

Penny Rogers, Lookout

The three-year Naval Memorial Window project at St. Paul's Naval and Garrison Church in Esquimalt came to an end with the unveiling of a four-panel stained glass window over the Victoria Day Long weekend. Admiral (Ret'd) Bill Hughes stands under the newly revealed window during an open house at St. Paul's last week.





Church unveils new legacy

Penny RogersStaff writer

On May 22, under a choral backdrop of songs from World War Two, the pews inside historic St. Paul's Anglican Church in Esquimalt filled with invited guests. Here, after close to three years of research, design, crafting and installation, the Naval Memorial Window was about to be unveiled.

Formerly called The Naval and Garrison Church, St. Paul's has a long-standing connection with the navy dating back 150 years. Because of this, the man behind the window project, Rear Admiral (Ret'd) Bill Hughes, knew stained glass window panels commemorating the Naval Centennial would be ideal at this location.

Guests were a mixture of civilians, clergy, civil servants, politicians and military, many in uniform adorned with medals silently speaking volumes about the service they have provided their country. They came from as far away as Halifax, Calgary, Vancouver, Ottawa and Georgetown.

The dedication ceremony was rich in tradition beginning with the entry of pipes and drum led by a colour party of two sea cadets parading the White Ensign and Canadian flag. Rev. Canon Andrew Gates led the crowd in prayer and song before introducing another special guest, Victoria's premiere tenor and composer, Ken Lavigne who sang a stirring rendition of "I Am Sailing."

Then RAdm (Ret'd) Hughes took to the podium leading the crowd on a gamut of emotion with his inspirational words. He began by thanking several people for attending the dedication.

"We have the only living four star Admiral in the Canadian Navy with us in the form of Admiral (Ret'd) John Anderson. Also here today is retired Primate of the Anglican Church of Canada, the most Reverend Andrew Hutchison."

See St Paul's on page 3





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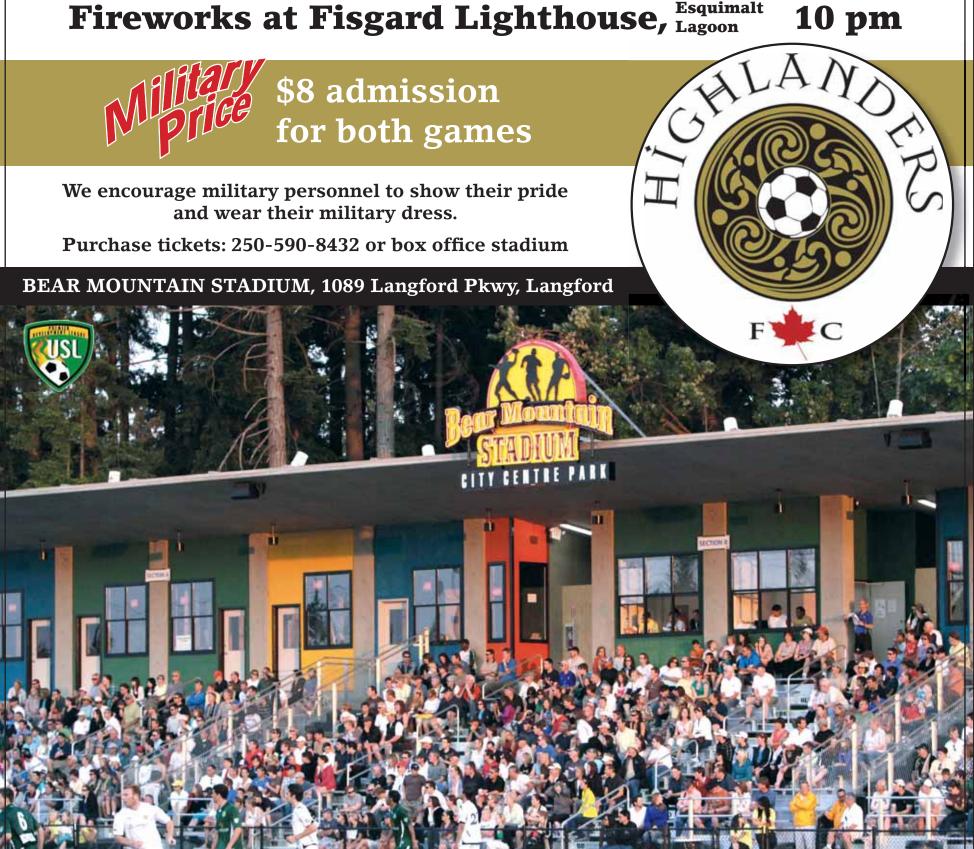
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Historic moment for St. Paul's

From page 1

He thanked the firm of Mercer and Schaefer Glasstudios for doing such a wonderful job on the fourpanel window, and asked both Tom Mercer and Ed Schaefer to stand and accept well deserved applause from the crowd.

