



Medical Laboratory Professional
Association of Ontario



MOVING FORWARD **TOGETHER**

» 2025 ANNUAL REPORT

MISSION, VISION AND VALUES

The Medical Laboratory Professionals' Association of Ontario is a non-profit health professional organization founded in 1963 with approximately 4000 members across the province and the country. The MLPAO represents the interests of medical laboratory professionals in Ontario including Medical Laboratory Technologists (MLTs) and Medical Laboratory Assistant/Technicians (MLA/Ts) with government, regulatory bodies, educational institutions, health care professions, and other stakeholders.

VISION Medical Laboratory Professionals at the Centre of Healthcare.

MISSION To promote the value of medical laboratory professionals in our health care system to ensure continued growth of the profession.

VALUES Collaboration with integrity and respect.

2025 MEMBERSHIP

In 2025, MLPAO maintained a strong and stable membership base across Ontario, underscoring the Association's continued relevance and value to medical laboratory professionals throughout the province. This stability reflects sustained engagement with MLPAO's advocacy initiatives, professional development offerings, and member support services, all of which remain central to our provincial mandate. While Ontario continues to represent the core of our membership, the organization also observed modest but steady increases from professionals in other provinces and territories. These national gains, though secondary to our provincial focus, highlight the broader recognition of MLPAO's leadership within the medical laboratory community.

This 2025 Annual Report provides an update from the MLPAO Board of Directors on our progress toward achieving these goals. As we conclude the final year of

MLA/T CERTIFICATION IN ONTARIO

1,066
CANDIDATES

759
CERTIFICATIONS

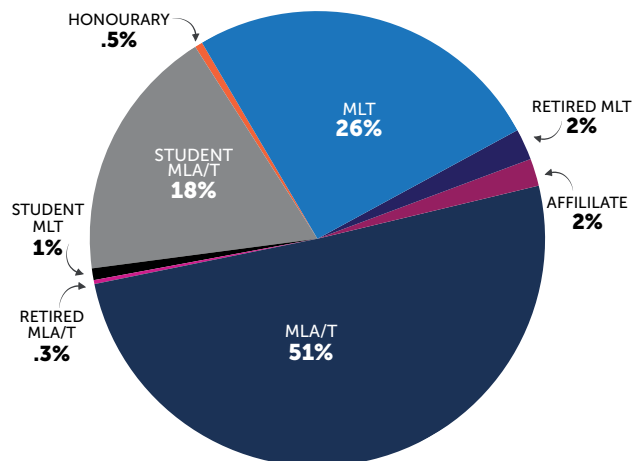
800
VIRTUAL EXAM READINESS PARTICIPANTS

34
MLA/T PROGRAMS

The MLA/T exam continues to be the certification assessment of choice for employers, educators, and stakeholders across Ontario. In 2025, a total of 1,066 candidates challenged the MLA/T certification exam, with 759 successfully earning their MLPAO certification. This year, more than 800 MLA/T students participated in our virtual exam readiness presentations.

There were 34 MLA/T programs in Ontario with students eligible to challenge the MLPAO exam in 2025. With the transition to EQual accreditation in 2024, several programs achieved their accreditation status in 2025, further strengthening the quality and consistency of MLA/T education across the province.

our strategic plan, we are happy to provide an update on these goals and proud to report that we achieved 99% of our strategic objectives across our core priorities: **Advocacy, Diversity, Professional Pride, and Enhancing Professionalism.**



2024-2025 BOARD OF **DIRECTORS**

The MLPAO is governed by a Board of Directors, comprised of twelve medical laboratory professional member volunteers (combination of MLTs and MLA/Ts) elected by the membership. Our 8 geographical districts help ensure the Board is representative of the province from the north to south to east and west. Ontario is unique and although laboratory issues are similar, they also vary depending on location.

The MLPAO ensures that the direction of the association is inclusive with member perspectives through the various committees and task forces that work in partnership with the board.



