

Cpl Christopher Smith performs maintenance on the Sea King helicopter while deployed on HMCS Regina in the Arabian Sea during Operation Artemis.

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Master Seaman Rebecca Charlesworth (right) accepts the Canadian Navy Centennial Award from Commander of the Royal Canadian Navy, **Vice-Admiral** Maddison Paul (left); President of Lockheed Martin Canada. Rosemary Chapdelaine; and The Navy League of Canada Vice President, Dave Yates, during a parade at HMCS Malahat last Wednesday.

> Cpl Charles A. Stephen, MARPAC Imaging Services

Naval reservist awarded for contribution

A local sailor was recognized for her dedication to the military last Wednesday when she became the first reservist to receive the Canadian Navy Centennial Award.

VAdm Paul Maddison, Commander of the Royal Canadian Navy (RCN), presented Oak Bay resident MS Rebecca Charlesworth with the award at HMCS Malahat, Victoria's RCN reserve unit.

"It is a tremendous honour to award the Canadian Navy Centennial Award to Master Seaman Rebecca Charlesworth," said Vice-Admiral Maddison. "She is the first Reservist in the navy to receive this award, which is given for a significant contribution to the quality of life in the RCN. She has set the bar very high indeed for every sailor in our navy."

Canadian Navy The

Master Seaman Charlesworth consistently displays a deep interest in promoting the military at the grass roots level to those within her community.

Centennial Award, sponsored by Lockheed Martin Canada and The Navy League of Canada, is awarded annually to the junior non-commissioned member who had made the most significant contribution to the quality of life in the RCN.

As her award nomination outlines, "Master Seaman Charlesworth consistently displays a deep interest in promoting the military at the grass roots level to those within her community and inexhaustibly strives to improve the experiences of

her shipmates."

As part of the award, a cheque for \$1,500 will be donated in MS Charlesworth's name to the Nanaimo Branch of the Navy League of Canada, and an additional \$1,500 to the Military Family Resource Centre (MFRC) in Esquimalt.

MS Charlesworth enrolled in the Naval Reserve as a Boatswain in 2002. In addition to her part-time service at Malahat, she has served full-time with Operation Athena in Afghanistan, on

two major domestic deployments as well as various major maritime exercises. In her civilian life, she works in HMC Dockyard as an Oiler/Deckhand, and is an active volunteer with Navy League Cadet Corps R.H. Falls (Langford) and Royal Canadian Sea Cadet Corps Rainbow (Esquimalt) as well as the Royal Canadian Marine Search and Rescue Station in the municipality of Oak Bay.

MS Charlesworth has the General Campaign Star for her service with Operation Athena, and the Queen Elizabeth II Diamond Jubilee Medal for her volunteer work with the Sea Cadets and Navy League in Nanaimo.

Previous award winners are LS Guillaume Mercier of HMCS Ville de Québec (2010), and LS Amy Durrah of HMCS St. John's (2011).



HMCS Regina disrupts drug exchange

DND

HMCS Regina, currently assigned to Combined Task Force (CTF) 150 (Maritime Security), disrupted a suspected drug transfer off the coast of Yemen early on the morning of Jan. 11.

"Just after midnight, while patrolling international waters of the coast of Yemen, HMCS Regina's unmanned aerial vehicle observed a dhow transferring large bales to a small motorized skiff," said Lt(N) David Dallin, Regina's Combat Officer. "When the ship approached and fired a flare to illuminate the area, the skiff fled the area dropping approximately 15 bales of probable narcotics in the water as it fled. Despite a thorough search of the area, none of the bales were

recovered - as they are believed to have sunk.'

Regina is currently conducting maritime interdiction and counter-terrorism operations in the Gulf of Aden as part of CTF 150. The activities of CTF 150 directly influence counterterrorism events ashore as terrorist organizations are denied a risk free method of moving income-generating narcotics by sea.

On May 5, 2012, Regina's sister ship HMCS Charlottetown also disrupted a drug exchange and recovered 600 pounds of hashish.

"I am very proud of the way my team and equipment came together to deliver this opportunity to disrupt suspected drugs smuggling" said Cdr Jason Boyd, Commanding Officer

of Regina. "This is a great way to begin 2013, and I am confident that CMF units will effectively continue to disrupt the movement of illicit cargo in the area.'

