



**MEETING NO. 33-2025 OF THE  
THUNDER BAY POLICE SERVICE BOARD**

**TUESDAY, DECEMBER 16, 2025**

**TBPSB BOARDROOM  
1111 Victoria Avenue, East, Thunder Bay, ON**

**10:30 A.M.**

**REGULAR BOARD MEETING**

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA AND CONSENT AGENDA

RES 1

With respect to Meeting No. 33-2025 (Regular) of the Thunder Bay Police Service Board held on December 16<sup>th</sup>, 2025, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

3. CONSENT AGENDA

3.1 Minutes of Meeting No. 28-2025 (Regular) of the Thunder Bay Police Service Board held on November 18<sup>th</sup>, 2025.....**Pages 5-8**

3.2 Meeting Evaluation Summary  
Summary of evaluations for the November 18<sup>th</sup>, 2025, meetings of the Board (Closed and Regular) for the Board's information.....**Pages 9-15**

4. PRESENTATIONS

a. 2026 Proposed Operational Budget of the Thunder Bay Police Service

Deputy Chief J. Pearson will present the above noted item.....**To be Distributed Separately**

RES 2

With respect to Report No. XX-2025 as presented at the December 16<sup>th</sup>, 2025, Regular Meeting of the Thunder Bay Police Service, we recommend that the 2026 Operational Budget of the Thunder Bay Police Service be approved.

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Use of Artificial Intelligence Report

Deputy Chief J. Pearson Report 67/25 relative to the semi-annual review of the Police Service's use of video analytics, for the Board's information. .... **Page 16**

b) Secondary Activities Report

Deputy Chief J. Pearson to Report No. 69/25 (Police) relative to the monthly secondary activities of members of the Thunder Bay Police Service.....**Pages 17-19**

c) Joint Health & Safety Report

Inspector G. Snyder will speak to the above noted Report 68/25.....**Pages 20-22**

d) Disciplinary Measures Report

Inspector J. Dampier will speak to the above noted Report 70/25.....**Pages 23-24**

e) Complaints Against the Police Report

Inspector J. Dampier will speak to the above noted Report 71/25.....**Pages 25-27**

f) Gala Update

Deputy Chief J. Pearson will provide verbal updates to the above noted.

6. GENERAL MATTERS

a) Thunder Bay Police Service Youth Council

Sargeant P. Kainulainen will provide a verbal update on the above noted item.

b) Thunder Bay Police Service Board – Operating Budget

Mr. M. Figliomeni, Executive Director, will present the above noted item.....**Page 28**

**THUNDER BAY POLICE SERVICE BOARD (TBPSB)**  
**REGULAR MEETING**  
**December 16, 2025**

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c) 2026 Meeting Dates of the Board

Executive Director M. Figliomeni to provide the above noted with the following meeting dates, on the 3<sup>rd</sup> Tuesday of each month, proposed for 2026:

- Tuesday January 20, 2026;
- Tuesday February 17, 2026;
- Tuesday March 17, 2026;
- Tuesday April 21, 2026;
- Tuesday May 19, 2026;
- Tuesday June 16, 2026;
- Tuesday July 21, 2026 (tentative);
- Tuesday August 18, 2026 (tentative); and
- Tuesday September 15, 2026.
- Tuesday October 20, 2026
- Tuesday November 17, 2026
- Tuesday December 15, 2026

NEW BUSINESS

7. CLOSED MEETING AGENDA ITEMS

In accordance with and subject to Section 44 of the *Community Safety and Policing Act, 2019*, the following matters will be discussed in a closed meeting of the Board prior to the public meeting scheduled for December 16<sup>th</sup>, 2025:

1. Personal Matters about and Identifiable Individual
2. The security of property of the Board
3. Update on Labour Relations
4. Advice that would be inadmissible in court
5. A position, plan, procedure, criteria or instruction applied to negotiations.

8. CONFIRMING BY-LAW

THAT the following By-law be introduced, read, dealt with individually, Board, sealed and numbered:

RES 3

1. A By-law to confirm the proceedings of a Regular Meeting of The Thunder Bay Police Service Board, this 16<sup>th</sup> day of December 2025.

