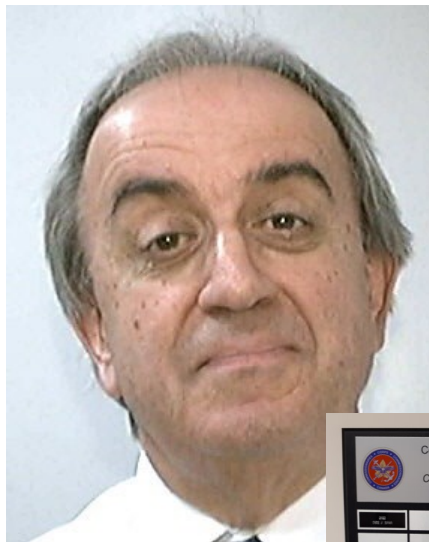




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Commissionaire and Supervisor of the Year



Commissionaires Hamilton, in appreciation of the hard work and dedication of our employees, has created the Commissionaire and Supervisor of the Year awards. The criteria for these awards include professionalism, deportment, interaction with the public, knowledge of their site and post orders, willingness to provide support to the organization on short notice, recognition from their clients and the public and the ability to work as a team member within their unit to help the Division and our clients over the past year.

Candidates for the Commissionaire of the Year Award were: Commissionaires **Michelle Campbell (Royal Connaught)**, **Gurel Horsun (QRC)**, **John Sinan (St. Kitts Passport)** and **Stephanie Smith (St. Kitts Bylaw)**. Commissionaires Hamilton is pleased to announce that the first annual Commissionaire of the Year award is presented to Commissionaire **John Sinan**. Congratulations, **John!**

Candidates for the Supervisor of the Year Award were: Warrant Officers **Reg Garon (UPS)**, and **Barb Ledwon (MSOC)**, Sergeant **Kirk Richardson (Raytheon)** and Corporal **John Warren (Royal Connaught)**. Commissionaires Hamilton is pleased to announce that the first Annual Supervisor of the Year award is presented to Warrant Officer **Reg Garon**. Congratulations, **Reg!**

The recipients of this Award will receive individual plaques, to be presented at the annual Awards Dinner this November. They will also have their names inscribed on the awards which will be displayed in the foyer of the Headquarters as seen in the image above.

Congratulations to everyone who was nominated.



From the
Chair

We continue on our journey to be an exceptional not-for-profit organization, founded on the core military values of dedication, responsibility and sense of mission. The Hamilton Corps exemplifies this. Thank you for all your hard work!

Our office has gone through a few changes of late. New faces, new attitudes and renewed sense of focus can be seen there. While we continue to struggle with less than ideal working conditions in the physical office because of water leaking through the roof, we try to strive to provide our employees with safe and healthy working conditions. We will soldier on!

I also wish to give a shout out to our all-volunteer board that works hard on your behalf to ensure our mission is fulfilled. These exceptional individuals bring a wealth of military, police, and executive experience to this organization. I give thanks to them for their time and talent! As we approach our centenary in 2025, we are proud of our heritage as a veteran employment provider. Since 1925, Commissionaires has existed to support veterans and their families through meaningful work in security and public safety. Enjoy the rest of your summer and be safe all!



The CEO's
Desk

As I enter my second full year as your CEO, I have had the opportunity to not only represent the organization as a leader, but also as a witness to the incredible capabilities of each and every one of you. We are a team forged in strength, driven by determination, and bound together by a shared purpose: to protect and safeguard the world we live in.

In our line of work, we face challenges and uncertainties on a daily basis. The responsibility we carry is significant, but so is the potential within us. When faced with these challenges, we must rise above and exemplify what it truly means to be commissionaires.

I want you to remember that what we do matters. Our commitment to excellence, professionalism, and integrity sets us apart. We have built a reputation for being the best in the industry, and that is no small feat. It is a testament to your unwavering dedication, your tireless efforts, and your unyielding passion for what you do.

