

Heather Napash

109 Kensington Drive

Thunder Bay, Ontario P7C 2A4 ✓

(807) 623-9489 ✓

SIN : 528 957 608 ✓

DOB : October 31, 1985 ✓

copy of void cheque

E-mail is hnapash@nanlegal.on.ca

Handwritten notes at the top of the page, including the number 11 and some illegible text.

Handwritten text in the middle of the page, possibly a date or a short note.

Handwritten text at the bottom of the page, appearing to be a signature or a concluding note.

# ROE

Heather Napash.  
SIN#

Last day was Friday Dec 30/11  
Start date → April 20/11 Hrs.

(9 hrs @ 10.25)

Done together  
in PR#26

PR#1	(1) Reg	256.25	+ OT	92.25	+ V.P	333.90	= 682.40	+ 127.92		34
PR#26	(2)	<del>244.75</del>		194.75						19
PR#25				712.50						
PR#24	(3)	169.13								16.5
PR#23	(4)	102.50								10
PR#22	(5)	123.00								12
PR#21	(6)	251.13								24.5
PR#20	(7)	107.63								10.5
PR#19	(8)	640.63								62.5
PR#18	(9)	702.13								68.5
PR#17	(10)	717.50								70
PR#16	(11)	645.75								63
PR#15	(12)	717.50								70
PR#14	(13)	<u>717.50</u>								70
PR#13	(14)	<u>769.75</u>								70

$$\begin{array}{r} 127.92 \\ 333.90 \\ \hline 461.82 \end{array}$$

$$\begin{array}{r} 682.40 \\ (333.90) \\ \hline 348.50 \end{array}$$

$$\begin{array}{r} 6591.30 \leftarrow \text{ROE} \\ + 127.92 = 6719.22 \\ - 50.00 \\ \hline 6669.22 \end{array}$$

PR#12	480.00									48
PR#11	840.00									84
PR#10	770.00									77

PR#10 140<sup>00</sup>

ROE →

$$\begin{array}{r} 77 \\ 809.5 \\ 12 + \\ \hline 821.56 \end{array}$$

Total. 8681.30  
Less VP. (333.90)  
8347.40  
8.04  
333.90

111

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Main body of handwritten notes on the left side of the page, consisting of several lines of text.

Handwritten notes in the middle section of the page, including a small table or list.

Handwritten notes at the bottom of the page, including some numbers and text.

Heather Napash  
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Thunder Bay, Ontario P7C 2A4 ✓  
(807) 623-9489 ✓  
SIN : 528 957 608 ✓

DOB : October 31, 1985 ✓

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# ROE

Heather Napash.

Last day was Friday Dec 30/11  
 Start date → April 20/11

SIN#

(9 hrs @ 10<sup>25</sup>)

Hrs.

Done together  
 in PR#26

PR# 1 (1) Reg	256.25	+ OT 92.25	+ V.P 333.90	= 682.40	+ 127.92	84
PR# 26 (2)	<del>244.75</del>	194.75				19
PR# 25		712.50				19
PR# 24 (3)	169.13		661			16.5
PR# 23 (4)	102.50					10
PR# 22 (5)	123.00					12
PR# 21 (6)	251.13					24.5
PR# 20 (7)	107.63					10.5
PR# 19 (8)	640.63					62.5
PR# 18 (9)	702.13					68.5
PR# 17 (10)	717.50					70
PR# 16 (11)	645.75					63
PR# 15 (12)	717.50					70
PR# 14 (13)	<u>717.50</u>					70
PR# 13 (14)	<u>769.75</u>					70

127.92  
 333.90  
 -----  
 461.82

810.32  
 Dec 23 28  
 Pd Jan 19/12

682.40  
 (333.90)  
 -----  
 348.50

659.30 ← ROE  
 + 127.92 = 6719.22  
 - 50.00  
 -----  
 6669.22

PR# 12	480.00					48
PR# 11	840.00					84
PR# 10	770.00					77

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ROE →

77  
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Total. 8681.30  
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 8347.40  
 -----  
 8.04  
 -----  
 333.90