**THUNDER BAY POLICE SERVICE BOARD (TBPSB)**  
**REGULAR MEETING**  
**December 16, 2025**

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Explanation: Confirmation of the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Service Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC33-2025

9. ADJOURNMENT

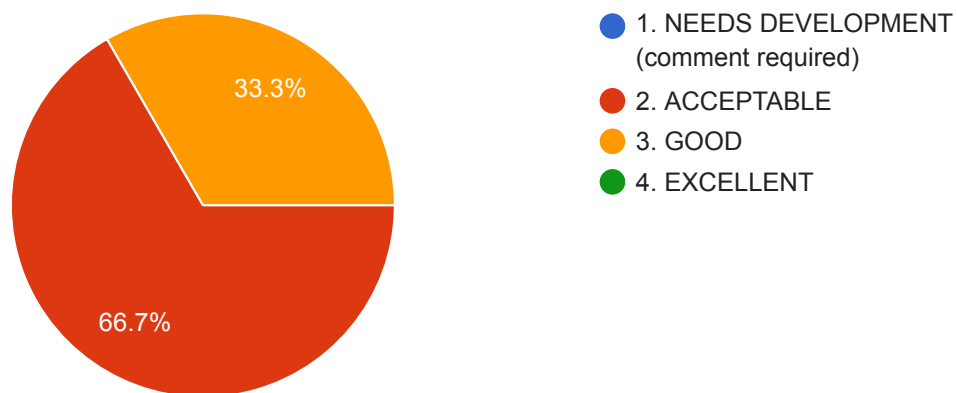
# Thunder Bay Police Service Board Meeting Evaluation Form

3 responses

## Preparation and Materials

1. Board meeting materials were circulated at least 7 days in advance, allowing for adequate preparation.

3 responses



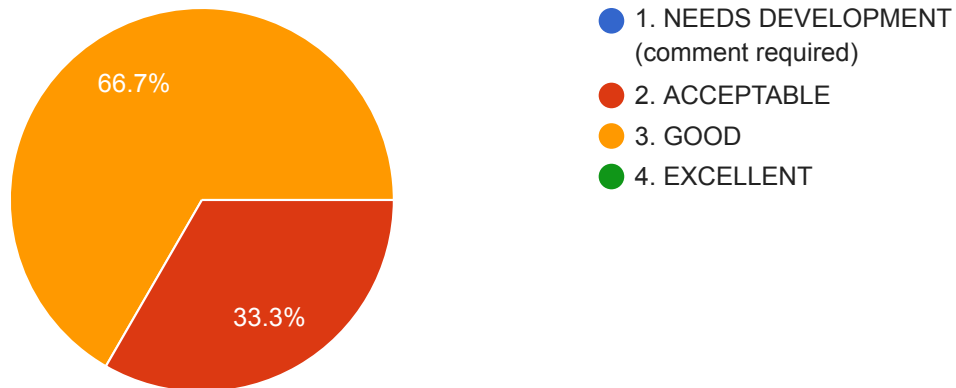
## Comments:

0 responses

No responses yet for this question.

2. Board members were well-prepared for the meeting and participated actively in discussions.

3 responses



**Comments:**

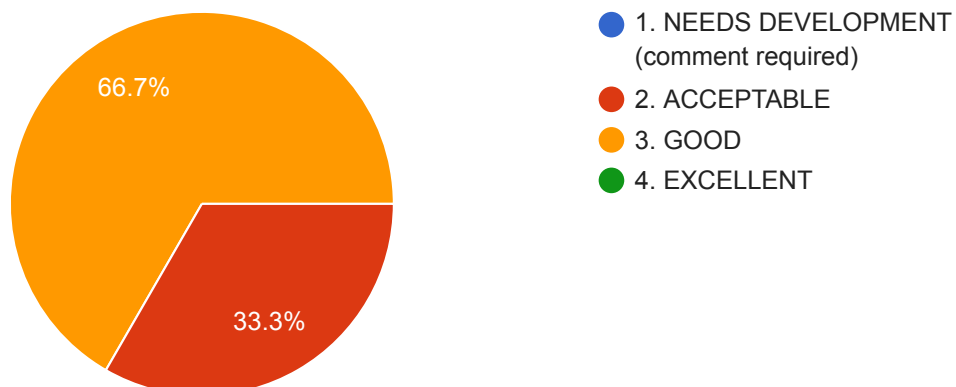
0 responses

No responses yet for this question.

**Agenda and Structure**

3. The meeting agenda was organized to allow sufficient time for discussion on governance issues.

3 responses



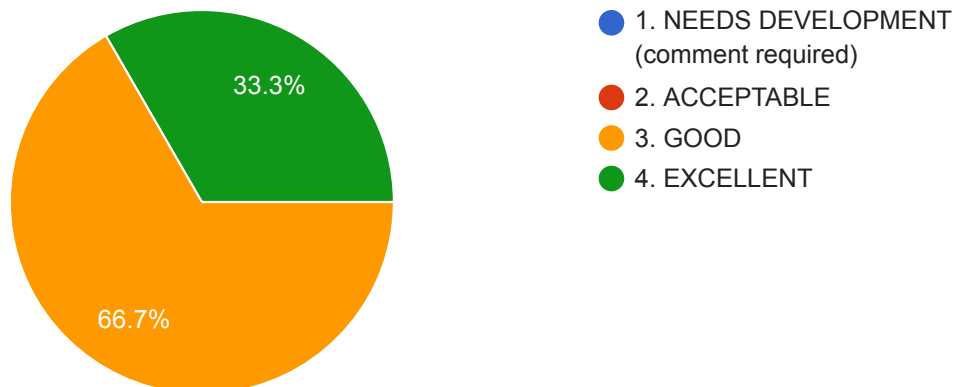
**Comments:**

0 responses

No responses yet for this question.

