013, Junior Achievement lost a dedicated supporter and volunteer – Mr. Royden Richardson.

Mr. Richardson was a Junior Achievement of Canada National Board Director and an active supporter of our organization. In honour of Mr. Richardson’s legacy and his dedication, the family requested that donations be made to Junior Achievement in lieu of flowers.

Mr. Richardson provided invaluable support and dedication to Junior Achievement and played an essential role in ensuring the future success of students across Canada. The gifts made in Mr. Richardson’s memory have enabled us to continue to provide young Canadians with relevant, hands-on education to help them gain the knowledge and confidence needed to define personal success. With the support of the Richardson family and the dozens of individuals and companies who gave in memory of Mr. Richardson, we will continue to prepare and inspire youth to succeed in business and in life.

Volunteers
QUEEN’S DIAMOND JUBILEE MEDAL

The Queen’s Diamond Jubilee Medal was created to celebrate Her Majesty’s accession to the Throne 60 years ago. This commemorative medal is a tangible and lasting way to pay tribute to Canadians whose achievements have benefited their fellow citizens, their community, their organization and the country.

In 2013, Junior Achievement of Canada had the distinct honour of presenting 30 remarkable individuals with the Queen Elizabeth Diamond Jubilee Medal for their outstanding contributions in support of our students, our community and our country.

<table>
<thead>
<tr>
<th>Stephen Ashworth</th>
<th>Lynn Coveyduck</th>
<th>Todd Poland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lorraine Beech</td>
<td>Michael Foulkes</td>
<td>Bruce Poon Tip</td>
</tr>
<tr>
<td>Jan Bell-Irving</td>
<td>Scott Hillier</td>
<td>Rick Power</td>
</tr>
<tr>
<td>Michel Bryan</td>
<td>Jim Jasper</td>
<td>Bryan Rice</td>
</tr>
<tr>
<td>Stephen Daze</td>
<td>Heather MacNeil</td>
<td>David Shaw</td>
</tr>
<tr>
<td>Diane Dent</td>
<td>Tim Manning</td>
<td>Jeffrey Singer</td>
</tr>
<tr>
<td>Carey Drader</td>
<td>Scott McGeeachy</td>
<td>James Sun</td>
</tr>
<tr>
<td>J.E. Britt Dysart</td>
<td>Louise Mitchell</td>
<td>Joanne Walker</td>
</tr>
<tr>
<td>Lynne Clark</td>
<td>Tom O’Neill</td>
<td>Steve Wilson</td>
</tr>
<tr>
<td>Jack Cockwell</td>
<td>Brian Phillips</td>
<td>Jos Wintermans</td>
</tr>
</tbody>
</table>

Junior Achievement also presented awards on behalf of the Government of Canada to Mr. Bill Dimma and Mr. Purdy Crawford.

“Junior Achievement volunteers can speak from experience. That’s powerful.”

NICOLE DE FRANCESCO — Member of the Board for Junior Achievement Guelph-Wellington

VOLUNTEER OF THE YEAR:
H.E. MISKIMAN NATIONAL LEADERSHIP AWARD

Congratulations Roy Fraser and Jo Mark Zurel

The H.E. Miskiman National Leadership Award is inspired by H.E. Miskiman who was an active volunteer and Junior Achievement of Canada Board Member. The award honours volunteers who advance the goals of Junior Achievement both locally and nationally. The 2012 recipients of the award are Roy Fraser from Junior Achievement of Central Ontario and Jo Mark Zurel from Junior Achievement of Newfoundland and Labrador.
During the 2012-2013 fiscal year, the Charter staff, national donors and the national office collaborated on a number of development projects to support the continual growth and advancement of Junior Achievement of Canada.

**Accenture — New Keep Your Balance app and Success Skills program**

With the generous support of Accenture, Junior Achievement of Canada launched the very first online exercise tool to enhance the delivery of the Economics for Success program — *Keep Your Balance* ([jacanada.org/efs/kyb](http://jacanada.org/efs/kyb)). This tool allows educators, volunteers and students to get even more out of our programs, as well as raise awareness about Junior Achievement of Canada and its financial literacy pillar.

In addition, Accenture and Junior Achievement partnered again to develop the new *Success Skills* program which helps students develop communication and personal strategies to achieve career and lifelong learning success. Through this interactive program, students identify and explain the need for workplace skills of communication, collaboration, problem solving and life-long learning.

