Natasha Sakchekapo Sioux Lookout, ON

June 14, 2022

Chantelle Johnson Manager Nishnawbe-Aski Legal Services Thunder Bay, ON

Dear Chantelle,

It is with a very heavy heart that I submit my resignation from the Sioux Lookout – Restorative Justice Team Lead position. The last 5 years at NALSC has been a wonderful time of learning and there were so many great accomplishments that I was blessed to have been a part of. Our frontline team was truly the best I have ever worked with. However, it is time I move on in a new position where my skills will be fully utilized, and where I can further my future career in the social work field.

My last day at Nishnawbe-Aski Legal Services will be July 1, 2022. My last pay will be on July 7th, 2022, and I am requesting to have the amount I've acquired of vacation up to this date to be paid out or to be able to take it off within the time I have left.

With the remainder of my time, I will be sure to work towards closure of my files or I will transition them to a different worker, I will return office items and key fob to the front street location, and I can help to train the new employee if they so happen to start before my end date. If my help is needed after my end date, I can arrange to do so.

My communities are Bearskin, Cat Lake, Kingfisher, Muskrat, Sachigo, Sandy Lake, Wunnumin, Big Trout, Kasabonika, Wapekeka, Weagamow, and Lac Seul. I will provide you a detailed document on each community, how many clients, their progress, and next court dates. I will also close all my files in the database, and since it is so new many of the files do not have any PDFs uploaded. I will provide you a USB with all files I have. The last of my courts for June are Cat Lake June 13/14, Kingfisher Lake June 27/28, and Lac Seul June 28/29.

I wish you, and all Nishnawbe-Aski Legal Services, the best in the future. Thank you for having me, and I will miss you all dearly.

Sincerely,

Natasha Sakchekapo

Nishnawbe-Aski Legal Services Corporation

June 14, 2022

PRIVATE AND CONFIDENTIAL

Natasha Sakchekapo-Lalande 41 Curtis Street Sioux Lookout, ON P8T 1G8

Mailing Address:

1805 Arthur St. East Unit 100 Thunder Bay, ON P7E 2R6

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

Email: info@nanlegal.on.ca

Website: Http://www.nanlegal.on.ca



Head Office:

138-B Mission Rd, Fort William First Nation, ON P7J 1K7

Dear Natasha:

We are writing to acknowledge receipt of your resignation dated June 14, 2022 with Nishnawbe-Aski Legal Services Corporation ("NALSC"). We confirm that your employment will end July 1, 2022.

You will receive any accrued wages, vacation or lieu time owing to you on your first payroll after your resignation. Once these payments are made, nothing further will be owing to you.

You are required to return to NALSC all keys, documents, passwords, devices, electronics and other corporate property in your possession by **Thursday, June 30, 2022**. We ask that you contact Chantelle Johnson to make the necessary arrangements to return all corporate property and retrieve any personal belongings.

We remind you of your duty of confidentiality and common law obligations to NALSC including to refrain from making any disparaging remarks about the corporation and/or its directors, employees, and clients. These duties continue to apply despite the fact that you are no longer working for the corporation.

Natasha, 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

Colette Shivetz

Cc: Finance Department

Colette Shwetz

From: Natasha Sakchekapo-Lalande
Sent: June 20, 2022 12:11 PM

To: Chantelle Johnson; Tara Thompson; Colette Shwetz

Cc: Cameron Cassidy

Subject: Re: Resignation Acceptance Letter

Attachments: Clients.pdf

Okay, will see you then! Attached is the client information. I will bring this to the meeting, looking forward to seeing you! Below is the list you provided, only a few things I never had but the rest have been returned.

List of Property belonging to NALSC held by Natasha Sakchekapo Lalande

- Telephone: iPhone that was provided to you by NALSC returned to office Gold Iphone
- Laptop: the original laptop that was given to you by Ralph Taylor and the new microsoft surface along with the mouse and stylist all previous laptops returned, blue surface is the only surface is have, it has been returned, the new surface was Zacks (the silver one).