He then recounted a story of a young woman who called him a few months after the fundraising began.

"She told me she was the widow of a Master Seaman who had died quite recently and she wanted to make a donation. I said that would be wonderful and was thinking she'd say \$100 or something like that. But she told me she wanted to donate \$2,000. She said it was the money she and her husband had been saving for a holiday."

In the end over 400 donors contributed to the Naval Memorial Window Fund. coming from Northern Ireland, Scotland, England, five U.S. states and coast to coast in Canada. Also, eight cities donated in honour of HMC ships named after them: Calgary, Charlottetown, Edmonton, Summerside. Ottawa, Toronto, Whitehorse and Yellowknife. A list of donors can be found at www. navymemorialwindow.org.

One of the more moving portions of the dedication was when RAdm (Ret'd) Hughes described to the assembled crowd what led to the design of the window that was still hidden behind curtains.

"A stained glass window must be colourful and there is nothing colourful about grey-hulled ships or submarines or aircraft, so do not expect those, but do expect colourful symbols represent-



Above: Given the honour of unveilling the Naval Memorial Window are Darwin Robinson and Mark Hallan.

Below: Base Commander Capt(N) Marcel Hallé participates in the dedication ceremony.

ing those things. Of course we must remember also the people of our navy who provide the soul to go with the hardware."

Represented on the window are the badges of ships and commands, symbols signifying the merchant navy, the nurses, submariners, airmen, wrens and divers.

"Look for the lovely Lady Rose that the Wren's Association has developed for the Naval Centennial. Look for the names of the 24 ships sunk in the First World War and the one that sunk in the Second World War, all shown in ghostly white in the deep blue sea. Look for the red jewels, symbols of the lives of those who died with the ships," continued RAdm Hughes. "Look for the names of our 24 naval reserve divisions set in gold rope around the window. Look for a Sea King, the White Ensign and, of course, the oak leaves of

Londonderry and the Pitcher Plant of Newfoundland that commemorates the famous Newfie-Derry Run of the Second World War. Finally, look for the two lighthouses off Halifax and Esquimalt that guided and still guide our ships back home to safe harbour. All these and more you'll see on the Naval Memorial Window."

And with that, Bishop James Cowan and Maj Douglas Friesen, Formation Chaplain, made their way beneath the window. As they spoke, the curtain was pulled away revealing the colorful beauty of the stained glass panels beneath. One word seemed to echo through the crowd and that was, "Wow."

"There are two things in Victoria that will be permanent reminders of the Naval Centennial," said RAdm (Ret'd) Hughes. "One is the Homecoming Statue downtown and the second is this window in St. Paul's. We have parades, we have ship assemblies, all sorts of things that are transient, but these two things are permanent and I think that is very significant."

St. Paul's Anglican Church is located at 1379 Esquimalt Road and will be open between 1:30-3:30 p.m. from May 24 to June 6 for those wishing to view the Naval Memorial Window.

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There are two things in Victoria that will be permanent reminders of the Naval Centennial. One is the Homecoming Statue downtown and the second is this window in St. Paul's.

-RAdm (Ret'd) Hughes

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The girls are back, but fall off their heels

W. Andrew Powell

The GATE

Sex And The City 2

Give the girls a hand. They're back, and they're headed to Abu Dhabi in what might be one of the most unnecessary movies ever made. That probably won't stop any of the Sex and the City fans, from seeing the sequel, but I can at least warn you, can't I?

Michael Patrick King takes on the top three roles as writer, director and producer once again in the latest story of Carrie, Charlotte, Miranda, and Samantha on their exploits in the Big Apple, and

This time, Carrie, played by Sarah Jessica Parker, is having issues with a mutual decision with her hubby, played by Chris Noth, to never have kids. At the same time, she is worried their relationship is getting dull and routine.

Samantha, played by Kim Cattrall, has been invited to visit a super swanky hotel in Abu Dhabi, where the owner is putting her and the girls up for free for a week. Charlotte, played by Kristin Davis, is afraid her husband is going to have an affair with their very hot nanny. Miranda, played by Cynthia Nixon, is enjoying her newfound freedom from her demanding and bad-tempered boss.