In our pursuit of protecting others, it is crucial that we do not forget to take care of ourselves and each other. The road ahead may be challenging, but we are a team that thrives on challenges. Together, we can overcome any obstacle, weather any storm, and emerge stronger on the other side.

I encourage you to embrace innovation and adaptability. The security landscape is constantly evolving, and we must stay one step ahead. Embrace new technologies, develop new strategies, and challenge the status quo. Our success lies in our ability to anticipate the needs of our clients and to exceed their expectations.

Remember, success is not a destination; it is a journey. Each day, we have an opportunity to make a difference, to inspire trust, and to leave a lasting impact. Let us embrace this opportunity with open hearts and unwavering determination.

I have the utmost confidence in each and every one of you. Believe in yourselves, believe in our mandate, and believe in the power of our collective strength. Together, we can shape the future of security and create a world where safety is paramount.

I wish you all a safe and happy summer.



On Thursday, April 20, 2023, the Great Lakes and Hamilton Divisions collaborated to attend PM Springfest 2023 in Toronto. The team, consisting of CGL Div's Senior Director Business Development Jay Nair, Hamilton Div's Account Manager West Will Wilton, and Hamilton Div's Director of Operations Gunter Vuegen, had an amazing time connecting with property management professionals and learning about the latest industry changes and innovations.



On May 29-31, 2023, Commissionaires attended the 14th Annual Facilities, Operation and Airport Managers Conference (F.O.A.M) in Waterloo, ON. This conference proved to be an excellent opportunity to share information with airport industry stakeholders and to present attendees with the security solutions that Commissionaires can provide for airports across Canada. Commissionaires was represented by Hamilton Div Director of Operations Gunter Vuegen and Nova Scotia Div Marketing & Communications Specialist Rebecca Brown.



Orientation Training is provided to all new recruits following their K&E and before being assigned to a client site. This full day of training covers the Canadian Corps of Commissionaires history, uniform and behaviour expectations, incident reporting, communication techniques, and much more. Our Training & Compliance Manager, Peter Wobschall, delivers this program in a fun and interactive way to help our Commissionaires be successful in their new role!



HSR Bus sporting Commissionaire recruitment ad spotted on Queenston Road in the vicinity of Nash Road.



Iconic Burlington Canal Lift Bridge is set for \$21 million in repairs.



Note: For the last several years, Commissionaires Hamilton has provided security for the Burlington Canal Lift Bridge during the summer months.

The Burlington Canal Lift Bridge on the Beach Strip is an intersection of land and water. Sometimes it's an overpass for automobiles between Hamilton and Burlington. Other times it's a gateway for ships between Hamilton Harbour and Lake Ontario. That's the daily duty of the bridge that is estimated to have moved up and down more than 200,000 times since it began operations in 1962.

But move in closer and hear the symphony of sound it makes. Beethoven would have loved the rumble of rubber tires against the metal deck of the bridge. One car, then another. A truck. Each a thundering roar, like crescendo gusts from the double bass section. Hear the whistling breeze through the girders and beams, like woodwinds in the air. The grunts and groans of metal are the horns of the orchestra.

Then the real show begins with a dingling bell as the gates with flashing red lights come down to block the automobile traffic. It's followed by a piercing siren. Rising in pitch, it grabs its note with a triumph that signals the raising of the bridge. Bravo!

Yet there are more sounds to come in the coming days and months, with a few more instruments joining the orchestra. Later this week, a cacophony of construction will begin with a six-month, \$21-million rehabilitation project to replace the bridge deck and widen the sidewalk for pedestrians and cyclists. The work is intended to improve the "overall operations of the bridge, extend its lifespan and ensure the safety of bridge users," according to a media release by Public Services and Procurement Canada.

It means three of four lanes will be closed from July 6, to Jan. 15, 2024. Signalers and traffic lights will direct traffic through the single lane.

