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FEATURE 9
Positive change can come at any age



COMMUNITY 11
Waltz right in to the dance club



NEWS 14
NOTC adopts student leaders



Ready for action

Shelley Lipke, Lookout

The quick reaction team in HMCS Regina receives a briefing from Sea Training staff prior to leaving Esquimalt Harbour under force protection state. The team must protect the ship against any shore or small boat attack. This scenario was one of many the ship exercised during the three-day sail to Task Group Exercise 3-08 in San Diego. See more photos on page 8.



Last Chance! Tell us what you think.

Give us valuable feedback by completing the Canadian Forces Newspapers online survey, conveniently accessible from www.lookoutnewspaper.com

Director Military Personnel Operational Research and Analysis authorizes the administration of this survey within DND/CF in accordance with CANFORGEN 145/02 ADMHRMIL 079 UNCLASS 131028Z DEC 02. Authorization number: 676/08.

Editorial & Opinion..... 4
 Film Friday..... 5
 Bravo Zulu..... 16
 Classifieds..... 18-19

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WHEN: Now until Nov. 30
WHAT: Guess how many jelly beans in the jar and win the jar
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BOR GARAGE SALE:
WHEN: Nov. 12 & 14
WHERE: BOR Reception area
 Please bring in new or used items to BOR front counter.

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WHEN: Draw Date - Dec. 12th
WHERE: Nelles Block
COST: \$5 ea. or 3/\$10
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 LS Macdonald will be selling tickets at CPO's Bldg – 585 Room 423 8am – 3pm

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BASE IMAGING SERVICES PORTRAIT RAFFLE
WHEN: Draw Date - Nov. 15th
WHERE: Available at D-25
WHAT: Professional 8x10 portrait print and CD
COST: \$2 ea. or 3 for \$5
 Only 100 tickets will be sold.

Advertise your unit's United Way /GCWCC fundraising event in the Lookout.

Email the details to atkinson.m@forces.gc.ca

This year, MARPAC/JTFP HQ is teaming up with ARAMARK Canada Ltd to host the first annual

GCWCC Pancake Breakfast

Thursday, Nov. 6, 2008
 at the **New Wave Café**
 from **7:30-8:50am**.

Breakfast includes three (3) pancakes, bacon and coffee.

Advance tickets only available Nov. 3-5 at the New Wave Café for \$6.

Senior staff will be on hand to serve pancakes. The MARPAC HQ Early Bird draw will be held during the breakfast period, so everyone is invited to come out.

FREE ADMISSION

2nd Annual

MARPAC-Media HOCKEY CHALLENGE

Thursday Nov. 6th
 11:00 am to 1:30pm
 Wurtele Arena (Naden)

CF members and civilian DND employees are invited to the popular 2nd Annual MARPAC-Media Hockey Challenge. The MARPAC Team, comprised of military and civilian employees, will play local media. Spectators will be randomly awarded cool prizes during this unique "fun"raiser.

Come Watch Us "Take On" Media

11:00 • Doors open
 11:20 • Opening Ceremony
 11:30 • Game On!
 1:00 • Award presentation

- PIZZA
- 50/50 DRAW
- RAFFLE DRAWS

Wear your favourite hockey jersey, pick up your thunder sticks at the door, and have fun! CF members in uniform can wear their jerseys on arrival at the Wurtele Arena.

A DND bus will pick up spectators at bldg D210 (across from the Fire Hall at 11:00). For the return trip, the bus will leave Wurtele Arena at 1:40pm.



Shelley Lipke, Lookout

Eric Graen drains the oil out of a car brought into TEME as part of their United Way Oil Change/Car Wash fundraiser on Oct 24. The event was held from 7:30 a.m. to 3 p.m and cars were brought in to get an oil change, wash and vacuum, and tire rotation. Each person who had a car serviced received a ticket for a pancake breakfast or barbecue lunch. By 9 a.m., 15 cars had already been serviced.

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Wine, music, food, free to the military

Mary Ellen Green
Staff writer

Military spouse Gina Savard understands the need for a date night with her partner.

Her husband, CPO2 Charlie Savard just returned from Afghanistan after an extended seven and a half month deployment, and she thought it would be nice to treat him to an appreciation night for all he's done for his county.

With this in mind, Savard and her co-workers at Everything Wine decided to host not only her husband, but all Canadian Forces members and their guests for an appreciation evening like no other.

"We want to invite all the CF members at CFB

Esquimalt to come enjoy a nice evening of mingling and music with us at Everything Wine," she says.

Between 6 and 9 p.m. on Nov.10, the defence community is invited to Everything Wine in the Millstream Village to enjoy a casual evening of food and wine tasting, including samples from the Rocky Creek Winery, served by knowledgeable and appreciative staff.

While CPO2 Savard was deployed, Gina received considerable support from both her employer and her co-workers. "My boss gave me a month off so I could meet Charlie while he was on leave," she said. "My co-workers now realize what the troops and their families are going through, and

I helped them understand the importance of supporting our troops no matter how you feel about the mission."

Two months before CPO2 Savard returned from duty, she approached her store manager Jaime Pelletier with her idea of showing appreciation for the Canadian Forces, he responded with a quick: "Absolutely, just tell me when."

Singer Maria Manna, who flew to Italy and Bosnia in June 2000 to perform for Canadian Forces troops, will perform a two-hour set. Her band will play on instruments provided by Tom Lee music.

"The men and women of the Canadian military are out of this world," Manna said. "They go

above and beyond the call of duty, and we want to respect that."

A chef from the Westin at Bear Mountain will be on hand to serve up delectable gastronomic treats, and Nando's Chicken will offer their flavourful flame-grilled chicken.

Cobs Bakery and Gone Crackers will provide some much needed carbohydrates into the mix.

The Meta Day Spa will be on hand for pampering delights to anyone in need of relaxation.

"I can't understand why Canadians are so quiet about our patriotism," Savard said. "We also want to bring some much-needed attention to Remembrance Day and the fine work our military is doing all over the world."

2008 Christmas Mailing Deadlines



1. Mail intended for Christmas delivery to Canadian Forces personnel serving overseas and using the Belleville address must arrive at Belleville by Nov. 24.

2. Mail posted at CFPOs overseas must arrive in Canada no later than the following dates to ensure delivery before Christmas
a. Airmail - Dec. 5
b. Surface - Dec. 1

1. Afin d'assurer la livraison avant Noël du courrier destiné au personnel des FC déployé outre-mer et utilisant l'adresse de Belleville le courrier devra arriver à Belleville avant le Nov. 24.