SANDRA MARSHALL
Chair, District 4



TANIA TOFFNER
Vice Chair, Director at Large



JENNIFER SANNA-WHITE
Secretary, District 1



NANCY GIRARD
District 2



DANA VAJCOVEC
District 3



JOHN SOLTYS
District 5



CAMERRA YUILL ROBAR
District 6



JOE PERRI
District 7



DEB CROTEAU
District 8



TERRI BOYNTON-PAYNE
Director at Large, MLA/T



SUE MILBURN
Director at Large



TRACY CARRIER
Director at Large

MESSAGE FROM THE **BOARD CHAIR & CEO**

Dear Members, Stakeholders and Partners,

2025 was a year of remarkable progress for the MLPAO and for the laboratory professionals who support Ontario's health system every day. Across the province—and increasingly across Canada—our profession continued to gain the visibility and recognition it deserves. This growing momentum reflects the dedication, expertise, and resilience of our members and partners.

This year marked the conclusion of our previous strategic plan, guided by four key pillars:

» **Advocacy, Diversity, Professional Pride, and Enhancing Professionalism.**

These priorities strengthened our voice, elevated our presence at decision-making tables, and advanced our commitment to a profession where every laboratory professional is represented and valued.

In 2025, we also undertook a comprehensive planning process to shape the next phase of our organization's growth. Our 2026–2029 Strategic Plan, which will launch in 2026, focuses on three renewed priorities: Advocacy, Professional Recognition, and Engagement.

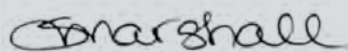
These pillars build on the foundation laid over the past several years and position us to expand our influence, deepen partnerships, and enhance member support.

This year's achievements demonstrate the strength of our community. Advocacy reached new milestones, with increased government attention and funding reinforcing the essential role of laboratory professionals in patient care. Professional pride continued to rise across the province, highlighted by record participation in Medical Laboratory Week. We also advanced professionalism through continued advocacy for the regulation of Medical Laboratory Assistant/Technicians and by expanding continuing education offerings that enhance quality and safety. We are deeply grateful for the collaboration of partners across Ontario and the unwavering commitment of our members. Your work continues to inspire our direction, strengthen our impact, and shape the future of our profession.

As we move into 2026, we do so with optimism, unity, and purpose. Guided by our new strategic plan, we will champion the laboratory profession with even greater focus—ensuring your voices remain central to health system transformation.

Thank you for your dedication and the vital contributions you make every day.

Regards,



Sandra Marshall
Board Chair 2024/2025



Michelle Hoad, CAE
Chief Executive Officer

PILLAR 1 ADVOCACY

In 2025, MLPAO continued to advance strategic advocacy initiatives focused on strengthening the MLT and MLA/T workforce, expanding training capacity, and securing sustainable funding to support Ontario's diagnostic system. MLPAO achieved significant progress through ongoing engagement with the Ontario government, including:

» Ontario Learn and Stay Grant Expansion

In 2025, MLPAO welcomed the Ontario government's \$261.7 million investment to expand the Learn and Stay Grant, which funds tuition and educational costs for Medical Laboratory Technology and Science students who commit to working in the communities where they study.

» Submission of the **2025 Pre Budget Proposal**, developed and delivered to the Ministry of Finance and key government stakeholders.

» **Presentations to the Standing Committee on Finance in January 2025**, with presentations delivered by Michelle Hoad in Brampton and Jessie Clelland in Sudbury.

» Attendance at key events, including a **Minister of Finance luncheon** in advance of the 2025 Budget.

MLPAO also received a formal letter of support from the Ontario Association of Medical Laboratories (OAML) endorsing the 2025 Pre Budget Submission.

STAKEHOLDER ENGAGEMENT

MLPAO strengthened relationships with academic institutions, sector partners, and government ministries, including:

- » Meetings with Canadore College regarding expansion of their MLT program.
- » Engagement with Humber College as they prepare to launch an MLT program in 2025.
- » Discussions with McMaster University as they work toward launching their program in 2027.
- » A briefing with the Ministry of Labour to discuss Skills Development Funding 5 and potential pathways for alternate funding opportunities.
- » Meeting with Minister Nolan Quinn, Minister of Colleges, Universities, Research Excellence and Security
- » Discussion with the Premier of Ontario, Doug Ford

MLPAO continued direct dialogue with provincial health leadership through meetings with Dr. Catherine Velji, David Lamb, and Allison Henry in January 2025, focused on system level workforce planning and support for Ontario's diagnostic services.