The federal government department says motorists should expect delays. Construction is nothing new at the Burlington Ship Canal that opened in 1826. According to PSPC, there have been five different movable bridges since 1830. The latest bridge, when it opened 61 years ago, also featured tracks for the Hamilton Northwestern Railway. But they were removed in 1982 when the roadway was widened to four lanes from two.

Over its 61-year lifetime, the lift bridge is estimated to have allowed the passage of over 400,000 vessels. On a yearly basis, the bridge operates approximately 4,000 times, allowing about 6,500 vessels to pass through the canal, including more than 1,000 cargo-carrying vessels.

The structure is described as "a tower-driven, vertical lift and movable bridge" and it was touted as being the largest and heaviest of its kind in Canada when it opened. It has towers at each end that contain machinery, sheaves and wire ropes that raise the lift span. The section that moves up and down is 116 metres long and weighs 1,996 tonnes. It can be raised up to 33.5 metres, accommodating ships that are up to 36.5 metres in height (during normal water levels.)

Pictured right: A Frank Panabaker painting of the Burlington Ship Canal showing the Royal Yacht leaving Hamilton Harbour in 1959 after a visit to the city by Queen Elizabeth II and Prince Philip. At the time, a bascule bridge was in place on the Hamilton side of the canal to allow ship traffic to pass.

This article originally appeared in the Hamilton Spectator.



Dieppe Memorial



Aerial photograph of Dieppe taken in June 1945, showing Red Beach.

Commissionaires Hamilton veteran staff members from HQ will once again attend the Dieppe memorial (located at 1033 Beach Boulevard) on August 19, 2023, to honour the 582 soldiers of the Royal Hamilton Light Infantry who took part in the Raid of Dieppe in France 81 years ago. The lessons learned during this battle proved invaluable in planning for the D Day invasion. The memorial was dedicated to those veterans in 2003.

Operation Jubilee or the **Dieppe Raid** (19 August 1942) was an Allied amphibious attack on the German-occupied port of Dieppe in northern France, during the Second World War. Over 6,050 infantry, predominantly Canadian, supported by a regiment of tanks, were put ashore from a naval force operating under protection of Royal Air Force (RAF) fighters.

Within ten hours, 3,623 of the 6,086 men who landed had been killed, wounded or became prisoners of war. The Luftwaffe made a maximum effort against the landing as the RAF had expected, but the RAF lost 106 aircraft (at least 32 to anti-aircraft fire or accidents) against 48 German losses. The Royal Navy lost 33 landing craft and a destroyer.

Both sides learned important lessons regarding coastal assaults. The Allies learned lessons that influenced the success of the D-Day landings. Artificial harbours were declared crucial, tanks were adapted specifically for beaches, a new integrated tactical air force strengthened ground support, and capturing a major port at the outset was no longer seen as a priority. Churchill and Mountbatten both claimed that these lessons had outweighed the cost. The Germans also believed that Dieppe was a learning experience and made a considerable effort to improve the way they defended the occupied coastlines of Europe.

Employee and Family Assistance Plan (EfAP) Update

(From Rick Luden, Director of Human Resources)

Since its inception on April 1st, I am pleased to say that the Plan is being used by our employees.

The Plan was introduced to provide our employees with assistance on a large number of personal support matters, and I would like to remind everyone to take part if they feel the need.

As a reminder, the EfAP is there to assist in matters of professional counselling, support with childcare and elder care, legal advice on a host of topics and even professional advice on nutrition, career coaching and even shift-work adjustments.

I would like to remind everyone of the contact number for the services (1-800-663-1142). Please remember to use the Commissionaires Hamilton code: CCC764, and please remember that this number is available 24 hours a day to deal with any Plan supported emergency.

Beachgoers, rejoice! Deal in place to reopen Port Dover beach

Note: Commissionaires Hamilton is providing the bylaw services for the beach at Port Dover. The photo to the right shows Commissionaires Freddie McKee and Wil Pahl ready for work on the beach.