Regina joined CTF 150 in August of last year and will soon be replaced by another Canadian frigate, HMCS Toronto.

Cmdre Charles McHardie, Royal Australian Navy, currently heads the combined Australian and Canadian staff in command of CTF 150.

"The disruption of the transfer of illicit cargo is a victory for those who work to create a lawful and stable maritime environment," said Cmdre McHardie. "This interdiction is a blow for terrorists who seek to fund their activities through the transportation of narcotics on the high seas."

Commodore Hardie said the close cooperation between Canada and Australia both at sea and within the headquarters has been extremely beneficial.

"This is a good outcome and all contributors should be extremely proud of their efforts in this operation."

CTF-150 is one of three task forces operated by Combined Maritime Forces (CMF). CMF is a 27 nation naval partnership, which exists to promote security, stability and prosperity across approximately 2.5 million square miles of international waters covering the Arabian Gulf, the Gulf of Oman and the Indian Ocean; an area which encompasses some of the world's most important shipping lanes.



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HMCS Toronto sails to relieve Regina



Nijmegen Briefing Feb. 8 at 11:30 a.m.

The Nijmegen International March will take place in the Netherlands July 16-19.

A Joint Task Force Pacific contingent of 11 military volunteers will be assembled to reflect a diversity of units, ranks, trades, environments and gender.

Teams must complete the four day 160-km (4 x 40 km) march in CADPAT carrying a minimum rucksack load of 10 kg.

Interested volunteers are encouraged to attend an information brief at 11 a.m., Feb. 8 in the Rutherford Theatre at CFFS(E), building N92. Team training will start Feb. 25.

For further information contact CPO2 Chris Koblun, 250-370-4556, DND@camosun.bc.ca.



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Lookout asked this question:

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People Talk

If you could go back in time and bring one item from present day with you where would you go, what would you bring, and why?



I'd take the blueprints for the printing press and go back to before Gutenberg invented it. I'd control the printed word and be crazy rich.

Lt(N) Liam McKeracher



I'd bring a tablet computer loaded up with as much information as possible and bring it back to ancient Rome. They have information on tablets and scrolls, and I'd want to show them how much better our tablets are. Andre Guerarade



I'd probably bring a machine gun back to the Dark Ages in Europe. I could conquer England with something like that. **OS Taylor Chamberlain**



I'd want to bring an automobile to medieval times. It would completely blow everyone's mind and I'd be a legend.

OS Alex Koller

ORO

ARIES Mar 21-Apr 20 Aries, patience and calm is the way out

bring an iPod. They obvi-

ously didn't have anything

like that back then. I think

it'd be really interesting to

Bev Koch

watch them all freak out.

of a tricky situation. You also may want to keep your opinions to yourself until everything gets settled, which shouldn't take long.

TAURUS Apr 21-May 21

Taurus, though you may be pinching pennies that doesn't mean you cannot make a purchase that will benefit the household. Make a budget so you'll learn how to spend wisely.

GEMINI May 22-Jun 21

You may need to subscribe to a new way of thinking, Gemini. The way you have been doing things lately is not working out too well. Ask a family member for advice.

CANCER Jun 22-Jul 22

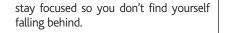
Cancer, it can be easy to get into a routine and then in a rut. Try switching up just one thing from your daily tasks, and it could provide a breath of fresh air.

LEO Jul 23-Aug 23

Leo, take advantage of the many opportunities for you to meet new people and forge new friendships this week. You may just meet someone who changes your life.

VIRGO Aug 24-Sept 22

Virgo, too much of a good thing can make it difficult to focus on other tasks and responsibilities. Make the effort to



LIBRA Sept 23-Oct 23

Libra, you will likely find yourself in a domestic groove over the next few days. Use the time to get creative in the kitchen, straighten up the abode and do some decorating.

the best of you during a disagreement this week. Be sure to gather all of the facts before you form an opinion.

SAGITTARIUS Nov 23-Dec 21

Sagittarius, this is the perfect week to correct any wrong impressions you might have made. Be overly generous with all the people you meet.

CAPRICORN Dec 22-Jan 20

Capricorn, speak up if you don't like the way something is being done. Change can't happen if you don't voice your opinion, so overcome your reservations.

AQUARIUS Jan 21-Feb 18

Aquarius, if you want to broaden your horizons you will have to explore beyond your comfort zone. It may not always be comfortable, but it can be adventurous.