The original iPad pro you received and the new iPad Pro, wireless pen and matching keyboard(s) - I
had a regular ipad previously, which has been returned, ipad pro returned with keyboard & pen

- An Apple Watch I never took an apple watch as I owned my own
- A set of Apple air pod pros I never took these as I owned my own pair
- The Printer you received to work at home this printer was broken (it was given to wilsons for a
 repair but he said it could not be fixed) I brought it to the dump and paid for it to be disposed, so I
 was using the Canon printer which has been returned and set up in new office.
- The original ALL in One computer that was given to you along with the new all in one computer that
 was provided to you this has been returned to the office & set up for new worker, as well as the
 previous one that broke has been returned.
- The office supplies that you acquired from Wilson's last week these are in office (bag & drawers)
- All Charging and power cords connecting to all of the devices listed above All have been returned that I could locate
- All passwords connect to all of the devices no passwords on any and all are ready for new worker to use

The keys to the office and the FOBs for the doors - returned and in office, only had a fob

I also returned all documents (physical & electronic) to the office on a USB for new worker. All presentations/brochures/training documents etc are on that USB. Client synopsis/closures/etc.

Natasha Sakchekapo-Lalande Restorative Justice

"Mah-mii-nah-chi-ke-win"

Nishnawbe-Aski Legal Services

Sioux Lookout, ON Phone: 807-738-1425

nsakchekapo@nanlegal.on.ca

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From: Chantelle Johnson <cjohnson@nanlegal.on.ca>

Sent: June 20, 2022 10:36 AM

To: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>; Tara Thompson <tthompson@nanlegal.on.ca>;

Colette Shwetz < cshwetz@nanlegal.on.ca>

Cc: Cameron Cassidy < ccassidy@nanlegal.on.ca > Subject: Re: Resignation Acceptance Letter

Good morning Natasha,

This email is to let you know that we will be coming to Sioux Lookout on Wednesday to meet with you regarding the transferring of files to your replacement as well as pick up the list of supplies below that are currently in your possession . This list has been based on the purchase orders submitted relating to past requests and what was given to each team lead.

List of Property belonging to NALSC held by Natasha Sakchekapo Lalande

- Telephone: iPhone that was provided to you by NALSC
- Laptop: the original laptop that was given to you by Ralph Taylor and the new microsoft surface along with the
 mouse and stylist.
- The original iPad pro you received and the new iPad Pro, wireless pen and matching keyboard(s)
- An Apple Watch
- A set of Apple air pod pros
- The Printer you received to work at home
- The original ALL in One computer that was given to you along with the new all in one computer that was provided to you.
- The office supplies that you acquired from Wilson's last week.
- All Charging and power cords connecting to all of the devices listed above.
- All passwords connect to all of the devices

The keys to the office and the FOBs for the doors

- 1. We would also like to ensure that all referral information will be entered into the database and transferred to the new worker before your last day of work and packages be ready for when we meet with you of all the referrals you currently hold so that we can discuss what has been completed in detail.
- 2. Any important information should also be brought forward at this meeting so that it can be discussed with the new worker.

We will be coming in on Wednesday. I will call to let you know when I am there as this will depend on construction on the highway.

As for your request for your vacation according to policy you receive 1.25 days for every month you work. The total at the bottom of your pay sub is when you work the whole year. Once everything is transferred finance will look into what is owed for final payment.

Thank you

Chantelle Johnson, Restorative Justice Manager

For the Restorative Justice, Youth Justice, By Law, Sexual Assault & Domestic Violence Restorative Justice, Youth Intervention, Guns & Gangs Initiative, and the Community HUB Programs

Nishnawbe-Aski Legal Services Corporation 1805 East Arthur Street, Unit 1 Thunder Bay, Ontario. P7E 2R6

Phone: (807) 766-7081 Cell: (807) 252-3934 Fax: (807) 622-3024

Email: cjohnson@nanlegal.on.ca

From: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Sent: Thursday, June 16, 2022 12:14:50 PM