2. Le courrier envoyé au BPFC outre-mer doit arrivé au Canada au plus tard aux dates indiquées ci-dessous afin de s'assurer la livraison avant Noël :
a. Par avion - Dec. 5
b. Envoie de surface - Dec. 1

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matters of OPINION

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WHAT SAY YOU

From the GCWCC-United Way leadership chair

As Leadership Chair for the Maritime Forces Pacific (MARPAAC) 2008 Government of Canada Workplace Charitable Campaign (GCWCC)-United Way campaign, my role is to raise awareness of our Leadership Giving program and to recognize the generous contribution of our leader donors.

Our leader donors are individuals who demonstrate their commitment and social responsibility with contributions of \$500 or more to the MARPAAC 2008 GCWCC-United Way campaign. When someone makes a leadership gift, they make a personal investment that reflects their desire and commitment to helping others in need.

Leader donors set an example to motivate others to give at similar levels within the Defence Team and the Greater Victoria area. They join a select group of generous donors throughout the region who are committed to building strong, healthy communities.

Our leader donors are military and civilian, each with their own personal reasons for giving. As a leader donor myself, with every dollar

I designate towards charities that help troubled youth overcome their challenges, our community saves \$6 later down on the road.

Our large group of leader donors have significant impact on the continuing success of our yearly campaigns - in 2007, more than a third of MARPAAC donors accounted for nearly 60 per cent of our end-campaign total of \$708,000. In fact, the United Way of Greater Victoria reports that our Leader Giving Program is the most successful in Canada.

For those considering joining us, please contact your unit campaign coordinator/canvasser for information - with tax benefits and payroll allotment, many may find Leadership Giving isn't out of reach.

I invite you to join this select group of Leader donors, a gesture that will mean a lot to you and to our community.

*Captain (Navy) Gilles Couturier
Leadership Chair
MARPAAC 2008 GCWCC-United Way
Campaign*

Double your chances to win a trip or a night away!

Anyone who donates \$500 or more to the MARPAAC 2008 GCWCC-United Way campaign will be automatically entered into a draw for a round trip for two to Seattle, WA, in the Clipper or a night stay in one of the Hotel Grand Pacific's deluxe guestrooms. In addition, your name will be entered into the draw for a trip to Vancouver with Pacific Coastal and a night stay at the Sidney Pier Hotel and Spa.

Anyone who donates \$120 or more (\$.32 a day) to the MARPAAC 2008 GCWCC-United Way campaign will be automatically entered into a draw for a round trip for two to Vancouver with Pacific Coastal Airlines or a night stay in one of the Sidney Pier Hotel and Spa's Seaview Guest Room.

Please visit <http://local.esquimalt.mil.ca/united-way> or contact Lt(N) Peggy Kulmala, Campaign Coordinator, at (250) 363-2595 or Kulmala.pj@forces.gc.ca

WHAT SAY WE

It turns out you can teach an old brain new tricks

Dorion Dellabough Health promotions

All those with a brain please raise your hand.

Now, all those with a plastic brain, raise your hand.

Are you still holding your hand up? You should be.

It turns out that over the past decade the world of neuroscience has been evolving from a rigid view of the brain to one of plasticity. It's called neuroplasticity.

Over the past 100 years, the prevailing belief was this: By the time we reach adulthood, our brains are rigid or hardwired, and if we lose any brain cells, they are gone for good. Basically, you can't teach an old dog new tricks. Well, not so.

According to a great number of recent brain scan studies and ingenious experiments, our brains rewire constantly, from cradle to grave. This ability to adapt and reorganize neural pathways - in other words, to alter our thoughts and abilities - means our brains can be moulded like plastic at any point in life. What does this mean for the average brain? In a word, everything!

Very Brief History

If we go back a few thousand years

- say ancient Greece - we would find ourselves debating whether the brain or the heart was the "site" of our mind. At such time, we may have been more inclined to give heart-felt answers, rather than cognitive responses. Fast forward through a couple of millennia of debate about the possible purpose and potential uselessness of the brain, and just prior to the turn of the 21st Century, a man named Paul Broca made an historic discovery.

By conducting post-mortem brain autopsies on persons who had, in life, speech and language problems, he discovered the same area of the brain seemed to be damaged in each case. It was named Broca's Area and this was the beginning of localization - the belief that each of our senses (like sight and taste) and our responses (like movement, thoughts) had a local area in the brain responsible for them. If that area was damaged or did not develop properly, then the individual would lose that ability, and the loss was deemed to be permanent.

What We Now Know

Our brains are the most complex structures in the known universe. How complex? Well, how about 100 billion neurons (cells) per brain.

If we could unravel just one brain and join every neuron in a straight line, the resulting chain would end up around 3,218,688 kilometres long. What's more, each neuron has about 10,000 connections to other neurons. That is a lot of wiring, and here's the catch: it is constantly rewiring.

Everything you do, everything you experience and everything you think strengthens existing connections, creates new connections or dissolves old connections (from lack of use). Basically, it's a use it or lose it brain. Localization still occurs, but do not underestimate the brain's ability to adapt and reorganize.

Another interesting phenomena around the life of a brain are developmental windows. There are periods in our lives when learning a new behaviour is more like an unfolding, rather than a struggle, and anyone who has taught or raised children will attest to this experience.

The body/brain is genetically pre-programmed to "grow" if the right conditions exist at the right time. Failure to "trigger" the new ability when the opportunity exists results in a failure to integrate it, and yes, this window will close for a lot of skills. But (and it's a big but) this is

where neuroplasticity comes into action.

Neuroplasticity is the ability of the brain to reorganize itself to deal with deficiencies or new learning at any point in life, regardless of missed opportunities or later damage. For example, a stroke where a person loses a previously learned ability such as reading.

It's not a case that we can't open windows previously closed, but it is much harder to do after the fact. Essentially three conditions must exist in order to learn or relearn a skill: the ability to break the task down into its elemental components, incredible amounts of repetition, and the will or determination to succeed.

So, my message is this, yes, it is crucial to take advantage of the windows nature has provided us (parents do matter), but all is not lost for those who may have missed out in some areas of development. You can teach an old brain new tricks.