> “Supporting Junior Achievement helps bring to life Accenture’s commitment to building skills. We share Junior Achievement’s commitment to making a significant, lasting impact on the long-term economic vitality and resilience of individuals, families and communities around the world.”

> — Michael Wilson, Managing director of corporate citizenship in Canada, Accenture

**Business Development Bank of Canada**

In proud partnership with the Business Development Bank of Canada, Junior Achievement developed *Be Entrepreneurial*, keeping the specific needs of high school students in mind as they learn to start planning their own entrepreneurial venture. *Be Entrepreneurial* provides engaging and enriching content to assist students in envisioning and building upon their own ideas and writing a business plan.

**McDonald’s Restaurants of Canada Limited**

Junior Achievement of Canada and McDonald’s Restaurants of Canada Limited announced a new partnership to help students in communities across the country secure their first jobs. Junior Achievement and McDonald’s Canada will work together on a variety of initiatives to help students prepare for a successful career. In April 2013, at the
TD Bank Group

What tools do young people need to become entrepreneurs and future leaders? For TD Bank Group and Junior Achievement of Canada, the answers are simple: provide youth with the digital tools that today’s learners need, and provide access to volunteers who deliver cutting-edge financial literacy and entrepreneurship programs that teach young people to be financially savvy. TD has been instrumental in supporting the ongoing development and delivery of Junior Achievement’s programs across Canada for more than 15 years.

Inaugural Junior Achievement Success 101 session in Toronto, students joined McDonald’s and Junior Achievement management and volunteers to participate in a hands-on workshop focused on interview training tips and techniques.

“Junior Achievement shares values similar to McDonald’s, including equipping youth with business skills and educating them about entrepreneurship.”
—— Len Jillard, Senior Vice President, People Resources & Chief People Officer, McDonald’s Restaurants of Canada Limited

“As a large financial institution, TD recognizes that we have a particular responsibility to help Canadians, especially young Canadians, gain a better understanding of their finances. We are very proud to support programs like Junior Achievement and we are especially proud to see that commitment shared by so many employees who donate their time.”

JOHN TRACY — Senior Vice President, Retail Savings and Investing, TD Bank Group
Corporate and individual supporters

NATIONAL PARTNERS $100,000 +

- economical
  INSURANCE
  good to know®
- Knightsbridge
  human capital solutions
- RBC
- TD

INVESTORS $50,000 – $99,999

- astral
- ATLANTIC CORPORATION LIMITED
- Bell
  J. Cleghorn
- Deloitte
  A. Fell
- imagination at work
- Ptarmigan Foundation
- The Peter Gilgan Charitable Foundation
- The Wilson Foundation
- Xerox

MENTORS $25,000 – $49,999

- BARCLAYS
- BMO Financial Group
- Brookfield
- BDC
- CENTRAL
- citi
- CSI
- CIBC
- D. Mirvish
- OSLER
- SIEMENS
- THOMSON REUTERS
- J. Wintermans
ROLE MODELS $10,000 – $24,999

Acxsys Corporation
Aldo Group Inc.
Barrick Gold Corporation
Bata Limited
Bata, S.
Bechtel
BILD Building Industry and Land Development Association
BMO Nesbitt Burns
Borealis Infrastructure Management Inc.
The Boston Consulting Group
Bragg, J.
Business Development Bank of Canada
CAE
Cape Breton University
Caterpillar
CGI
Cisco Systems Canada Co.
Cockwell, J.
Coril Holdings Ltd.
Corus Entertainment Inc.
Creaghan McConnell Group Ltd.
de Grandpré, A.J.
The David and Faye Sobey Foundation
Fairfax Financial Holdings Limited
Grant Thornton LLP
Great West Life Assurance Company
Heffernan, G.
Holland College
Hugessen Consulting Inc.
Hydro Quebec
Irving Oil Limited
Jetport Inc.
KPMG LLP
Loblaws Inc.
London Drugs Foundation
Mansbridge, P.
Maple Leaf Foods Inc.
McCain Foods Limited
Metro Richelieu
Metro Toronto Convention Centre
National Bank of Canada
Nova Scotia Provincial Lotteries
OMERS
Oxford Frozen Foods Ltd.
Power Corporation of Canada
PriceWaterhouseCoopers LLP
Ryerson University
Scotiabank Group
Shaw Communications Inc.
SickKids Foundation
The Sixty Three Foundation
Sobeys Inc.
Standard Life Assurance Company of Canada
State Street Global Giving Campaign
Stewart McKelvey
Stikeman Elliott LLP
Teck Resources Ltd.
Telus
Teranet Inc.
Torstar Corporation
TPH The Printing House Limited
Tridel Corporation
Trimac Transportation Services
Triovest Realty Advisors Inc.
Tutsch, T.
University of Guelph
University of Toronto
Weston, W.G.
Wilfrid Laurier University
Wilson, L.R.