PISCES Feb 19-Mar 20

Pisces, you have many questions, but not enough answers are coming your way. Delve a little deeper this week.



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Lehane • Notorious Nineteen by J. Evanovich

• The Forgotten by David

• Live by Night by Dennis

• *Torch* by Cheryl Strayed

- The Soup Sisters Cookbook
- The Signal & the Noise • A Week in Winter by Maeve Bruce by Peter Ames Carlin
- SUDOKU PUZZLE 3 2 4 2 9 4 8 5 9 7 9 3 7 3 7 2 4 8 6 3 5 1 4 3 7 6 7 9 9 8 6 4 2 ANSWERS ON PAGE 15 Level: Beginner



SCORPIO Oct 24-Nov 22

Scorpio, don't allow your emotions to get

General Lawson has his eyes on the horizon

Cheryl MacLeod Corporate Internal Communications

Just a little more than 11 weeks in his new position, General Tom Lawson is getting accustomed to its hectic pace. Trying to divide time as needed and follow the tight schedule isn't always easy when you're Chief of the Defence Staff.

Gen Lawson looked comfortable in his new office, surrounded by personal military memorabilia spanning a 37-year career, as he chatted about himself and the way forward for the CF. He sees a positive future ahead for current serving members and future recruits.

First trip overseas as CDS Gen Lawson and the CF Chief Warrant Officer, CPO1 Robert Cléroux, recently returned from Gen Lawson's first trip overseas as CDS visiting the troops and both are proud to see CF members carrying out their roles with such vigour and drive. Gen Lawson drew energy from seeing the great work being done the deployed women of the CF.

"They [CF members] are standing up the Afghan troops at such a great rate; they are able to move them [Afghans] from basic training into more advanced training, professionally and quickly. They're so well positioned to do what they do, they are literally working themselves out of jobs," he said.

The CDS also visited HMCS Regina in the Arabian Sea, his first time on ship since he was an RMC recruit. He got there by flying the ship's Sea King helicopter, although there was some banter about him not coming too close to the ship for his fly by.

"And I think that was probably advisable," he said with a chuckle.

"Spending a day onboard the ship was tremendous," he said proudly. "Seeing our men and women taking Regina through her paces was an enormously heartening thing."

Evolving Role of the CF Gen Lawson explained how he sees the role of the CF protecting Canadians at home evolving.

"I think it is less about evolution in terms of readiness and more about evolution in terms of how we link with like-minded groups in other areas of government and outside of government."

Canadians can rest assured that the CF will always be there in times of need and Gen Lawson says that will always remain true. And just as the CF has proven itself in combat abroad, it has also fought fires, floods, and hurricanes here at home, and has assisted with security at the Olympics, G-8 and G20, working closely with the RCMP, Public Safety, other government and nongovernment departments.

"This tie together has

developed an interdependence that's helped us to not only get to know each other — the person at the other end of the phone before the challenging things happen, but also in a way that has shown how we can help each to the greatest effect. That's where I think the evolution will continue, our linkage to other like-minded groups." **Resources at Defence**

In this time of budget reductions, belt tightening to identify efficiencies and finding new ways of doing business, the Defence Renewal Team has been the term "more tooth, less tail" is being used, but Gen Lawson doesn't feel this is a good descriptor. "Having been a fighter

resources to the front line,

pilot ... together with my sailor friends, tank drivers, and artillery officers, we are the 'tooth' out there, protecting Canadian interests, and it was fun to talk like that before," he said. "And when you become part of the very support fabric that allows the men and women of the Canadian Armed Forces to do the things they do, you see it from the other side, you see the link-

We've had budget challenges in the past, but now we have to refine how we do things ... there is very little fat -General Lawson

Chief of the Defence Staff

hard at work studying the subjects in-depth.

"This team was started before I came in, and I like a team with many playthink it's brilliant " he said "We've had budget challenges in the past, but now we have to refine how we do things ... there is very little fat, and while this is true, the Defence Renewal Team is not looking at whether there is fat, but how we can better refine the ways we do things across the Army, Navy and Air Force."

Staying on the topic of cuts and reallocating

ages, and it becomes less like an animal with teeth and a tail wagging and more ers working to the same end."