QUEEN'S PARK LOBBY DAY 2025

On November 26, 2025, the MLPAO and laboratory leaders from across Ontario gathered at Queen's Park for our annual Lobby Day, emphasizing a clear message: Ontario's medical laboratory system is essential and requires targeted investment.

Our advocacy highlighted the province wide shortage of 350+ medical laboratory technologists (MLTs) and our request for \$6.2 million over three years to support 130 preceptors, enabling clinical training for 250+ MLTs.

MLPAO met with officials from the Premier's Office and the Ministries of Health; Labour, Immigration, Training and Skills Development; Colleges and Universities; and the Treasury Board. We also engaged MPPs from all parties, including:

- Hon. Nolan Quinn
- Dave Smith
- France Gélinas
- Peggy Sattler
- Lee Fairclough
- Dr. Adil Shamji
- Hon. Raymond Cho
- Hon. Sam Oosterhoff
- Mary Margaret McMahon
- Teresa Armstrong
- Logan Kanapathi
- John Vanthof
- Office of Robin Lennox
- Office of Effie Triantafilopoulos

These conversations strengthened cross party awareness of the critical role laboratory professionals play in patient care and opened doors for ongoing collaboration, including future lab tours.

front row - Dr. Jennifer Taher, Dana Vajcovec, Tracy Carrier, Michelle Hoad; back row - Dr. Andrew Evans, Andrea Tjahja, Maria De Oliveira, Jennifer Sanna White, John Soltys.



MLPAO and laboratory leaders from across Ontario gathered at Queen's Park for our annual Lobby Day emphasizing a clear message: Ontario's medical laboratory system is essential and requires targeted investment.

REPORTS

In August 2025, the MLPAO collected and shared updated data on Medical Laboratory Technologist (MLT) shortages with the Ontario Ministry of Health, fulfilling its mandate to inform government about the current state of Ontario's medical laboratory system. The [report](#) highlights persistent workforce pressures, with more than 350 MLT vacancies reported province wide and 37% of the workforce nearing retirement. Survey findings showed that 68% of laboratories continue to face shortages, 40% report impacts on testing turnaround times, and 44% indicate that staffing challenges have remained the same or worsened over the past year. Encouragingly, 37% of labs that do not currently accept students reported they could support clinical placements if funding were available for preceptors—highlighting a clear opportunity to strengthen future workforce capacity.

» The report... highlights persistent workforce pressures, with more than 350 MLT vacancies reported province wide and 37% of the workforce nearing retirement.



STRENGTHENING OUR VOICE THROUGH MEDIA

This year marked one of our strongest periods of media visibility, significantly elevating our profile and reinforcing our position as a trusted authority on issues affecting Ontario’s medical laboratory system. Through strategic engagement with national and local outlets, we helped shape public understanding of the sector’s pressures, particularly around workforce shortages and system capacity.

Coverage included major features on Sudbury.com, where Jessie Clelland outlined the community impact of the LifeLabs closure, as well as national visibility through Canada AM / CTV Your Morning, where Michelle Hoad provided insight on provincial challenges. Additional exposure on CTV Your Morning and CBC News further highlighted the urgent need for laboratory preceptors and sustainable staffing solutions, ensuring our key messages reached diverse audiences across the province.

A significant milestone this year was our invitation from the Toronto Star to contribute to its special interest section, Canada’s Health Care Crisis. Our full-page, 750-word article detailed where pressures are most acutely felt across Ontario, reaching an estimated 1.5 million readers in print. The digital version—featured on thestar.com and healthinsight.ca—extended that reach, generating 2,500 targeted pageviews from audiences aligned with our advocacy priorities, with the potential to connect organically with 7 million monthly visitors to thestar.com.