4. The agenda items were relevant to the Board's responsibilities under the Community Safety and Policing Act (2019).

3 responses



**Comments:**

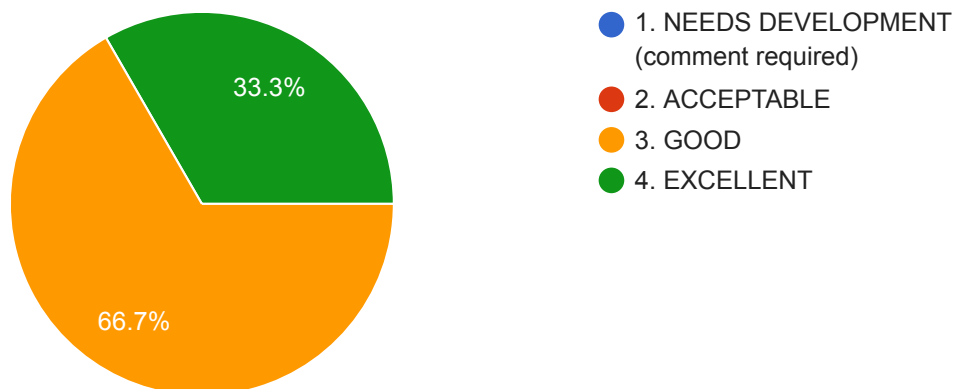
0 responses

No responses yet for this question.

**Discussion and Participation**

5. The meeting allowed for full discussion and the expression of different points of view.

3 responses



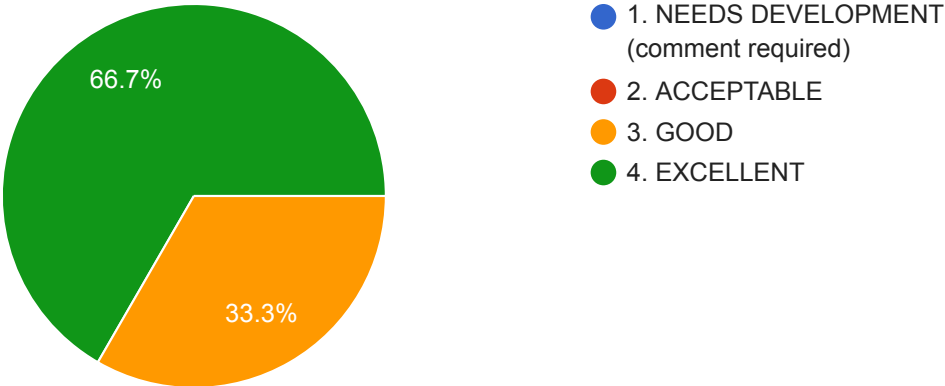
**Comments:**

0 responses

No responses yet for this question.

6. All Board members had adequate opportunities to contribute to deliberations.

3 responses



**Comments:**

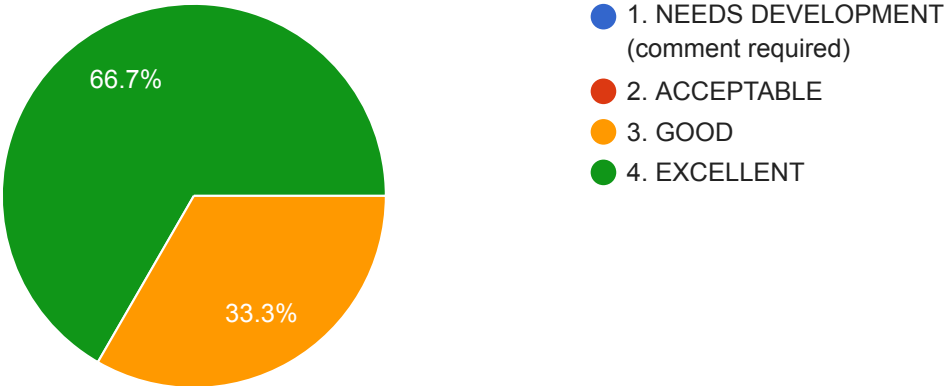
0 responses

No responses yet for this question.

**Strategic and Generative Conversations**

7. The Board engaged in strategic conversations regarding important issues and priorities.

3 responses



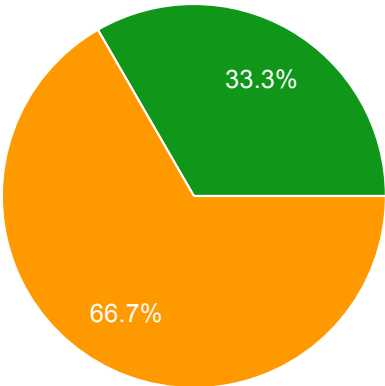
**Comments:**

0 responses

No responses yet for this question.