Dorion Dellabough has a Masters degree in Educational Psychology and is the acting Health Promotion Director at CFB Esquimalt. Send comments regarding this article to Dellabough.dc@forces.gc.ca



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FILM *friday*

Kevin Smith scores with "sexy" film

W. Andrew Powell
The GATE

This week, Kevin Smith debuts his latest comedy, *Zack and Miri Make a Porno*. Clint Eastwood returns with the tense drama, *Changeling*, starring Angelina Jolie. Plus, Guy Ritchie's *RocknRolla* opens across the country, as well as, *The Haunting of Molly Hartley*, and *The Other End of the Line*.



Seth Rogen and Elizabeth Banks star as, who else, Zack and Miri, two desperately broke roomies in "Zak and Miri Make a Porno."

Zack and Miri Make a Porno
For a lot of people, especially under the age of 35, Kevin Smith is a god-like being. The writer and director of *Clerks* was able to inject cool, clever, and refreshingly honest dialogue into his indie films that earned him respect among a whole generation of film lovers.

Seth Rogen and Elizabeth Banks star as, who else, Zack and Miri, two desperately broke roomies with no money to pay their bills. After a series of very unfortunate events, and after the power and water are shut off, the friends come up with one simple answer to their problems: they're going to make an adult movie together.

Gathering up anyone they can find to help them make their movie, the two friends have to quickly deal with a lot of feelings, especially jealousy, which seem to be butting in on the fun.

And even though the film is called *Zack and Miri Make a Porno*, there is very little about the movie that is overtly over the top, except for the dialogue of course. In true Smith fashion, the jokes are about as adult as you can get, and probably some of the best material he has written. There is also some nudity, of course, including more of Jason Mewes than I ever cared to see, but it is all part of the fun.

Don't be fooled by the advertising going up, either. The film may be a little lewd, but Smith has once again crafted a very clever romance as well. Rogen and Banks do a fantastic job in both departments, navigating between the jokes and the heartfelt moments with barely a backward glance.

Changeling

Oscar-winning director Clint Eastwood is well-known for his edgy dramas, but this week he debuts a film that blurs lines, with a plot that sounds

almost like science fiction.

Angelina Jolie stars as Christine Collins, a distraught mother who loses her son, only to have him return weeks later. But Christine believes the boy who has returned isn't actually her son, even though he says he is her son, and looks just like him. Begging the police to continue looking for her real son, the authorities try to convince the public that she is delusional, but with the help of a preacher, played by John Malkovich, she will try and convince the city that the police are actually corrupt.

Set in 1920s Los Angeles, *Changeling* is based on real events surrounding a series of kidnappings and murders. Unlike some of Eastwood's previous films, which garnered huge critical praise, *Changeling* has been fraught with mixed reviews that suggest it may not be the director's usual shoe-in for Oscar glory. A lot of the praise surrounding the film does suggest, though, that Jolie could be up for a nod, if nothing else.

RocknRolla

Guy Ritchie has a lot to prove. After the dual disasters of *Revolver*, and most horrifically, *Swept Away*, it was pretty safe to say that most people had written Mr. Madonna off as a one-trick pony. And they're probably not far off since *RocknRolla* seems to be another rehash-

ing of Ritchie's favorite subjects: tough criminals, guns, and the all important heist.

The great Tom Wilkinson stars as London crime boss Lenny Cole, who gets involved in a big deal with Russian mobster Uri, played by Karel Roden. When the money goes missing though, with Uri's "lucky painting," Lenny has to fix things quickly, or die trying.

Capturing a lot of the same comic edge and rapid-fire edits that made *Snatch* a hit, *RocknRolla* is a return to form for Ritchie, and has the cast to back that up. Thandie Newton stars as Uri's hot accountant, Stella; Gerard Butler is the wry crook, One Two; and Jeremy Piven plays wise-cracking Mickey alongside Chris 'Ludacris' Bridges as Roman.

Also opening this week...

Haley Bennett stars in *The Haunting of Molly Hartley*, a supernatural thriller about a young girl plagued with trouble as her 18th birthday approaches.

And in the romantic comedy, *The Other End of the Line*, Shriya stars opposite Jesse Metcalfe as an Indian woman working in a call centre who falls for an American man on the phone. Faking an American accent, and pretending she is from San Francisco, she agrees to meet him and see what happens, but she'll have to fly to the U.S. first.

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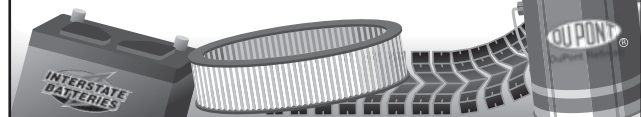
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ComParrot

by Bonnie J. Malcolm

Can you spot 12 differences between these pictures?



Solution: 1. Pocket on girl's pants is missing. 2. Man's tie appears. 3. Leaf on monument is missing. 4. Pocket on lady's coat is colored in. 5. Toe on girl's shoe is colored in. 6. Leaf behind man is colored in. 7. Medals on lady's sleeve have moved. 8. Grass behind lady has moved. 9. Badge on sleeve is upside down. 10. Flag stick is longer. 11. Lady's shirt is longer. 12. Flag is larger.

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Gift Giving for the Holidays



NOVEMBER
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Prices in this ad good through November 8th



MCpl Dan Mallette, Base Imaging Esquimalt

Naval Officer Training Centre Venture's outgoing commanding officer, LCdr Andrew Muir and incoming commanding officer, Cdr Kelly Larkin, shake hands while RAdm Tyrone Pile, Commander Maritime Forces Pacific, looks on during the Change of Command Ceremony on Oct. 30.

Auroras crucial to mission of deterring illegal fishing

Capt Jeff Manney
Air Reserve Public Affairs, Western Area

Six vessels, each bearing the telltale signs of high seas driftnetters, were likely counting on no one noticing.

Cresting the heaving swells of the North Pacific, they shadowed a nearby fleet that was legitimately fishing squid, trying to blend in. Atrocious fall weather was on their side, allowing them to slip in and out of fog banks while they hauled in kilometre after kilometre of illegal netting.

Needless to say, they didn't stand a chance.

Over a two-week period in September, all six boats were over flown by Aurora aircraft from 19 Wing's 407 Maritime Patrol Squadron. The vessels were photographed and video-taped – one as it cut away an illegal six-kilometre section of net – as part of Operation Driftnet.

Sponsored by the Department of Fisheries and Oceans and supported by the Air Force, the ongoing operation aims to monitor and deter high seas driftnet and other forms of illegal, unregulated and unreported fishing practices.

