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of Dentistry, the Commission on Dental Accreditation of Canada, and the provincial Dental Regulatory Authorities to support oral health care for Canadians.

The NDEB works in collaboration with the Canadian Faculties

Our responsibilities include:

- Developing standards, policies and procedures for the evaluation of dentists and dental specialists, seeking licensure in Canada.
- Issuing certificates of qualification to those who have met the standard.
- Verifying the credentials of applicants.

- Ensuring examinations are fair, valid and reliable measures of competence.
- Maintaining a register of certified dentists.
- Maintaining a group of qualified examiners to develop and grade examinations.

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MESSAGE FROM THE PRESIDENT

Amarjit Singh Rihal, President

Being a part of this organization over the last 12 years and its President since October 2022 has been a privilege.

This last year was an exciting time for the NDEB as we implemented new examinations and navigated some significant challenges. After some delays, we retired the Written Examination and OSCE and implemented the Virtual OSCE. This was a major milestone for the NDEB and a project I am particularly proud of. I was fortunate to be part of the development of 3D digital models for use in this examination. Although these 3D models were not part of the first administration, they will allow us to test candidates on their ability to assess preparations in the examination as if they were holding the model in their hands, providing a more authentic experience. The Virtual OSCE will be the first of our exams to showcase this innovative development.

The Virtual OSCE was delivered electronically using a new delivery model. The first administration came with unexpected technical difficulties, similar to difficulties other medical and health professions have faced with their electronic exam processes. I am proud of how the staff and Board members navigated this difficult situation. Through this experience, the NDEB has proven its exams remain valid and psychometrically sound. Transitioning all paper-based examinations to electronic delivery was identified as a key result area in our strategic plan and the NDEB will continue with the development and administration of electronic examinations while mitigating delivery challenges.

In the fall of 2022, we administered the first NDECC, the examination that replaces the Assessment of Clinical Skills (ACS) as the final examination in the Equivalency Process for graduates of non-accredited programs. With the new

examination came the development of the NDECC Test Centre located in the NDEB office in Ottawa. This test centre, equipped with state-of-the-art equipment and technology, provides us with the flexibility to run the NDECC on our own schedule and standardizes delivery.

The organization has spent significant time developing a risk management program as part of its long-term strategic initiatives. This program has been particularly valuable given the technical issues experienced during the administration of the first Virtual OSCE. The Executive Committee and NDEB Board monitor the program to ensure we are proactive to potential threats and problems.

As we move into the next fiscal year, the Executive Committee and Board will focus on developing a new strategic plan. The collaboration of our stakeholders in the process will be invaluable as we establish key result areas for the coming years. Our communications with stakeholders increased significantly over the Covid-19 lockdown and will continue throughout this strategic development process. The Board is excited to develop a vision for the NDEB's future.

Our Board membership underwent some changes in 2022-23. We said goodbye to Dr. Ron Yarascavitch from Ontario and Dr. Dennis Fuchs from Saskatchewan, both of whom were valued members of the Board. Dr. Yarascavitch served on the NDEB By-laws Committee for several years, and his contributions to this Committee were invaluable. Dr. Fuchs completed his term as past president in October 2022. Dr. Fuchs remains active with the NDEB as the Assistant Chief Examiner for the NDECC. The NDEB welcomed two new representatives to the Board, Dr. Stefan Piche and Dr. Noha Gomaa. I look forward to working with both of them over the coming years.

MESSAGE FROM THE EXECUTIVE DIRECTOR AND REGISTRAR



Marie Dagenais Executive Director and Registrar

Looking back on the last year, I see evidence of how the organization continues to adapt to the changing landscape.

We have made great strides in increasing our test capacity in all exams and have decreased the backlog caused by the restrictions put in place during the pandemic. Of particular note is the significant increase in AFK and NDECC seats. The organization continues to explore and adopt creative solutions to increase test capacity for all examinations and we are projecting an increase in the ACJ capacity in the coming year.

This year, the organization spent time developing a series of service standards. The standards outline the NDEB's commitment to timely and adequate delivery of all its services including credential verification times, exam delivery, and results. When talking about timelines, I would be remiss if I did not acknowledge the tremendous work of the staff in reducing credential verification timelines. This incredibly valuable service has undergone a series of changes over the last year that you can read more about later in this report.