8. The Board engaged in generative conversations to critically examine and explore priority issues.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

**Comments:**

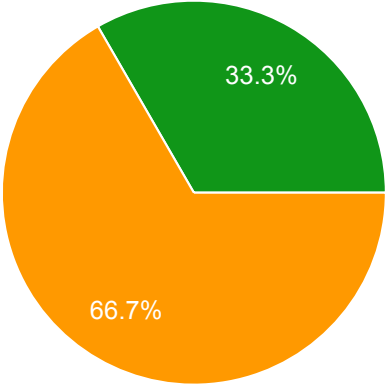
0 responses

No responses yet for this question.

**Meeting Efficiency and Focus**

9. The meeting time was used efficiently.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

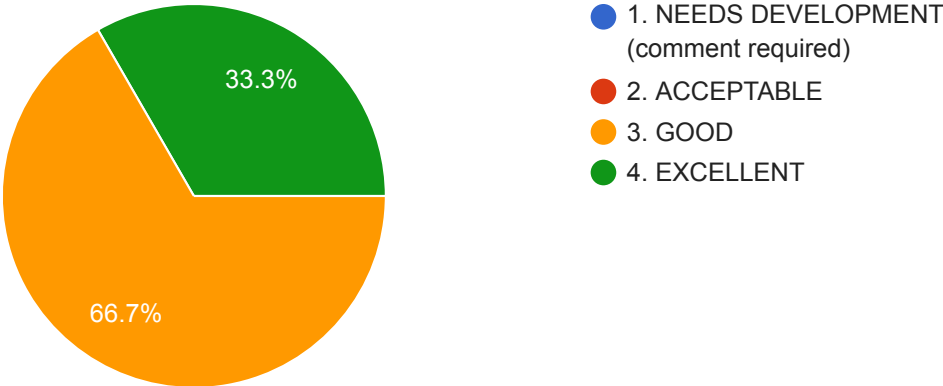
**Comments:**

0 responses

No responses yet for this question.

10. The Board deliberations remained focused on the matter under consideration.

3 responses



**Comments:**

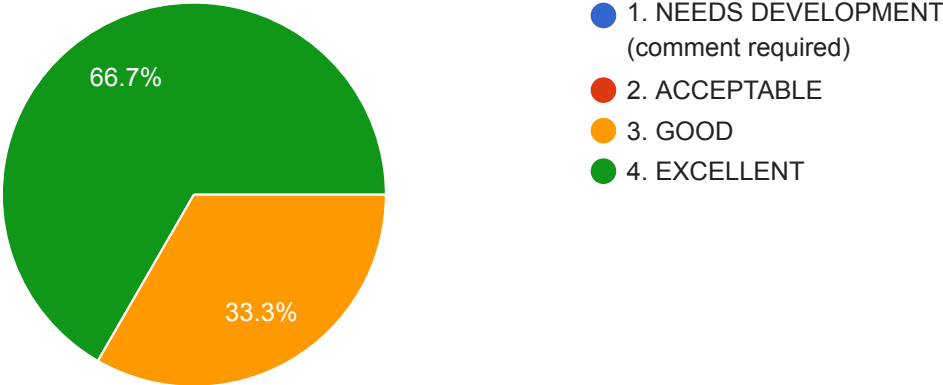
0 responses

No responses yet for this question.

**Respect and Collaboration**

11. The meeting was conducted in an atmosphere of mutual respect.

3 responses



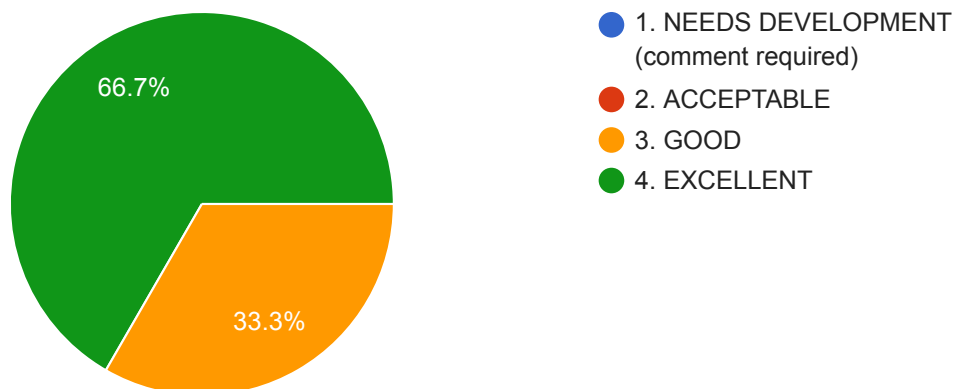
**Comments:**

0 responses

No responses yet for this question.

