

August 8, 2022

PRIVATE AND CONFIDENTIAL

Tony Bouchard
1 Lakeshore Drive,
Gull Bay, Ontario
P0T 1P0

Dear Mr. Bouchard:

We have made the difficult decision to terminate your employment with Nishnawbe-Aski Legal Services (“NALSC”) effective immediately **August 8, 2022** (the “Termination Date”). The purpose of this letter is to serve as formal notice of that termination and explain your entitlements upon termination.

In accordance with Ontario’s *Employment Standards Act, 2000*, the terms of your employment contract and your length of service (3 months), NALSC is providing you pay in lieu of notice worth regular salary for one (1) week beyond the Termination Date. On the next scheduled payroll you will receive your legal entitlements pursuant to the *Employment Standards Act, 2000*. Your health benefits will also be terminated at the end of the one-week statutory notice period.

You are required to make arrangements with your supervisor, Holly Sitch, to immediately return all corporate property, including, but not limited to the following items:

- (1) Corporate Vehicle Key shared with Rod Honan-Bouchard
- (1) Tablet shared with Rod Honan-Bouchard
- (1) Cell phone shared with Rod Honan-Bouchard
- All logbooks used to record company trips, expenses, etc.
- (1) Zoleo Satellite Communicator shared with Rod Honan-Bouchard

Tony, we remind you of your duty of confidentiality and other common law obligations to NALSC and its clients. We thank you for your service to NALSC and extend our best wishes to you in your future endeavors.

Yours truly,
Nishnawbe-Aski Legal Services Corporation



Colette Shwetz
Human Resources Manager

Cc: Finance Department

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