Communication with our partners continues to grow. We have reached out beyond our regular stakeholder groups to engage with organizations representing individuals intending to enter NDEB examination processes, as well as those representing candidates currently in the process. These conversations were a welcome opportunity to exchange information, and we look forward to continued dialogue.

At the end of June, we administered the last National Dental Specialty Examination (NDSE). The opportunity for the NDEB to be part of the certification for dental specialists seemed a natural fit; however, over time it became apparent that it was not sustainable for the NDEB to continue to develop and administer these exams. We are incredibly appreciative of the examiners and staff who worked on these exams over the years. Their dedication and collaboration have been paramount in its success. With the elimination of the NDSE and the DSCKE, we will be reallocating resources to other examinations and projects.

None of the work that happens within this organization could be done without the ongoing support of the Board, and the commitment of the staff. I have the pleasure of working with an amazing team of individuals daily.

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YEAR IN REVIEW







Launched a new candidate portal





Ran the first
Virtual
OSCE



DELIVERED electronic exams in **57** locations











OUR VALUES



Our Mission

Contributing to the oral health of Canadians by providing a fair, valid and reliable evaluation of competence for the certification of dentists.

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GOVERNANCE

NDEB Board

The NDEB Board oversees the organization's mission and strategic direction, financial management, sustainability, and relationships with stakeholders. This includes governing the organization through policies; overseeing compliance with the By-laws of the organization; overseeing the management of the organization's resources; accounting to stakeholders for the operation of the organization.

The Board members are representatives from the provincial Dental Regulatory Authorities, the Commission on Dental Accreditation (CDAC), and from the public.



Amarjit Singh Rihal
President,
Manitoba Dental
Association



Jim Richardson
Past President,
British Columbia College of
Oral Health Professionals



Mintoo BasahtiCollege of Dental
Surgeons of Alberta



Andrew Rowe New Brunswick Dental Society



Debora MatthewsCDAC Representative



Stefan PicheCollege of Dental Surgeons
of Saskatchewan



Alan Robinson
Dental Council
Prince Edward Island



Jim PoslunsCDAC Representative



Noha GomaaRoyal College of Dental

Surgeons of Ontario



Tanya Cook
Provincial Dental Board
of Nova Scotia



Jan Sheppard KutcherPublic Representative



Stefan Haas-Jean Ordre des dentistes du Québec



Sneha Abhyankar Newfoundland and Labrador Dental Board

Standing Committees

The NDEB has six standing committees. Each standing committee has a specific role and reports to the Board.

Executive Committee

The Executive Committee conducts the business and administrative affairs of the Board in between meetings of the Board. In addition, the Executive Committee is responsible for hearing compassionate appeals.

Members:

Amarjit Singh Rihal, Chair Jim Richardson, Past President Stefan Haas-Jean, Vice President/Treasurer Sneha Abhyankar Mintoo Basahti

Examinations Committee

The Examinations Committee is responsible for making recommendations that will provide for the conducting of examinations in a fair and equitable manner for all concerned.

Members:

Cristina Ionescu, Chair
Jim Lai, Vice Chair
Tanya Cook
Lara Friedlander
Jan Sheppard Kutcher, non-voting
Pierre Eric Landry

Nathalie Morin Steven Patterson Lise Payant Amarjit Singh Rihal Laurie St-Pierre

Finance and Audit Committee

The Finance and Audit Committee oversees the external audit, the financial planning process, and the development and compliance with financial policies and processes

Members:

Stefan Haas-Jean, Chair Amarjit Singh Rihal, President Sneha Abhyankar Mintoo Basahti

gh Rihal, President
Jimmy Mui, Independent member



Standing Committees

(CONTINUED)

By-laws Committee

The By-laws Committee is responsible for reviewing the By-laws and recommending to the Board changes for implementation.

Members:

Mintoo Basahti, Chair Alan Robinson Andrew Rowe

Nominating Committee

The Nominating Committee assists the Board by identifying and nominating persons to serve on the Standing Committees and any ad hoc committees consistent with the Board's By-laws.

Members:

Jim Richardson, Chair Amarjit Singh Rihal

Appeals Committee

The role of the Appeals Committee is to hear appeals of the conduct of an examination and appeals of misconduct decisions. The Committee meets on an as needed basis.