12. Collaboration among members was respected to achieve consensus.

3 responses



**Comments:**

0 responses

No responses yet for this question.



# Thunder Bay Police Service

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**Date of Report:** December 5, 2025  
**Date of Meeting:** December 16, 2025  
**Report No:** 67/25

**Chair and Members**  
**Thunder Bay Police Service Board**

## **SUBJECT**

Use of Artificial Intelligence Report (BriefCam)

## **REPORT SUMMARY**

As per the Thunder Bay Police Service policy published December 2023, the service will report to the Board, and make publicly available, twice-yearly reviews of the service's use of video analytics. These reports are to occur in June and December.

This audit will report on the time period of June 1, 2025 to November 30, 2025.

## **COMMENTS**

The audit (June 1, 2025 to November 30, 2025) as noted above, was conducted by in-house Subject Matter Expert, Constable B. Joynson. No policy violations were noted as all actions complied with Thunder Bay Police Service Part 6 Chapter 150 Use of Artificial Intelligence policy. There was a total of 48 cases created and 48 cases subsequently deleted.

## **RECOMMENDATIONS**

This report is for the Board's information.

**Respectfully submitted,**

Ryan Hughes  
Acting Chief of Police



# Thunder Bay Police Service

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**DARCY FLEURY, CHIEF OF POLICE**  
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5  
Tel: (807) 684-1304 • Fax: (807) 623-9242

**Date of Report:** December 8, 2025  
**Date of Meeting:** December 16, 2025  
**Report No:** 69/25

**Chair and Members**  
**Thunder Bay Police Service Board**

**SUBJECT**

Secondary Activities Report (including Paid Duty Assignments)

**REPORT SUMMARY**

To report to the Thunder Bay Police Service Board on the secondary activities/employment of members of the Thunder Bay Police Service, including Paid Duty Assignments.

**BACKGROUND**

SECONDARY ACTIVITY REQUEST - A member who proposes to undertake a secondary activity that contravenes prohibitions listed in these procedures, or who becomes aware that an activity that they have undertaken, may do so, shall disclose the full particulars of the situation to the Chief of Police.

Before engaging in a secondary activity or immediately upon realizing their engagement in what would constitute a secondary activity,

Member shall:

- a) forward a signed written request to the Chief of Police through the Executive Assistant to the Chief of Police, including details of the secondary activity and an explanation of how it would not contravene prohibited activity;
- b) not engage in any secondary activity until approval has been granted by the Chief of Police;
- c) if approval is subject to any conditions or restrictions, ensure that such conditions or restrictions are strictly followed;
- d) forward any material change(s) to the original request within 60 days of the material change(s) to the Chief of Police through the Executive Assistant to the Chief of Police;
- e) unless there are material changes to the request, not be required to make more than one request for ongoing secondary activity;
- f) if discontinuing a previously approved secondary activity, provide written notice to the Executive Assistant to the Chief of Police.

## Processing Requests

Upon receipt of a member's written request the Chief of Police shall review each request and provide a written response indicating that the request is either:

- a) approved without restrictions;
- b) approved with restrictions; or
- c) denied.

Should a request be approved with restrictions or denied, an explanation shall accompany the reason(s) for the decision.

Executive Assistant to the Chief of Police shall:

- a) maintain a current secondary activity database, noting any members who have requested secondary activity, and whether the request was approved or denied;
- b) forward the signed response approving or denying the request to the member and a copy to Human Resources;
- c) provide a monthly report on non-paid duty secondary activity requests to the Chief of Police for the purposes of reporting under P2c69 TBPS Administrative Reporting.

Human Resources shall:

- a) upon receiving approved or denied secondary activity requests, submit the letter to the employee's personnel file.

## COMMENTS

This report covers secondary employment for the month of November 2025 and paid duty assignments for the same month.

## Secondary Employment

Position Requested	Approved/Denied	Reason(s)
Part-time Research Assistant for a project led by Lakehead University and Wilfrid Laurier University	Approved	Complies with Section 89 sub(1) of the <i>CSPA</i> .
Teaching Provincial Statutes to first year Law and Security students part-time at Confederation College	Approved	Complies with Section 89 sub(1) of the <i>CSPA</i> .
Employee of Tractor Trailer Services in sales	Approved	Complies with Section 89 sub(1) of the <i>CPSA</i> .

Paid Duty

Below are the paid duty requests approved, in compliance with the *CSPA*.

CONTRACT	Number of Jobs (Officers)	Filled	Unfilled	Duties Requested
TBRHSC*	60	38	22	Security
Rotary Thunder Bay	24	24	0	Christmas Parade
Oversize load escorts	6	6	0	Cancelled by organizer

\*TBRHSC- Thunder Bay Regional Health Sciences Centre

No requests refused in November 2025.