# Record of Employment (ROE)

**Block 1 - Serial Number**

Serial Number:  
W21385070

**Block 2 - Serial Number of ROE Amended or Replaced**

S.N. of ROE Amended or Replaced:

**Block 3 - Employer's Payroll Reference Number**

Employer's Payroll Reference No:

**Block 4 - Employer's Name**

Employer's Name

Nishnawbe-Aski Legal Services Corporation (02)

Employer's Address

Box 23, Site 6, RR#14 Fort William First Nation Thunder Bay, ON
---

**Block 7 - Employer's Postal Code**

P7C4Z2

**Block 5 - Canada Revenue Agency Business Number (CRA BN)**

CRA Business Number: 137530606RP0002

**Block 6 - Pay Period Type**

★ Pay Period Type: B - Bi-weekly

**Block 8 - Social Insurance Number**

Social Insurance No. (999999999): 528957608

**Block 9 - Employee's Name**

Employee's Name

First Name: HEATHER  Initial:  Last Name: NAPASH
--

Employee's Address

109 KENSINGTON DRIVE  
THUNDER BAY, ON  
P7C 2A4

**Block 10 - First Day Worked**

First Day Worked (dd/mm/yyyy): 20/04/2011

**Block 11 - Last Day For Which Paid**

Last Day for Which Paid (dd/mm/yyyy): 30/12/2011

**Block 12 - Final Pay Period Ending Date**

Final Pay Period Ending Date (dd/mm/yyyy): 30/12/2011

**Block 13 - Employee's Occupation**

Occupation: ADMINISTRATION CLERK

**Block 14 - Expected Date of Recall**

Expected Date of Recall (dd/mm/yyyy)

**Block 15A - Total Insurable Hours**

Total Insurable Hours According to Chart: 822

**Block 15B - Total Insurable Earnings**

Total Insurable Earnings According to Chart: \$5,181.97

**Block 15C - Insurable Earnings by Pay Period**

Total Detailed Insurable Earnings According to Chart

1: \$461.82	2: \$348.50	3: \$194.75
4: \$0.00	5: \$169.13	6: \$102.50
7: \$123.00	8: \$251.13	9: \$107.63
10: \$640.63	11: \$702.13	12: \$717.50
13: \$645.75	14: \$717.50	15: \$717.50
16: \$769.75	17: \$480.00	18: \$840.00
19: \$770.00	20:	21:
22:	23:	24:
25:	26:	27:
28:	29:	30:
31:	32:	33:
34:	35:	36:
37:	38:	39:
40:	41:	42:
43:	44:	45:
46:	47:	48:
49:	50:	51:
52:	53:	

**Block 16 - Reason for Issuing this ROE**

Reason for Issuing this ROE: C - Return to school

For Further Information Contact

First Name:	DAVID LEE
Last Name:	BROWN
Area Code (999):	( 807 )
Telephone No. (999-9999):	766-7076
Extension:	

**Block 17 - Separation Payments**

Only complete if payments or benefits (other than regular pay) paid in or in anticipation of the final pay period or payable at a later date.

**A - Vacation Pay**

Vacation Pay: Paid because no longer working

Vacation Pay	
Start Date (dd/mm/yyyy)	
End Date (dd/mm/yyyy)	
Amount:	\$338.82

**B - Statutory Holiday Pay For**

B - Statutory Holiday Pay For	
Start Date (dd/mm/yyyy) 1	
Amount 1:	\$
Start Date (dd/mm/yyyy) 2	
Amount 2:	\$
Start Date (dd/mm/yyyy) 3	

Amount 3:	\$
Start Date (dd/mm/yyyy) 4	
Amount 4:	\$
Start Date (dd/mm/yyyy) 5	
Amount 5:	\$
Start Date (dd/mm/yyyy) 6	
Amount 6:	\$
Start Date (dd/mm/yyyy) 7	
Amount 7:	\$
Start Date (dd/mm/yyyy) 8	
Amount 8:	\$
Start Date (dd/mm/yyyy) 9	
Amount 9:	\$
Start Date (dd/mm/yyyy) 10	
Amount 10:	\$