Gen Lawson explained how the CF finds the funds to reinvest in a place that puts more capabilities on the ramp and in the field. "I think the way you do that in the months ahead is by looking at those processes that have worked well to shelter us from risk, and then find ways to accept a bit more risk and do things

more efficiently. And that, I think, is going to be the way we meet the mandate of maintaining and delivering on those capabilities required to give the government options when a need arises.'

Priorities Defence and the Canada First **Defence Strategy**

Defence Priorities and the Canada First Defence Strategy give DND/CF some clear direction and a way ahead as Canadians expect that capacities, capabilities and readiness will be at their highest levels. And even with many budget restrictions, the CF will continue to invest more dollars in these priorities.

"Even through tough budget restraints, we will continue to invest in readiness and training," Gen Lawson reaffirmed.

The CFDS was put in place in 2008 and largely gave the CF clear path forward, with a focus on domestic capabilities and the Arctic. While those core missions were never forgotten, they did receive less public attention while the CF was involved in combat operations in Afghanistan.

"So, I don't think the Defence priorities have changed, but with the end of the combat mission, this will give us more time to focus more clearly on what we were told in 2008."

When asked what his most rewarding job to date has been, Gen Lawson said he could pick any of seven

or eight tours. Like many CF members, he has had operational and leadership positions which have been interspersed with traditional staff jobs.

While he is able to claim a pretty good initial feel for his present position, Gen Lawson knows there will be some challenges to be tackled and rewards to be savoured in the years to come.

"But it's starting out well, extremely very interesting and challenging," he said. He recalled with a smile his early days of flying a CF-104 over the German countryside and the excellent opportunities he's had in his leadership roles, but there are two roles that stand out.

"I would say either my job commanding 8 Wing, where I had one wonderful year, or my two years commanding the Royal Military College, which was pure leadership at a place with 1,000 of our finest Canadian youth and hundreds of highly motivated Canadian officers are the highlights."

Gen Lawson knew how busy the CDS office would be, but said he is invigorated by the pace. "I knew my schedule would be packed, and this has taken some getting used to." This busy pace has led him to his New Year's resolution. "I will continue to enhance my personal fitness so I can lengthen my days," he says.

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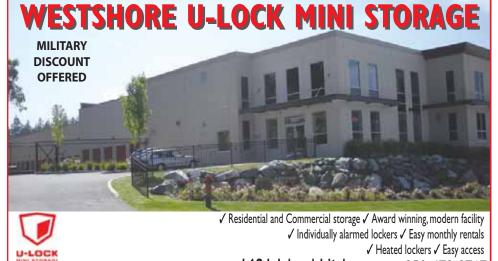
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Fishing derby a new angle on helping a co-worker

Shawn O'Hara Staff Writer

An upcoming fishing derby isn't just about hauling in the biggest salmon and winning a prize.

The Feb. 16 derby being held at the Work Point Boat Club is a fundraiser for the Downey family. Zack Downey, the son of sail maker Wayne Downey, was recently diagnosed with Non-Hodgkin's Lymphoma and is currently receiving treatment at the B.C. Children's Hospital. The treatment could take up to nine months, and the Sail Loft workers wanted to make sure that Downey Sr. can spend those nine months with his son.

"We don't want him to at Coast Capital Savings, will have to come back to work. We want him to be able to be with his family," says Dan Thomas, one of Downey's co-workers. "In times like this the most important thing is that they be together."

Tickets for the derby are \$50 and allow one salmon per entry; tickets are also good for the prize table once all fish have been weighed.

"It's just a way for us to have some fun while we raise some money," says Thomas. "It's not really about the competition; it's about helping out the Downey family."

The money raised through entrance fees for the derby and 50/50 tickets, as well as a special donation account be donated to the Downey family to help offset the costs of staying in Vancouver, and Downey Sr. missing work during his son's treatment. 'We've already had a

lot of other shops on the base donate," says Thomas. "Everyone has been really generous."

For the men and women of Sail Loft, providing support when a member of the team is in need was the number one priority.

'We're basically a family," says Thomas. "No matter who in the team is affected, if it's them or their family, we're always going to do our best to lend a helping hand. That's what it's all about.'

Hyundai to give away another car

Shawn O'Hara Staff Writer

The staff at Victoria Hyundai is at it again, giving away a brand new car to one lucky DND employee.

Last year, the Victoria dealership gave away a 2012 Elantra Touring to MS Ken Bowley in a draw held Dec. 18, 2012.