Members:

Trenna Reeve, Chair Tana Derret, Vice Chair Claire Deschamps Michel Moreau Lisa Payant Brian Wong

Senior Leadership Team



Marie Dagenais Executive Director & Registrar



Caroline Nguyen
Director of Examinations



Christine Desbiens
Director Human Resources



Kim Phillips
Director Communications



Karen Frost

Manager IT and

Business Projects



Travis MacCuish Manager Finance



Grace Manaog Manager NDECC



Rachel Pyka Manager Credential Verification



Monica Rodriguez

Manager Examinations



Greg Scharf
Chief Financial Officer

Supporting quality dental care through the evaluation of competence.





STRATEGIC INITIATIVES 2019-2024

The 2019-2024 strategic plan identifies the NDEB's key result areas.

The goal of the plan was to strengthen the NDEB's role in contributing to oral health in Canada, and how it can best evaluate the competence of dentists moving forward.

In 2023, the NDEB began development of a new strategic plan. The development of a robust strategic plan for the next several years will be important to assist the NDEB in maintaining a high level of exam development and delivery while keeping pace with and adapting to rapid changes in the health-care environment.

Key Result Areas

Transition to electronic exam delivery

Transition all paper-based tests to electronic delivery with a view to enhancing relevance reliability, security, efficiency, consistency, and accessibility.



Review the Equivalency Process Blueprint

Evaluate/review the existing Equivalency Process and establish recommendations for improvement.



Strengthen communications with Stakeholders

Relationships with stakeholders are characterized by open communication.



Manage Risk

Implement a risk management program to strengthen the governance and management of the organization.





Over the last year, the NDEB has made some significant changes to the technology it uses to deliver and grade examinations, provide services to our candidates, and improve internal workflows.

As part of the NDEB's strategic plan, the organization set a goal to transition all examinations to electronic delivery by 2024. To meet this goal, the NDEB established partnerships with many third parties, including a technology company which would provide the equipment and onsite technical support required to deliver the Virtual OSCE across the country. The NDEB will now expand the use of this delivery model to the Assessment of Clinical Judgment (ACJ) to complement the number of existing exam seats.

The NDEB entered into a new partnership with risr/ in the summer of 2022 to use their examination platform to grade the NDECC. The new grading software has been used for four evaluation sessions. The NDEB continues to collaborate with risr/ to enhance the efficiency of the tool and adapt it to our data reporting needs.

In 2022, the NDEB began the transition from multiple candidate management systems to a single, centralized application and registration system for all candidates. NDEBConnect combines three previously existing application and registration systems into a single place where candidates in any NDEB process can create applications, request services, register and manage their registrations, and access their results. NDEBConnect launched in November 2022.

The adoption of this new platform has come with some challenges, particularly when managing registration. The communications team continues to work with developers on solutions to minimize registration and payment errors that have plagued the system since its inception.









BLUEPRINT REVIEW

With the implementation of the NDECC, the Examinations Committee recommended that we review and compare the blueprints of the AFK, ACJ, Clinical Skills and Situational Judgement of the NDECC, and Virtual OSCE to ensure that all competencies required at the entry-level for dentists in Canada are assessed and the overlap is appropriate. This review has been delayed to align with the release of the new Knowledge, Skills and Abilities (KSA) for a beginning dental practitioner in Canada.



MANAGING RISK

The NDEB recognizes the critical importance of security in its processes and has made significant technology investments aimed to enhance security measures. Additional measures may be implemented following a security audit planned for next year. This audit will evaluate current security measures and identify areas where improvements can be made.



Over the last year, the NDEB has had several virtual and face-to-face meetings with dentists trained in non-accredited dental programs and organizations that support their integration into the profession. A joint meeting with S.U.C.C.E.S.S BC, and the Alberta Network for Immigrant Women in early 2023 served as an opportunity to share information about changes to NDEB processes while developing a foundation for future communications. In the fall of 2023, NDEB will participate in a webinar for non-accredited dentists hosted by S.U.C.C.E.S.S BC.

NDEB representatives were also provided an opportunity to engage with a group of Ukrainian dentists based in Manitoba. This meeting provided an opportunity for these dentists to ask questions and receive information from the NDEB on the process of becoming a dentist in Canada. The participants exchanged information on credential recognition, examinations, fees, and processes in place in the case an applicant cannot obtain the required documents. This is particularly relevant given the ongoing situation in Ukraine.

Following the release of the first NDECC results, the NDEB received criticism from the community of dentists trained in non-accredited programs. Many candidates expressed concerns regarding the passing standard, blueprint, and duration of the exam. In response, the NDEB held a joint meeting with representatives of the Internationally Trained Dentist Association of Canada (ITDAOC) and a client of the Immigrant Services Association of Nova Scotia (ISANS). During the meeting, representatives shared their communities' concerns related to the NDECC and other NDEB examinations. The NDEB committed to consulting the appropriate committees and stakeholders about the issues raised and, if warranted, making changes through its established governance processes.

