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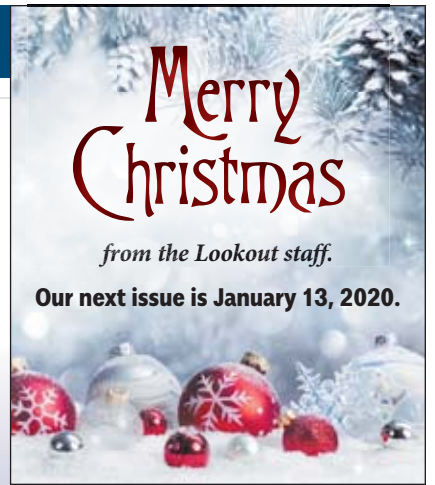
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LOOKOUT

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MARPAC NEWS CFB Esquimalt, Victoria, B.C.

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Merry Christmas

from the Lookout staff.
Our next issue is January 13, 2020.



Capt(N) Sam Sader, Base Commander, poses with members of the Base Administration team who were awarded the prize of Best Charlie Brown Tree in this year's Christmas tree decorating contest. Joining him are Dee-Ann Lemire, LCdr Jason Barbagallo, Cdr Cory Foreman, and CPO1 Pascal Harel. The MFRC's tree was chosen as Best Festive Tree while the Naval Personnel Training Group captured honours in the Best Griswold Tree category. The winning units each received a preloaded Master Card for their designing expertise.

Photo by Peter Mallett, Lookout

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Rear-Admiral Bob Auchterlonie, Commander Maritime Forces Pacific, and his family pose for a photo at the Admiral's Residence. From left to right: Michael Auchterlonie, Ciarra Grant, RAdm Bob Auchterlonie, Tammy Auchterlonie, Fraser Auchterlonie, and Gabrielle Polard. Photo by Leading Seaman Mike Goluboff, MARPAC Imaging

Happy holidays from the Auchterlonies

It has been a joy seeing first hand all of our successes doing the nation's business at-sea and ashore in 2019.

HMCS Regina completed a successful deployment early in the year, while HMCS Whitehorse and HMCS Yellowknife wrapped-up another rotation of Operation Caribbe. Soon the crew of HMCS Ottawa will return home from Operation Projection in time to celebrate the holidays.

Every year I am proud of the Defence Team's professionalism in all that they do to ensure our international and domestic operations run so smoothly. I encourage you all to take the time over the holidays to celebrate and rejoice with friends and family. You've earned it!

Of course, many of our colleagues will continue working through this magical season, including the search and rescue crews responding to emergencies

in B.C., or the gunners on Operation Palaci making sure the TransCanada is safe from avalanches for those travelling through Rogers Pass. I am grateful for their willing service, putting duty first to keep us all safe as we enjoy the serenity of the season.

But for those in need, this time of year is not one filled with joy, companionship and comfort; however, what warms my heart is the outpouring of charity, of generosity, both in time and money, from my colleagues and shipmates at Maritime Forces Pacific and CFB Esquimalt, that the dark winter days become just a bit brighter.

From my family to yours, wishing you all a very Merry Christmas and a safe and prosperous New Year.

Rear-Admiral Bob Auchterlonie and Family

Christmas wishes from the Base Commander

This is a very special time of the year when all members of the Defence Team are encouraged to take some well-deserved rest while connecting with loved ones and friends. I hope you are able to enjoy the festive season to recharge from what has been a busy and highly successful year.

Since taking command of CFB Esquimalt last June, I have been consistently impressed by the leadership capacity and mission focus of personnel at all levels of our organization. I want to thank each of you for contributing to our overall mission success.

As I look back on 2019, I see so many accomplishments worthy of note. Foremost is the stellar support to deployed operations, highlighted by the sustainment provided to enable the recent deployment of HMCS Ottawa. Closer to home, the Esquimalt Harbour Remediation Project and ongoing construction of B-jetty have continued to progress as planned. These important

projects will ensure we have the infrastructure to support a modernized fleet as we move into the future.

I am also very proud of our community efforts and generosity toward the National Defence Workplace Charitable Campaign. There were many enjoyable events organized at the unit level, as well as formation wide initiatives. From tug-o-wars to chilli cook-offs, everyone has had the chance to get in on the fun while giving to charities. I encourage you all to continue your generosity throughout the year as every little bit you contribute makes a big difference for those in need.

In terms of giving, I would also like to highlight the countless volunteer hours Defence team members, both civilians and military, have given to the community. Whether taking time out for local sports teams or organizations such as HeroWork and Soldier On, it fills me with pride to see members of our team

connecting with Canadians and always being "Ready to Help" beyond the borders of our base.

The holidays can be a difficult time for many, and so I urge you to look out for each other and be prepared to offer a hand to help, shoulder to cry on or ear to listen when you see someone in need. Also, take a moment to think about our teammates who are away this holiday season, and the ones here at home who are missing them. Their sacrifice is the reason we are free to celebrate the holidays with our family, friends and shipmates.

Our success depends enormously on the support of our families, so enjoy a well-deserved, restful, and safe holiday focused on your loved ones. With the many blessings that the festive season brings to all, my family and I wish you and your families a Merry Christmas and a happy, healthy New Year!

Capt(N) Sam Sader and Family



Captain (Navy) Sam Sader, Base Commander, and his wife Irena Sader, and son, Armand Sader, pose for a family photo at the Wardroom.

Photo by Master Corporal André Maillet, MARPAC Imaging

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Members of Fleet Diving Unit (Pacific) throw Commodore Angus Topshee into Esquimalt Harbour from 'G' Jetty in Colwood on Dec. 11. The event was part of a fundraiser for the National Defence Workplace Charitable Campaign.

Photos by Peter Mallett, Lookout



Commodore takes the plunge for charity

Peter Mallett
Staff Writer

Members of Fleet Diving Unit (Pacific) won't be reprimanded for their dubious deed of tossing Commodore Angus Topshee into the chilly waters of Esquimalt Harbour.

Just after dawn on the morning of Dec. 11, four clearance divers grabbed the Commanding Officer of Canadian Fleet Pacific by his arms and legs and hurled him off a bridge at Colwood's G Jetty into the drink.

The large crowd of sailors that gathered on the jetty could be heard laughing and cheering as he hit the water.

The act of the perpetra-

tors was not an overboard holiday prank or an act of mutiny, but instead part of a fundraiser for the National Defence Workplace Charitable Campaign (NDWCC).

After making a giant cannon-ball splash in the harbour, Cmdre Topshee then surfaced, spit water from his mouth and raised his hand triumphantly. As he treaded water, he announced his stunt had raised \$2,200 in donations from across the fleet for the Department of National Defence annual charitable campaign.

Cmdre Topshee then challenged his east coast equivalent, Canadian Fleet Atlantic Commanding Officer, Cmdre

Richard Feltham to equal or surpass the funds raised by taking a plunge off a jetty in Halifax.

"Commodor Feltham, I challenge you to see if your fleet can raise enough money to throw you in the harbour as well."

Cmdre Topshee wasn't the only one to take the morning plunge. Moments later he had some company in the water with Captain (Navy) Scott Robinson, Lieutenant (Navy) Sonja Maul-Wilson and Private Robert Veerman also being hurled off the jetty.

At press time there was no word whether Cmdre Feltham had accepted the challenge of taking the plunge into the much colder Halifax Harbour.

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WHAT SAY YOU

People Talk

The holiday season is quickly approaching along with dreams of family gatherings and presents dancing in our heads. With that in mind, Lookout asked people around the base the following question:

What was the best Christmas present you ever received and why?



When I was young, my mum was out walking the family dog at Christmas and was followed home by a stray kitten. She became part of our family that year and we had her for over 20 years.