This expanded media presence has strengthened our relationships with key newsrooms, increased public awareness of the essential role of medical laboratory professionals, and enhanced our ability to influence policy discussions at a critical time for Ontario’s healthcare system.

» A significant milestone this year was our invitation from the Toronto Star to contribute to its special interest section, Canada’s Health Care Crisis.



PILLAR 2 DIVERSITY

The Board of Directors continued its commitment to ensuring that the membership voice remains diverse, equitable, and inclusive. As part of this work, the Board prioritized expanding MLA/T representation within the association. In response to a recommendation from the MLA/T Council, we moved forward with hosting an Education Day specifically focused on MLA/T professional growth.

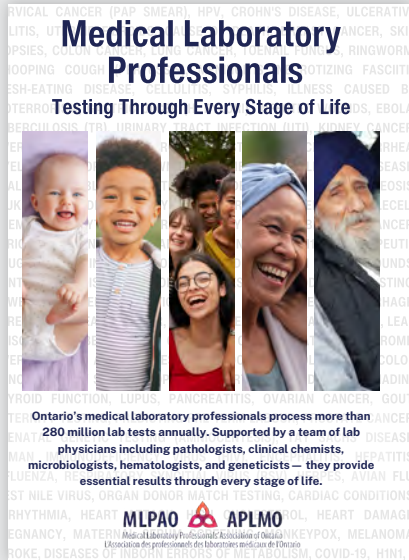
Our inaugural Education Day, sponsored by BD Canada and hosted in partnership with Humber Polytechnic, brought together 45 MLA/Ts from across Ontario for a

high impact day of learning and development. The event focused on strengthening leadership capabilities within the MLA/T community, with sessions covering informal and formal leadership, career advancement, networking and collaboration. Participants heard inspiring peer stories, explored emerging career pathways, and received an introduction to Humber’s new MLT program, designed to support MLA/Ts pursuing further education. The day also fostered meaningful networking and collaboration, reinforcing the association’s commitment to cultivating future leaders within the laboratory profession.

PROFESSIONAL PRIDE

We want to create ways for lab professionals to showcase their profession.

MED LAB WEEK IN ONTARIO THEME: TESTING THROUGH EVERY STAGE OF LIFE



The 2025 Med Lab Week campaign successfully celebrated Ontario’s laboratory professionals while raising public awareness of the essential role lab testing plays throughout every stage of life. The campaign also strengthened recognition of the MLPAO and the value of membership.

Using an improved online order system, MLPAO distributed care packages—including chocolates, branded items, and membership

benefit postcards—to 193 stakeholders, reaching 14,000+ lab professionals across hospital labs, community labs, specimen collection centers, fertility clinics, research labs, and educational programs.

By including all lab staff, MLPAO reinforced sector wide unity and deepened connections with lab leaders for future engagement and advocacy.

MLPAO partnered with Roche Diagnostics to produce a bilingual one-minute video showcasing how lab testing supports individuals from birth through end of life. The video was shared with professionals, government, and the public to increase understanding of the impact of lab services.

A public campaign page featured the video, detailed explanations of more than 50 lab diagnosed conditions, and a downloadable resource covering nearly 100 diseases—helping Ontarians better appreciate the scope of lab work.

SOCIAL MEDIA REACH

A social media kit encouraged member participation and #testing4life engagement.

Campaign Highlights (7 days):



17,013
TOTAL FOLLOWERS
across platforms
(2.6% growth)



99,547
IMPRESSIONS



104,250
USERS REACHED

Daily posts included messages from mayors, MPPs, and the Minister of Health, with member photos widely reshared.



GOVERNMENT RELATIONS

Outreach to 33 mayors generated multiple official recognitions and prompted three MPP initiated lab tours. Video messages of support were also received from the Minister of Health and several municipal and provincial leaders.

STAKEHOLDER RECOGNITION AND LAB VISITS

Our CEO conducted lab visits across Ontario, including EORLA, Bluewater Health, Mount Sinai Hospital, Mackenzie Health, Headwaters Health, Stevenson Memorial Hospital and Trillium Health Partners.