This year, they're ramping up the yearlong raffle with a 2013 Hyundai Veloster. People can check it out at the MARPAC Expo on Feb. 7 and DND employees can enter the draw by filling out a ballot.

"You can enter at the events, or here at the dealership," says Steve Munro, owner of Victoria Hyundai. "We're working on a way to enter the draw online, but that's just in the works right now."

Munro and the rest of the crew at Victoria Hyundai were ecstatic at the response they received from last year's campaign. It was a no-brainer to keep that relationship going.

"It helped us get closer to a community that has given us so much business in the past," says Munro. "It's a giving back campaign for us. We want to let DND members know they're appreciated."

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Cdr Martin Drews, the Commandant of Fleet School Esquimalt, explains the capabilities of the new Universal Classroom to VAdm Paul Maddison (centre), Commander of the Royal Canadian Navy, and other command personnel.

Shawn O'Hara, Lookout

Universal classroom: High tech learning at Fleet School

Shawn O'Hara Staff Writer

Last Wednesday, naval command was given an introduction into the future of Naval Training.

Cdr Martin Drews, Commandant of Fleet School Esquimalt, took VAdm Paul Maddison, Commander Royal Canadian Navy, and RAdm Bill Truelove, Commander Maritime Forces Pacific, through the capabilities of Fleet School's new Universal Classroom.

Gone are chalk boards and overhead screens. In their place is a line of large displays on the walls, HD cameras on the ceiling and personal workstations atop desks.

The goal of the specialty classroom is to cut travel costs for those sailors needing to go elsewhere for training. "Instead of sending someone to Halifax or another location, now we can virtually extend the classroom," explained Cdr Drews. "We can have them learning here, and have the material be delivered from Halifax, or vice versa."

The \$397,000 system has been in use for three weeks. It allows DND to seamlessly integrate the classroom in CFB Esquimalt with its sister classroom in Halifax. "If we don't have an instructor with a certain expertise here we stream them in from somewhere else," says Lt(N) Jim Meadley, the Training Technology Officer at

Fleet School Esquimalt. "It allows us to create flexible and modern learning environments. We could have an instructor standing at the front of the room, we could combine two classrooms, or if the student Instead of sending someone to Halifax or another location, now we can virtually extend the classroom. We can have them learning here, and have the material be delivered from Halifax, or vice versa.

-Cdr Martin Drews

wanted to learn on their own they could do that at their desk."

This virtual extension of the classroom is done by way of a complex system of HD cameras, monitors, microphones, and touch screens.

Thanks to a series of pressure pads, an HD camera on the ceiling is able to track an instructor's movement across the front of the classroom.

"No matter where they

go they're in frame and visible to everyone," says Lt(N) Meadley. "That gives them the freedom to feel natural and move like they normally would move."

The Mic Queue system also allows instructors to take questions in an inclusive way. If a student has a question all they have to do is push a button on their desk. This notifies the instructor, who then presses a button on their touch screen to enable the student's mic and bring them into camera view.

"Every student knows that if they have a question they'll be involved," says Lt(N) Meadley. "It puts a face to a name. It's one of the ways we're trying to break down 7,000 kilometres and four time zones."

The controls available to an instructor are sophisticated and easy to use. A control panel allows them to control individual student computers, displays, HD cameras, audio levels, and more.

"We wanted everything to be accessible with one touch," says Lt(N) Meadley.

These one touch capabilities allow instructors to present material and slideshows, take questions and control what is being displayed on each student's monitor. All of these were implemented in the name of a comfortable environment for students.

Cdr Drews explained they are now moving into an assessment phase to gauge how this capability can be leveraged by all schools, regular force and reserve in the Navy Training System, to meet the challenges of today and tomorrow.

While the technology is in the prototype stage, VAdm Maddison came away very optimistic about the program and what it means for the future of the navy.

"The briefing by Cdr Drews at CFFSE on the Universal Classroom was excellent," said VAdm Maddison. "We will be able to save money while improving quality of life of our sailors through this initiative. This is video teleconferencing on steroids, and I like it!"





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The records of more than

600,000 World War One

veterans are now online

with billions of historical

records from around the

Shelley Lipke Staff Writer

Have you ever thought about creating a family tree, or wanted to learn more about your family history?

Information from military attestation papers, birth, marriage and circumstances of death records are now all accessible through www.ancestry.ca, a network of the global ancestry records.