**C - Other Monies (Specify)**

Other Monies (Specify) 1:

Other Monies (Specify) 1	
Start Date (dd/mm/yyyy)	
End Date (dd/mm/yyyy)	
Amount:	\$

Other Monies (Specify) 2:

Other Monies (Specify) 2	
--------------------------	--

Start Date (dd/mm/yyyy)	
End Date (dd/mm/yyyy)	
Amount:	\$

Other Monies (Specify) 3:

Other Monies (Specify) 3	
Start Date (dd/mm/yyyy)	
End Date (dd/mm/yyyy)	
Amount:	\$

**Block 18 - Comments**

Comments:

**Block 19 - Paid Sick/Maternity/Parental/Compassionate Care Leave or Group Wage Loss Indemnity Payments**

Only complete if paid sick/maternity/parental leave or group wage loss indemnity payment (after the last day worked).

1 Paid Sick Leave	
Start Date (dd/mm/yyyy)	
Amount:	\$

2 Group Wage Loss Insurance	
Start Date (dd/mm/yyyy)	
Amount:	\$

3 Paid Maternity Leave	
Start Date (dd/mm/yyyy)	
Amount:	\$

**Block 20 - Issuer's Communication Preferred In    Block 21 - Issuer's Name**

Communication Preferred In
English

Area Code (999):    ( 807 )

Telephone Number:    766-7076

Extension:    7076

**Block 22 - Date Issued**

I AM AWARE THAT IT IS AN OFFENSE TO MAKE FALSE ENTRIES AND HEREBY CERTIFY THAT ALL STATEMENTS ON THIS FORM ARE TRUE

First Name:    David Lee

Last Name:    Brown

Date    24/01/2012

**Printing Language**

Printing Language of ROE
English

Date Modified: 2011-08-15



Canada

## Record of Employment (ROE)

**Attention:** All draft ROEs will be deleted after a 15-day period, if not issued.

To advertise your job opening free of charge visit Service Canada's [Job Bank](#). Post your ad and match it against job seeker profiles to find qualified candidates.

A one-stop source for your [human resources management](#) needs.

**You can click on the hyperlink to download and print the ROE submitted.**

[Generate PDF file](#)

ROE Submitted			
Serial Number	SIN	Employee Name	Status
W21385070	528957608	HEATHER, NAPASH	Submitted