Lorraine Crinkley,
Port Operations and
Emergency Services Branch



The best present I ever received was a Baby Brownie Camera back in the late 1940s or early 1950s when I was still a kid. I wanted one of these cameras for quite some time and for the first day or so after I unwrapped it I was off taking pictures of anything and everything around my house and neighbourhood.

Bruce McShannon,
Security Commissionaires



I played youth rep hockey in Waterloo, Que., and the best present I ever received was a pair of goaltender pads. I'd always had an old pair of pads and they were getting old-looking and beat up, so having these new slick-looking, flashy pads was pretty cool and also helped my game a little bit too.

Lt(N) (Retired) Robert Cote,
Base Executive/NWCC



I always loved getting 'stuffies' for presents and the best Christmas I ever received was a giant goat when I was in Grade One and lived in Belmont Park. I loved this goat and cherished it for many years because it fit under my arm perfectly and was comfortable to snuggle with.

Leanne Harel,
Esquimalt Military Family
Resource Centre

WHAT SAY WE

NORAD TRACKS Santa Claus

As the North American Aerospace Defense Command conducts its primary mission of defending our shared continent, it stands ready to continue its tradition of tracking Santa's journey around the globe on Dec. 24.

"In addition to our day-to-day mission of defending North America, we are proud to carry on the tradition of tracking Santa as he travels along his yuletide flight path," said Gen Terrence O'Shaughnessy, commander of NORAD and U.S. Northern Command. "The same radars, satellites, and interceptors employed on Dec. 24 are used year-round to defend Canadian and American airspace from threats."

The defence of Canada and the United States' homeland is NORAD's top priority. NORAD is a binational U.S. and Canadian command charged with aerospace and maritime warning and aerospace control of North America, as well



as monitoring aerospace activity globally. However, every year during the holidays, NORAD assumes the supplementary mission of tracking Santa as he travels around the world.

On Sunday, Dec. 1, the 64th iteration of NORAD Tracks Santa began with the launch of the www.noradsanta.org website.

NORAD Tracks Santa is a global experience, delighting generations of families everywhere. This is due, in large part, to the efforts and services of numerous program contributors and volunteers.

On Dec. 24, users may call 1-877-HiNORAD for Santa's up-to-date location.

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Busy time on F Jetty



A view of Colwood's crowded 'F' Jetty on Dec. 6. The western end of Esquimalt Harbour was home to five commissioned ships of the Royal Canadian Navy with Halifax-class frigates HMCS Winnipeg and HMCS Regina to the left, and to the right of the Jetty Maritime Coastal Defence Vessels HMC Ships Brandon, Edmonton, and Yellowknife. A fuel barge from the Auxilliary Fleet is in the foreground.

Photo by Peter Mallett, Lookout

Peter Mallett
Staff Writer

It was a rare full house of Her Majesty's Canadian Ships at Colwood's F Jetty for a few days last week, with five commissioned vessels of the Royal Canadian Navy berthed there.

The tenants were Halifax-Class frigates HMCS Winnipeg and HMCS Regina joined by Maritime Coastal Defence Vessels HMC Ships Edmonton, Brandon, and Yellowknife from Dec. 6 to Dec. 8.

It's the first time in decades this many commissioned vessels have been alongside at the western end of Esquimalt Harbour, says Ian Wiggs Harbour Control Officer for Port Operations and Emergency Services Branch. Wiggs is one of the people who directs ship traffic through his two-way radio and has a bird's eye view of the entire harbour from the control room in dockyard's Queen's Harbour Master building.

"I am a former naval reservist and began my time here at CFB Esquimalt back in 1981," says Wiggs. "I and a few others around the department have been racking our brains and we honestly can't recall another moment when there were that many ships at F Jetty. Although, the five Bay Class Minesweepers did berth at D Jetty on a regular basis."

On Dec. 5, Regina defueled some fuel to F Jetty and Winnipeg fuelled the rest of Regina's fuel the next day. The Colwood-side of the base is also home to the fuel farm and refuelling and defueling operations are regularly done from this location.

Starting Dec. 13, all five MCDVs will occupy F jetty south until early January to ensure that one duty watch of four personnel, instead of eight personnel looking after two nests of ships, can maintain duty watches during the holiday season.



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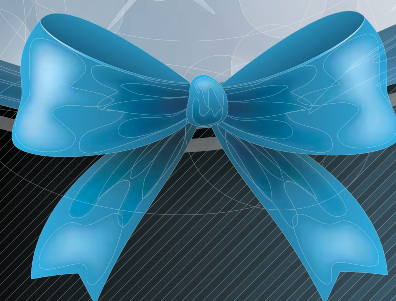
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HMCS Calgary working up to full deployment

Master Corporal Robert Allard
HMCS Calgary

HMCS Calgary is hard at work preparing for its upcoming deployment in spring 2020. In a process similar to the way professional sports teams hold training camps to prepare for the regular season, Calgary is conducting what the Royal Canadian Navy calls Intermediate Multi-ship Readiness Training or IMSRT.

Everything the ship's company does during the

month-long period is aimed at taking a group of sailors with varying levels of experience, and training them in a supervised and systematic way to ensure they are ready for almost anything.

HMCS Calgary is currently in southern California following a directed program of training designed to develop the skills of everyone on board, from the newest ordinary seamen going to sea for the first time, all the way up to the captain himself.

All of this hard work is being guided by a specialized unit called Sea Training Pacific, who act like experienced coaches evaluating, mentoring, and challenging the ship's team.

When Canada sends a warship overseas to conduct

operations in support of international commitments, there are plenty of dangers that can present emergencies, such as fires or other damage to the ship. Every person on board is trained over and over again until responding to emergencies becomes second nature.

The navy has learned countless lessons over the last 110 years and that real world experience goes into the training.

On a typical day, sailors wake up and start their daily routine. Often there is a full schedule of maintenance, planning, cleaning, studying and preparing. At random times, the staff from Sea Training initiate a simulated scenario such as

a missile or torpedo attack resulting in fires, floods, and casualties.

All throughout the ship, HMCS Calgary's sailors respond as if it were the real thing. This can go on for a couple of hours depending on the complexity of the situation. It is exhausting, but necessary to gain the skills needed to save the ship and most importantly save lives.

Leading Seaman Justin Miller, a cook sailing for his first time ever, offered his perspective on IMSRT and life at sea.

"I've never seen so many different trades working so well together to get things done. The efficiency is excellent, how everyone comes together to take care of anything that comes up. I'm especially blown away at the level of first aid skills everyone has to treat injured military or civilians."

Work is not the only

thing happening in HMCS Calgary during this period of intense training. Sgt Francis Dion, a meteorological technician, is working with a small team of sailors to raise money for the ship's charity, the Calgary Firefighters Burn Victim Treatment Society. In just the first week, he and his team have raised close to \$1,500.

"I am honoured to help our charity and serve my country at the same time. The ship's company has been enthusiastic and generous in their support for burn victims."

Heading into San Diego for a much needed yet short rest, spirits are high and determination is strong among the crew.

In the coming week HMCS Calgary will be home following successful completion of its training to spend Christmas with friends and family.



I've never seen so many different trades working so well together to get things done.

Leading Seaman Justin Miller

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SLICK TRAINING - CARING FOR OIL SOAKED BIRDS



Photos by Peter Mallett, Lookout

Peter Mallett
Staff Writer

Armed with large nets, a group of government employees fanned out across a field at Work Point in search of oil-covered waterfowl.

However, they weren't searching for real-life, oil-soaked birds, but instead three plastic decoy ducks; the activity was part of an Oiled Wildlife Preparedness and Response Training Course led by instructors from environmental firm Focus Wildlife Canada.