Of course, what happens when you send Samantha to a country with strict laws and beliefs about sexuality? Or when Carrie, who is feeling out of sorts with her relationship, runs into her old flame, Aidan, played by John Corbett. A little trouble certainly won't be far behind.

Spending a reported \$10 million on the wardrobe budget alone, Sex And The City 2 has the fashion sense fans will expect, and for the most part the girls are just like you'll remember. However, at least some of that budget probably should have gone to a better scriptwriter and director.

King drags the story out, despite the fact that's it's a pretty basic storyline, and at 2 hours and 25 minutes it's a tiring movie.

The first comic scene that drew a few laughs was 20 minutes in, and it didn't even involve one of the main characters. The scene, which clearly was dropped in for the men in the audience, involves a hot nanny, played by Alice Eve, who runs around without a bra on, and while it was certainly funny, it's hard to believe the main cast only had a few lame jokes for most of their scenes.

Donning my handy feminine-perspective spectacles, the film has a lot of what



(L-R) Cynthia Nixon as Miranda Hobbes, Sarah Jessica Parker as Carrie Bradshaw, Kim Cattrall as Samantha Jones and Kristin Davis as Charlotte York are back in "Sex And The City 2."

fans will love, mostly in the form of a fair amount of somewhat naked men.

I can also appreciate Sex And The City 2 is simply the equivalent of a popcorn movie for women who can relate to these four New York archetypes. Action movies spend their budgets on explosions, Sex and the City spends its budget on clothes. Different movies for different people.

Sex and the City 2 is still a bad movie though. Without my spectacles, this is a poorly written film, hobbling along on a few characters, with no direction. It's also filled with appalling rich white girl fashion, a very cranky lead character, and some truly offensive moments that treat Middle Eastern ethics as a punching bag simply because it's somewhat amusing for the stupid plot.

The only great thing about the film is the last 10 minutes, which wraps up with one of the few moments that actually feels like it belongs, and also reminds me of some of the few episodes I watched from the original series.

Had King put a little effort into the story, it might have been a lot of fun as a date movie, but as it stands this is a weak effort that will only appeal to die hard fans who weren't somehow turned off by the awfulness that was the first Sex and the City movie.



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FINANCIALADVICE



Nicholas Woloszczuk Contributor

The question of whether or not to set-up your own personal pension plan or to keep your funds in your current pension after you leave the Forces is not always easily answered, especially for those of you thinking about retiring before you complete 25 years of service.

Recall that in 1999, the Canadian Forces Superannuation Act was revised to align it with other Canadian pension plans, to make it more flexible, and to facilitate future financial planning. The modifications created some new challenges and opportunities for CF members.

For those of you with greater than 25 years of service, or those who join a new organization that allows you to transfer vour pension, transferring the commuted value to a personal pension plan may not be your best option. However, if you fall outside of this category, there are a few key issues to consider.

The most significant issue is the guaranteed future income for you and your spouse under the CF Superannuation pension plan. Simply put, if you elect to maintain your pension with the CF, you will know exactly when you will receive your pension and the amount of that pension. In a personal plan, the future value of your accumulated assets is not known, and may be higher or lower than the CF pension depending on the yield you achieve with your investments.

There is no investment risk for either the penioner or spouse under the CF pension plan because the benefits are guaranteed. In a personal plan, you assume the market risk of a smaller pension but, also the reward of possibly achieving a larger pension.

Another important issue relates to your estate. Under the CF plan, once the last survivor dies, there is no benefit paid to

How to handle pensions

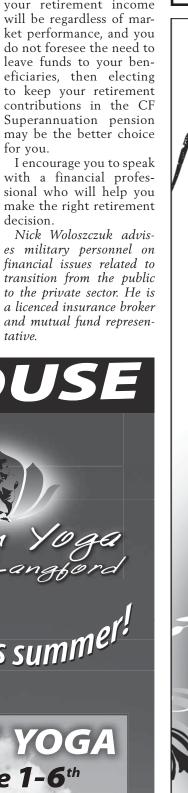
your estate; the balance of your pension is kept by the government. By comparison, the residual value of any unused funds contained in a personal retirement plan would pass to your chosen beneficiary. This feature is important for those wishing to leave unused retirement funds to their family and/or favourite charity.

Recently, Canadian economists have raised concerns that Canadians may outlive their retirement income due to inadequate retirement savings. A federal pension like the CF plan ensures that you will not outlive your retirement income. Conversely, guaranteed income can be elected in a personal plan, such as through the purchase of an annuity, but again, the guarantee is dependent on the investment choices vou make.