Date Modified: 2011-09-28

### Record of Employment Information - Not For Submission

1. Serial Number		2. Serial Number of Record Amended		3. Employer's Payroll Reference																																																																																																																							
4. Employer Name and Address Nishnawbe-Aski Legal Services 150 City Road Fort William First Nation Thunder Bay, Ontario				5. Business Number 137530606RP0002																																																																																																																							
				6. Pay Period Type Biweekly																																																																																																																							
				7. Postal Code P7C 4Z2																																																																																																																							
9. Employee Name and Address  NAPASH, HEATHER 109 KENSINGTON DRIVE  Thunder Bay, Ontario P7C 2A4				8. Social Insurance Number 528-957-608																																																																																																																							
				10. First Day Worked (d-m-y) 20 - 04 - 2011																																																																																																																							
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				16. Reason for Issuing ROE : C - Return to School  Contact : Lee Brown Telephone : (807)766-7076																																																																																																																							
15A. Total Insurable Hours 821.50 <i>OK</i>		15B. Total Insurable Earnings 5,181.97 <i>6669.22</i>		17. Monies Payable At or After Termination																																																																																																																							
15C. <i>#1</i>		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>PP</th> <th>Insurable Earnings</th> <th>PP</th> <th>Insurable Earnings</th> <th>PP</th> <th>Insurable Earnings</th> </tr> </thead> <tbody> <tr><td>1</td><td>127.92</td><td>2</td><td>682.40</td><td>3</td><td>194.75 ✓</td></tr> <tr><td>4</td><td></td><td>5</td><td>169.13 -</td><td>6</td><td>102.50 -</td></tr> <tr><td>7</td><td>123.00 -</td><td>8</td><td>251.13 -</td><td>9</td><td>107.63 -</td></tr> <tr><td>10</td><td>640.63 -</td><td>11</td><td>702.13 -</td><td>12</td><td>717.50 -</td></tr> <tr><td>13</td><td>645.75 -</td><td>14</td><td>717.50 -</td><td>15</td><td>717.50 -</td></tr> <tr><td>16 <i>(14)</i></td><td>769.75 -</td><td>17</td><td>480.00</td><td>18</td><td>840.00</td></tr> <tr><td>19</td><td>770.00</td><td>20</td><td></td><td>21</td><td></td></tr> <tr><td>22</td><td></td><td>23</td><td></td><td>24</td><td></td></tr> <tr><td>25</td><td></td><td>26</td><td></td><td>27</td><td></td></tr> <tr><td>28</td><td></td><td>29</td><td></td><td>30</td><td></td></tr> <tr><td>31</td><td></td><td>32</td><td></td><td>33</td><td></td></tr> <tr><td>34</td><td></td><td>35</td><td></td><td>36</td><td></td></tr> <tr><td>37</td><td></td><td>38</td><td></td><td>39</td><td></td></tr> <tr><td>40</td><td></td><td>41</td><td></td><td>42</td><td></td></tr> <tr><td>43</td><td></td><td>44</td><td></td><td>45</td><td></td></tr> <tr><td>46</td><td></td><td>47</td><td></td><td>48</td><td></td></tr> <tr><td>49</td><td></td><td>50</td><td></td><td>51</td><td></td></tr> <tr><td>52</td><td></td><td>53</td><td></td><td></td><td></td></tr> </tbody> </table>		PP	Insurable Earnings	PP	Insurable Earnings	PP	Insurable Earnings	1	127.92	2	682.40	3	194.75 ✓	4		5	169.13 -	6	102.50 -	7	123.00 -	8	251.13 -	9	107.63 -	10	640.63 -	11	702.13 -	12	717.50 -	13	645.75 -	14	717.50 -	15	717.50 -	16 <i>(14)</i>	769.75 -	17	480.00	18	840.00	19	770.00	20		21		22		23		24		25		26		27		28		29		30		31		32		33		34		35		36		37		38		39		40		41		42		43		44		45		46		47		48		49		50		51		52		53				<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">                     A - Vacation Pay 333.90 <i>4.92 + PR#2</i> <u>338.82</u> </td> <td style="width: 50%;">                     B - Statutory Holiday Pay                 </td> </tr> <tr> <td colspan="2">                     C - Other Monies                 </td> </tr> </table>		A - Vacation Pay 333.90 <i>4.92 + PR#2</i> <u>338.82</u>	B - Statutory Holiday Pay	C - Other Monies	
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1	01/13/12	12.00	2	12/30/11	34.00	3	12/16/11	19.00	4	12/02/11		5	11/18/11	16.50	6	11/04/11	10.00
7	10/21/11	12.00	8	10/07/11	24.50	9	09/23/11	10.50	10	09/09/11	62.50	11	08/26/11	68.50	12	08/12/11	70.00
13	07/29/11	63.00	14	07/15/11	70.00	15	07/01/11	70.00	16	06/17/11	70.00	17	06/03/11	48.00	18	05/20/11	84.00
19	05/06/11	77.00	20			21			22			23			24		
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49			50			51			52			53					