Norfolk County has struck a tentative lease agreement with the owners of the largely private beach to remove the “no trespassing” signs that went up in late April in Port Dover and allow visitors to use the beach again — provided they behave themselves.

The lease agreement, which was approved by council on Tuesday and must still be signed by the property owners, will run for four years and includes options to extend, Norfolk County chief administrative officer Al Meneses told reporters.

“It’s very much in draft form, but we’ve got an agreement in principle,” he said. “So we’re expecting that as of the long weekend in July that everything will be up and running for the balance of the season, and then three more summers after that.”

Details are still under wraps pending ratification, but Meneses said the lease and an accompanying bylaw address landowners’ concerns about liability while promoting “responsible enjoyment and use” of the beach.

According to the bylaw, the beach is to be open from dawn until dusk. The bylaw includes \$75 fines for littering on the beach, lighting bonfires or using a barbecue, drinking alcohol or smoking, using glass bottles, and bringing pets other than service animals onto the sand. Putting up tents or using oversized umbrellas is also punishable by fine, as is “defecating or urinating” on the beach and being disorderly or using abusive language.

A key point of the agreement is stepped-up enforcement of the bylaw. Meneses said commissionaires will patrol the beach on weekdays and weekends, including holidays. “And we’ve got the OPP that is also going to be able to chip in and curb some of the behaviours that we don’t want on the beach,” he said.

Port Dover-area councilor Adam Veri said the landowners — including Buck’s cottage park and F.W. Knechtel Foods Ltd., which runs several beachside restaurants — relented on their demand for controlled entry points after they were convinced of the county’s willingness to heavily enforce the bylaw and keep the beach free of disruptive behaviour. “The enforcement is going to be real. There’s no doubt about that,” Veri said. He hopes the need for proactive enforcement will decline over time as beachgoers get the message.

The county and landowners will have “joint liability” over managing the beach, Meneses noted, adding county staff will take a “more proactive approach” to keeping the beach tidy and clean.

“I’m happy that we worked together so well with the community to get this done. It’s an important issue,” Veri said. “This is a good first big thing that we tackled (as a council) that shows we can get stuff done if we do it right.”

All parties wanted to have the beach open in a way that made sense, Meneses added.

“I would say from Day 1 there was a desire to get to an agreement,” he said.

“They were very forthcoming in terms of what they wanted. We heard them (and) we arrived at an amicable solution ... that was positive for both parties.”

As for when the beach will reopen, Veri said “ultimately the owners have the final say,” but Meneses expected to have new signage detailing the prohibited activities posted in time for the Canada Day weekend.

J.P. Antonacci’s reporting on Haldimand and Norfolk is funded by the Canadian government through its Local Journalism Initiative.



Meet the New Headquarters Staff

Megan Woodfine is the ID Services assistant for Commissionaires Hamilton. She joined Commissionaires Hamilton in early May 2023.

Megan was born and raised in Hamilton, but in 2016 took a small break from the city to reside in Freelon, ON for 4 years. Finishing high school with a desire to pursue a career within the hospitality world, Megan tried many different career paths to finally find her feet within the traveling and working community where she began her aviation career with John C. Munro Hamilton International Airport. While her love for the airport was cut short due to COVID-19 border closings, her contribution to these communities continues within Commissionaires Hamilton.

Megan moved back to Hamilton in 2020 and now resides in East Hamilton with her husband, daughter and many plants, but she wishes to own a small hobby farm out east one day.

Megan's old soul and young spirt bring an enthusiastic and energetic feeling to the team, and she couldn't be prouder to learn and grow from every one of her well-respected colleagues.



James Finlay is the Corporate Bookkeeper for Commissionaires Hamilton. He joined Commissionaires Hamilton in late May 2023. He started his accounting career in 1996 when he obtained his UK accounting designation with the Association of Accounting Technicians and is now a fellow member (FMAAT). His work has seen him hold various positions from Financial Controller to Director of Finance in the manufacturing, nonprofit and charitable sectors. He also is a Certified Fraud Examiner (CFE) with the ACFE and has the payroll designation Payroll Compliance Professional (PCP) with the National Payroll Institute formally the Canadian Payroll Association.