Post exam surveys

The NDEB continues to gather feedback from candidates about their examination experience through post examination surveys. This tool provides an opportunity for candidates to rate various aspects of the examination including content, timing, locations, registration, and communications. Feedback gathered from the survey conducted following the initial NDECC administrations and the first Virtual OSCE will be used to inform changes to the examination process.

Collaborating with the Royal College of Dentists of Canada (RCDC)

Since inheriting the NDSE in 2020, the NDEB has been a supporter for the continuation of an independent evaluation of competence of dental specialists prior to licensure; however, the Board has determined that it was not financially viable for the NDEB to continue to deliver the examination long term.

Over the last year, the NDEB has been working closely with the RCDC on a plan to transition the National Dental Specialty Examination (NDSE) back under the umbrella of the RCDC.

The NDEB will continue to collaborate with the RCDC's managing Director and Director of Examinations to ensure a smooth transition for the RCDC and the specialty candidates looking to pursue licensure in Canada.



EXAMINATIONS

In 2022-23, the NDEB was responsible for developing and administering four different examination processes to ensure that each individual who applies for licensure as a dentist in Canada has met the minimum standard of competence.

Certification **Process**

For graduates of dental programs that are accredited by the Commission on Dental Accreditation of Canada. Including programs in the United States, Australia, Ireland, and New Zealand.

Equivalency Process

For graduates who have completed a dental program from a university that is authorized by the government of the country in which it is located to grant degrees, and that is not accredited by the Commission on Dental Accreditation of Canada.

National Dental Specialty Examination

For graduates of dental specialty programs recognized by the Commission on Dental Accreditation of Canada.

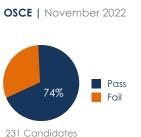
Dental Specialty Core Knowledge Examination

For graduates of dental specialty programs not recognized by the Commission on Dental Accreditation who intend to apply for a Dental Specialty Assessment and Training Program (DSATP).

CERTIFICATION PROCESS

Certification Process Statistics







Virtual OSCE

In March 2023, the Virtual OSCE replaced the Written Examination and OSCE as the national examination of competence leading to NDEB certification.

The Virtual OSCE is a summative examination that assesses problem solving and critical decision-making skills required of beginning dental practitioners in Canada. Examination items are based on the knowledge, skills and abilities of beginning dental practitioners. The Virtual OSCE is a national standard of competence for dentists in Canada and is required for licensure.

The Virtual OSCE is the latest NDEB examination to be delivered electronically. Over the last two years, the NDEB has successfully administered 16 examinations using its electronic platform at third-party test centres. As the Virtual OSCE needed to be administered in specific locations to set numbers of candidates, the NDEB moved to a new delivery

model that involved supplying computer equipment and renting convention centres and hotel ballrooms. In light of this change in delivery, the NDEB ran a simulated test, confirmed infrastructure and Wi-Fi capabilities, tested all examination sites prior to exam day, and had load testing performed by the provider with more than the anticipated numbers of candidates. Despite these proactive measures, during the first administration, candidates experienced technical issues with the exam platform. The issues included slow response time within the platform and, in some cases, a loss of connectivity. Following an investigation into the events that occurred, steps were taken to mitigate the likelihood of these issues recurring during future administrations.

The first Virtual OSCE was administered in 11 Canadian cities, two US cities, and in Cork, Ireland

Virtual OSCE | March & June 2023 905 Candidates

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EQUIVALENCY PROCESS

The Equivalency Process comprises three examinations: the AFK, the ACJ and the NDECC. Successful completion of the Equivalency Process makes a candidate eligible to take the Virtual OSCE.

Equivalency Process Applications

We continue to receive over 1500 applications to the Equivalency Process annually. In the 2022-23 fiscal year we received 1746 new applications for the Equivalency Process from 113 different educational institutions. India, Iran, and Pakistan continue to be the main countries of education for applicants.

New Clinical Examination

In September 2022, the NDEB administered the first NDECC. The NDECC replaces the ACS as the third examination the Equivalency Process and was introduced following an in-depth review of the Equivalency Process blueprint that took place between 2015 and 2021.