"Loitering near the squid fleets was a good strategy for them," says Maj Jeff Byam, who coordinates Operation Driftnet for Canada Command's Joint Task Force Pacific. "They know there's squid in the area and they know they stand a good chance of passing themselves off as just another squid boat.

But they look very different up close, and getting up close in the open ocean is what the Aurora does best."

Modern-day scourges of the sea, driftnet vessels employ vast nets – some reaching 40 kilometres in length – that gobble up not only their intended prey of salmon, albacore and flying squid, but often seabirds, marine mammals and anything else in their path. The practice was banned by the United Nations in 1991. Two years later, Canada, the United States, Japan, Russia and South Korea signed the North Pacific Anadromous Fish Convention in order to coordinate the fight against illegal fishing.

Ever since, Canadian Auroras have regularly deployed to the Aleutian Islands to stage their patrols. On board, officers from Fisheries and Oceans Canada and their U.S. counterparts from the National Oceanic and Atmospheric Administration document any suspicious activity observed and pass the evidence through diplomatic channels to the offending nation.

Justice was meted out a little more this year thanks to the U.S. Coast Guard cutter Munro, which seized a Chinese vessel and handed it over to Chinese authorities. The Munro later pursued two Indonesian driftnetters on the strength of information provided by the Auroras.

In a significant first for

Op Driftnet, satellite imagery was used to augment the Aurora's patrol coverage. The Canadian-built Radarsat 2, a polar-orbiting satellite travelling nearly 800 kilometres above the earth, monitored huge sections of the nearly two-million square-kilometre search area of the North Pacific.

The input of Radarsat 2 comes thanks to Project Polar Epsilon, a \$59.9 million project that began in June 2005. It allows the Department of National Defence access to the satellite's powerful synthetic aperture radar to help observe Canada's Arctic region and ocean approaches. Launched from a Soyuz rocket in December 2007, the satellite makes 14 passes over the north each day.

Of course nothing orbiting 800 kilometres high can see with the clarity of an Aurora crew flying at just 100 metres. But though it is unlikely to ever replace "eyes on the target" Maj Byam says the use of RadarSat 2 is just another example of the kind of cooperation that may one day spell the end of illegal fishing.

"Preventing criminals from destroying the North Pacific fishery is a huge task, one that no single nation or organization will achieve in its own," he says. "Fisheries and Oceans Canada has requested our assistance and once again the Air Force has stepped up to do its part in convincing these modern-day pirates they've really got nowhere to hide."

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Regina prepares for Task Group Exercise

As they sail south to San Diego for Task Group Exercise 3-08, HMC Ships Regina and Winnipeg prepare for the skill testing tasks that await them. Joining them for the exercise are Maritime Coastal Defence Vessels HMC Ships Whitehorse and Yellowknife.



Top: OS Bookham and LS Joey Espineli practice loading the 50-calibre machine gun during dry training conducted with Sea Training Pacific. The weapons are used for small boat attack on ships, or for boarding stations to fire warning shots at non-compliant ships.

Clockwise from above left:

- During a workup drill, navigators in the bridge check the ships' direction while dressed in anti-flash gear for protection against explosions.
- Ground crews refuel the Sea King helicopter on the flight deck.
- Lt Szilagyi and LS Simard secure a cable on the barracuda about to be launched in a man overboard workup exercise.
- Sailors tie down the flight deck netting to prepare for the Sea King landing.
- OS Flynn hands the berthing lines to LS Schnob to secure them for the ship's departure from Esquimalt.

All photos by Shelley Lipke, Lookout on board HMCS Regina



You're never too old to start over

Shelley Lipke
Staff writer

Weighing 230 pounds, smoking two packs of cigarettes a day and feeling emotionally and mentally exhausted from a failed marriage, Janne Kelcey was striving for change in her life.

She never imagined this change would come at age 42 by joining the military.

"I was motivated to be financially and emotionally independent, and I wanted to stay off cigarettes," said Kelcey, who had been smoking since age 12. She had raised two children with tight finances, and she was striving for a lifestyle change to beat the depression she was feeling.

"I always felt like I failed because I dropped out of my last year of university," she says. Without a degree Kelcey was finding most jobs difficult to obtain. "I worked as a temp, and would look at the employment ads to find the only job I was qualified for was an \$8 per hour phone solicitor job."

Then she spotted an ad that caught her eye – DND employment, ages 18 to 45.

Never dreaming of working for the military, but curious to see what it was about, she picked up the phone and called 443 Maritime Helicopter Squadron in Pat Bay. That call dramatically changed her life.

"I thought I could be a civilian worker for the military in an office position," said Kelcey, who never imagined enlisting. She filled out the online application and in an effort to better herself she quit smoking.

A month later she received a call from Sgt Pat Kyle asking her to come to the Squadron for an interview with Maj Campbell and WO Robin Alexander.

"I had trained as a reporter/journalist previously and brought a story in to show him that I wrote on a flight simulator," she recalls. "He asked me if I was up for a challenge and offered to recruit me as a reservist [air force] resource management support clerk."

She was excited and nervous. But her biggest hurdle lay ahead – passing the fitness test. "I didn't want to look back when I'm 61 and say, 'gee I wish I tried that.' I didn't think I'd be able to do it, but I was determined to."

So with the boom box blaring in her kitchen, she hopped up and down to aerobics for 40 minutes a day.

After two months of working out and being smoke-free, she tried the physical test



Shelley Lipke, Lookout

Pte Janne Kelcey works as a ship's junior clerk aboard HMCS Regina.

and passed all components but the push-ups. "I couldn't even do one, and for my age group I was required to do seven," she recalls. But she persevered, and with sheer determination she trained harder and became stronger. She hired a personal trainer and when she retested two months later, to her delight she passed.

Basic training in January 2006 only made her stronger and happier as the 13 weeks passed. "I met my husband, WO Sean Kelcey, in trades training in Borden, and together we were posted back to Victoria in August 2008."

Now dressed in naval combat dress, Pte Kelcey walks the flats of *HMCS Regina* with a smile of accomplishment on her face. She weighs 155 pounds and has succeeded in her dreams.

As the frigate sails toward San Diego for Task Group Exercise 03-08, she's getting used to pulling out her anti-flash gear during workups and has a Leading Seaman showing her the ropes.