In keeping with the theme of flexibility and choice, a personal pension plan allows for adjustments of pension income. This is an important feature, especially if you have other sources of income that could potentially add to your tax liability. With a federal pension, once pension income is elected, the amount is fixed and cannot be changed.

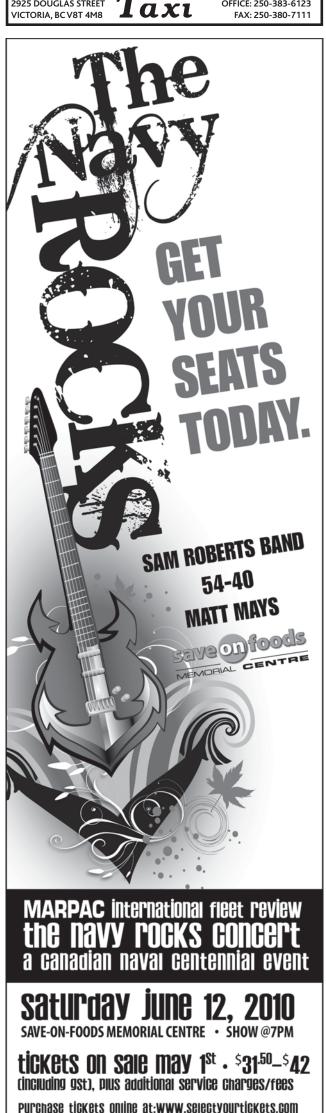
In conclusion, recognize that there are two broad themes at play here, namely risk and reward. If you are willing to assume some risk, a personal plan has many advantages such as potential for a larger retirement income, more flexible tax sheltering strategies, and the opportunity to leave funds to loved ones. However, if you prefer to know exactly how much your retirement income will be regardless of market performance, and you do not foresee the need to leave funds to your beneficiaries, then electing to keep your retirement contributions in the CF Superannuation pension may be the better choice

with a financial profesmake the right retirement decision.









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Win a prize

Ryan Cane National Recreation Manager – DGPFSS

Play is an important aspect of the Canadian Forces recreation program, from a game of hockey to digging in the community garden, everyone has a favorite activity. CF personnel and their families participate in a variety of leisure activities all designed to improve morale and contribute to the development of a technically oriented force.

Play is the cornerstone to achieving personal and community health. Play not only resonates with all people, stimulating creativity and inspiration, it also strengthens intergenerational ties, solidifies a direct connection to nature, and promotes physical activity.

Inspiring Play is the theme for this year's June is Recreation Month (JRM) celebrations. JRM draws public attention to the benefits and values of recreation and parks to individuals, families, neighborhoods and communities, and works to recognize and celebrate how recreation and parks contribute to the quality of life of Canadians.

Log on to www.cfpsa. com\recreation to learn more about how you can inspire play, read the success stories from bases and wings across the CF and have a chance to win a Recreation Month prize package that will help you and your family play outdoors.

The contest and reward was made possible through the sponsorship of Bank of Montreal (BMO), official providers of the Canadian Defence Community Banking (CDCB) program and the Support our Troops MasterCard since 2008. BMO's Loyalty Program Planning and Development Manager, Rocco Casullo says, "Over the past two years, BMO has looked for opportunities through the CDCB program to reinforce the value of recreation activities and their impact on community."





FSOUIMALT

Penny Rogers, Lookout

Above: Esquimalt Mayor Barb Desjardins (centre), assisted by Base Commander Capt(N) Marcel Hallé and Minister of State for Sport Gary Lunn, snips the ribbon to officially open the Admirals/Colville Intersection in Esquimalt. Also unveiled at the ceremony was the Admirals/Colville Train Stop kiosk that includes community information, maps and benches for cyclists and pedestrians.

Left: Mayor Desjardins rings the bell in anticipation of the planned commuter rail service that will also contribute to a "greener" community.



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Sail into summer with on-the-water training

Shelley Lipke Staff writer

A light southwesterly breeze and a little instruction is all that's needed to set sail this season at the Canadian Forces Sailing Association (CFSA).

The new spring and summer sailing programs start in June, and whether it's taking part in the Sunday fun sail or a full two-week summer sailing camp, there are programs for everyone.

"Sailing is a great way to get out on the water, make new friends and see some wildlife," said head instructor Erin Flanagan. "Every day is different and it's a great sport and a skill people can use throughout their life."

Instructors are nationally certified by the Canadian Yachting Association and have first aid and boat rescue training. They are usually university students who are young, excited and passionate about the sport.

