



NISHNAWBE - ASKI ENTERED APR 17 2019  
Legal Services Corporation *API/POA*

### Employee Information

#### 1. Personal Information

Full Given Name: Fiddler Cecilia M  
Last First M Initial.

Address: 1-272 Pearl Street  
Street Address Box #

Thunder Bay ON P7B1E6  
City/Town Province Postal Code

Home Phone: (807) 286-8139 Alternate Phone: ( )

Primary Email: cfiddler@nanlegal.on.ca

SSN #: 457 935 815 Status # 20700012301

#### 2. Job Information

Title: Band Bylaw RS Employee ID: \_\_\_\_\_

Supervisor: Chantelle Johnson Department: MAG2

Work Location: 1805 Arthur St E Work Email: cfiddler@nanlegal.on.ca

Work Phone: (807) 622 1413 Cell Phone: (807) 630-5633

Start Date: Sept 19/17 Benefits: Yes Pension: Y/N Yes

Term Date: \_\_\_\_\_ Salary: \$50,000.00/yr

#### 3. Emergency Contact Information

Full Name: Nothing Anaa  
Last First M Initial.

Address: 75 Academy St  
Street Address Box #

Thunder Bay ON  
City/Town Province Postal Code

Primary Phone: (807) 343-9564 Alternate Phone: ( )

Relationship: Cousin





## NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

### OATH OF CONFIDENTIALITY

As an employee at Nishnawbe-Aski Legal Services Corporation ("NALSC") you are privy to confidential material. Confidentiality of client and NALSC information is essential. Employees at NALSC shall not disclose to any member of the public any confidential information obtained by the employee in the course of his/her employment with NALSC.

All NALSC files are to be treated as confidential material and may not be disclosed except in accordance with the provisions of NALSC's policies and Service Agreements. No one is to read files except in so far as the position requires it. Files are not to be discussed among fellow trainees and/or employees of NALSC except for NALSC related business.

Confidentiality also applies to information about financial and personnel matters or any other confidential information that is attained during employment. We are entrusted with the confidential records of clients and of personnel throughout the Corporation. It is expected that you will comply with NALSC's Oath of Confidentiality Agreement.

#### **EMPLOYEE STATEMENT OF NON-DISCLOSURE**

I have read and understand this statement. I agree to abide by NALSC's Oath of Confidentiality Agreement as a condition of my employment at Nishnawbe-Aski Legal Services Corporation. Unauthorized disclosure of any confidential material may result in my immediate discharge from my position.

I acknowledge that I am bound by the terms of this agreement and further, that these confidentiality requirements continue after my employment with NALSC has ceased.

Cecilia Fiddler  
SIGNATURE

September 5, 2017  
DATE

Cecilia Fiddler  
PRINT FULL NAME

h/ln  
SIGNATURE OF WITNESS

September 5/17  
DATE

Melanie Henderson  
PRINT FULL NAME OF WITNESS



# Nishnawbe-Aski Legal Services Corporation

## Acknowledgement



\*\*I hereby acknowledge that I have received a copy of the Nishnawbe-Aski Legal Services Corporation, Employee Manual containing the Personnel and Harassment Policies of the Corporation.\*\*

\*\*I hereby acknowledge that I have read and understood the Employee Manual.\*\*

Cecilia Fiddler

Print Name

Cecilia Fiddler

Signature

Dated this 5<sup>th</sup> day of September, 2017



September 5, 2017

Pre-Authorized payment info for Nexus  
Community Savings member accounts.

Account Holder Name: Cecilia Fiddler

Route and Transit: **828 68292**

Member account # **0 0 8107088 2 3**

Please ensure the **zeros** and **1's** are included  
for the processing of any electronic transactions.

Thank you,  
Nexus Community Savings

Registration no./Numéro d'inscription: 2070012301

Family Name/Nom de famille: FIDDLER  
Given Names/Prénoms: CECILIA MARY

Alias/Nom d'emprunt

Date of Birth/Date de naissance: 1958/10/24  
Sex/Sexe: F

Date of Issue/Date de délivrance: 2014/06/30

Renew Before/Renouveler avant: 2024/10/24

Registry Group no. and Name/No du groupe de registre et nom: 207 - BEARSKIN LAKE



*Cecilia Fiddler*

Ontario Driver's Licence / Permis de conduire ON CANADA

1. NAME / NOM: FIDDLER, CECILIA, M  
2. BEARSKIN LAKE FN GD BEARSKIN LAKE, ON, P0V 1E0  
3. NUMBER / NUMERO: F4126 - 11665 - 86024  
4a. ISS/DEL: 2013/10/25 4b. EXP/EXP: 2018/10/24  
5. DO/REF: CT3028930 16. HGT/HAUT: 170 cm  
15. SEX/SEXE: F  
9. CLASS / CATEG: G  
12. REST / COND: X

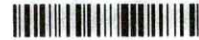
1. BORN: 1958/10/24

*Cecilia Fiddler*

00801 000144057 74

This is to certify that the holder is an Indian within the meaning of the Indian Act, chapter 27, Statutes of Canada (1985).  
La présente carte atteste que son titulaire est un Indien au sens de la Loi sur les Indiens, chapitre 27, Lois du Canada (1985).