Her first sail and second day at sea is proving to be an exciting experience. She's finding her way around the ship and finding out what life at sea is really like.

"Everything is so small,

and I hit my head, knees, and elbows all the time."

Her job on the ship is junior clerk. "I like my job because you make a difference in people's lives. I handle the paperwork that will impact their lives, and as I go up in rank it will give me more direct involvement."

Only 15 per cent of the military are women and Pte Kelcey says she is proud to be one of them.



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Sailor honoured with “brick and mortar” legacy



Canadian Forces Fleet School Esquimalt renamed the structure that houses its Seamanship Division to the CPO1 James D. Carroll Building in a ceremony on Oct. 29.

Far right: Mrs. Carroll cuts the ribbon to the building along with CPO1 Ince, RAdm Pile and Cdr Hargreaves.

Right: CPO1 Spinelli presents Mrs. Carroll with a replica of the dedication plaque on the building.

Photos by Duncan Ayre, Contributor



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Get out on the dance floor

Mary Ellen Green
Staff writer

Have you ever considered spending an evening with your partner dancing the night away? Well, look no further than the Chiefs and Petty Officers' Mess, and the New Imperial Social Club.

While the club's name doesn't bring to mind swinging with your lady across the hardwood, rest assured there's plenty of passion on the ballroom floor.

Every second Saturday, club members and guests twinkle their toes to live music.

"There are not a lot of places where you can dance to the type of music we play at these functions," said PO2 Kenneth Gibson, a member of the Naden Band and an original member of the Pulp Mills, founded more than 20 years ago.

The three-piece band plays three or four dances a year for the club. They'll jazz up the next dance on Nov. 8.

"The functions are well attended, so the dance floor is usually full," he says. "The volume of the music is kept modest to encourage dancing and allow people to visit."

Their playlist always includes rhythmic music for the Rumba and Quickstep.

"We are proud to support local musicians," said Lynneve Stewart, who books

the bands for each dance.

Membership numbers are just over 100, evidence that ballroom dancing is still as popular today as it was six decades ago.

There are even 10 original members active in the club that started five decades ago.

Stewart joined the club with her husband, John, 25 years ago. "Our kids were older and we loved to dance, so we thought, let's go be social," she said.

Even though her husband has passed away, she doesn't let that stop her from enjoying the evenings.

"So many of us have lost our partners, but we want to stay active," she says.

Each dance is themed, from Robbie Burns Night to Western, and they hold a Christmas banquet each year. They often have local talent, such as professional dancers and singers, to entertain the crowd.

In the days when the Foxtrot, Polka and Waltz were the common dances, British immigrants and war brides came to Canada. Desperate for a place to celebrate their heritage and traditions.

The New Imperial Social Club can trace its roots back to the 1949 "New Imperial Vets Club."

Ballroom-style dancing wasn't the focus of the club back then, as parlour games such as bingo, cards and darts were popular with the crowds. They held weekly

meetings at the Army, Navy and Air Force Club, and later at Newstead Hall. Admission was \$0.75.

By 1957, the club had over 100 members; in need of more room they settled into the Britannia Legion.

The cost of running a dance was significant, and in September 1971 the club decided to hold a last dance using the remaining \$25 left in the club's purse. The dance was such a success it gave them incentive to carry on.

The New Imperial Social Club is carrying on the old club's motto: "The link that ties" by inviting anyone with a passion for dance, from any age group, to join them.

The next dance has a Western theme and will be held Saturday, Nov. 8 at the Chief and Petty Officers' mess. Doors open at 7:30 p.m., dance starts at 8 p.m. Admission is \$10 for members and \$12 for guests.

The Christmas Banquet will be held Dec. 13. Tickets are \$30 for members and \$35 for guests and include a full dinner.

For more information about the New Imperial Social Club, contact Lynneve Stewart at (250) 658-8507, or by email at LandJStewart@shaw.ca.



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New badge for port inspection divers

Darlene Blakeley
Lookout contributor

After more than 10 years in the making, Naval Reserve port inspection divers finally have their own badge.

The trade of port inspection diver (PID), a stand-alone trade for divers in the Naval Reserve, was created in 1991. A badge was always a requirement, explains CPO2 Cam Jones at Naval Reserve Headquarters, but it was decided that until a unique badge was created, PIDs would wear the regular clearance diver badge.

"The creation of a separate badge for PIDs now recognizes the fact that their diving duties are greater than those of a ship's team diver, combat diver or search-and-rescue technical diver, but a little less than those of a clearance diver," says CPO2 Jones.

In 1995, CPO2 Larry Lyver, now at Fleet Diving

Unit (Atlantic) Reserve Standards, CPO1 Glynn Munro, now Formation Chief, and CPO2 Jones, began work on the project. LS Gord McMillan, a former PID and now a clearance diver with Fleet Diving Unit (Atlantic), came up with the design for the new badge. Several years and designs later, the badge was submitted for approval.

On Aug. 15, 2007, Governor General Michaëlle Jean approved it and the badge was ready for official wear in 2008.

"The new PID badge is important because it recognizes the uniqueness of the trade," says LCdr Barry Walsh, Commanding Officer of HMCS Cabot in St. John's.

On Oct. 9 during a ceremony at HMCS Cabot, Cmdr Jennifer Bennett, Commander of the Naval Reserve, presented the new badge for the first time to approximately 40 divers attending a national diving exercise in the area.

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Slapshots turn slapstick for base/media hockey "fun"raiser

Mary Ellen Green
Staff writer

Charity organizers are putting CF members and DND employees on ice, literally.

On Thursday, Nov. 6, the Wurtele Arena will be the centre of the second annual MARPAC-Media Hockey Challenge between Maritime Forces Pacific and local television, radio and print media.

Cdr Rod Hughes will lead the MARPAC team, with players from throughout the Formation, including Fleet Maintenance Facility Cape Breton's Darren Woodland in goal.

The media team will feature players from the Times Colonist, A TV, Shaw TV, CHEK TV, CFAX/KOOL FM, Saanich News and Victoria News.

MC/announcer will be Cliff LeQuesne of Q FM. Five-year-old Jonathan

Gingras will drop the puck at centre ice to mark the beginning of the game. Jonathan is a remarkable boy who has defied all odds.

His father, PO2 Andre Gingras of HMCS Malahat, said Jonathan is a cheerful little boy who's been through so much that dropping a puck at a hockey game in front of hundreds of people will be like going to Disneyland.