4 ENHANCING PROFESSIONALISM

» On June 13, we hosted our fourth annual Leadership Summit in Kingston, bringing together more than 100 laboratory leaders from across Ontario. This event continues to support leadership development by fostering collaboration, sharing best practices, and strengthening leadership capacity province wide. We also extend our appreciation to Roche Diagnostics for their continued support and sponsorship, including their support for five emerging leaders to attend.



» On June 14, over 200 medical laboratory professionals joined us for the annual conference, featuring presentations on emerging technologies, industry trends, and new horizons within the profession.



» More than 25 sponsors, vendors, and recruiters participated in the exhibition hall, giving attendees the opportunity to learn about innovative solutions and connect directly with industry partners. A special thank you to our sponsors: Data Innovations, BD Life Sciences, Roche Diagnostics, belairdirect, Nova Biomedical, Stago, Werfen, Sysmex and CellaVision.



» We also took a spectacular trip back to the 80s with a themed cruise along the St. Lawrence River — fun was had by all!



CONTINUING EDUCATION

» In 2025, we continued to expand our continuing education offerings for members.



More than **90 enrollments** in MLPAO online courses.



We delivered **12 Lab Talks webinars** attended by more than **2,175 members**.



More than **380 certificates** issued for completed courses in **ASCLS Labucate**.



Over **1,600 members** subscribed to participate in previously recorded **Lab Talks webinars** available in Thinkific.

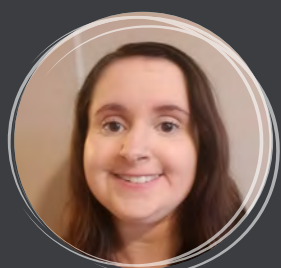


Since its launch, over **40 members** have enrolled in the first course of our **Quality Management Certificate program— Introduction to Quality Management**.

MLPAO AWARD AND BURSARY WINNERS

BURSARIES

In 2025, MLPAO doubled the value of the MLA/T and MLT bursaries and introduced the new Early Career bursary. MLPAO is happy to announce that Alexandra Agostina from Anderson College Hamilton campus and Joanna Marie Puopolo from Medix College Scarborough campus were the recipients the \$1,000 MLA/T Bursary. Kseniya Krasnyuk from Ontario Tech University was the winner of the \$2,000 MLT bursary. Rahwa Haleform was the first recipient of the \$1,500 Early Career Bursary.



ALEXANDRA AGOSTINO

JOANNA MARIE
PUOPOLO

KSENIYA KRASYUK



RAHWA HALEFOM

AWARDS

» Trillium Award

The **Trillium Award** recognized exceptional contributions to the advancement of both the association and the medical laboratory profession in Ontario. This year's recipient, **Greg Young**, demonstrated exemplary leadership and dedication throughout his distinguished career.

Greg began his career as an MLT in 1987 at Timmins and District Hospital and went on to hold progressive roles across Ontario, including Technical Director at Hanover and District Hospital, Diagnostic Director at Ross Memorial Hospital and Haliburton Highlands, Manager of Laboratory Services at Southlake Regional Health Centre, and Quality Charge Technologist at Stevenson Memorial Hospital. He also earned his ART in Transfusion Medicine and an MBA from Athabasca University. In addition to his clinical and managerial contributions, Greg was a long-standing supporter of professional education and training. His commitment to the association—formerly OSMT—included service as Director for Districts 2 and 4, Director at Large, and President. During his presidency, he played a key role in discussions with CMLTO on MLA/T regulation and contributed to evaluating MLA/T programs and maintaining the certification exam bank. Greg continued to support the profession through consulting engagements, including work with the Yukon LIS and Care 4 Collingwood. The MLPAO was honoured to present Greg Young with the Trillium Award in recognition of his significant and lasting contributions to the profession.

» Greg Young demonstrated exemplary leadership and dedication throughout his distinguished career.



» **Terri Boynton-Payne** exemplified these values through her leadership, mentorship, and dedication to advancing the profession.