This report satisfies the statutory requirements for disclosure of secondary activities to the Police Services Board.

**RECOMMENDATIONS**

For information purposes.

**Respectfully submitted,**



Jeremy Pearson  
Acting Chief of Police



# Thunder Bay Police Service

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**Date of Report:** December 3, 2025  
**Date of Meeting:** December 15, 2025  
**Report No:** 68/25

**Chair and Members**  
**Thunder Bay Police Services Board**

## **SUBJECT**

TBPS Joint Health & Safety Committee Year to Date Report

## **REPORT SUMMARY**

This report is a review of the activities of the TBPS Joint Health and Safety Committee since the last Board report in June 2025. The incidents reported are year to date for the 2025 calendar year up to December 3<sup>rd</sup>, 2025. Health and Safety Committee reporting is scheduled to occur twice annually.

Throughout the year, the Service is engaged in several preventative measures addressing the main causes of injuries employees are sustaining. The leading cause of injury to members of the TBPS is always due to interactions with violent members of the public during arrests or apprehensions. From January 1<sup>st</sup> to December 3<sup>rd</sup>, 2025, TBPS officers arrested or apprehended 2092 individuals. Several people were arrested multiple times with total arrests being approximately 3030 within the noted timeframe. TBPS members receive Provincially mandated training annually addressing use of force. This training includes all aspects of the use of force continuum which has a focus on communication and de-escalation. Further, officers have several use of force options available to them that they receive recertification training on annually. If use of force is required, officers are trained to use the minimal amount necessary to protect the public, themselves and the individual they are interacting with. TBPS use of force applications and annual training are presented to the Board separately.

The TBPS also has an evolving Peer Support and Wellness program that continues to support our members with the mental health impacts of policing. The program is continuously evolving based on the needs of our members and directly addresses the second most common workplace injury being exposure to traumatic events. Other workplace injuries are related primarily to slips and falls or strains. As noted later in the report, when items contributing to these slips and falls are noted, such as deterioration in the parking lot, tripping hazards and snow removal, the maintenance department of the City of Thunder Bay responds to assess and repair the hazards.

There have been a total of 65 WSIB injury on duty reports submitted by TBPS members from January 1<sup>st</sup> 2025 until December 3<sup>rd</sup>, 2025. The following is a breakdown of these workplace injuries:

1. Nineteen (19) were related to strains or impact injuries resulting from a physical altercation with an individual that was being taken into custody.
  - 29% of total injuries sustained at work.
  - No lost time from work.
2. Eleven (11) were related to exposure to an infectious disease resulting from an arrested individual spitting in the face or biting an officer, or the officer being exposed to their bodily fluids.
  - 17% of total injuries sustained at work.
  - No lost time from work.
3. Ten (10) were related to PTSD from work related traumatic event exposures.
  - 15% of total injuries sustained at work.
  - 9 injuries resulted in lost time from work.
4. Ten (10) were cuts, pinches, impacts and strains related to minor workplace injuries.
  - 15% of total injuries sustained at work.
  - No lost time from work.
5. Five (5) were injuries related to police training.
  - 8% of total injuries sustained at work.
  - 2 injuries resulted in lost time from work.
6. Three (3) were strains and impact injuries resulting from motor vehicle collisions.
  - 5% of total injuries sustained at work.
  - No lost time from work.
7. Two (2) were cuts, strains, scrapes etc. related to a slip and fall outdoors.
  - 3% of total injuries sustained at work.
  - One injury resulted in lost time from work.
8. Two (2) were impact wounds related to a high-risk entry into a residence.
  - 3% of total injuries sustained at work.
  - No lost time from work.
  -
9. Two (2) related to an exposure of an unknown substance at a call for service.
  - 3% of total injuries sustained at work.
  - No lost time from work.
10. One (1) related to a dog bite at a call for service.
  - 2% of total injuries sustained at work.
  - No lost time from work.

## COMMENTS

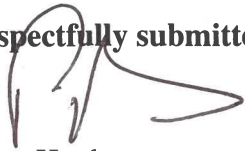
For information of the Board.

The TBPS Health and Safety Committee has met formally four times in 2025 and has had numerous informal discussions. There will be a total of 12 workplace inspections in 2025 covering all areas of the police service, with one currently remaining, scheduled to occur in December 2025. Health and safety concerns that were found primary related to building deterioration issues such as electrical issues, parking lot deterioration, heating and cooling and ventilation issues. The City of Thunder Bay has been advised of these issues and are continually in the process of attempting to repair them.

## RECOMMENDATIONS

A recommendation from the Health and Safety Committee is to continue and enhance the work being done by the Service in relation to mental health supports for officers as this is the leading cause of lost time injuries within the Service. Further, ongoing building and parking lot deterioration is a concern by members that is continually being addressed by the City of Thunder Bay.

