

Detailed Breakdown of IFRS Costs

	2008 Actual	2009 Actual	2010 Actual	Total
New Employees Specific to IFRS	-	583,311	638,581	1,221,892
External Services - IFRS Advisor	744,000	1,204,599	1,138,280	3,086,879
External Services - Auditor	-	102,364	304,349	406,713
External Services - Other ¹	-	52,000	11,200	63,200
Contract Services - Contract/Temporary Staff	-	220,214	941,535	1,161,749
Other ²	-	20,444	73,804	94,248
	744,000	2,182,932	3,107,749	6,034,681
Carrying charges ³				69,434
Total IFRS Costs				6,104,115

¹ Includes actuarial costs and recruiting services.

² Includes costs for communication, office supplies, employee and IT expenses.

³ Final carrying charges will be calculated based on Board approved rates to date of clearance.