The NDECC is a day and a half exam divided in two components. The clinical skills component assesses clinical skills and techniques relevant to current Canadian standards. The situational judgement component assesses judgement required for solving problems in work-related situations dealing with professionalism, ethics, patient-centered care, health promotion, communication, and practice management. The NDECC is the only time a graduate of a non-accredited dental program has their clinical skills assessed prior to obtaining a license to practice dentistry.

Changes to the Equivalency Process were announced in February 2021 and rolled out gradually over the following 18 months. The NDEB published extensive information related to the NDECC and hosted a virtual information session to answer candidates' questions about the new exam prior to the first administration.







Improving Credential Verification Timelines

Credential verification is a key component of each NDEB examination process.

Dentistry is a regulated profession in Canada in which the NDEB plays a crucial role. As the certifying body for all dentists and dental specialists who want to pursue licensure in Canada, the NDEB must be confident that all individuals approved to take an exam have the appropriate credentials to practice in their field.

The NDEB's credential verification team confirms all applicants have received dental degrees from a university approved to grant these degrees in the country in which they are located. This includes verifying that the individual is the person who received the credential and that the credential is not fraudulent.

The length of time it takes to complete the credential verification process has been a prominent topic of discussion over the last year. The NDEB recognizes the impact long verification times can have on a candidate's journey toward entering the profession and as a result continues to evaluate its processes and adjust where appropriate.

There are several factors that can affect the verification processing time, such as: influxes of applicants, documents from new education institutions that require additional verifications, lack of responsiveness from universities or regulatory authorities, and failure of applicants to submit documents in accordance with the NDEB's criteria.

Over the last 12 months, the credential verification team has implemented strategies to address some of the factors that contribute to longer verification times, and in doing so have significantly reduced the volume of incomplete applications received and reduced verification timelines.

Additional Human Resources

An appointment system has also been implemented for applicants allowing them to schedule a time to speak with a credential evaluator about their application and clarifying questions about the required documents.

New Tools

Application guides for both graduates of accredited and non-accredited programs have been developed. These guides contain helpful tips and can be accessed through the NDEB website.

A revised video on how to submit documentation for participation in the Equivalency Process has been created and is available in both official languages through the NDEB website.

Partnerships

A partnership has been formed with Worldwide Transcripts in India to receive documents from universities and regulators through their secure online portal.

The credential verification team is actively involved with other organizations in the credential verification community, which facilitates knowledge transfer and sharing of best practices.

These initiatives have significantly contributed to the NDEB's efforts in reducing evaluation timelines and providing a better experience for applicants.

In the coming year, the credential verification team will be collaborating with the communications department to create a series of webinars to address new developments and answer any questions that applicants may have.

Equivalency Process Statistics

Fiscal Year 2022-23

Assessment of Fundamental Knowledge (AFK)

Total Condidates	Dece 97
ioral Condidates	Pass %
2232	52%

	# of Candidates	# Passed
1 st time test takers	1478	696
Repeat test takers	754	453

Assessment of Clinical Judgement (ACJ)

Total Condidates	Pass %
911	74%

	# of Candidates	# Passed
1 st time test takers	748	550
Repeat test takers	163	127

NDECC

NDECC-Clinical Skills

Total Condidates	Pass %
902	29%

1 st time test takers 72	23 1	99
Repeat test takers 1	79	61

NDECC-Situational Judgement

Total Condidates	Pass %
871	54%

	# of Candidates	# Passed
1 st time test takers	723	373
Repeat test takers	148	94

Number of candidates that successfully completed the Equivalency Process in this fiscal year.



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NATIONAL DENTAL SPECIALTY EXAMINATION

The purpose of the National Dental Specialty Examination (NDSE) is to test entry-level competencies required of dental specialists. The NDSE covers general specialty knowledge including basic sciences, clinical diagnosis, and treatment planning in the nine nationally recognized specialties in Canada. The level of knowledge required is consistent with the Commission on Dental Accreditation of Canada requirements. The NDEB administered its last NDSE in June 2023.



NDSE Statistics | June 2023 Administration

	Number of Participants
Graduates of Canadian Specialty Programs including candidates that have completed DSATPs	79
Graduates of US Specialty Programs	68
Total	147

	Number of Participants	% Pass*
Dental public health	1	
Endodontics	21	71
Oral medicine and Oral pathology	1	
Oral and maxillofacial surgery	22	86
Oral and maxillofacial radiology	3	
Orthodontics	34	91
Pediatric dentistry	23	74
Periodontics	31	94
Prosthodontics	11	45

^{*}Pass rates for specialties with under 10 examinees are not reported.