When he was born he was not expected to live, but after several months in the intensive care unit at the B.C. Children's Hospital in Vancouver he survived.

"It is a miracle to have Jonathan here with us today," said his mother, Leoni Gingras. "Jonathan came into this world with only 20 to 30 per cent of normal lung tissue and heart problems."

HMCS Ottawa's

Commanding Officer, Cdr Martin Teft will lend his voice to the occasion by performing the national anthem.

There will be two 20 minute stop-time periods with a 30-minute intermission inbetween.

During intermission there will be a skills competition for both players and fans. The players will be involved in the fastest skater competition and a shoot out.

A few lucky fans will have the chance to try their luck at the "Shooter Tutor," a shooting game in which the player who gets their shot past the "tutor" will win a prize.

Admission is free, and upon entry each person will receive a numbered ticket. Tickets will be randomly drawn throughout the game for cool prizes.

Fans are welcome to bring their brown bag

lunch, but may also take advantage of the Personnel Support Programs (PSP) pizza sale, with proceeds going to the GCWCC/United Way campaign.

A bus will leave from HMC Dockyard in front of building D210 (across from fire hall) at 11 a.m. The return bus will leave Wurtele Arena at 1:40 p.m.

Fans are encouraged to wear their favourite hockey jersey; CF members in uniform can wear their jerseys on arrival at the Wurtele Arena.

The pucks drops at 11:30 a.m.

For more info, please contact Lt(N) Peggy Kulmala, event organizer, at kulmala.pj@forces.gc.ca (250) 363-2595 or visit the internal MARPAC 2008 GCWCC-United Way website, <http://local.esquimalt.mil.ca/unitedway/>

New program streamlines staffing

As an employee who is eager to take on new challenges and explore other work opportunities, are you tired of applying for and keeping track of multiple job opportunities?

Would it not be a better use of your time to apply for one staffing process and know that in doing so, this may place you "on the radar" of several hiring managers?

When a collective staffing process is initiated, this is exactly what occurs.

Following the Public Service Employment Act in December 2005, staffing in the federal government was forever changed. Values and principles are now emphasized more than rules and processes. Fairness, transparency and access guide all actions.

In addition, the need for flexibility, affordability and efficiency are taken into account in all decisions on recruitment activities.

Collective staffing, which requires a collaborative effort among and across workplaces, is one mechanism used to fulfill these needs.

The ultimate goal of collective staffing is no different from that of other hiring processes. It is to ensure the right people are selected for the right jobs. What makes it unique from staffing a single position is that it is a collaborative activity to staff more than one position among units, organizations, regions or departments.

It represents a strategic approach where managers work together to agree on common merit criteria, on the definition of the merit criteria, and on the degree of skill required for each position. Collective staffing results in the establishment of pools of individuals who meet, at the minimum, the essential qualifications identified for a group of positions. Managers access the pool to make

appointments of the right fit for the positions they are staffing.

Since December 2005, many collective staffing processes have been successfully initiated by DND and other departments for both internal and external processes.

One successful process recently took place in CFB Kingston. There, a team of highly motivated managers were able to interview almost 200 candidates for 27 GS-FOS-02 / GS-BUS-02 positions in three and half days. Success stories such as this reinforce how a strong plan and teamwork can increase efficiencies for managers and candidates.

Using collective staffing as a means to prepare the organization for current and future hiring is beneficial to both managers and candidates. When positions share essential merit criteria, it is to the benefit of the candidate to have the process streamlined. Without using a collective staffing process, candidates need to complete numerous applications and attend numerous assessments for individual staffing processes. With a collective staffing process, the candidates need only apply once and in turn possibly be considered for a variety of positions.

Using collective staffing as a means to prepare the organization for current and future hiring is beneficial to both managers and candidates.

There is no denying that being placed in a collective pool improves access to jobs for candidates. In addition to the vacant positions that were used to initiate the process, other similar positions may be staffed from the pool during its life time. That being said, it is crucial that interested candidates apply for any collective staffing process that may be used to staff similar positions that interest them.

For managers, collective staffing uses their time efficiently to staff comparable positions that are affected by high turnover, attrition and changes in business activities that require a significant increase in the supply of similar skills and competencies. By creating a partnership with other hiring managers, they work collaboratively to meet all their needs. With the guidance of a human resources officer, each step of the process should be discussed and agreed to in advance.

Once a pool is established, managers not involved in the creation of the collective pool may request referrals for a similar position. In using the pool, managers are accepting merit criteria pre-determined for the pool. They are also accepting the assessment of merit criteria that was completed. As a result, trust and a willingness to work together form the key to an efficient collective staffing process.

In order to improve efficiencies, tap into the competitive job market and become strategic in planning, departments must take advantage of collective staffing processes.

So, if you are a candidate hoping to be considered for future opportunities or a manager hoping to streamline and tap into a large group of candidates, collective staffing can bring benefits to you.

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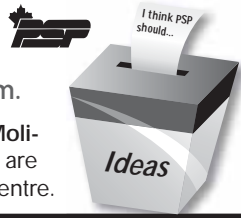
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Please contact Dave Molinari, PSP Manager at 363-7061 or e-mail Molinari.DU@forces.gc.ca with your confidential input. Suggestion boxes are available in the Naden Athletic Centre and Colwood Pacific Activity Centre.



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Student Commanders lead their school mates

Mary Ellen Green
Staff writer

When Lt(N) Craig Cook walks down the halls of Venture, the Naval Officer Training Centre (NOTC), his fellow students recognize him by the three anchors on his epaulettes.

He is the Student Commander, the top student leadership position at NOTC.

Student Commanders are part of a new program at Venture that puts soon-to-be Maritime Surface and Subsurface (MARS) Officers and Naval Environment Training Programme Officers (NETPO) in peer leadership roles to address concerns and improve morale of the student body.

Lt(N) Cook was in the Army Reserve before joining the Regular Force navy in 2007.

"I was an Infantry Captain in the Governor General's Foot Guards. During my time in the Infantry I commanded platoons and companies. This experience in leadership assists me in my duties at Venture and makes the transition to navy life easier," he said. "The biggest benefit to me as a new naval officer coming from another element is that it allows me to quickly learn the skills required of me to lead sailors in the Canadian Forces."

A/SLt Brian Peskett, who wears two anchors on his epaulette, is the Deputy Student Commander. The MARS IV trainee has been involved in the Student Command program since its inception 12 months ago.