**RECORD OF EMPLOYMENT (ROE)**

SERIAL NO. <b>W21385070</b>		SERIAL NO. OF ROE AMENDED OR REPLACED		EMPLOYER'S PAYROLL REFERENCE NO.																																																													
EMPLOYER'S NAME AND ADDRESS <b>Nishnawbe-Aski Legal Services Corporation (02) Box 23, Site 6, RR#14 Fort William First Nation Thunder Bay, ON Canada</b>				CRA BUSINESS NUMBER (BN) <b>137530606RP0002</b>																																																													
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				SOCIAL INSURANCE NO. <b>528-957-608</b>																																																													
EMPLOYEE'S NAME AND ADDRESS <b>HEATHER NAPASH 109 KENSINGTON DRIVE THUNDER BAY, ON P7C 2A4</b>				FIRST DAY WORKED D M Y <b>20 04 2011</b>																																																													
				LAST DAY FOR WHICH PAID D M Y <b>30 12 2011</b>																																																													
				FINAL PAY PERIOD ENDING DATE D M Y <b>30 12 2011</b>																																																													
OCCUPATION <b>ADMINISTRATION CLERK</b>				EXPECTED DATE OF RECALL D M Y <input checked="" type="checkbox"/> UNKNOWN <input type="checkbox"/> NOT RETURNING																																																													
TOTAL INSURABLE HOURS ACCORDING TO CHART ON PAGE 2 <b>822</b>		REASON FOR ISSUING THIS ROE <b>Return to School</b> <span style="float:right"><b>C</b></span>																																																															
TOTAL INSURABLE EARNINGS ACCORDING TO CHART ON PAGE 2 <b>\$ 5,181.97</b>		FOR FURTHER INFORMATION, CONTACT <b>DAVID LEE BROWN</b> TELEPHONE NO. <b>(807) 766-7076</b>																																																															
THE FIRST ENTRY MUST RECORD THE INSURABLE EARNINGS FOR THE FINAL (MOST RECENT) INSURED PAY PERIOD. ENTER DETAILS BY PAY PERIOD AS PER THE CHART ON PAGE 2.				ONLY COMPLETE IF PAYMENT OR BENEFITS (OTHER THAN REGULAR PAY) PAID IN OR IN ANTICIPATION OF THE FINAL PAY PERIOD OR PAYABLE AT A LATER DATE.																																																													
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				I AM AWARE THAT IT IS AN OFFENSE TO MAKE FALSE ENTRIES AND HEREBY CERTIFY THAT ALL STATEMENTS ON THIS FORM ARE TRUE.																																																													
COMMUNICATION PREFERRED IN <input checked="" type="checkbox"/> English <input type="checkbox"/> French		TELEPHONE NO. <b>(807) 766-7076 7076</b>		Name of Issuer <b>David Lee</b> <b>Brown</b> D M Y <b>24 01 2012</b>																																																													

Heather Napash.



**Lee Brown**

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**From:** Jennifer McKenzie <jmckenzie@nanlegal.on.ca>  
**Sent:** Wednesday, January 12, 2011 11:03 AM  
**To:** Arlene Dodge; Betty Achneepineskum; Carol Kakegabon; Carolyn White; Celina M. Reitberger; Cheryl St. James; Doreen Stone; Heather Baillie; Jennifer McKenzie; Jocelyn Rae; Lee Brown; Martha Loon; Mary Jean Robinson; Mary Kakepetum; Michelle Donio-King; Robert Moonias; Sheba Fox  
**Subject:** heather napash email

[hnapash@nanlegal.on.ca](mailto:hnapash@nanlegal.on.ca)

Can you also send out Jocelyn's and Zelda's new lao email addresses please?

JENNIFER MCKENZIE | Executive Assistant | Tel: 807-622-1413 | Fax: 807-622-3024 | E-mail: [jmckenzie@nanlegal.on.ca](mailto:jmckenzie@nanlegal.on.ca)  
NISHNAWBE-ASKI LEGAL SERVICES CORPORATION | 86 S. Cumberland Street, Thunder Bay, Ontario, P7B 2V3 | 1-800-465-5581 | [www.nanlegal.on.ca](http://www.nanlegal.on.ca)



Please ~ print this email only when necessary.

This communication is intended for use by the individual(s) to whom it is specifically addressed and should not be read by, or delivered to, any other person. Such communication may contain privileged or confidential information. If you have received this communication in error, please notify the sender and permanently delete the communication. Thank you for your cooperation.