The two-day course was attended by both civilian employees from the base, including members of Port Operations and Emergency Services Branch (POESB), a representative from Canadian Fleet Pacific, and workers from Fisheries and Oceans Canada, Environment and Climate Change Canada, and Western Canada Marine Response Corporation.

"This training course explored the framework of oiled wildlife response plans and also gave us an opportunity to discuss how our agencies would

work together in the event of a spill," said Lorraine Crinkley, POESB Branch Environment Officer.

After the well-hidden decoys were uncovered hiding in tall clumps of grass, attendees then broke into groups of two to cast their nets on a much bigger challenge - capturing Robo Duck, a fast-moving decoy strapped to a remote control toy truck and operated by the instructor.

"It might seem sort of silly that we are out here searching for duck decoys with nets but we are actually practicing a fundamental and important skill," said Megan Willie, Pacific Wildlife Emergency Response Co-ordinator for the Canadian Wildlife Service. "We have a lot of biologists on our team that have these sorts of field skills for the research they do, but they have never had to apply these skills in a spill situation, at least not yet."

Course instructor Jenny Schlieps says a combination of hands-on and in-class instruction and discussion educated attendees on the planning and preparedness necessary to care for injured wildlife, including safe han-

dling and oil removal techniques from their skin, fur and/or plumage.

"Students get a general overview of how to remove the oil, but the main point of this instructional exercise is to get them to understand what to do before a spill ever happens, and what to do in the first 12 to 24 hours before wildlife response professionals can get on site to do the work," said Schlieps.

Focus Wildlife is an independent emergency response private-sector firm operating in Canada and the United States. While the company's employees act as first responders for wildlife that become injured or ill during oil spills, they also educate both government and private sector employees on what to do when a spill happens.

"We are brought in to respond to actual incidents, but also do consulting, instruction and planning for government and private organizations and their employees," explains Schlieps.

For more information about international Focus Wildlife and Focus Wildlife Canada visit their website www.focuswildlife.org

Above: A participant in the Oiled Wildlife Preparedness Response Training Course practices proper handling skills after capturing a decoy duck with his net during the hands-on portion of the course.

Inset: The remote-controlled Robo Duck gets ready to roll and evade capture.

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Want to know what your Base Commander is up to?

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SEASON'S GREETINGS

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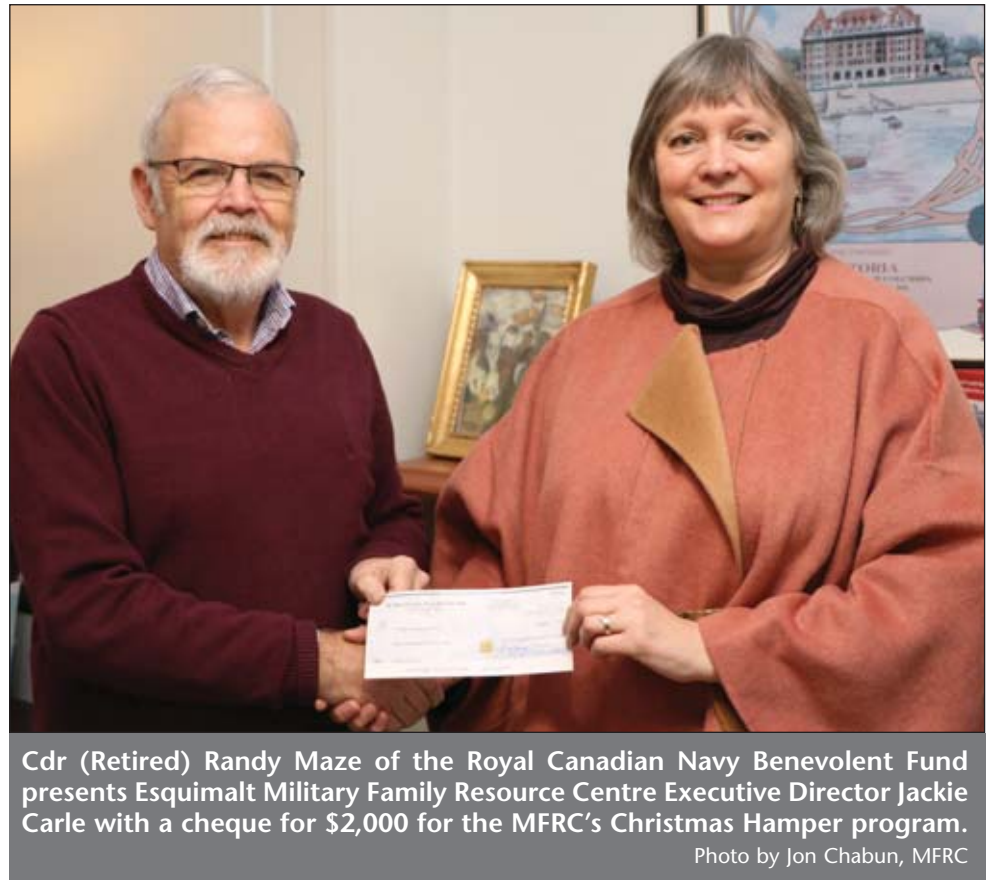
We wish you and yours a Happy Holiday Season and prosperous New Year!

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En ce temps des Fêtes, nous désirons vous exprimer notre plus sincère reconnaissance de notre partenariat de longue date, de votre fidèle soutien et de votre précieuse contribution à la communauté des Forces armées canadiennes.

Nous vous souhaitons, à vous et à vos proches, de joyeuses Fêtes et une nouvelle année prospère.

CANEX
A division of CFMWS
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Boost made to hamper project

Peter Mallett
Staff Writer

A military community organization is helping the Esquimalt Military Family Resource Centre (MFRC) make things a little brighter for military families in need over the holidays.

The Royal Canadian Navy Benevolent Fund (RCNBF) made a \$2,000 donation to the MFRC's Christmas Hamper Program.

"This program fits very well with our mission, to help out service members, who through no fault of their own, are experiencing financial difficulties," said Commander (Retired) Randy Maze, West Coast Chair, Royal Canadian Benevolent Fund. "We are delighted to provide this funding to the MFRC so they can continue to provide this essential service to our naval community."

The hampers are distributed by the MFRC and the Base Chaplain's Office to military personnel and their families going through difficult financial times. Items in each hamper are donated by individuals and organizations throughout the community and can include food, clothing, toys and other gifts, gift cards or, as in the case of the RCNBF donation, financial support.


Upon accepting the donation for their hamper program, Jackie Carle, Esquimalt MFRC Executive Director, told Maze she and her staff were truly grateful and touched by the generosity of the RCNBF.

"It is just so heartwarming to see people thinking about families in our community that might be struggling and know they wanted to make a difference in the lives of these people at this time of year," said Carle.

The RCNBF is a corporate organization funded by donations to provide grants and loans to current-serving and retired military men and women and their spouses.

The Fund was founded in 1945 and today offers grants and loans to current serving and retired sailors and their spouses. Money from the fund is for a wide range of expenses including life's necessities, such as clothing, shelter or moving expenses, dental, medical, car repairs, funeral, emergency situations such as fires, funerals, debt assistance, home repair and improvement, bursaries, property taxes, travel, insurance or other costs.

Access to the RCNBF is offered through the Royal Canadian Navy Legion for retired members, or through the SISIP financial counsellors. More information is available at www.rcnbf.ca.



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Combat Systems Engineers

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The Combat Systems Engineering department loads the Close-In Weapons System on board HMCS Ottawa, which was deployed on Operations Projection and Neon starting Aug. 13.



Capt Jenn Jackson HMCS Ottawa PAO

When most people think of the engineering department on a ship, they focus on those who are responsible for keeping the ship floating and moving – two very vital requirements at sea.

However, warships have one other vital function; it must be ready and able to fight.