**Respectfully submitted,**



Ryan Hughes  
Acting Chief of Police

Prepared by: Inspector G. Snyder, TBPS Joint Health and Safety Committee



# Thunder Bay Police Service

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**DARCY FLEURY, CHIEF OF POLICE**  
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5  
Tel: (807) 684-1304 • Fax: (807) 623-9242

**Date of Report:** December 11, 2025

**Date of Meeting:** December 16, 2025

**Report No:** 70/25

## Chair and Members

### Thunder Bay Police Service Board

## SUBJECT

The TBPS shall, at a minimum, provide a Disciplinary Measures Report to the Board by May and November of every year. The report shall contain the following information respecting the period covered by the report:

- a) Each provision of Ontario Regulation 407/23 (Code of Conduct for Police Officers) made under the Act under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision;
- b) The number of times a disciplinary measure was imposed,
  - i) under section 200 of the Act, without a hearing under section 201 of the Act,
  - ii) under section 200 of the Act, following a hearing under section 201 of the Act, or
  - iii) following a hearing under section 202 of the Act.
- c) If a disciplinary measure referred to in paragraph 1, 2 or 3 of subsection 200 (1) of the Act was imposed, for each paragraph
  - i) the average number of days or hours, and;
  - ii) the total number of days or hours;
- d) Any imposition of a disciplinary measure under section 200 of the Act without a hearing under section 201 of the Act in a previous period that was upheld, varied or overturned following a hearing during the period covered by the report, and information respecting any consequent effect on information included in a previous report.

## **REPORT SUMMARY**

The below represents the time of May 1, 2025 to November 1, 2025:

<b>Summary of Substantiated Chief's Complaints (Investigations)</b>	
Formal Discipline (with a PSA Hearing)	0
Informal Discipline (without a PSA Hearing)	0
Formal Discipline (with CSPA Hearing)	0
Informal Discipline (without CSPA Hearing)	0
<b>Total Number of Substantiated Chief's Complaints (Investigations)</b>	<b>0</b>
<b>Imposed Discipline Chief's Complaints (Investigations)</b>	
Total Hours Removed from Banks	0
Total Letters on File	0
Total Training Imposed	0

## **COMMENTS**

N/A

## **RECOMMENDATIONS**

For Information Only

Respectfully submitted,



Ryan Hughes  
Acting Chief of Police

Prepared by: Inspector J. Dampier - Corporate Services



# Thunder Bay Police Service

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**DARCY FLEURY, CHIEF OF POLICE**  
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5  
Tel: (807) 684-1304 • Fax: (807) 623-9242

**Date of Report:** December 8, 2025  
**Date of Meeting:** December 16, 2025  
**Report No:** 71/25

## **Chair and Members** **Thunder Bay Police Services Board**

### **SUBJECT: PROFESSIONAL STANDARDS BRANCH – 4<sup>TH</sup> QUARTER REPORT (2025)**

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The *Community Safety and Policing Act, 2019 (CSPA)* came into effect on **April 1, 2024**. With its proclamation, the *Office of the Independent Police Review Director (OIPRD)* was renamed the *Law Enforcement Complaints Agency (LECA)*. *LECA* continues to operate under principles similar to those of the *OIPRD*, maintaining responsibility for receiving, screening, and investigating public complaints related to police officer conduct. However, *LECA* no longer holds jurisdiction over policing policy and service matters. These areas now fall under the responsibility of the *Inspectorate of Policing*, which is tasked with reviewing the adequacy and effectiveness of police services.

The *CSPA* establishes a collaborative framework involving the Thunder Bay Police Service, the Thunder Bay Police Service Board, the Inspectorate of Policing, and the *LECA* Complaints Director to investigate and resolve public complaints.

The Professional Standards Branch (PSB) of the Thunder Bay Police Service investigates public complaints assigned by *LECA* under Part X of the *CSPA*, specifically concerning police officer conduct. All steps in the public complaints process remain subject to *LECA*'s oversight.

Upon conclusion of an investigation, the Chief of Police adjudicates the complaint. If a complaint is substantiated, it may be resolved through informal resolution or proceed to a *Community Safety and Policing Act Hearing*. If a complaint is deemed unsubstantiated, no further action is taken.

Complaints related to service or police officer conduct that occurred **prior to April 1, 2024**, will continue to be addressed under the provisions of the former *Police Services Act (PSA)* and its associated regulations.

