

August 8, 2024

ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱᐱᐱᐱᐱ
L'ᐱᐱᐱᐱᐱᐱ

PRIVATE AND CONFIDENTIAL

Steffany Fiddler
PO Box 50
Sandy Lake, Ontario
P0V 1V0

Dear Ms. Fiddler:

As you are aware, we have discussed several serious issues with you over the course of your employment with the Nishnawbe-Aski Legal Services Corporation (NALSC). The issues include dishonest conduct, fraudulently claiming hours when you were not at work and insubordination. In addition to these issues, we recently discovered that you have not been contacting your clients in the Victim Witness Program or logged into the database for several months. Your inattentiveness to these vulnerable clients is a serious breach of trust and has undermined the employment relationship between yourself and the Corporation.

In light of these facts, we have decided to terminate your employment effective immediately (the "Termination Date"). While the corporation has just cause for termination, on a without prejudice basis, we are prepared to provide you with a termination package to assist you through this period of transition.

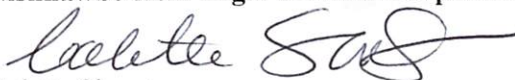
In accordance with the terms of your employment contract and the *Employment Standards Act, 2000*, you will receive your regular wages through the Termination Date on the next scheduled payroll as well as any accrued but unused vacation pay owing. Also, you will receive a lump sum payment for your statutory termination pay and continue to be enrolled in NALSC's benefit plan for the duration of the six (6) week statutory notice period. However, we will deduct the balance of the monies owed as per the current repayment agreement between yourself and the Corporation. The total being deducted is **\$1728.06**

You are required to immediately return to NALSC your laptop, mobile phone, keys, documents and other property of NALSC in your possession. Please contact **Alana Odawa-Lindstone** to make the necessary arrangements.

Should you need to discuss any further details, please contact the undersigned directly.

Steffany, 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
Director, Human Resources

Cc: Finance Department

Mailing Address:

101 Syndicate North,
Suite 101
Thunder Bay, ON
P7C 3V4

Tel: (807) 622-1413
Fax: (807) 622-3024

Email: info@nanlegal.on.ca

Website:

[Http://www.nanlegal.on.ca](http://www.nanlegal.on.ca)



Head Office:

678 City Road
Fort William First Nation
P7J 1K3