HMCS Ottawa's ability to fight is through the work of the Combat Systems Engineering Department.

"The Combat Systems Engineering Department or CSE is responsible for the preventative and corrective maintenance of all weapons and sensors onboard," explains Lieutenant(N) Dusan Brestovansky, Ottawa's CSE Officer. "We are also responsible for firing the Close-In Weapons System, one of the last lines of defence for the ship."

Employing five sub-occupations of Weapon Engineering Technicians (WEng Tech) and headed by the Naval Combat Systems Engineer, the CSE department is integrated one way or another with every department on the ship. Their scope of work includes sonars and radars, fire control systems, armament and ammunition, internal and external communications systems, and navigation systems. They are also responsible

for driving the ship.

"During a typical watch, each WEng Tech will monitor systems, drive the ship, and complete rounds in addition to performing routine maintenance or trouble shooting," adds Petty Officer First Class Stuart MacDonald, Department Maintenance Coordinator. "We also have special duties we perform when needed, such as operating cranes and deploying underwater sensors."

All WEng Techs will eventually specialize in sonar, radar, fire control, armament or communications. Typically, the first five years of their career is spent learning common skills such as safety, lock-out and tag out procedures, radiation hazard safety, and working aloft, while also getting a general familiarization in each specialty.

"The completion of the WEng Tech on-the-job performance record is a tremendous achievement," says Chief Petty Officer Second Class Leo Cooper, CSE Chief. "It represents hundreds of hours, both at sea and alongside, spent studying, learning, and gaining experience with all of our systems."

At sea

While at sea, a member from the CSE Department is always present in the Operations Room monitoring the various combat systems. When an issue is observed, the on-watch WEng Tech will

perform first aid to try to rectify the fault, and if it is found to be complex or lengthy, the on-watch WEng Tech will log it, track it, and brief the senior technician who then coordinates the repair and briefs the CSE Officer. This careful tracking allows the department to be proactive.

"Logging and tracking issues allows us to analyse trends and from there predict systems that may require more substantial maintenance in the near future," says Lt(N) Brestovansky. "One of the challenges we have at sea is the availability of parts; often, what we need is not on board the ship, so by looking ahead we are better able to avoid having a system off line due to missing parts."

Creative thinking

Parts challenges aside, one aspect of CSE work is to think outside the box when troubleshooting an issue.

"In a warfighting scenario where the ship sustains damage, CSE is vital to the effort," says Lt(N) Brestovansky. "We are responsible for bringing back capability when things are damaged, aligning with the warfare priority. If radars are damaged, the ship loses part of its vision; if weapons or the systems needed to fire them are damaged, the ship loses part of its defences. My department works to keep the ship capable of both fighting and defending."

While most of the weap-

ons systems on the ship are used by different operators, CSE is responsible for maintaining them and the ammunition used.

"Just as it is necessary to clean a rifle after it is fired to ensure it doesn't jam, it is necessary to clean the main gun on a warship for the same reason," says PO1 David Dooling, Ammunition Custodian. "We also track all of the ammunition and explosives on the ship, from the smallest round for our pistols, to our torpedoes, to flares. We ensure the ammo and pyro is properly stored and loaded, and we track any potential issues such as if there is a trend of misfires."

When alongside

As busy as the section is

at sea, they are even busier ashore.

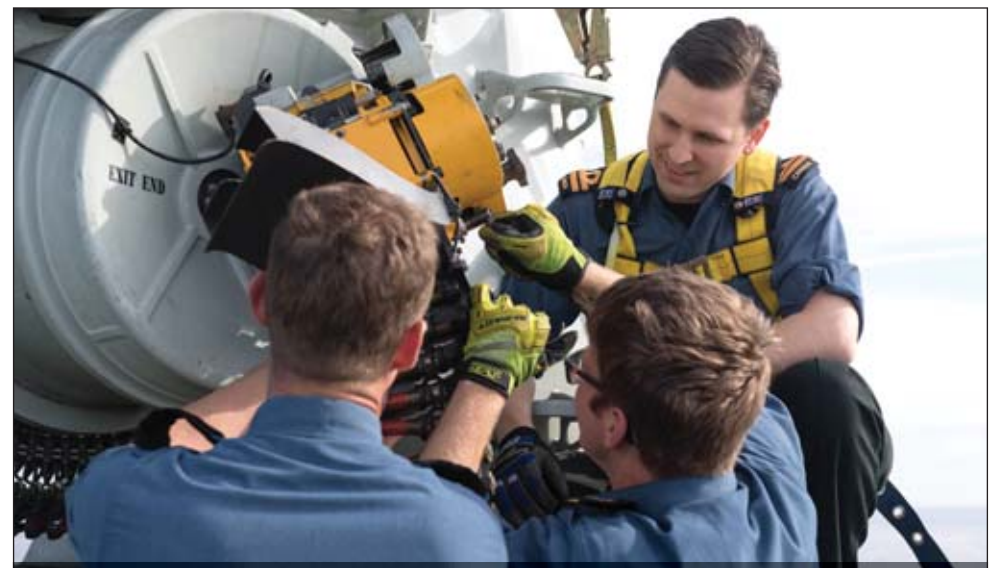
"When we are not at sea, we are preparing to go to sea," says CPO2 Cooper. "When we are alongside, we are always in a work period, which means we have time to freely maintain all the systems, conduct major repairs that cannot be done at sea, and we are responsible for the handling of all man aloft paperwork, whether it is one of our own techs or a civilian from Fleet Maintenance Facility or a contractor."

"As a section, we are always having to prioritize the work that needs to be done and that often means looking six to 12 months ahead. Built into that prioritization is ensuring members of the department are able to balance the busy

alongside schedule with down time at home with friends and family."

While a small department, it certainly is mighty in holding and maintaining some of the most technical knowledge on the ship. While the Marine Systems Engineering Department ensures the ship continues to float and move, CSE is integrated into all departments making sure it is ready to fight.

"When you come right down to it, having a CSE department is what makes HMCS Ottawa a warship, instead of a ferry," says PO1 MacDonald. "Weapons and sensors form the backbone of our fighting capability, and CSE is responsible for ensuring that backbone is ready to stand tall when called upon."



Lieutenant(N) Karl Pijanka assists with CIWS upload as part of post-fire maintenance. Photos by Leading Seaman Victoria Loganov, MARPAC Imaging Services

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PART ONE OF THREE

Is it all right to complain to my manager?

Ken Ashdown
 CCMS West/North

Civilians and military members of the Defence Team have asked if it's appropriate to complain to their supervisors/managers, and if so, how to do so, so it doesn't trigger an unintended reaction.

Generally, if there's an issue that negatively affects the working environment or how you do your job, whether it's structural, informational, or about some aspect of your working relationships, then it's probably appropriate to discuss it with them.

The real question is how to raise the issue in a way that increases the likelihood of getting better results, especially if it involves the supervisor or manager personally.

The following are tips to help you have a potentially difficult conversation.

Go to source first

If the problem is between you and another team or unit member, take it up with them first. It's tempting to "pass the monkey" to the supervisor or manager immediately, but this can create its own set of issues.

One is the person with whom you are having the challenging relationship may be annoyed that you didn't talk to them first, and that won't help matters if your relationship has already suffered.

There are many tools to help you do this, including conflict coaching (available from your local CCMS conflict management practitioner) and training (also available via CCMS, and other resources such as Health Promotion, or

DNDLearn/GCLearn.).

Another reason for speaking directly to the person involved is the supervisor or manager may not necessarily have the skills to facilitate a discussion (again, help is available through CCMS training via the Conflict Resolution for Leaders course). And finally, conflict resolution skills you may have already learned will get rusty if you don't use them regularly. Any time is a good time to practice them.

Separate the person from the problem

Avoid objectifying the other person and seeing them as "the enemy"; it will put unhelpful distance between you.