James has been volunteering since 1991 and is currently the Board President of a local nonprofit housing provider in Hamilton. James joined the British Army (Royal Artillery) in 1979 at the age of 16 leaving in 1989, his service has taken him to Canada, Kenya and Germany. He saw active duty in Northern Ireland in 1981 and the Falklands War in 1982. During his spare time, he continues to further his education and is an avid runner and cyclist.

Peter Wobschall began his service with the Commissionaires Hamilton as their first Training & Compliance Manager in September 2022. Since graduating Fleming College's Terrain and Water Resources Management program, he has focused on supporting others and strengthening the community within the nonprofit and municipal government sectors.

During 13 years of service at Green Venture, a community nonprofit focused on sustainability and climate change issues, he started as a Program Coordinator and progressed to Executive Director. Over this time, Peter developed community-based social marketing, project management, policy management, financial management, and leadership expertise while engaging the public and facilitating behaviour change.

Following a transition to the City of Hamilton's Public Works Department, Peter served six years with the Strategic Planning and Transit divisions where he further developed his leadership and training skills in the roles of Supervisor and Senior Project Manager. Peter's success in supporting divisional work was reliant on his natural ability to collaborate with internal and external stakeholders to achieve service and process improvements.

Following his service with the municipality, Peter returned to the nonprofit sector and spent two years as Policy & Transition Manager with the Central Student Association. Within this role, he provided organizational governance and Board of Directors support, and was responsible for policy and training management. Peter is pleased to continue working within the nonprofit sector and to be part of the team contributing to the mission of the Commissionaires Hamilton.



Employee Spotlight

Name: Scott Purser **Job title:** Scheduler
Since: August 2022 **Family status:** Married for 29 years
Lives in: Hamilton, ON



1. What is your favorite part of being a member of Commissionaires? Having been in the security industry for over 25 years now, Commissionaires has been the only company that has made me feel like I'm not just a number within the grand machine. It's personable and there's faces that make themselves known in the entire chain of command. That's very important to me.

2. What has been your favorite work project so far? That would have been the scheduling organization and boots on the ground participation of the 2023 Privy Council at the Hamilton Convention Center for our Prime Minister, Justin Trudeau, and his Cabinet.

3. Who inspires you? I have several inspirations for various parts of my life. In the arts field, I've always looked up to Johjo Manabe, writer and illustrator of the Outlanders and Caravan Kidd series. As a father, I attempt to follow the actions and teachings of my Uncle Bill Thompson, who was my father figure growing up.

4. What's a fun fact about you that most people don't know? I used to work at a tattoo parlor when I was younger and made custom designs for clients throughout the Hamilton area, however...I was the only one in the shop that was never cut (I have no tats). I've designed my own tattoo for when I was to turn forty, but never did get it done. One day perhaps.

5. What's your favorite hobby? This is a tough question as I have quite a few. I like to keep busy. If I was to narrow one down as a fave, though, I would have to say videogames. But not just playing them, even though I very much do! I delve pretty deep into the culture, development and the industry as a whole (having been once a part of it myself).

6. Are you currently binge-watching any shows? Yes, I am in fact! I'm a big fan of Kiefer Sutherland and have recently been exposed to his latest works with Rabbit Hole on Paramount+. A fun conspiracy theory type drama.

7. If you had to eat one meal for the rest of your life, what would it be? Tacos! I love tacos and would never get bored of them. Hot sauce is a must, of course.

8. Do you have a favorite quote? "I'm immortal until proven otherwise." This has been something that I've started after my "first" run in with the receiving end of a loaded shotgun, which then was shortly followed up with falling from a moving train, and several other inadvertent attempts at ending my existence.

9. If you were stuck on an island, what three things would you bring? A weighty sketch book, an HB #2 pencil, and a decently sharp knife (Gotta keep that pencil sharp after all, right?).