IN-KIND SUPPORTERS

BMO  
Microsoft  

SCHOLARSHIPS

Al Beech Memorial Award
The Canadian Chamber of Commerce Company of the Year Award
Deloitte Inspiration Award
The Evelyn Ruskin JA Corporate Awareness Scholarship
Peter Mansbridge Positive Change Award
Peter Mansbridge Youth Leadership Award
The Richard Ivey School of Business, Entrepreneurship Institute Scholarship for Entrepreneurship
The Seymour Schulich Entrepreneurship Scholarship
TD Canada Trust Fund Scholarship
The TELUS “App” Competition

“We all share the responsibility of inspiring students to own their future career success.”

MICHELLE MURRIN — Junior Achievement volunteer

ACHIEVERS ARE 50% MORE LIKELY TO OPEN THEIR OWN BUSINESS WHICH LEADS TO INNOVATION, NEW JOBS, AND WEALTH CREATION.
The Canadian Business Hall of Fame

THE 2013 COMPANIONS

In recognition and celebration of their lifetime achievements, four leaders were inducted as Companions of the Order of the Business Hall of Fame by Chancellor Mr. Tom O’Neill during the 35th annual Gala Dinner and Induction Ceremony.

This year’s Inductees were:

• Peter E. Gilgan, Founder & CEO of Mattamy Homes
• Ian Greenberg, President & CEO of Astral
• David Mirvish, President of Ed Mirvish Enterprises
• Joseph Shannon, President of Atlantic Corporation

ABOUT THE HALL OF FAME

The Canadian Business Hall of Fame and the Order of the Business Hall of Fame recognize and celebrate the lifetime accomplishments of Canada’s most esteemed business leaders. Founded in 1979 by Junior Achievement of Canada, it was created in order to honour inspiring Canadian leaders and provide role models to youth across the country. For more information including a complete listing of Companions, please visit cbhf.ca.

GALA DINNER & INDUCTION CEREMONY

The annual Canadian Business Hall of Fame Gala Dinner and Induction Ceremony is a premier event hosting senior business leaders from across Canada. Guests gather at the Metro Toronto Convention Centre to celebrate Canada’s successful and growing business industry and honour new Companions as they are formally inducted into the Order of the Business Hall of Fame. For more information, please visit cbhf.ca/induction-ceremony.
Juni O r Achievement
Alumni l Alunx 6,500 c O mp A nies A  yeA r, a rate 50% H ig Her t H an tHe canadians average and tHeir companies last 30% longe r.

“These Inductees and the Companions of the past represent and showcase the power of knowledge, entrepreneurship and drive to succeed.”

TOM O’NEILL — Chancellor, Order of the Business Hall of Fame and Chair of the Board, BCE and Bell

JUNIOR ACHIEVEMENT ALUMNI LAUNCH 6,500 COMPANIES A YEAR, A RATE 50% HIGHER THAN THE CANADIAN AVERAGE AND THEIR COMPANIES LAST 30% LONGER.
Financial results

JUNIOR ACHIEVEMENT OF CANADA

**Revenue**

- Development Grants: $632,707
- Operations: $443,562
- Youth Development Conferences: $296,900
- Contests, Awards and Scholarships: $13,380

**Expenses**

- Organizational Management and Support: $875,130
- National IT Development and Support: $125,822
- National Awards and Scholarships: $22,945
- Marketing and Communications: $231,868
- Foundation Events: $698,081
- Program Development and Delivery: $1,148,050