» **Jim Braidwood Outstanding Professional Award**

The Jim Braidwood Outstanding Professional Award was given to an MLT or MLA/T who was highly regarded by colleagues for elevating work life and professional practice through a commitment to shared learning and professional development. This year's recipient, **Terri Boynton-Payne**, exemplified these values through her leadership, mentorship, and dedication to advancing the profession.

Terri was a strong promoter of the medical laboratory profession, advocating for the full scope of practice for MLA/Ts and ensuring they were utilized to their fullest potential. She also served as an educator, providing comprehensive training on quality management software, including document control, incident reporting, audits and inspections, and learning management systems, ensuring consistency and competence across teams.

Terri was recognized for her collaborative approach to problem-solving. She shared knowledge gained from other departments to improve processes and overcome operational challenges within the lab. She remained consistently available through multiple communication channels and fostered a supportive environment where colleagues felt comfortable raising concerns and working together toward solutions.

The nomination for Terri highlighted many exceptional qualities—far more than we could capture here. It is with great pleasure that we recognized her outstanding contributions. Terri, congratulations.

» **Patty Hebert's** article, "Health and Happiness: Hitting My Stride," published in the Winter 2024 issue of the *ADVOCATE*, distinguished itself through its compelling narrative and inspiring message.



» **Richard Lafferty Excellence in Writing Award**

The Richard Lafferty Excellence in Writing Award was presented for the best feature article published in the *ADVOCATE* magazine during the year. This year's recipient was **Patty Hebert** of EORLA.

Patty's article, "Health and Happiness: Hitting My Stride," published in the Winter 2024 issue of the *ADVOCATE*, distinguished itself through its compelling narrative and inspiring message. Her reflection on her personal journey toward improved health, renewed happiness, and discovering her own potential resonated strongly with readers and clearly stood out among this year's submissions.

The MLPAO was pleased to recognize Patty's exceptional contribution to the publication and the profession.

» Champion of Joy Award

The Champion of Joy Award, introduced in 2024, was presented to an MLT or MLA/T who fostered teamwork, supported colleagues, and helped maintain a positive culture in the laboratory. This year's recipient, **Tino Carlucci** of Georgian Bay General Hospital, exemplified these qualities.

Tino was known for his uplifting attitude, genuine kindness, and ability to make the workplace brighter for everyone around him. His positivity, humour, and willingness to step in wherever needed created a collaborative and encouraging environment. While he brought fun and levity to the lab, he also demonstrated strong professionalism, clear communication, and a consistent commitment to quality.

Tino's balance of dedication and joy made a meaningful impact on his team, and the MLPAO was pleased to recognize him with this award.

» Michelle Hoad Advocacy Award

The Michelle Hoad Advocacy Award was presented to an MLT or MLA/T who demonstrated exceptional commitment to advocacy by promoting the profession, influencing stakeholders, and championing the needs of laboratory professionals. This year's recipient was **Natalie Goodman**, Laboratory Manager at Northumberland Hills Hospital in Cobourg.

Natalie consistently advocated for the laboratory profession throughout her career, both as an MLT and later as a laboratory manager. During the pandemic, she reached out to her local MPP, the Hon. David Piccini, to raise concerns regarding the exclusion of laboratory professionals from pandemic pay. Her clear and professional communication led to productive dialogue, culminating in a laboratory tour where she highlighted the essential role of laboratory professionals in patient care. Her advocacy efforts prompted further engagement, including an invitation to Queen's Park during the November lobby day.

Natalie's willingness to speak up, educate decision-makers, and represent the profession exemplified true advocacy in action. Her dedication served as a powerful reminder of the impact one voice can have in advancing the needs and recognition.

» **Tino Carlucci**, known for his uplifting attitude, genuine kindness, and ability to make the workplace brighter for everyone around him.



» **Natalie Goodman** consistently advocated for the laboratory profession throughout her career, both as an MLT and later as a laboratory manager.