"Up until 2006, anyone wanting to view military records of their Canadian ancestors would have to physically visit the Library Archives in Ottawa and look at microfilm or original records," says Lesley Anderson, Ancestry genealogist and content specialist.

Now it's as easy as logging onto the Internet.

"The war graves and circumstances of death register were only viewable at Library Archives Canada. We partnered with them to digitized all the registers and now details like where a soldier was buried, if they were exhumed and reburied, or where they're memorialized is available online," says Anderson. An Attestation Paper was the first document a soldier signed before entering the Canadian Expeditionary Force (CEF). In many cases these may be the only surviving record of the enlistment

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of many Canadian soldiers who fought in World War One.

Attestation papers provide a range of details about the enlistee, including place of birth, age, physical description and next of kin. Some also include valuable information about their lives before the war, such as their occupation, marital "Researching family history can be very addictive," says Anderson.

Users can build a family tree adding photos and stories free of charge and then share them with their families.

To view the original images of historical records users are charged \$9.95 per month for Canadian use, or \$24.95 per month to access records from around the world.

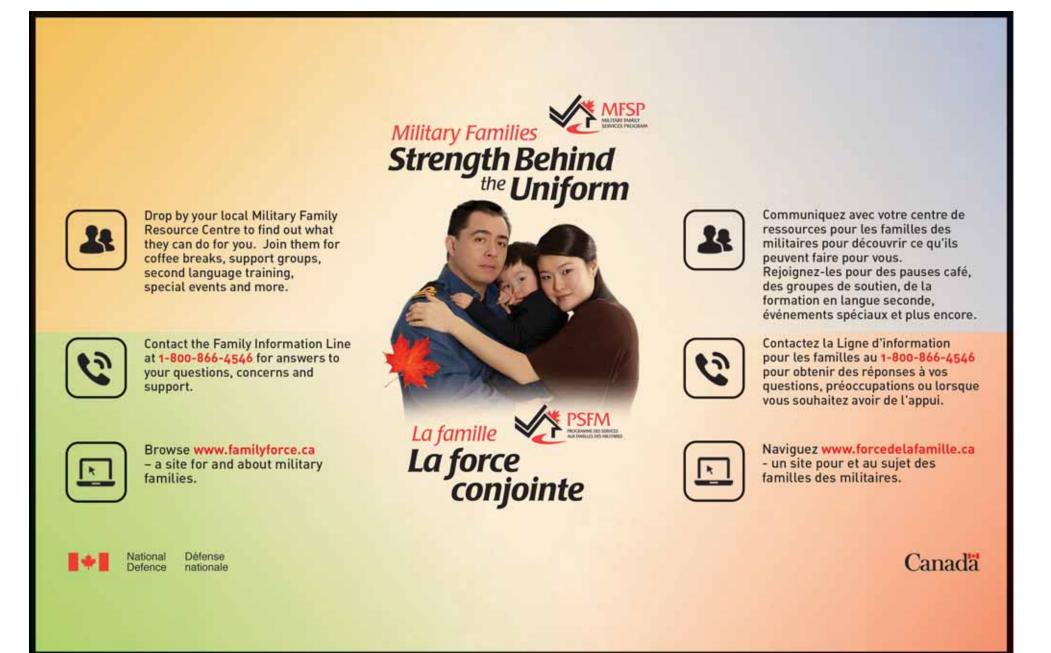
"Users can take advantage of a two-week free trial to access this information," says Anderson.

The records date back to before the 1600s depending on the country, and include passenger lists to Canada.

Ancestry.ca was launched in January 2006 and offers members access to 129 million searchable Canadian family history records. It is part of the global network of Ancestry websites containing seven billion names in 26,000 historical record collections.

Ancestry.ca's historical record collection reflects Canada's multicultural heritage and enables members to explore their family's history using Canadian and international records, including the Canadian censuses, military, passenger lists, Irish records, English, Welsh and Scottish censuses, birth, marriage and death records as well as user-contributed family trees, and by connecting to millions of other members making their own discoveries.

To date more than 7.25 million family trees have been created and 700 million names and 11.5 million photographs uploaded.