Property of INAC / Appartient à AINC  
Must be returned on request / Doit lui être retournée sur demande  
Return postage free by / Retourner en franchise postale à  
INAC/AINC, Ottawa, Ontario Canada K1A 0H4  
To validate, call: 1-877-VALIDES  
Pour valider la carte, faites le: 1-877-826-4336  
INAC serial no. / AINC N° de série: 213354099



Canada

ServiceOntario.ca

9. CLASS / CATEGORIE: Automobile combin. (max. 11,000 kg)  
12. RESTRICTIONS / CONDITIONS: CT3028930

10. GROSS WT / POIDS BRUT (max. 4600 kg)  
11. GROSS WT / POIDS BRUT (max. 4600 kg)  
Automobiles/ensembles de véhicules  
11000 kg max., véhicule remorqué  
ne dépassant pas 4600 kg

Corr. Lenses/Verres corr.

\*9209726\*



## Determination of Exemption of an Indian's Employment Income

To make sure correct information is entered, we suggest that this form be filled out by the employer, in the presence of the employee. As an employer, you can use this form to help determine if an employee's employment income is exempt from income tax. The term "employee" on this form refers only to an employee who is registered as an Indian with Indigenous and Northern Affairs Canada, according to the terms of the *Indian Act*, or who is entitled to be so registered. Read the instructions on the next page for more information on how to fill out this form.

**Employee identification**

Last name (please print) <b>Fiddler</b>	Usual first name and initial(s) <b>Cecilia M</b>	Social insurance number <b>457935815</b>
Residential address including postal code		
Is the employee's residence located on a reserve? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		

**Indian status**

Is the employee registered or entitled to be registered as an Indian under the *Indian Act*? Yes  No

If yes, was the employee entitled to be registered:

prior to 2011?

under Bill C-3 (also known as the *Gender Equity in Indian Registration Act*)? Only income earned on or after January 31, 2011, may be exempt from tax.

because of the creation of the Qalipu Mi'kmaq First Nation Band? Only income earned on or after September 22, 2011, may be exempt from tax.

**Type of exemption**<sup>\*1</sup>

The employee performs employment duties:

1. entirely on a reserve       2. entirely off a reserve       3. partially on and partially off a reserve

If you chose 3, indicate the percentage of the employment duties the employee performs on a reserve: \_\_\_\_\_ %

All of the employee's employment income is exempt from income tax if any one of the following situations applies. Check the appropriate box.

the employee performs at **least 90%**<sup>\*2</sup> of the employment duties on a reserve (guideline 1);

the employee and the employer reside on a reserve (guideline 2);

the employee performs **more than 50%** of the employment duties on a reserve, and the employee or the employer resides on a reserve (guideline 3); or

the employee's employment duties are connected to the employer's non-commercial activities carried on exclusively for the benefit of Indians who, for the most part, reside on reserves and the employer resides on a reserve; **and** the employer is:

- an Indian band that has a reserve or a tribal council representing one or more Indian bands that have reserves; or
- an Indian organization controlled by one or more such bands or tribal councils and is dedicated exclusively to the social, cultural, educational, or economic development of Indians who, for the most part, reside on reserves (guideline 4).

\*1 The type of exemption is based on the *Indian Act Exemption for Employment Income Guidelines*. For a full description of the Guidelines including examples of exempt income and term definitions, go to [cra.gc.ca/brgnls/gdlns-eng.html](http://cra.gc.ca/brgnls/gdlns-eng.html).

\*2 **Proration rule may apply:** When less than 90% of the duties of an employment are performed on a reserve and the employment income is not exempted by another guideline, the exemption is to be prorated. The exemption will apply to the portion of the income related to the duties performed on the reserve.

**Employee certification**

I certify that the information given on this form is correct and complete.

Signature Cecilia Fiddler Date September 5/17

Personal information is collected under the *Income Tax Act* to administer tax, benefits, and related programs. It may also be used for any purpose related to the administration or enforcement of the Act such as audit, compliance and the payment of debts owed to the Crown. It may be shared or verified with other federal, provincial/territorial government institutions to the extent authorized by law. Failure to provide this information may result in interest payable, penalties or other actions. Under the *Privacy Act*, individuals have the right to access their personal information and request correction if there are errors or omissions. Refer to Info Source at [cra.gc.ca/gncy/tp/nfsrc/nfsrc-eng.html](http://cra.gc.ca/gncy/tp/nfsrc/nfsrc-eng.html), Personal Information Bank CRA PPU 047.

(Vous pouvez obtenir ce formulaire en français à [arc.gc.ca/formulaires](http://arc.gc.ca/formulaires) ou en composant le 1-800-959-7775.)

## Instructions

- The employment income from a particular employment will not be exempt from income tax where one of the main reasons for that employment relationship is to establish a connecting factor to a reserve. A connecting factor is a fact which connects income to a reserve. For example, the fact that the employer is resident on a reserve is a connecting factor.
- If the employee's circumstances change, the employee will be required to fill out a new form.
- Keep a completed form on file for each employee. We may ask to review the form to verify that the income earned qualifies to be exempt from income tax based on the circumstances of the employment.
- For information on the requirements to deduct Canada Pension Plan contributions and employment insurance premiums, and for instructions on reporting requirements, see Guide T4001, *Employers' Guide – Payroll Deductions and Remittances*, and Guide RC4120, *Employers' Guide – Filing the T4 Slip and Summary*.

## Employment-related income

Employment insurance benefits, retiring allowances, Canada Pension Plan payments, Quebec Pension Plan payments, registered pension plan benefits, and wage-loss replacement plan benefits will be exempt from income tax when they are received as a result of employment income that was exempt from tax. If a portion of the employment income was exempt, a similar portion of these amounts will be exempt.