You can seldom change the other person, although you can influence their behaviour. These are two very different things. The moment you see the other person as bad, wrong, or somehow defective, it will affect how you deal with them, and show up in ways that make finding a workable solution much more difficult. But if you focus your energy on the specific issue, things will generally go more smoothly and productively.

Align your intentions and desired impact

No matter how much you may be hurting from the situation, avoid the temptation to make the other party feel your pain. It won't help resolve the problem, and may only make it worse.

Check your reasons for wanting to have the discussion or lodge the complaint in the first place; if it's to

try to prove your point, or punish the other party, or anything other than actually solving the problem, then it's probably best to walk away and rethink your approach.

If your aim is simply to vent and get it off your chest, be clear and up-front about it; at least they'll thank you for your clarity. If the goal is to genuinely resolve the issue, then make sure the impact of your words and actions have the effect of making it easy for them to want to do it with you.

About ICCM

The Integrated Conflict and Complaint Management (ICCM) program integrates the Canadian Armed Forces' previously separate existing harassment, grievance, human rights, and Alternative Dispute Resolution conflict resolution systems.

Full operational capability was reached July 20, 2018, with 16 Conflict and Complaint Management Services (CCMS) centres located across Canada, which are now available to provide local guidance and support.

Expert personnel provide the Defence Team with knowledge and skills to prevent or address workplace conflicts early, locally, informally, and at the lowest appropriate level.

Ken Ashdown is a Conflict Management Practitioner with the Conflict and Complaint Management Services (CCMS) Centre in Esquimalt. He is the co-author of several books on conflict resolution and group dynamics, and ran a successful private practice prior to joining the CCMS team.

FOR FURTHER INFORMATION VISIT:

<http://intranet.mil.ca/forces-conflict-management.page> where you can find links to your local CCMS office.

Or you can contact us nationally via our General Inquiries Positional Mailbox at:

ICCMInquiries.DemandesrequeteGICPDGGP@forces.gc.ca or call toll free **1-833-328-3351**.

CCMS Centre Esquimalt, responsive to CFB Esquimalt, 19 Wing Comox, 39 Canadian Brigade Group and others members of the military or DND employees residing in the province of B.C. can be reached at:

++CCMS Esquimalt@VCDS DGICCM@Esquimalt (CCMSEsquimalt@forces.gc.ca).



98.5 OCEAN

All Christmas Music



From left to right: CWO Alain Guimond, Cpl Jordan Steward, AB Yvette Yong, Maj David Simpkin, Capt Lesley Quinlan, MCpl Alexandre Boulé and the Chief of Defence Staff, Gen Jonathan Vance.

CANADIAN MILITARY RECOGNIZES

Excellence in sports

Courtesy Maple Leaf

The Canadian Armed Forces (CAF) Sports Awards Ceremony, held Nov. 28 at the Canadian War Museum honoured athletic excellence in the Canadian military.

Athletes, coaches, teams, and officials, both serving and retired, were recognized for their outstanding athletic performances or remarkable contributions to sport. Among those recognized were Able Seaman Yvette Yong, Conseil International du Sport Militaire (CISM) International Athlete of the Year and Military World Games medalist, and Corporal (Retired) Dominic Larocque, this year's Hall of Fame inductee.

The new Unconquered Award was presented to Master Corporal (Retired) Michael Trauner, who faced an uphill battle to adjust to his "new normal" after sustaining catastrophic injuries while deployed to Afghanistan in 2008. Trauner earned a spot on the Soldier On-led Team Canada for the Invictus Games Toronto 2017, winning a gold medal in indoor rowing. He has also become an ambassador for the injured and ill community. His sights are now set on representing Canada once again at the Tokyo

2020 Paralympic Games.

"Sport produces Canadian Armed Forces members who lead by example and are strong team players," said General Jonathan Vance, Chief of the Defence Staff. "When I meet CAF members who have risen to the top of their game, I see soldiers who can leverage a hunger for success on the playing field into a hunger for success on the battlefield."

As members of an armed force where readiness is paramount to operational success, physical fitness is a component of a military lifestyle that should never be overlooked. Not only does it contribute to the prevention and treatment of injury, physical fitness plays a major role in overall health and wellbeing. It is for this reason that sport is such an integral part of the military.

Personnel Support Programs, a division of Canadian Forces Morale and Welfare Services, develops and delivers leading edge occupational fitness, sports, and wellness programs and services to the CAF.

For a full list of those honoured and nominated, along with photos from the ceremony, visit www.caf-sportsawardsceremony.ca. Images from the ceremony can also be viewed at <https://www.flickr.com/photos/caf-sportsawards>.

When I meet CAF members who have risen to the top of their game, I see soldiers who can leverage a hunger for success on the playing field into a hunger for success on the battlefield.
General Jonathan Vance, Chief of the Defence Staff

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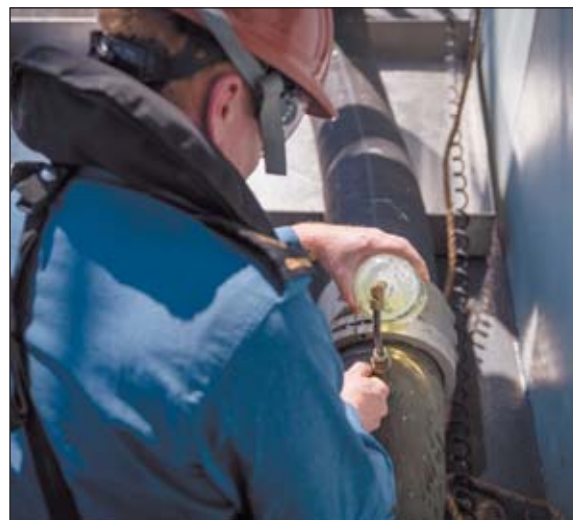


HMCS OTTAWA: AT SEA

Photos by Leading Seaman Victoria Loganov, MARPAC Imaging Services



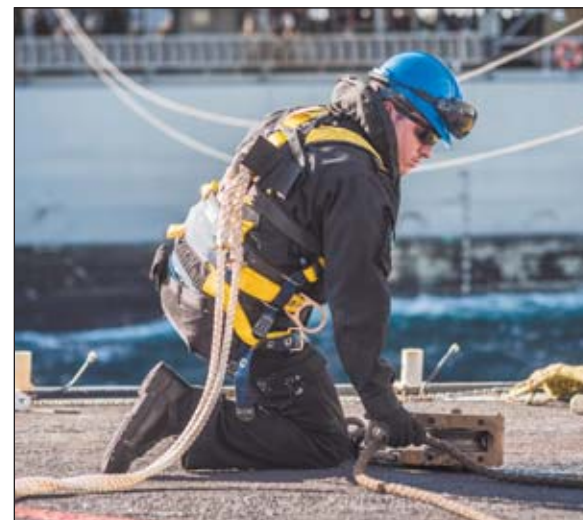
Ordinary Seaman Devon Demeester climbs the ship's mast to repair a halyard as part of his naval communications duties and responsibilities on board HMCS Ottawa while deployed on Operations Projection and Neon.



Leading Seaman Jorden Moehling prepares a sample of fuel to be tested by Marine Technicians before commencing fueling during a replenishment at sea.



Corporal Marc-Andre Bertrand-Bigras, Sergeant Daniel Jacklin and Leading Seaman Henry Smith load the training mannequin onto a stretcher during a man overboard exercise.



Able Seaman Kyle Edwards sets up a snatch block during a heavy jackstay replenishment at sea evolution.

SONAR OPERATORS:

Specializing in listening to the sea

Capt Jenn Jackson
HMCS Ottawa PAO

It is one thing to listen, but for Sonar Operators listening is an art form.