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Health & Wellness Heart & Stroke Foundation The Cridge Centre for the Family Canadian Liver Foundation The Arthritis Society Health Partners Pacific Centre Family Services Association Military Family Resource Centre Queen Alexandra Centre for Children's Health Canadian Diabetes Association The Prostate Centre Saanich Volunteer Services Society Broadmead Better Back Monarch House Victoria TC 10K Goddess Run West Coast Taekwon-Do Westshore Triathlon Club Powell River Recovery Centre **Energy Health Clinic** Provincial Sleep Group Life Mark Health NexGen Hearing **Progressive Chiropractors** T-Zone Victoria Victoria Dragon Boat Club Life Max Life Ring Bridges for Women **Other Vendors** Unialobe Clean Air Yard Care Arthur Murray Dance Studio Island BMW Westshore U-Lock Commissionaires Costco League Financial Partners Laser Light & Sound Pacific Fleet Club Monk Office Cambridge Suites Hotel Halifax Sandman Hotel Holiday Inn Express & Suites -Courtney Poets Cove Resort & Spa

Strathcona Hotel Holiday Inn Express & Suites -Vancouver Airport **Business Victoria** Accent Inns Mt Washington Alpine Resort Top Shelf Book Keeping IMAX Victoria Arbonne International BMO Alex Burns Realtor Hazmasters Sharpes AV Makita Canada Rona Home & Garden Abakhan & Associates Shaw Merry Maids Canadian Bar Association Anthem Properties Boardwalk Rentals Kids & Company CAPREIT Tupperware Castertown Paperdoll Formals Chuck Palmer Investor's Group Sun Life Financial Chateau Granville Vancouver Columbia Fire & Safety MacPherson Bradford Group Forbes Pharmacy Isagenix 4 Pillars Consulting **DLC** Mortgages TD Canada Trust Royal Canadian Legion Shawnigan Lake Chiropractors Ramada Inn National Bank of Canada Royal Bank of Canada Outside Saunders Subaru Harris Victoria Dodge Jack FM Victoria Hyundai Jenner Chevrolet GMC Buick

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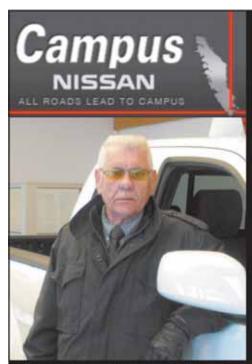
PO1 Armand Reelick (centre), Seamanship Division Instructor at Canadian Forces Fleet School Esquimalt, receives his new shoulder slip-ons from LCdr Bill Ansel (left), Seamanship Division Commanding Officer, and Cdr Martin Drews (right), Commandant.



MS Michael Gregg is presented his CD1 by Fleet Maintenance Facility Commanding Officer, Capt(N) Don Smith.

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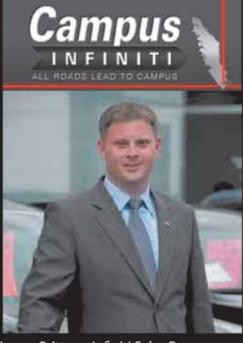
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Take a moment and self-identify

This year, as part of DND's on-going commitment to Employment Equity, the Assistant Deputy Minister (Human Resources -Civilian) and the Director General Military Personnel Research and Analysis (DGMPRA) are conducting a study on voluntary selfidentification.

The purpose of the study is to gain a better understanding of the factors that have an impact on the decision of designated group members to self-identify.

In an effort to obtain employees' views on the DND Self-Identification Program, focus groups will be conducted between January and April 2013 in the following locations: Ottawa/Gatineau, Esquimalt, Edmonton, Winnipeg, Toronto, Borden, Montreal, Valcartier and Halifax.

If you are a member of an Employment Equity group (Aboriginal Peoples, visible minority, persons with a disability, and/or women) working in DND, please join one of our focus groups to share your thoughts and experiences on self-identification. Your opinion is essential and it will help us ensure that the Department operates with policies and practices that build an inclusive workplace and a workforce reflective of the Canadian population.

For more information or to participate in a focus group, contact Sylvie Gaudreault, HR Functional Advisor, at 613-998-1671, or send an email to:

+Diversity-diversité@ ADM(HR-Civ) DDWB@ Ottawa-Hull.

If you cannot participate in a focus group but would like to offer your views, please send an email to the +Diversity mailbox.

Let yourself be heard, join us in a focus group!

Please note that this study has been approved by the DGMPRA Social Science Research Review Board (SSRRB), in accordance with CANFORGEN 198/08. SSRRB approval #1166/12F.