"Our focus is on our participants having fun while being safe," said Flanagan.

Adult White Sail classes begin June 1 from 6 to 9 p.m. on Tuesday and Thursday evenings.

"The Adult White Sail course is designed for novices and covers the first three Canadian Yachting Association levels. At the end of the course people

Sailing is a great way to get out on the water, make new friends and see some wildlife

-Erin Flanagan Sailing instructor

graduate with level two or three and have the skills and the knowledge to take a boat out on their own," said Flanagan. "A lot of adults have lived in Victoria and have meant to start sailing and experience it themselves. They can take dinghy lessons to get their knowledge and then learn to sail bigger keel boats, and eventually go on to charter or buy a boat and sail in the Gulf Islands."

Cruising courses are held each month through the summer and focus on keel boat specifics.

"There is some theory in the evenings and then sailing on the weekends. These are for people who might go on to purchase their own boat or charter a boat with these new skills. We teach them meal planning, cooking on board, packing and planning for a long trip, along with sailing. It's a more technical course as it deals with ship's engines, navigation and electronic equipment."

The youth programs run from 9 a.m. to 4 p.m. daily through July and August.

The Youth Opti programs are a week long for ages five to 12 and the Youth White Sail and Bronze Sail courses for ages 12 to 18 are two weeks long.

"We find the kids who have done a few sailing programs are more independent and have more confidence. It's a big deal for them to be able to sail a boat on their own and be in control."

At CFSA students learn to sail in a variety of boats. Kids ages five to 12 sail an Opti in the Youth Opti program. It's a six-foot-long boat designed for smaller people and is easy to sail. The adult and Youth White Sail courses use a larger 16-foot Albacore sailboat, and the more experienced sailors use 420 high performance dinghies.

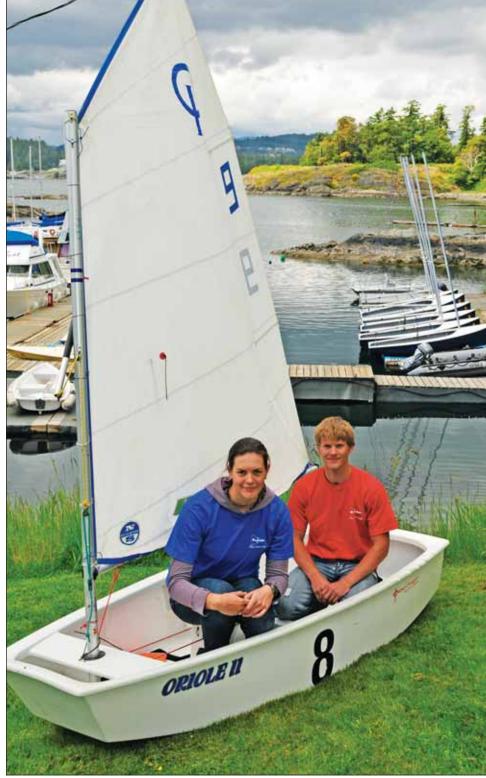
"We operate mostly inside the harbour, but sometimes on Friday's we go to Coal Island and moor the boats and go on shore to have a picnic," says Flanagan.

Sunday Funsail is from 12 to 4 p.m. July through August for CFSA members, students or former students. People with White Sail Level 2 or equivalent can take friends and family members sailing at a cost of \$10 per person. There is an instructor on the water to help and answer questions.

All Department of National Defence members receive discounted rates on CFSA programs.

For details on sailing programs this summer contact 250-385-8873 or email cfsatraining@gmail.com or go to www.cfsa.wordpress.com

To register for one of these programs call the Colwood Pacific Activity Centre at 250-363-1009.



Shelley Lipke, Lookout

Canadian Forces Sailing Association instructors Erin Flanagan and Tyler Keifer are geared up and ready for the new sailing season as they pose with an Opti sailboat overlooking Esquimalt Harbour.



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Sailors participate in Unicorn events

LCdr Angus FedorukContributor

To celebrate the Canadian Naval Centennial, Recall 2010 was organized by HMCS Unicorn in Saskatoon from April 29 to May 2. In attendance were former members of Unicorn, the Navy League, Royal Canadian Sea Cadets and the general public.

Activities included an Unicorn open house, community dinner presented in military mess dinner format, Freedom of the City parade and a Battle of the Atlantic ceremony that included *Unicorn*, retired members of the division, cadets from across the province and Saskatoon members of West Coast Maritime Coastal Defence Vessels. Also featured were performances by the RCSCC Jervis Bay Band and the Stone Frigate Big Band.