"Working as the Deputy Student Commander allows me to keep my leadership skills sharp," said A/SLt Peskett. "We are all peers at Venture, and all the leader-



Mary Ellen Green, Lookout

Student Commanders are signified with a special epaulette, three anchors for the Student Commander and two anchors for the Deputy.

ships skills I learned in the past could whither away if I wasn't using them here."

Student commanders are selected by the commanding officer based on recommendations from the MARS department head.

"Venture implemented the Student Command positions in order to provide students with increased involvement in the unit's governance and to enhance information flow between the chain of command and the student population," said Venture's Executive Officer, LCdr Andy Muir.

Sports, entertainment and academic committees have been created and are headed by Division Commanders with staff oversight - representatives from the five student divisions currently at NOTC.

MARS III Division Commander, A/SLt Jayme LeClerc heads up the entertainment committee, made up of representatives from each course. They're responsible for the planning and execution of all student events at the Gunroom, including a "Super Weepers" party once a month and

regular mess nights.

"The Gunroom at NOTC is thriving. The trainees are able to socialize and hone their wardroom etiquette skills," LCdr Muir said.

For the month of October, the Sports Committee, directed by Mars III Division Commander A/SLt Joseph Poon, created a ball hockey tournament for all officer trainees at Venture. Each month a sport is chosen and one class is awarded the title and a trophy. Games are played in the gym at NOTC and the finals often coincide with Super Weepers parties.

MARS IV students A/SLt Chris Beardmore and A/SLt Jason Knowles are the co-chairs of the Academic Committee. This committee was set up to provide access to senior students as mentors for those in junior courses.

While the program is still young, LCdr Muir says the committees are very active.

Each committee holds regular meetings and records from all their meetings are posted on the Student Command webpage on the NOTC website.

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Sixty-five motorcyclists donned their helmets and leathers and gathered in Naden as CFB Esquimalt hosted Harley Davidson Canada two weeks ago for the motorcycle company's "Test Our Metal" event.



Motorcycles revved up base

LS Todd Craft
Contributor

Two Sundays ago, CFB Esquimalt hosted the Harley Davidson Canada "Test Our Metal" event.

This was the final stop of the year for the three-person crew, who brought to the CANEX parking lot brand new Buell and Harley Davidson softtail, street glide, ultra classic, and cross-bone models to test ride.

Harley Davidson's Test Our Metal has taken place at 70 Harley Davidson retailers over the last seven months. Along with the dealerships they also visited four CF Bases: CFB Borden, CFB Shiloh, CFB Edmonton and CFB Esquimalt.

The reason for coming to the CF bases is, "Harley Davidson Canada's way of saying thank you to the men and women you serve in the Canadian Forces," said Rob Jones-Cook, a member of the Test our Metal team.

Safety comes first with the Test Our Metal rides, and they strictly enforced the rules. All riders were required to wear a proper jacket for riding, as well as eye protection and a DOT approved helmet.

The test rides consisted of 10 separate runs, most of which were divided into two riding groups of approximately 10 motorcycles per group. This allowed almost everyone in atten-

dance to try out as many of the different models of motorcycles as possible.

The ride was attended by 65 people, and nine members of the 3rd Canadian Army veterans Rimini Motorcycle Unit, (3rd CAV). They provided ride leaders to help keep the riding groups together on the same route. 3rd CAV is an organization of current serving and retired CF members, as well as serving and retired police officers and firefighters who share an interest in motorcycles and charity work.

CANEX staff served Tim Horton's coffee, and sold drinks and hot dogs with the proceeds going to the MFRC.



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When/Where:

- Naden, Nov. 13th, 8am - 3pm in the Drill Shed
- Dockyard, Nov. 14th 8am - 3pm between D250, D141 across from the slipway (wooden roundabout)

How: Look for an "Arrest Warrant" on the MARPAC splashscreen, on your unit notice board, or contact SLt Danielsen for one at Danielsen.wrd@forces.gc.ca. 250-363-4366.

Cost: \$1.00 per minute to a 90 minute max. Cost to the accused: to make bail you must match your sentenced fine + a 20% victim's surcharge.

** Note nominees will be contacted before the event to ensure their availability.

For more info or to get an 'arrest warrant' contact SLt Bill Danielsen at 250-363-4366 or Danielsen.wrd@forces.gc.ca.



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Bravo ZULU

RAdm Tyrone Pile, Commander Maritime Forces Pacific/Joint Task Force Pacific, presented several awards and medals at the Regional Cadet Support Unit (Pacific) (RCSU(P)) during a ceremony held at Venture, The Naval Officer Training Centre Gunroom on Oct. 29.



LCdr Jan Palle receives the CD 3 from RAdm Pile. He joined the RCSU(P) in 2001 and subsequently component transferred to the Cadet Instructor Cadre.



Capt Doug Salmon received the CD3 from RAdm Pile. He has served with the RCSU(P) since 1996.



PO2 Denis Sparrow receives the CD3 from RAdm Pile at an awards presentation. PO2 Sparrow joined the Naval Reserve in 1964.



MS Peter Oke receives the CD3 from RAdm Pile. MS Oke is a logistician and has worked with the cadet organization since 1991.



Warrant Officer Tom Hobor receives the CD2 from RAdm Pile. WO Hobor has worked with the RCSU(P) since 1997.



Maj Russ Lacey receives the CD1 from RAdm Pile. Major Lacey was an army cadet in his youth.



Capt Derrick Gee receives the CD1 from RAdm Pile. Capt Gee was a cadet in his youth and enrolled in the Canadian Forces in 1986.



Capt Evelyne Lacey receives the Canadian Forces Decoration from RAdm Pile. Capt Lacey is a Cadet Instructor at the Albert Head Air Cadet Summer Training Centre.



Julie Piper receives the Public Service 25 Year Award from RAdm Pile. Piper received the Queen's Golden Jubilee Medal for RCSU(Pac) a few years ago.

Welcome home



HMCS Protector enters Esquimalt Harbour Oct. 24, led by CFB Esquimalt's Fire Brand. Protector and HMCS Calgary were away for six months serving in the Persian Gulf on Operation Altair.

Right: HMCS Calgary's First Kiss winner, OS Darren Agius with his four-month-old son Niekolas, who was born while OS Agius was away on deployment.

Below: HMCS Protector's LS Andrew Brown reconnects with his 10-month-old daughter, Elan.