That is because they have to interpret what they hear to determine what is occupying the waters surrounding their vessel; particularly if that "what" may be an enemy submarine.

With 2020 marking the 75th anniversary of the Battle of the Atlantic, Sonar Operators today continue to be the core of naval anti-submarine warfare.

Developed in the early 20th century, and initially used for anti-submarine warfare at the latter part of the First World War, sonar became a cornerstone for convoys by allowing them to detect enemy submarines during the Battle of the Atlantic.

Ally convoys were under constant threat and often attacked by U-Boat "Wolf Packs", and early detection of enemy submarines often meant the difference between crucial supplies and personnel reaching Britain or being lost to the sea.

"Being a sonar operator means I have to always be looking beyond," says Petty Officer First Class Joseph Rempel, Senior Sonar Operator in HMCS Ottawa. "You have to set yourself up for success. Know where you think the submarine is and if you locate it, be able to anticipate its movements to track it."

A small specialized trade, sonar operators (SonarOps) are employed in both the Halifax-Class frigates and Victoria-Class submarines, with the majority working in the surface fleet. All SonarOps receive the same core occupation training, but approximately one or two choose to complete submariner training following their basic qualification course. In the end, the work is similar, but the environment is extremely different.

"The initial trade course for a SonarOp is approximately four months and focuses on acoustic analysis, oceanography, and learning to use the equipment – both the Canadian Towed Array Sonar System and the Hull-Mounted Sonar," adds PO1 Rempel. "Following that, operators complete an On-the-Job Performance Record package while working in a ship and applying the principles learned on course in prac-

tical scenarios."

Ordinary Seaman Trent Smith and Ordinary Seaman Donald Legg are two of HMCS Ottawa's junior SonarOps, having completed their basic trade course prior to joining the ship and deploying on Operations Projection and Neon. The deployment has given them both opportunities to practice their skills during the three multi-national exercises included in the deployment – all of which had a large anti-submarine warfare component.

"The exercises during this deployment brought everything together for me," says OS Legg. "I realized how prepared I was when all of a sudden a line popped up out of nowhere on my screen. I recognized its significance and it was shortly after that it was confirmed as a submarine we were looking for. It was a big adrenaline rush to switch from searching to hunting and knowing my work contributed to our success."

"It is very rewarding and a huge sense of accomplishment when you find something," echoes OS Smith. "We are always looking for a needle in a huge haystack, but once you find it, the trick is not to lose it again in the hay – you have to track it."

Both agree the most interesting part of their basic trade course was the focus on acoustic analysis, but both also agree it was the most challenging aspect as well.

"There is a lot of information to digest when it comes to learning acoustic analysis," says OS Smith. "In a way, it is like learning a code language – from the sounds you hear and see on your screen you learn to analyse it to determine what

type of vessel it is based on things like how many propellers you hear, and even what type of engine it is running."

Acoustic analysis starts with first gaining a basic understanding of oceanography – a little-known aspect of being a SonarOp.

"Listening is one thing, but before we can listen we have to know and understand where to put our sensors, and what limitations they will have," says PO1 Rempel. "Knowing how sound will travel through the water where we are located involves analyzing factors such as the type of ocean floor, depth, and seawater temperature. An interest in oceanography is an asset for a SonarOp."

Upgrades to the underwater warfare suite in the navy's frigates were announced in early 2019, a change that will further enhance SonarOp capabilities that are chal-

lenged at times by the limitations of current systems.

Hardware challenges aside, it is the SonarOp community itself where the wealth of knowledge is kept and shared. As their work is intricately related to underwater warfare tactics, the majority of it is classified to maintain operational security. That means members are unable to go into details of their work with friends and family. SonarOps make up for that by sharing knowledge and lessons learned within their trade.

"We are a small trade, but we are a big community," says PO1 Rempel.

If you would like to know more or are interested in the becoming a SonarOp check out <https://forces.ca/en/career/sonar-operator/> or contact your local Canadian Armed Forces Recruiting Centre.



PO2 Sebastien St-Pierre monitors the Senior Sonar Operator Console aboard HMCS Ottawa.

Photos by LS Victoria Loganov, MARPAC Imaging Services

OTTAWA SAILOR SNAPSHOTS



CAPT JENN JACKSON,
PUBLIC AFFAIRS OFFICER

Regular Force: 22 years

Career Highlight: Meeting so many interesting people and having the opportunity to share their stories. My career has taken me around the world and allowed me to work with in all three environments.

Deployment must have: My dance shoes and a cross stitch.

"To all those who have been following the ship on social media and in the Lookout, thank you for your support! It really does mean a lot to those on the ship and helps us keep our morale up. To K – H-2! Can't wait to see you, Kipper, Sascha and Gremlin J!"



AB MACKENZIE RALPH,
SHIP'S OFFICE

Reserve Force: 3 years, Regular Force, 1 year

Career Highlight: My transfer from the Reserve to the Regular Force and moving from a small town in Prince Edward Island to Esquimalt and of course working with such a cohesive crew in the Ship's Office.

Deployment must have: Bill the Cat who also deployed with my Dad to the Gulf War and Bosnia.

"Can't wait to see everyone when I get home! Get your bags packed for LA/Vegas Homer! Give Tulo, Scruff & the Chickens a hug for me! Thanks Val for keeping Spicy P & Ma Fuzzy alive, and Ana for keeping the plants alive!"



CPO2 MIKAL "MIKE" CHARLAND,
CHIEF ENGINEER

Regular Force: 19 years

Career Highlight: My first deployment as an Ordinary Seaman in 2001 (before September 11th) to the Persian Gulf with HMCS Winnipeg. I had the chance to visit countries like Australia, Kuwait, United Arab Emirates, and Malaysia.

Deployment must have: My laptop filled with coding ebooks.

"I want to say "I love you" to my beautiful wife Ashley and my great kids Christian and Damali."



OS KATHLYNE GAMUS,
FINANCIAL SERVICES
ADMINISTRATOR

Regular Force, 1.5 years

Career Highlight: Travelling to several countries, learning and experiencing different cultures.

Deployment must have: Snacks, Spotify, Netflix, books, pictures of my loved ones

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Finding holiday resilience

Courtesy Maple Leaf

Not everyone thinks of the holidays as a season to be jolly. Many find this time of year to be stressful and overwhelming, and simply count down the days until the season comes to an end.

"The holiday season is a wonderful time of year, meant to re-connect with loved ones, family and friends," said Julie Charron, Champion for the Employee Assistance Program and ADM (Review Services). "While the intention is always to have a relaxing time, the holidays can come with stresses that take their toll. Defence Team members are encouraged to practice self-care throughout the holidays and to not hesitate to access departmental resources available to them."

There are a variety of tips to help navigate the turbulence of the holidays and to maintain resilience throughout the ups and downs you might experience. The Canadian Mental Health Association offers the following 10 tips:

- Plan ahead;
- As much as possible, organize and delegate;
- Beware of overindulgence;
- Stay within budget;
- Remember what the holiday season is about for you;
- Find ways to spend the holidays with other people;
- Help others learn about shared social responsibility;
- Simplify the gift-giving process;
- Put fun, humour, affection, and break

time into your holidays; and

- Plan extra time to get to your destination, especially during snowy weather.

Many of these tips can help build resilience, which in-turn can help relieve stress and help recapture the spirit of the holidays. A number of tools and services are available to Defence Team members to help them make the most of the holiday season, including:

- Referral Agents (RAs)—DND employees provide confidential active-listening skills and resources to employees in need and can be contacted during regular working hours.
- Health Canada – Employee Assistance Services (EAS)—provides short-term professional counselling services. This service is available 24/7, 365 days a year, by calling 1-800-268-7708 or 1-800-567-5803 (hearing impaired).
- LifeSpeak—a web-based service that offers free confidential access to hundreds of short videos by experts on everyday issues. In light of the hectic holiday season, this month's featured LifeSpeak video is "What is Resilience" by Louisa Jewell. The piece defines the true meaning of resilience and offers a variety of tips on navigating difficult circumstances.