DENTAL SPECIALTY CORE KNOWLEDGE EXAMINATION

In the fall of 2022, the NDEB requested that the CDAC consider revising the admission requirements for DSATPs to remove the prerequisite for the DSCKE as an admission requirement. In early 2023, the NDEB was notified that CDAC had made the change. It was determined, in collaboration with faculties offering DSATPs, that the last DSCKE would be administered in September 2023. Communication regarding this change began in spring.

DSCKE Statistics

	Total test takers	Mean Score
September 2022	10	84
February 2023	12	83

As the DSCKE is an admission test, it has no defined passing score.

CERTIFICATION

Obtaining certification by the NDEB means that the individual has met the minimum standard of competence expected of an entry level dental practitioner either in general dentistry or in their designated specialty.

NDEB Certification

	# of candidates
Graduates of Canadian Dental Programs including International Degree Completion Programs	648
Graduates from outside of Canada	582
Total	1230

NDSE NDEB Certification

	# of candidates		
Graduates of Canadian Programs	72		
Graduates of US Programs	45		
Total	117		
For the period July 1, 2022 to June 30, 2023. The 2023 NDSE was held on June 27, 2023 NDSE candidates who took the June 2023 NDSE were certified in the following fiscal year			

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SUMMARY OF FINANCIAL OPERATIONS Fiscal year 2022-23

The National Dental Examining Board of Canada (NDEB) operates as a non-profit organization.

Following reduced test capacity during the pandemic, fiscal year 2022-2023 saw a return to higher testing numbers. The ongoing administration of the Assessment of Fundamental Knowledge (AFK) in both electronic and paper format resulted in a total of 2251 candidates tested compared to the budgeted 1200. This had a significant impact on revenue. Additionally, the opening of the NDECC test centre in September 2022 allowed the NDEB to offer the NDECC consistently throughout the year, generating a more consistent cash flow.

Following technical issues with the March 2023 Virtual OSCE, arrangements were made for unsuccessful candidates to repeat the examination in June 2023 at no cost. This decision contributed to revenue for the Virtual OSCE coming in under budget for the year.

In November 2022, the NDEB's new online application and registration system went live. The annual software cost, along with additional technical support and maintenance, increased the payment processing fees.

Overall, good direct cost control and increased test capacity resulted in strong surplus at year end. As a result NDECC fees were decreased for the following fiscal year.





Summary Statement of Financial Position as of June 30, 2023	2023 (\$)	2022 (\$)
Assets		
Cash	5,103,378	3,927,709
Accounts Receivable	5,537	399,867
Prepaid Expenses	271,603	217,616
Accrued Interest	90,453	104,345
Investments	16,440,162	12,175,958
Capital Assets	3,700,578	3,615,733
	25,611,711	20,441,228
Liabilities		
Trade and other Operating Liabilities	979,014	586,921
Deferred Revenue	3,833,733	1,887,071
Lease Inducements	2,137,652	2,295,996
	6,950,399	4,769,988
Net Assets		
Unrestricted	9,053,661	5,270,896
Internally Restricted	9,607,651	10,400,344
	18,661,312	15,671,240
	25,611,711	20,441,228

Notes to the Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations.

Summary Statement of Operations: Year ended June 30, 2023	2023 (\$)	2022 (\$)
Revenue		
Application Fees (accredited, non-accredited, DSCKE, NDSE)	2,130,000	1,885,850
Examination Fees (accredited)	2,407,283	2,916,845
Examination Fees (non-accredited)	11,538,175	5,059,960
NDSE Fees	1,046,040	1,189,600
DSCKE Fees	75,670	53,375
Other income	513,093	(60,482)
Payment processing fees	(1,134,615)	(645,698)
	16,575,646	10,399,450
Operating Expenses		
Direct expenses		
Certification (accredited, non-accredited)	112,836	113,187
Examinations (accredited)	1,274,878	708,278
Examinations (non-accredited)	6,230,943	2,566,308
NDSE	440,468	369,145
DSCKE	10,465	7,965
Other	-0	-0
Administrative expenses	5,473,291	5,254,490
	13,542,881	9,019,373
Internally Restricted	42,693	319,639
	13,585,574	9,339,012
Excess of Revenue over Expense	2,990,072	1,060,438

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