Lt(N) Tracy Terry (right) has been named Volunteer of the Year by the Canadian Yachting Association. Lt(N) Terry is the Sail Training Program Director for the Royal Canadian Sea Cadets for Regional Cadet Support Unit (Pacific). As a result of Lt(N) Terry's coaching, sea cadet sailing teams from B.C. have dominated the National Sea Cadet Regatta for the past seven years.

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Nov. 15 & 16
(Saturday and Sunday)
9 a.m. - 4 p.m.

Stress Take Charge (STC)

This program helps participants manage their internal stress response more

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Every Tuesday and Thursday
Nov. 18 - Dec. 11
11:30 a.m. - 1:30 p.m.

These courses are free to military members, military spouses and civilian employees.

To register for any of the Health Promotion Courses contact your Unit Training Coordinator.

For spousal registration or more information contact Admin Office: 363-5621 or visit www.pspesquimalt.ca.

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- *Hot, Flat & Crowded* by Thomas Friedman
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- *Contact Charlie: the Canadian Army, the Taliban*

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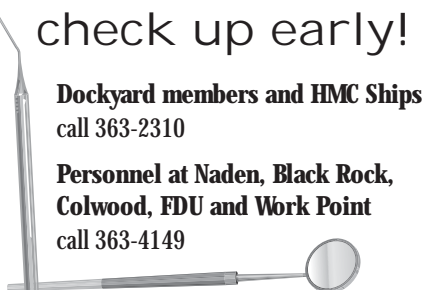

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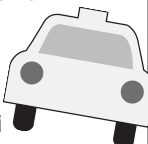

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Health Promotion team puts learning on the chopping block

Health Promotion staff Christine Blackburn, Elese Francis, Krista Theriault and Dorion Dellabough dressed up last week as part of a fun twist on healthy lifestyle courses. Some of their promotional encouragement included:

- Quit smoking - instantly!
- Lose 10 pounds in ten seconds
- A little stressed? Rest your head here... for good.

Nov. 1, however, it was back to a normal routine with regular classroom presentations on healthy living. The Health Promotion staff promise that their courses, although not quite as swift, are still just as painless.

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Cash in your suggestions, it's worth it!

The Suggestion Award Program which has been amalgamated into the Merit Awards Program, is a well established procedure which enables members of the CF and DND civilian employees to submit ideas for improving DND operations and processes. More importantly, it affords the department with a tangible means of expressing its appreciation to members and employees for their initiative.

Most military members and civilian employees of the department are eligible to submit suggestions and receive cash awards; however, some restrictions do exist. Those submitting suggestions must not be in a position where they personally have the authority to implement the suggestion(s) in question. In addition, they must be:

a. members of the regular force and the reserve force below the rank of Colonel/Captain(N) or civilian employees who are not members of the executive group or

b. locally engaged employees or summer students, provided the suggestion(s) are submitted while they are employed in the public service or

c. retired CF members or civilian employees provided their suggestion(s) originated prior to receipt of their first superannuation cheque

A suggestion is a written proposal, plan or practicable idea for improvement to the operations or processes of any federal department or agency that, if adopted, could result

in tangible or intangible benefits or savings to the department. Suggestions are normally related to such things as:

a. increased efficiency or productivity

b. conservation of property, energy, material or other resources

c. improved working conditions and/or

d. any advantage to the operation of the public service

Employees are limited only by their imagination where suggestions for improvement are concerned. Some examples of subjects or processes for which suggestion awards have been awarded are:

a. improvement of office methods, procedures and systems

b. elimination of accident, fire and work hazards

c. reduction of departmental administration costs

d. standardization of procedures in government departments

e. reduction in the number of forms being used

f. improvement of working conditions, particularly with regard to safety, health, sanitation and morale

g. the provision of better service to the public

h. savings of time, materials, supplies or equipment and

i. improvements in design or modifications to clothing, materials, supplies or equipment

Calls for nominations within the formation are processed quarterly with the next deadline for sub-

missions being Nov. 28, 2009. For additional information, please visit the Suggestion Award website at <http://esquimalt.mil.ca/bcomd/bcomd/> or contact the formation Suggestion Awards Coordinator, Ms. Ann Andrews, at (250) 363-4004 or andrews.fa@forces.gc.ca.

The following cash awards were received in the past two year for suggestions totalling \$4,165:

Fleet Maintenance Facility (Cape Breton):

Mr. James Smith was awarded \$400 for intangible benefits. His suggestion involved the design and building of a part ejector and automatic loader for the manufacturing of four-man tent poles.

Mr. Cameron Anderson was awarded \$500 for intangible benefits. His suggestion involved reconfiguring the Torpedo Tube Slide Valves Test Kit which enabled personnel to correctly and accurately test the water tight integrity of the torpedo tubes.

Mr. Ryan Kehn was awarded \$300 for intangible benefits. His suggestion involved the amendment of the Armoured Personnel Carrier's (BISON) window bracket, thus creating a more complete product.

Mr. Bruce Reed and Mr. Jason Fashway were awarded \$200 each for intangible benefits. Their suggestion involved an annual operating plan that combined the ship's availability chart and the FMF CB capability plan in such a way that the ship's centric capacity is calendared.

CFB Esquimalt

Mr. Brian Arnott was awarded \$1,270 for tangible benefits. His suggestion involved retrofitting the acid feed system for the Naden swimming pool.

Maritime Forces Pacific Headquarters

Ms. Sheryl Harris was awarded \$1,495 for tangible benefits. Her suggestion involved a new distribution and entitlement control method within Maritime Forces Pacific for Allied and NATO publications.

Details of the Suggestion Award program are available on the CFB Esquimalt Executive Branch website <http://esquimalt.mil.ca/bcomd/bcomd/MeritAward/Suggestion%20Award.htm>

Congratulations to these individuals for their imagination and initiative. You, too, are encouraged to take advantage of this opportunity – keep those suggestions coming!

LIFEGUARDS NEEDED



Naden Athletic Centre Pool

Casual Hours
(up to 13.5hrs per week)

Shifts Available:
evenings, weekend and some daytime

Wages:
\$12.69 - \$15.52/hr

Contact: Jenni at 363-4070
or send resume to golden.jl@forces.gc.ca

We remember.



Remembrance Day services
will be held at
Esquimalt Memorial Park
11 am
Tuesday November 11



Maurine Karagianis, MLA, Esquimalt-Metchosin

250 479 8326 www.MaurineKaragianis.ca

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