To access LifeSpeak:
Visit lifespeak.com or download the app. Select Canadian Armed Forces or Department of National Defence (Civilian) and input corporate ID: canada.
Everyone struggles from time-to-time but you do not have to cope alone. If you need help and guidance, contact your EAP.

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DECEMBER 20 DEADLINE

Celebrating Excellence Awards: Nominate your colleagues!

DND

As is customary, the Defence Team is once again celebrating the achievements of its members through the Awards and Recognition program. The Celebrating Excellence Awards represents the highest expression of recognition under the departmental policy guidelines.

This initiative highlights the accomplishments and hard work of the members of the Defence Team and celebrates DND and the CAF's greatest strength – its people. The time to share and recognize excellence for 2019 achievements within the Defence Team is now. Deadline for nominations is fast approaching on Dec. 20.

Overview of the Celebrating Excellence Awards

DM Award for Excellence

Given by the DM to an individual who has displayed excellence in leadership, aligning with departmental objectives and collaborative work.

DM John Forster Collaboration Award

Recognizing individuals or teams who exceed expectations in the advancement of defence or whole-of-government priorities through

exceptional collaboration with partners and stakeholders.

DM/CDS Gen Tom Lawson Team Builder Award

Recognizing individuals or teams who have made great strides in building the Defence Team by bringing both sides (military and civilian) together to meet defence priorities.

DM/CDS Excellence in Defence Award

Recognizing individuals or teams who make a significant contribution to furthering of departmental priorities through extraordinary innovation, leadership, and/or a sustained contribution to defence.

DM/CDS Defence Team Impact Award

Recognizing individuals or teams who distinguish themselves by making a substantial contribution to the Defence Team in People Management, as an unsung hero, a diversity and inclusion ambassador or a total health and wellness champion.

How to Nominate a Colleague

Read the instructions and guidelines, then complete the nomination form. Nominations must clearly

demonstrate how an individual or team performed exceptionally and meets the awards criteria outlined above.

The nomination form must be signed by the L1 and submitted to your L1 Awards and Recognition Coordinator.

Nomination deadline: Dec. 20 2019.

More about the Awards and Recognition Program

Awards and Recognition:

Recognition is a key component in creating workplace well-being and moving the DND/CF towards an employer of choice. The DND/CF firmly believes that its greatest strength is its people, and it is committed to continuously recognizing employees for the excellence of their work.

External Awards:

External Awards are offered to both DND civilian employees and CAF members, and are a great way to recognize the significant contribution that DND employees and CAF members make to the Public Service and/or Canadian society. Nominate your colleagues for the 2019 awards throughout the winter months.

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| 45,000 kms 2016 NISSAN MAXIMA SR STK# V9575 \$23,995 + \$595 Doc | 67,000 kms 2016 AUDI Q5 PROGRESSIVE STK# V4350 \$27,995 + \$595 Doc |

SWIM INSTRUCTOR/LIFEGUARD

CFB Esquimalt

Job Summary:
 Under the supervision of the Recreation Coordinator, the Swim Instructor/Lifeguard plans and prepares swimming lessons, instructs students at their appropriate level in accordance with guidelines set out by Red Cross and Lifesaving Society programs and provides feedback to participants and/or parents with recommendations for improvements. He/she performs lifeguard duties and participates in meetings and in-service training, clinics and club events. She/He opens and closes the aquatic facility, ensures the safety of all participants while in the pool facility and assists in maintaining the pool office, pool deck and storage areas in a neat and tidy manner.

Qualifications:
 High school diploma AND some experience
 OR An acceptable combination of education, training and/or experience will also be considered
 AND Current National Lifeguard Service Certificate (NLS) – Pool Option qualification, Current CPR Level C and Standard First Aid qualifications, Current Red Cross Water Safety Instructor certification

Experience Requirements:

- In dealing with the public
- In providing customer service
- In performing lifeguard duties
- In dealing with children

Salary \$20.06 /hr

Conditions of Employment:
 Successful candidates will be available to work Monday and Wednesday Shifts 3:45-7:15 pm as well as additional shifts available based on pool rentals on weekends.

Start Date: ASAP
 Application Deadline: Open Until Filled

Application Submission: Submit resume to NPF HR Office
 Email: NPFHREsquimalt@cfmws.com or
 Online: www.cfmws.com

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Cannabis gifts sparks caution

Courtesy
Maple Leaf

Although December is a month for celebration, Canadian Armed Forces members and Department of National Defence employees are expected to continue to act responsibly, including with three legal cannabis products gradually appearing in stores in December. These include:

- edible cannabis, such as baked goods and beverages;
- cannabis extracts, such as vaping liquids, tinctures, wax, rosin, hash, and resin, as well as cannabis oil; and
- cannabis topicals, which include creams, soaps, and products that are meant to be applied to skin, hair, or nails.

As always, health and safety remains a priority. Everyone responds to cannabis differently. Studies indicate it may take much longer to feel the effects of cannabis when eating or drinking it rather than inhaling.

The effects may also last longer and have a more concentrated impact. Health Canada advises to start low and go slow in order to minimize health risks and the risks of over-consumption and provides guidelines for the proper and safe use of cannabis.

CAF members and DND

employees should understand the risks of impairment on the road and at work and are advised not to travel with cannabis or cannabis products.

There are also health risks, so diligence is important, especially for families with young children.

Health Canada's website is a robust source of information on cannabis relevant to the Defence Team. Restrictions are in place to ensure the Canadian military remains a fit, deployable, and effective armed force. For a refresher on prohibitions governing recreational cannabis consumption by Canadian Armed Forces members, please see DAOD.

Civilian members of the Defence Team are again reminded that impairment in the workplace is not tolerated and that they must refrain from using recreational cannabis eight hours prior to regular duty performance, among other prohibitions. Complete details may be found at DAOD 2007-2, Use of Cannabis by DND Employees.

For the most up to date information on the legalization of cannabis edibles, Defence policies, impacts on health and travel, and other cannabis-related resources, visit Cannabis: What you need to know <http://intranet.mil.ca/cannabis>.

SALUTING CANADIAN MILITARY AND FIRST RESPONDERS

(Dependants, other department employees and related agencies)

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Cpl Carr receives an advance promotion to his current rank from Maj Brotherton (left).



Cpl Wilcox receives an advance promotion to his current rank from Maj Brotherton (left).



Sgt Cabana receives her promotion to her current rank from LCol Sandy (Left), her husband WO Cabana (third from the left), and CWO Caouette (right).

Bravo Zulu

Real Property Operations Unit (Pacific) Promotions

Canadian Forces Morale and Welfare Services (CFMWS)

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CFMWS is always hiring. Have you considered working with us?

Who is CFMWS?

CFMWS is committed to enhancing the morale and welfare of the military community, ultimately contributing to the operational readiness and effectiveness of the Canadian Armed Forces (CAF). We pride ourselves on being part of the Defence Team.

What types of job opportunities do you have?

- Health and Fitness – Ex: Facility clerks, fitness instructors, life guards
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- Newspaper – Ex: journalists, photographers

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NPF is strongly committed to building a skilled and diverse workforce reflective of Canadian society. Therefore we promote employment equity and encourage candidates to voluntarily self-identify on their application if they are members of a designated group (i.e. a woman, an Aboriginal person, a person with a disability or a visible minority).

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Naval Fleet School (Pacific)

Commander Annick Fortin, Commander Naval Fleet School (Pacific), made presentations during the Fleet Navigation Officer Graduation Parade, held on Nov. 21 in the Venture Gunroom, Nixon Bldg Work Point-1367.