FINANCIAL STATEMENT



INDEPENDENT AUDITORS' REPORT

To the Members of
Medical Laboratory Professionals' Association of Ontario (MLPAO)/L'Association des Professionnels
des Laboratoires Medic aux de L'Ontario (APLMO)

Opinion

We have audited the financial statements of Medical Laboratory Professionals' Association of Ontario (MLPAO)/L'Association des Professionnels des Laboratoires Medic aux de L'Ontario (APLMO) ("MLPAO"), which comprise the statement of financial position as at December 31, 2025, and the statements of operations, changes in net assets and 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 the MLPAO as at December 31, 2025, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

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 *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of MLPAO in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, 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 Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the MLPAO'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 management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

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

Auditors' 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 auditors' 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 the MLPAO'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 the MLPAO's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' 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 auditors' report. However, future events or conditions may cause the organization 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.

HAMILTON, ONTARIO
April 16, 2026


HGK PARTNERS LLP
Chartered Professional Accountants
Licensed Public Accountants

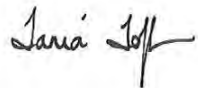
FINANCIAL STATEMENT

**MEDICAL LABORATORY PROFESSIONALS' ASSOCIATION OF ONTARIO
(MLPAO)/L'ASSOCIATION DES PROFESSIONNELS DES LABORATOIRES MEDIC AUX
DE L'ONTARIO (APLMO)
Statement of Financial Position
As at December 31, 2025**

	2025	2024
ASSETS		
Current		
Cash	\$ 292,725	\$ 254,899
Accounts receivable	25,406	34,713
Prepaid expenditures	<u>54,814</u>	<u>79,136</u>
	<u>372,945</u>	<u>368,748</u>
Equipment (Note 3)	1,693	3,861
Investments (Note 2)	<u>1,491,752</u>	<u>1,536,515</u>
	<u>1,493,445</u>	<u>1,540,376</u>
	<u>\$ 1,866,390</u>	<u>\$ 1,909,124</u>
LIABILITIES		
Current		
Accounts payables and accrued liabilities (Note 8)	\$ 48,037	\$ 22,629
Government remittances payable	35,098	44,068
Deferred revenue (Note 6)	<u>390,232</u>	<u>398,068</u>
	<u>473,367</u>	<u>464,765</u>
NET ASSETS (Page 5)		
Unrestricted net assets	921,623	747,159
Internally restricted net assets - Operating Reserve Fund (Note 5)	<u>471,400</u>	<u>697,200</u>
	<u>1,393,023</u>	<u>1,444,359</u>
	<u>\$ 1,866,390</u>	<u>\$ 1,909,124</u>

Commitments (Note 9)

On behalf of the Board:



Director



Director

(See Accompanying Notes)

**MEDICAL LABORATORY PROFESSIONALS' ASSOCIATION OF ONTARIO
(MLPAO)/L'ASSOCIATION DES PROFESSIONNELS DES LABORATOIRES MEDIC AUX
DE L'ONTARIO (APLMO)
Statement of Operations
Year Ended December 31, 2025**



	2025	2024
Revenue		
Education events	\$ 150,688	\$ 126,701
Laboratory Assistant Certification Program	498,326	532,075
Member fees	438,828	441,237
Membership services	47,727	42,515
Investment revenue <i>(Note 7)</i>	63,380	61,936
	<u>1,198,949</u>	<u>1,204,464</u>
Expenditures		
Operating <i>(page 13)</i>	677,679	565,919
Administrative <i>(page 13)</i>	568,541	548,925
Financial <i>(page 13)</i>	21,551	21,529
	<u>1,267,771</u>	<u>1,136,373</u>
(Deficiency of) excess revenue over expenditures before undernoted items	(68,822)	68,091
Unrealized gain on fair value of investments	<u>17,486</u>	<u>43,960</u>
(DEFICIENCY OF) EXCESS REVENUE OVER EXPENSES	<u>\$ (51,336)</u>	<u>\$ 112,051</u>

(See Accompanying Notes)



mlpao.org

PO Box 100, STN LCD 1, Hamilton, ON L8L 7T5

-  [MLPAOlablife](#)
-  [mlpaonews](#)
-  [company/mlpao](#)
-  [mlpaolablife](#)