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PO1 Line Laurendeau (left) stands with fellow CFB Esquimalt Hockey Officials (left to right): CPO2 Yves Ouellet, PO2 Jarrett Taylor, and PO1 George Robinson. CFB Esquimalt is in need of new referees to officiate the numerous games on and off the base.

Referees a rare commodity, especially female officials

Shawn O'Hara Staff Writer

There are many things PO1 Line Laurendeau loves about hockey: the teamwork, the chill air of the arena, the flurry and clash of stick on stick. However, having played on CFB Esquimalt's women's hockey team for more than 15 years, the time came for PO1 Learendeau to think about her health. Three years ago she made the slide to referee.

"I was a goalie, so I knew that my style of play had a shelf life," says the 40-yearold Sea Cadet Advisor. "I didn't want an injury to threaten my career, but I wanted to give back to the program and the game."

Becoming a certified official is quite simple; all that's required are two

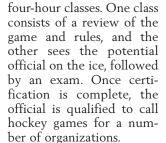
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PO1 Laurendeau officiates the Intersectional Hockey League for various Canadian Forces games, and the Panorama, Saanich, and Victoria Minor Hockey Associations as well. Just this past year she officiated the Bantam AAA Nationals hosted at the Bear Mountain Arena.

"I was up against a lot of male officials a lot younger than me. It was a pretty good feeling to get that opportunity," she says.

Another benefit of being a referee is the increased

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time on the ice.

"When I played hockey that was how I maintained my fitness, but I didn't get to play all the time," says PO1 Laurendeau. "Every game needs referees, so now I have a lot more opportunities to exercise."

PO1 Laurendeau is one of only six active female officials in the CF. She says this isn't because of any kind of stigma towards female referees. It's simply that not many women know about the openings.

"Everyone wants to play the game, not many people want to referee," says PO1 Laurendeau. "There are people in the program that are taking the time to make sure females are supported. The door is open."

In the male dominated world of hockey officials, PO1 Laurendeau says that respect is something you have to earn.

"No one is going to hand you validation. You're expected to work for it," she says.

During the course of a game PO1 Laurendeau can be in situations where she has to break up fights between players much larger than herself.

"I may be smaller than them but do you think that's going to stop me

This sense of a challenge has been one of the reasons PO1 Laurendeau has stuck with officiating.

"I love being told I can't do something," she says. "It gives me the opportunity to prove them wrong."

For those interested in becoming an official, head www.hockevcanada. to ca and find an officiating course near you.



Pte Keven-James Delisle-Labbé of 35 Canadian Brigade Group "A" Company points in the direction of the enemy during an advance to enemy contact at Fort Pickett in Virginia, USA, during Exercise Noble Guerrier, Jan. 5. A total of 1,600 Reservists from 34 and 35 Canadian Brigade Groups deployed for this full-scale exercise to rehearse various combat operations in a humanitarian aid context.



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LIFERING ALCOHOL ADDICTION DRUG SUPPORT GROUPS has started new groups on Vancouver Island. Victoria, BC: Victoria Native Friendship Center on Thursday evenings 7:30pm @ 231 Regina Ave. on Saanichton, BC: Tsawout First Nation on Thursday afternoon at 3pm at 7728 Tetayut Rd. Duncan, BC: 1 Kenneth Pl. on Friday evenings at 7pm. Naniamo, BC: Vancouver Island Theraputic Comm. on Sunday evening 7:15pm @ 10030 Thrid Street. General inquiries: Michael@ LifeRingCanada.org

CAREGIVING FOR SOMEONE with dementia? The Alzheimer Society of B.C. has support groups for caregivers. Contact the Alzheimer Resource Centre at 250-382-2052 for info and to register.

FAMILY CAREGIVER SERIES, Free Alzheimer Society of B.C. workshops, Tues, Jan 15 through Feb. 12, 6 to 8:30 p.m., Hillside Seniors Health Centre, 1454 Hillside Ave. Pre-registration req. 250-370-5641 or WellnessCentre Registration@viha.ca The free series will help participants understand dementia, the changes it can cause in communication and behaviour, the changing roles in the family, and planning ahead and understanding the health-care system.

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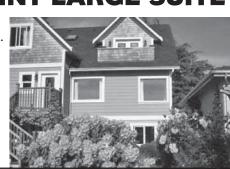
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