TOTALS

- Revenue: $1,148,050
- Expenses: $2,368,389
- Net Loss: $1,220,339
An Annual Impact on Canada’s Economy, directly attributed to the work of Junior Achievement, is $105 million.
Board of directors

JUNIOR ACHIEVEMENT OF CANADA

Neil Harrison (Chair)
Partner, Financial Services Industry Assurance & Advisory, Deloitte & Touche LLP

Norman L. Attridge
Assistant Vice President Small Business Banking, Envision Financial

Brenda Brown
Senior Vice President Human Resources, Compass Group Canada

Valerie Campbell
Principal, Valerie Campbell & Associates

David Dalziel
Partner, Financial Services Industry Assurance & Advisory, Deloitte & Touche LLP

Kevin Dane
Chief Operating Officer, Wildeboer Dellelce LLP

Robert Fernandez
Executive Director, AEDA – Alberta Economic Development Authority

Sarah Hawitt
Partner, BluEra Executive Search

Tim Hewat
Partner, Amrop Knightsbridge Executive Search

Dr. Bill Hogarth
Director of Education (Retired), York Region District School Board

Dr. Brian McMillan
President, Holland College

Louise Mitchell
Senior Vice President Strategy and Life & Health Products, TD Insurance

Rick Peterson
Corporate Finance Consultant, Waterfront Mining Group

Brian Phillips
Vice President (Retired), RBC Phillips Hager & North Investment Counsel

Roberto Sbrugnera
Senior Director, Treasury, Risk & Investor Relations, Metro Inc.

Jeffrey Singer
Partner, Stikeman Elliott LLP

JUNIOR ACHIEVEMENT OF CANADA FOUNDATION

Jos Winternans (Chair)
Director, Teranet Inc.

Lynne Clark
Senior Partner Financial Services, Deloitte & Touche LLP

Neil Harrison
Partner, Financial Services Industry Assurance & Advisory, Deloitte & Touche LLP

Jeffrey J. McCraig
Chairman & CEO, Trimac Transportation

David G. A. McLean
Chairman, The McLean Group

L. Jacques Ménard
Chairman, BMO Nesbitt Burns and President, BMO Financial Group, Québec

John Rogers
CEO, Stewart McKelvey

David R. Shaw
Founder & CEO, Knightsbridge Human Capital Solutions

Thomas A. Tutsch
Former CEO, BMO Nesbitt Burns Equity Partners and Former Deputy Chair, BMO Nesbitt Burns
Meet the national team

Aliya Ansari
National Director, Development and Special Events

Stephen Ashworth
President and CEO (acting)

Laurissa Barnes-Roberts
National Marketing Coordinator

Claudia Bishop
Chief Financial Officer

Kristina Fixter
National Director, Marketing and Communications

Kathleen Hutton
National Director, Volunteer Services

Maurice Kowanetz
National Director, Information Technology

Christina Smit
National Program Manager

Samantha Strong
National Advancement Coordinator

Joanne Walker
Executive Assistant to the President and CEO

Chris Weber
National Manager, Sponsorships & Fund Development Systems

“You don’t donate to Junior Achievement – you invest in Canada’s future.”

JAMES TUCKER — Principal at The Boston Consulting Group

British Columbia
www.jabc.org

Central Ontario
www.jacentralontario.org

Guelph Wellington
www.jaguelphwellington.org

London & District
www.jalondon.org

Manitoba
www.jamanitoba.org

New Brunswick
www.janewbrunswick.org

Newfoundland & Labrador
www.janewfoundland.org

Northern Alberta and Northwest Territories
www.janorthalberta.org

Nova Scotia
www.janovascotia.org

Ottawa
www.onfe-ropene/programs/junior-achievement

Peterborough, Lakeland, Muskoka
www.japlml.ca

Prince Edward Island
www.japei.org

Quebec
www.jequébec.org

Saskatchewan
www.jasask.org

South Western Ontario
www.jaswont.org

Southern Alberta
www.jasouthalberta.org

Waterloo Region
www.jawaterlooregion.org

James Tucker — Principal at The Boston Consulting Group

“You don’t donate to Junior Achievement – you invest in Canada’s future.”

JAMES TUCKER — Principal at The Boston Consulting Group
“Junior Achievement teaches students of all ages that they have the power to achieve.”

JAMES SUN — Ambassador for the Junior Achievement National Ambassador Network