10. Favorite sports team, band & vacation spot? Pretty certain this counts as multiple questions, but here we go. Sports Team: New York Yankees for MLB, Buffalo Bills for NFL. Band: Alan Parsons Project, but with an honorable mention to Faith No More. Vacation Spot: Disney World, Florida. Yeah, I'm a big kid.

An Important Reminder about the Duty Phone (905-978-3371)

There seems to be some confusion about the purpose of the duty phone that is in use after regular HQ business hours. The duty phone is intended for **emergencies only**. If you will not be able to attend your shift, or if there is an emergency at your worksite; **YOU MUST CALL** the duty phone. However, problems with your pay, uniform or your need to find out someone's telephone number **are not emergencies**. Routine administrative questions **cannot** be solved by calling the duty emergency telephone number. Please respect the function of the duty phone and the person who carries it.

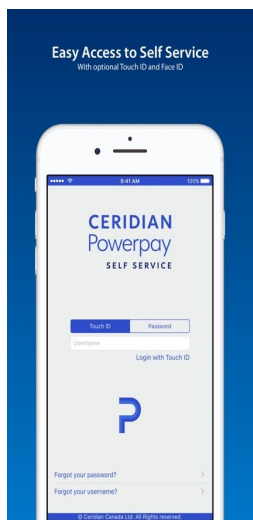
We're Getting Greener!

(From Peter Wobschall Manager of Training and Compliance)

We recently took our first steps to become more earth friendly by adding two hybrid Ford Escapes to our fleet. In addition to producing much less pollution, these vehicles will reduce our use of natural resources, and will help us save on fuel costs too. Adding greener vehicles to our fleet is the beginning of our efforts to become certified in ISO 14001 EMS (Environmental Management System). Just like our current certification in ISO 9001 QMS (Quality Management System), getting certified for 14001 EMS will help us secure more jobs, improve our service quality, decrease our environmental impact, and raise our public profile.

Over the past few months, our HQ team has been developing ways to measure our environmental impact and set targets to help us become more planet friendly. We will achieve this by reducing our energy and paper use, decreasing the pollution we create, and properly recycling and disposing of our waste. Once we have implemented our EMS program at HQ, we will explore ways to be more earth friendly while providing security services for our clients.

Stay tuned for ISO-related updates in your email and in future newsletters. If you have a suggestion to improve as an organization, or make your life easier as a Commissionaire, or if you have an idea to help us become more environmentally sustainable, please contact Peter (pwobschall@commissionaires.ca).



Payroll Update

In the coming weeks, we will be introducing Ceridian Self Service. This product will allow employees to be able to view their paystubs and T4's right from their phone, tablet, or computer, eliminating paper stubs. In due course, an email will be sent to all employees with a video link and detailed instructions on how to setup their own secure account.

Shortly after that, you will receive two emails from Ceridian; one introducing Self Service, and the second your login ID and temporary password to activate your account. Once signed up and payroll has been processed, you will receive an email from Ceridian after each pay cycle, telling you that your paystub is ready to view.

Any questions regarding this initiative can contact James Finlay at hamiltonfin@commissionaires.ca.



NSLA Foundation

Commissionaires Hamilton is in the process of partnering with the No Stone Left Alone Memorial Foundation. This Foundation is dedicated to honouring and remembering Canada's veterans. Their unique ceremony provides students and youth with an authentic experience that creates knowledge, understanding and appreciation of those who serve and of the sacrifice of Canada's fallen.

Their Mission - To honour the service and sacrifice of Canada's military by educating and inspiring youth to place poppies on veterans' headstones.

Their Vision - Our youth, honouring Canada's veterans through personal acts of remembrance, gratitude and citizenship, every year, forever.

No Stone Left Alone was officially launched in 2011 to help ensure an enduring national respect and gratitude for the sacrifice of the Canadian men and women who have lost their lives in the service of peace, at home and abroad. It has become a mission to see that one day all of the soldiers' headstones would have a poppy placed in their honour, with truly No Stone Left Alone.