Naval reserve members from Esquimalt, many hailing from Saskatoon, also attended the festivities and had the opportunity to interact with dignitaries includ-



Photo courtesy of LCdr Angus Fedoruk

PO2 Nicole Phippard (left) and and Commanding Officer of HMCS Saskatoon LCdr Fedoruk (right) present a Rogers' Chocolates Naval Centennial tin to City of Saskatoon Mayor Donald J. Atchison.

ing Donald Atchison, Mayor of Saskatoon; Honourable Lynne

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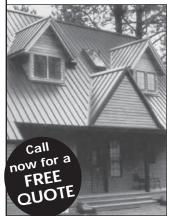
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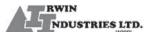
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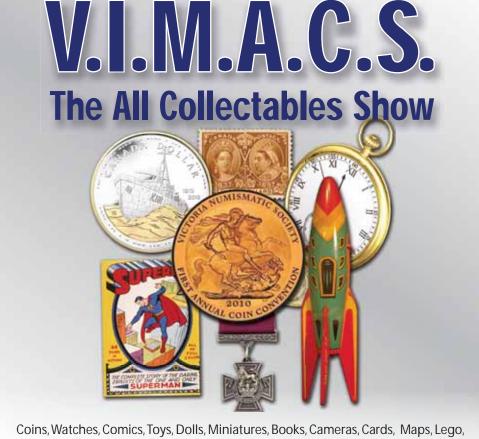
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Vigil lights up cemetery

Photos by Cpl Roderick Hopp, Base Imaging Esquimalt

Above: Members of the parade stand for the playing of "O Canada" at God's Acre Cemetery for the Candlelight Tribute Parade. The annual parade is held to pay tribute to service men and women who have served Canada. More than 2,400 candles were placed on the graves by military members and the public. Right: RAdm Tyrone Pile, Commander Maritime Forces Pacific, places the first candle on a gravestone.

Bottom right: Members of CFB Esquimalt march into the graveyard. **Below:** Representatives of Scouts Canada place their candles.



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ENVIR NMENT WEEK

EVENTS AT CFB ESQUIMALT

Iulie Howe

Formation Environment

We have heard the term "go green" many times, but it is easy to loose sight of why we need to do so. Making sustainable choices is not just good for the environment, it is good for each and every one of us. For instance, when we choose cycling over driving a car, not only do we reduce our carbon footprint, we save money and maintain good health

These days, there are an infinite number of ways to help protect and preserve the natural environment. Big or small, every effort counts. Take advantage of all the great events coming up during Environment Week and find out what you can do to become a greener citizen.

And remember, Environment Week is not just about raising awareness, it is also a way to celebrate achievements and accomplishments as efforts to live sustainably continue worldwide.

Monday May 31

The Face of Sustainability

Previous to this event, Branch Heads and Unit Environmental Officers nominated employees who actively encourage and participate in sustainable activities. Today the winner will be presented with a certificate and his or her bio will be displayed on the MARPAC Notice Board.

Tuesday June 1

11:30 a.m. - 1 p.m.

The Green Citizen Passport Program

Please join us today in the FMF Cafeteria to learn more about the GCPP, an online program where you earn prizes for making sustainable choices at work and at home. Don't miss the chance to enter in a draw to win an eco-reward.

Wednesday June 2

6:30 - 7:30 a.m.

Clean Air Day

This week is also Bike to Work Week, and Personnel Support Programs is hosting a breakfast for all cyclists in the CANEX parking lot. Formation Environment will be there to provide resources and information regarding alternative modes of transportation (cycling, ride-share, etc.).

Thursday June 3

Learning Lunch: Organic Gardening and Composting

Noon - 1 p.m.

Please join us today in building D199 Room 200 (Large Conference Room,) to learn about organic composting and gardening. Don't miss out on the eco-reward draw!

Friday June 4

The UN International Year of Biodiversity Check out the Nature Kits online (will be posted on the splash screen) the kit gives families an opportunity to get outdoors and learn about B.C.'s biodiversity.

The Green Citizen Passport Program (GCPP)

11:30 a.m. - 1 p.m.

If you missed out on Tuesday, you can learn more about the GCPP today in the Hood Building (575) Cafeteria. Don't miss the ecoreward draw!

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First aid training goes combat

Shelley Lipke

Staff writer

The naval boarding party training cell was alive with action on May 20 and 21 when boarding party members joined stewards and health services personnel for a new type of first aid training.