Returned - June 3, 2013



**Nishnawbe-Aski Legal Services**

**Cell Phone User Agreement**

1. NALSC has issued you a business cell phone for work-related communications. Employees in possession of NALSC equipment are expected to use the equipment for business purposes only and to maintain the equipment from misuse, damage or theft.
2. Employees who are provided with NALSC cell phones are accountable for all calls made on their phones.
3. Employees may make a reasonable number of personal calls. Employees are to use their judgment on whether the total of personal calls made is at a reasonable number. Employees will be responsible for reimbursing NALSC for charges related to personal use of NALSC-owned phones.
4. No employee is to use a NALSC-owned cell phone for the purpose of illegal transactions, harassment, or obscene behaviour.
5. If a NALSC-owned cell phone is damaged, lost, or stolen, it must be reported immediately to the Manager and the Finance department.
6. If a NALSC-owned cellular telephone is damaged, lost, or stolen through the negligence of the authorized user, that individual will be responsible for reimbursing NALSC for all repair or replacement costs. He or she will be required to reimburse NALSC the purchase price of the equipment.
7. At any time the manager of the employee may request for the cell phone to be returned.

**Employee Declaration**

I, Heather Napash, have read and understand the above Cell Phone User Agreement, and consent to adhere to the rules outlined therein.

H. Napash  
Employee Signature

[Signature]  
Manager/Supervisor Signature

Date May 27, 2013

Serial #: DNVJNH69DTTN Model No. MD293C/A

① Type of Cell Phone: iPhone 5 / Black Cell No. 630-9503

② Accessories: Charger / white with wall plugin Model No. A1265

Cell phone  
Returned June 3  
- Marceline back in  
office.

AFFIRMATION OF OFFICE AND SECRECY



I, Heather Napash do solemnly affirm that I will faithfully provide services as an Office Assistant to Nishnawbe-Aski Legal Services Corporation and will observe and comply with the laws of the Anishinabe people, Canada and Ontario, and except as I may be legally required, I will not disclose to any persons, either during or following my period of service to the Corporation any information or document identifying persons, or any other entity, receiving services from the Corporation that comes to my knowledge or into my possession by reasons of my services as Office Assistant without the prior written consent of Nishnawbe-Aski Legal Services Corporation.

Affirmed before me in **Thunder Bay**, in the Province of **Ontario** on this 15<sup>th</sup> day of **July**, 2013.

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Heather Napash



**NISHNAWBE - ASKI  
Legal Services Corporation**

ENTERED APR 18 2019  
AP/PO @

**Employee Information**

**1. Personal Information**

Full Given Name: Napash Heather J  
Last First M Initial.

Address: 109 Kensington Drive  
Street Address Box #

Thunder Bay ON P7C 2A4  
City/Town Province Postal Code

Home Phone: (807) 623 9489 Cell Alternate Phone: (807) 709 0851

Primary Email: hnapash@gmail.com

SSN #: 528 957 608 Status #: 1820175001

**2. Job Information**

Title: Talking Together Facilitator Employee ID: \_\_\_\_\_

Supervisor: Carol Buswa Department: Talking Together Program

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

Work Phone: (807) 474 4375 Cell Phone: (807) 709-0851

Start Date: Apr 20/11 + Feb 13/12 Benefits: Yes Pension: Y / N Yes

Term Date: Dec 30/11 - Rtn to school Salary: \$ 45,000-

**3. Emergency Contact Information**

Full Name: Mathias Jessie C  
Last First M Initial.

Address: \_\_\_\_\_  
Street Address Box #

Thunder Bay ON  
City/Town Province Postal Code

Primary Phone: (807) 622 5708 Alternate Phone: (807) 708 9878

Relationship: Mother

E-MAILED  
Sept 14/15  
KR + TT

Monday, September 14, 2015

To Carol Buswa,

**RE: Change to Work Schedule**

I'm writing you a letter for you to consider changing my time Monday to Friday from 9:20am to 5:00pm with a 40 minute lunch break (school year). The only reason why I'm asking this is because my children's school starts at 9:10am. And there are no teachers to supervise the children until 8:55-9:00am. This will cause me to be late.

Thank you for your consideration,

Heather Napash

Approved: C Buswa Sept 14/15