Commissionaires Hamilton will be reaching out for expressions of interest from ALL employees regardless of Veteran status to participate in this noble cause by placing on Veteran's head stones for Remembrance Day.





Health and Safety Note

(From Rick Luden, Director of Human Resources)

Recently, we saw a dramatic effect on the air quality due to fires burning in Northern and Central Ontario and parts of Quebec. If you are an outside worker, and you feel that your breathing is being affected by contaminants in the air, please wear a mask to ensure that your breathing is not negatively affected by pollution levels.

The following guidelines are presented to keep you informed on steps you can take if you feel the air quality in your area is being impacted:

- 1) Continue to take actions to protect your health and reduce exposure to smoke. People who work outdoors are at higher risk of experiencing health effects caused by wildfire smoke.
- 2) Stop outdoor activities and report to your detachment commander/account manager if you experience shortness of breath, wheezing (including asthma attacks), severe cough, dizziness or chest pains.
- 3) Move inside if you are feeling unwell and experiencing any of the symptoms described above. Take a break from the environment by temporarily relocating or finding a location in your community with clean, cool air.
- 4) Advise your Detachment Commander/Account manager if you needed to take any of the above steps.

Account Managers and Detachment Commanders shall do periodic checks to ensure:

- Personnel are not experiencing any of the symptoms described above.
- Personnel are moving indoors on a reasonable basis to be out of the polluted regions.

Account Managers shall advise their clients of these steps being taken to protect the health and welfare of our commissioners, and that there will likely be an impact on service as these steps are taken.



Long Service Recognition

Pictured at left is Commissioner **Barb Cote** after receiving recognition of her 25 years of service to the Corps of Commissioners.

“Thank you very much for the monetary award I received today for my 25 years of service. I was not expecting that, but I do deeply appreciate it and it was a pleasant surprise.

I hope to have more years with such an incredible and appreciative company. I have much pleasure in working for the Corps of Commissioners.

Again. Thank you very much to all of you.”

Comm. Barbara Cote

Recognition of Service

3 Years Service: Akhtar Merchant

5 Years Service: Douglas Proctor; Gerry Mongeon; Dianne Head

20 Years Service: Wayne McPherson; William Bojeski

25 Years Service: Barbara Cote



IN MEMORIAM

LCOL PAUL GARRICK, CD

Lieutenant Colonel Paul Garrick was a member of the Board of Directors for Commissionaires Hamilton from 1993 to 2021 and Chair from 2008 to 2010. Paul was the Chair during the Annual Meeting of Divisions that was hosted by Hamilton in 2009.

Sadly, Paul died at Joseph Brant hospital in Burlington on Wednesday, 21 June, lovingly attended by his wife, Susan. He had been ailing for some time and was, in fact, in palliative care. He was 77.

Paul started his military service as an army cadet at Westdale Secondary School. Although the Westdale cadet corps was an Argyll affiliate, when it came to joining the militia, Paul chose the RHLI: it had a Saturday morning company which the Argylls at that time did not. He was successful in the Rileys and rose to command that regiment from 1986 to 1989.

Paul believed passionately in service. Following his tenure as CO RHLI, he demonstrated that commitment to service by reverting to the rank of major and joining the Argylls. The wheel had come full circle. He commanded the Argylls from 1994 to 1997.

Following command, Paul continued his service as an active member of the Argyll Senate, and he and Susan rarely, if ever, missed a regimental event or Officers' Mess party or dinner. He was also an active member of a group of former and serving Argyll officers who, since 1994, have met for an annual weekend at a Muskoka cottage and, on two extended occasions, Scotland.

For many years, Paul worked for Proctor & Gamble. After retirement from P&G, he taught heating and air-conditioning at Mohawk College. A strong churchman all his life, he later became sexton of St Jude's Anglican Church in Oakville.

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