Using sea-based fictional scenarios, with gunshots and victims, boarding party members were tasked to attend to the wounded as part of a combat first aid course.

The course was originally developed for use by the army, but now it's being used to train navy personnel - casualty clearing teams and the naval boarding party.

"The main focus of this course is hemorrhage control," said LCdr Elmer Roque, Fleet Support Medical Officer. "The majority of deaths on the battlefield are from loss of blood, so the military has adopted the use of several tools to minimize blood loss."

One tool is the Israeli bandage that has been adopted by the Canadian Forces for combat scenarios. It is a very user friendly bandage that applies pressure to the wound to minimize bleeding.



Members also practiced using a combat application tourniquet (CAT) and quick clot Combat Gauze, which is impregnated gauze that causes the blood to clot in order to quickly stop bleeding.

The two-day course began with classroom theory on procedures and an introduction to the new medical equipment, and then moved into scenarios. The students were put into a threatening environment with smoke, simulators, ammunition, and explosions and had to apply their newly acquired first aid knowledge. Some of the scenarios included the following: an explosion in the engine room, an initially compliant boarding with subsequent gun fire, and a grenade explosion resulting in multiple casualties.

"This better prepares them to respond to significant tactical threats while managing casualties," said LCdr Roque.

The casualty clearing team was made up of stewards and cooks. Each scenario was unique and focused on a different first aid perspective.

"The boarding party and casualty clearers have responded positively to this course and see the value in its potential to save lives. They were 100 per cent immersed in the simulations and very eager to learn," he said.

The naval boarding party, stewards and health services personnel participated in a two-day training course to utilize combat first aid. Simulations and scenarios challenged members to use bandages and first aid techniques adopted by the army through this course, but are now being used by the navy.

Right: LS Chris McGowan attends to "casualty" OS Jonathon Abraham.

Photos by Shelley Lipke, Lookout



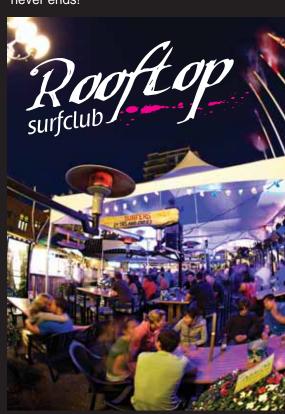
Rooftop Surfclub

June 10 - Country Night - that's all country all night on The Rooftop W/ DJ Clinton playing your favorite country and rock hits.

8pm – 1am \$4 Coronas

June 11 - Fridays on the Rooftop -Buckets of Canadian bottles (5) \$24.00

June 12 - Saturday on the Rooftop - No cover Saturday on the rooftop, the party just never ends!



The Clubhouse

June 10 - Mixtape - in the clubhouse W/ Jeremy Baker Playing all the best in modern rock.

June 11 - DJ Pat Shade - in the Clubhouse, playing your favourites old and new.

June 12 - One Night is Not Enough - DJ Pat Shade in the Clubhouse, playing your rock and roll favourites.

Fri / Sat no cover before 11pm w/ proof of military ID



Thursday · Friday · Saturday Victoria's Entertainment Center!

Element Nightclub

June 10 - Lights Out - in Element, top 40, electro and hip hop W/ DJ Trekk & Coki.

All Drinks \$3 10pm -2am

June 11 - Friday Night Sessions - W/ DJ Reign & Marshall A. Doors @ 10pm Cover \$7 tons of prizes only @ Element Nightclub.

June 12 - Saturday UFC 112 - Liddel Vs Franklin @ Element. Come watch the fight on our 3 giant 8x6 screens & 7 surrounding plasma TVs. Cover only \$3 (come for the fight, you can stay for the party!) Pizza by the slice \$3

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See next week's Lookout for all the details!

Upcoming recreation events

Natalie Vincent

Bike to Work Week is coming up May 31-June 6. Personnel Support Programs is offering a breakfast at the CANEX parking lot at Naden on June 2 from 6:30-7:30 a.m. This event is free.

Also free is the Bike to Work Week barbecue on June 2 from 3-6 p.m. located in the parking lot at Colville/Admirals Road intersection.

Cardio Blast pool program

Wed/Fri 4:30-5:30 p.m. Naden Pool 10 classes/\$40

Swim Lessons

Mondays nights at the Naden Pool - lesson prices

Petite Princess Pampering

June 4 5-8 p.m. **CPAC** \$15

Youth Leadership Program

June 5 9 a.m. – 3 p.m. **CPAC** \$30

Stability Ball

Thursday May 27 June 24 7-8 p.m. **CPAC** 5 classes/\$37 (TBC)

Noon Hour Aquafit at Naden Pool - FREE

Coming later this summer is the PSP Hockey Camp hosted by Len Barrie Hockey Academy. Aug. 23-27 for ages 6-16 years - \$310.