## REPORT SUMMARY

<b>Summary of Fourth Quarter Complaints 2025</b>	
Local Response	4
Withdrawn by Complainant Prior to Screening by LECA	0
Not Accepted – LECA	5
Accepted – LECA to Investigate	0
Accepted – TBPS to Investigate	9
Accepted – Other Police Service to Investigate	0
<b>Total Fourth-Quarter Conduct Complaints</b>	<b>18</b>

<b>2025 Complaints Disposed of in the Fourth Quarter of 2025</b>	
Early Resolution	<b>0</b>
Withdrawn	1
Unsubstantiated	0
Section 72 (Terminated/Suspended Investigations)	0
Complainant Request for Review <i>Pending</i> with LECA (do not get reflected in total disposed)	0
Substantiated	0
Informal Resolution	0
PSA Hearing	0
<b>Total</b>	<b>1</b>

<b>2025 Public Complaint Categories – Fourth Quarter</b>	
<b>Not Accepted (Screened Out by LECA) – Total of 5</b>	
Charges before the Courts	2
Frivolous/Vexatious	3
<b>Accepted Complaints - Allegations (Screened in by LECA) - Total of 1</b>	
<u>*Of note, each individual accepted complaint may have more than one (1) category* additionally the allegations are made from the submitted complaint, no formal investigation has occurred at this point*</u>	
Undermines Public Trust	7 *
Unnecessary Force	4 *
Neglect of Duty	4 *
Unlawful Arrest	1 *

<b>2024 Outstanding Complaints</b>	
Conduct Complaints	1
Total	1
*LECA Complaints Director requested further follow-up. TBPS – PSB completed follow-up and resubmitted for review. Awaiting response*	

<b>2023 Outstanding Complaints</b>	
Conduct Complaints	1
Total	1

### COMMENTS

- This report reflects **September, October, November and December** (to December 8, 2025), 2025 LECA complaints.
- As per the TBPS – Police Service Board the Third Quarter Report was presented in September of 2025, therefore September is captured in this report.

### RECOMMENDATIONS

N/A

Respectfully submitted,



Jeremy Pearson  
Acting Chief of Police

Prepared by: Inspector J. Dampier – Corporate Services

Thunder Bay Police Board				
Jan 1, 2025 to Dec 31, 2025				
Year to Date (YTD) Comparison				
INCOME	2025 BUDGET	ACTUAL SINCE LAST REPORT	Jan-Dec ACTUAL	YTD Variation
<b>Income</b>				
Rent	-2400	1442	-3842	-3842
Income Total	\$ (2,400.00)		\$ (3,842.00)	\$ (3,842.00)
<b>EXPENSES</b>				
	2025 BUDGET		Jan-Dec ACTUAL	YTD Variation
<b>Salaries/Honorariums &amp; Travel/Expenses</b>				
Member Honourariums & Benefits	\$ 31,000.00	\$ 3,609.41	\$ 27,176.33	\$ 3,823.67
Travel & Training	\$ 10,000.00	\$ (462.14)	\$ 6,390.07	\$ 3,609.93
Salaries/Honorariums & Travel Total	\$ 41,000.00	\$ 3,147.27	\$ 33,566.40	\$ 7,433.60
<b>General Administration</b>				
Telecommunications *1	\$ 2,000.00	\$ (133.27)	\$ 1,503.15	\$ 496.85
Office Supplies and Stationary	\$ 2,500.00	\$ 215.19	\$ 1,851.61	\$ 648.39
General Expense	\$ 8,000.00		\$ 10,840.78	-\$ 2,840.78
Memberships and Subscriptions	\$ 10,000.00		\$ 2,345.00	\$ 7,655.00
Rental Office Space	\$ 42,000.00	\$ 14,800.80	\$ 46,300.80	\$ (4,300.80)
Equip/Maint Software	\$ 2,700.00	\$ (1,595.49)	\$ -	\$ 2,700.00
General Administration Total	\$ 67,200.00	\$ 13,287.23	\$ 62,841.34	\$ 4,358.66
<b>Contracted Services</b>				
Consultant Fees	\$ 50,000.00	\$ 13,864.80	\$ 52,062.96	-\$ 2,062.96
Professional Fees	\$ 250,000.00	\$ 17,550.16	\$ 129,106.26	\$ 120,893.74
Legal Fees	\$ 300,000.00	\$ 21,325.08	\$ 286,196.18	\$ 13,803.82
Legal Fees - Indemnified	\$ 50,000.00	-\$ 7,835.74	\$ 143,118.16	-\$ 93,118.16
Purchased Services	\$ 180,000.00	\$ 10,565.74	\$ 93,484.16	\$ 86,515.84
Administration Subtotal	\$ 830,000.00	\$ 55,470.04	\$ 703,967.72	\$ 126,032.28
<b>Total Operational Expenses</b>				
	\$ 935,800.00	\$ 71,904.54	\$ 796,533.46	\$ 139,266.54
	2025 BUDGET	Oct - Nov	Jan-Dec ACTUAL	YTD Variation
*1 - moved 2K from General Expense line to Telecommunication line				