Lt(N) Anna Childerhose is presented with the Operational Service Medal – Expedition.



Lt(N) Alexandru Madularu is presented with the Special Service Medal.



Lt(N) Nathan Haylett is presented with a Certificate of Military Achievement upon completion of the Minor War Vessel Navigating Officer Training.



Lt(N) Kadagn Klepsch is presented with a Certificate of Military Achievement upon completion of the Minor War Vessel Navigating Officer Training.



Lt(N) Anna Childerhose is presented with a Certificate of Military Achievement upon completion of the Fleet Navigating Officer Course.




Lt(N) Kris Naylor is presented with a Certificate of Military Achievement upon completion of the Fleet Navigating Officer Course.

CHRISTMAS SERVICES

Chapel of Our Lady Star of the Sea
Galiano Crescent (Belmont Park)
Carols and Christmas Eve Mass: 1900
Christmas Day Mass: 1030
Regular Sunday Mass: 1030

Saint Peter's Protestant Chapel
307 Virago Cres (Belmont Park)
The Advent service Dec 22
focusing on Hope, Peace, Joy, Love at 1030
Nursery & Sunday School during the service.
Christmas Eve service at 1800




Lt(N) Evan Park is presented with a Certificate of Military Achievement upon completion of the Fleet Navigating Officer Course.



Lt(N) Richard Pougnet is presented with a Certificate of Military Achievement upon completion of the Fleet Navigating Officer Course.



Vice-Admiral (Retired) Bob Davidson presents Lt(N) Anna Childerhose with the top student award.



Lt(N) Marisa Warner is presented with a Certificate of Military Achievement upon completion of the Fleet Navigating Officer Course.

Naval Combat Information Operator Certificates

Lieutenant-Commander Daniel O'Regan, Deputy Commandant of Naval Fleet School (Pacific), presented Naval Combat Information Operator certificates for completing the Naval Combat Information Operator Qualification Level 3 course, at the Naval Fleet School (Pacific) on Nov. 15.

Photos by Leading Seaman Brendan Gibson, MARPAC Imaging Services



Leading Seaman Mitchell Whitehead, along with his family, receives his Naval Combat Information Operator certificate.



Ordinary Seaman Kyle Butler receives his Naval Combat Information Operator certificate.



Ordinary Seaman Jacob Stelting receives his Naval Combat Information Operator certificate.



Ordinary Seaman Soong Wook Kim receives his Naval Combat Information Operator certificate.



Ordinary Seaman Andrew Murry receives his Naval Combat Information Operator certificate.



Ordinary Seaman Shea-Lynn Mountain-Forbes receives her Naval Combat Information Operator certificate.



Ordinary Seaman Brandon Beaton receives his Naval Combat Information Operator certificate.



Ordinary Seaman Amanda Harding, along with her family, receives her Naval Combat Information Operator certificate.



Ordinary Seaman Chadwick Mason receives his Naval Combat Information Operator certificate.



Ordinary Seaman Acacia McDonald, along with her family, receives her Naval Combat Information Operator certificate.



Leading Seaman Mitchell Whitehead, along with his family, receives the Naval Combat Information Operator Top Student plaque.



Naval Combat Information Operator Course Qualification Level 3 group photo.

Bravo ZULU

Maritime Forces Pacific Headquarters



Leading Seaman Kara Scott is advance promoted to her current rank by Cdr Ellen Mariano, MARPAC HQ Commanding Officer, and Lt(N) Josée Belcourt.



Master Corporal Scott Fletcher is promoted to his current rank by Cdr Ellen Mariano, MARPAC HQ Commanding Officer, and Lt(N) Josée Belcourt.

Bravo ZULU

Naval Personnel Training Group



AB Bennet is promoted to his curent rank by Lt(N) Cousins and PO1 Ogger.



AB Buehler is promoted to his curent rank by Lt(N) Cousins and PO1 Ogger.



AB Comben is promoted to her curent rank by Lt(N) Cousins and PO1 Ogger.



LS Cochrane is promoted to his curent rank by LCdr LePrieur and PO1 Moores.

Bravo ZULU

Sonar Operator RQ-LS Session 0002 Graduation

Lieutenant-Commander Daniel O'Regan, Deputy Commandant of Naval Fleet School (Pacific), presented Certificates of Military Achievement during the Sonar Operator RQ-LS session 0002 graduation ceremony held at Naval Fleet School (Pacific) on Nov.13.

Photos by Leading Seaman Mike Goluboff, MARPAC Imaging Services



Leading Seaman Robert Anderson receives the Certificate of Military Achievement.



Leading Seaman Nico Araujo receives the Certificate of Military Achievement.



Leading Seaman Wesley Lambert receives the Certificate of Military Achievement.



Able Seaman Thomas Quijote receives the Certificate of Military Achievement.



Able Seaman Kara Scott receives the Certificate of Military Achievement.



Able Seaman Jaime Jose Santisteban receives the Certificate of Military Achievement.



Able Seaman Sean Meier receives the Certificate of Military Achievement.



Able Seaman Kendra Fitz-Gerald receives the Certificate of Military Achievement.



Able Seaman Kendra Fitz-Gerald receives a plaque for Top Student.



Want to recognize someone in your unit?
Send your BZs to melissa.atkinson@forces.gc.ca
[@LookoutNewspaperNavyNews](https://twitter.com/LookoutNewspaperNavyNews)

Bravo ZULU

Marine Technician RQOS 0026 Graduation

LCdr Paul LePrieur handed out Certificates of Completion for the Marine Technician graduation held Dec. 6.



OS Parker receives the Top Student award.



LS Morin receives his Certificate of Completion.



OS Cloutier-Lachance receives his Certificate of Completion.



OS Helgason-Thorp receives his Certificate of Completion.



OS King receives his Certificate of Completion.



OS Lewis receives his Certificate of Completion.



OS Morris receives his Certificate of Completion.

Naval Fleet School (Pacific)

Awards from LCdr Daniel O'Regan, Deputy Commandant Naval Fleet School (Pacific)



Lt(N) Stout is promoted to his current rank by LCdr O'Regan and Lt(N) Monsour.

Lt(N) Brett is recognized for his exceptional leadership and oversight setting up Naval Fleet School (Pacific's) display during Victoria Royals Military Appreciation Hockey Game on Nov. 15.



PO1 Colburn is recognized for his exceptional leadership and attitude as the Naval Boarding Party instructor. With his team, he provided an outstanding training environment and instilled team cohesion, which ensures the fleet receives highly qualified Naval Boarding Party personnel.



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Food donations will also be accepted November 27 to December 18 at Township of Esquimalt municipal facilities.

We'll pick it up!

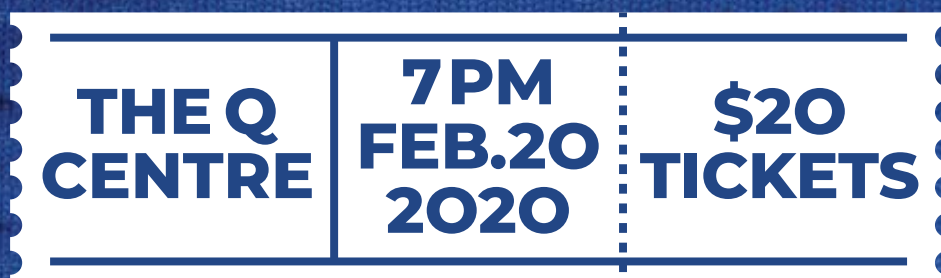
On select garbage pickup days, place non-perishable food items in bags labelled "food drive." A separate vehicle will pick up your donation. Find out your schedule at Esquimalt.ca



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