Youth Outdoor Music starring Event Attraction on Friday, June 25 at the Youth Activity Centre in Belmont Park.

Penny Rogers, Lookout

A/SLt Adam Lovely trains in the Naden Athletic Centre pool.

INMEMORIAM



Twenty-six-year-old Trooper Larry Rudd from the Royal Canadian Dragoons was killed by an improvised explosive device during a routine security operation in Afghanistan on May 24.



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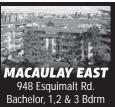
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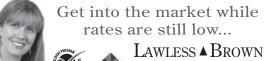
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If any of the following criteria applies to you within the past four years you are invited to share your experience: You have returned to the workplace after being absent from work for a period greater than two months due to injury or illness; or You have requested workplace accommodations such as an ergonomic chair, adaptive technology, modifications to your workstation, flexibility in your hours of work; or • You have requested an ergonomic assessment. Being an employer of choice also means we accommodate our employees while at work or returning to work and by sharing your experience and your ideas regarding workplace accommodation or reintegration in the workplace you will help improve our services.

Focus groups will be held at the following locations: Halifax, Montreal, Ottawa, Borden, Petawawa, Winnipeg and Esquimalt.

You can register for the focus groups by sending an e-mail to the Diversity mailbox at: +Diversity-diversité@ADM(HR-Civ) DDWB@Ottawa-Hull. Managers who assisted employees through either of these processes will be asked to participate in a separate focus group.

For more information, dates and time of the focus groups, please contact Lucie Savard, Team Leader, EE Planning, Monitoring and Reporting, Directorate Diversity and Well-Being (DDWB),at(613)944-7130. Director General Military Personnel Research and Analysis authorizes the administration of this study within DND/ CF in accordance with CANFORGEN 198/08 CMP 084/08 271214Z Oct 08. Authorization number 856/10.





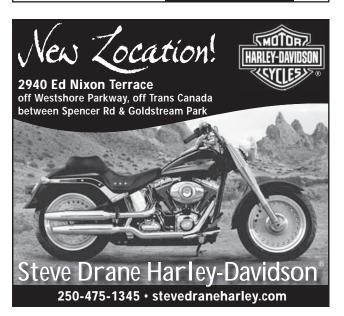
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Smart customers always read the fine print. † Features listed are standard on 2010 Outlander XLS 4WD. Technical data, equipment and options are based on the latest information at time of printing and are subject to change without notice. Vehicles may not be exactly as shown. #/\> For all offers, customers must sign contract and take delivery from dealer by May 31, 2010. All offers available only through participating dealers to qualified retail customers in Canada and are only on approved credit. Selling price excludes up to \$1350 in freight for cars and up to \$1450 in freight for SUVs, \$100 in air tax, up to \$30 in environmental handling fees, taxes, PDI, up to \$75 in PPSA, registration, insurance, licensing, administration fees, documentation fees, other dealer fees, and any additional provincial government fees. See participating dealer for details. \$\$1,000 discount (\$750 from Mitsubishi Motors \$250 from dealer) valid on the retail purchase/finance/lease of 2010 Lancer DE models only. \$1,000 will be deducted from the negotiated purchase/finance/lease price after taxes and may be used towards down payment, monthly payments, or selling price. Selling price (including \$1,000 discount) from \$15,998 on base model 2010 Lancer DE (CL41-A CO5). \$\angle\$ Purchase financing at 0% APR available through Bank of Nova Scotia and Bank of Montreal for up 72 months on all new 2010 Lancer DE and SE models and 60 months on all new Lancer GTS and Outlander models (Lancer Evolution models excluded). Financing example: 2010 Lancer DE (CL41-A CO5)/ 2010 Outlander ES 2WD (CO45-A CO4) with an MSRP of \$15,998 (includes \$1,000 discount)/\$25,498 financed at 0% over 72/60 months equals \$223/\$425 a month with a down payment of \$0, a cost of borrowing of \$0, and a total obligation of \$15,998 (includes \$1,000 discount)/\$25,498 financed at 0% over 72/60 months equals \$223/\$425 a month with a down payment of \$0, a cost of borrowing of \$0, and a total obligation of \$15,998 \$8,25,498. 2010 Lancer GTS/2010 Outlander XLS 4WD model shown with an