To: Tara Thompson tthompson@nanlegal.on.ca; Colette Shwetz cshwetz@nanlegal.on.ca; Cameron Cassidy ccassidy@nanlegal.on.ca; Cameron Cassidy ccassidy@nanlegal.on.ca;

Subject: Re: Resignation Acceptance Letter

Okay thank you for responding & the email to send to is: natashalalande@gmail.com

Natasha Sakchekapo-Lalande Restorative Justice "Mah-mii-nah-chi-ke-win" Nishnawbe-Aski Legal Services Sioux Lookout, ON Phone: 807-738-1425 nsakchekapo@nanlegal.on.ca

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From: Tara Thompson < tthompson@nanlegal.on.ca>

Sent: June 15, 2022 8:24 AM

To: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>

Cc: Chantelle Johnson <cjohnson@nanlegal.on.ca>; Cameron Cassidy <ccassidy@nanlegal.on.ca>

Subject: RE: Resignation Acceptance Letter

Hi Natasha!

The vacation amount will be what you have accrued up to the date you leave. The amount on the paystub is what it would be if you work to the end of the fiscal which is March 31, 2023. Do you have another email you would like me to put on file for ROE, final paystub, and T4?

Thanks,

Tara Thompson Financial Controller Nishnawbe Aski Legal Services

From: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Sent: June 14, 2022 10:52 PM

To: Colette Shwetz <cshwetz@nanlegal.on.ca>

Cc: Chantelle Johnson <cjohnson@nanlegal.on.ca>; Tara Thompson <tthompson@nanlegal.on.ca>; Cameron Cassidy

<ccassidy@nanlegal.on.ca>

Subject: Re: Resignation Acceptance Letter

Thank you Colette. Received, I will be sure to contact Chantelle to let her know what I have returned to the office.

As per the vacation time pay out, is it the amount of time reflected on my last paystub? Or will finance let me know how much it is.

Natasha Sakchekapo-Lalande Restorative Justice "Mah-mii-nah-chi-ke-win" Nishnawbe-Aski Legal Services Sioux Lookout, ON Phone: 807-738-1425 nsakchekapo@nanlegal.on.ca

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From: Colette Shwetz <cshwetz@nanlegal.on.ca>

Sent: June 14, 2022 9:48 PM

To: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Cc: Chantelle Johnson < cjohnson@nanlegal.on.ca >; Tara Thompson@nanlegal.on.ca >; Cameron Cassidy

<ccassidy@nanlegal.on.ca>

Subject: Resignation Acceptance Letter

Hi Natasha,

Please see the attached letter, accepting your resignation submitted on June 14, 2022. Please contact Chantelle Johnson to make arrangements to return all your corporate property before your last day.

Natasha, we appreciate all the work you did in the Restorative Justice Program and wish you all the best in your future endeavours.

Colette Shwetz HR Manager



Nishnawbe-Aski Legal Services Corporation

1805 Arthur St. E, Thunder Bay, ON P7E 5E6

Phone: 1-807-622-1413 Ext 7714

Cell: 807-633-8158

Email: cshwetz@nanlegal.on.ca

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Colette Shwetz

From: Natasha Sakchekapo-Lalande
Sent: June 27, 2022 1:51 PM

To: Chantelle Johnson; Colette Shwetz; Irene Linklater

Subject: Re: Sioux Meeting

All work completed on surface owned by NALSC.

Also, I have entered my sick time/vacation for 29/30 into HRIS. Once approved I can submit my final timesheet.

My total vacation time I have is 7.83 days. 2 of those will be used for 29th and 30th, remaining is 5.83. Plus, the 17 hours overtime, please advise what to do with these.

Here are the updates for kingfisher:

Docket lines 2-3 Timothy Anderson withdrawn as completed

Docket lines 4-15 Candance Beardy withdrawn as completed

Docket line 23 Clint Beardy withdrawn as completed

Docket lines 27-30 Jeffrey Beardy withdrawn as completed

Docket line 37 James Begg - Chris Beardy - awaiting contact

Docket lines 44-45 Samantha Bighead withdrawn as completed

Docket lines 48-52 Roxanna Jacob - Chris Beardy - referring back to court

Docket lines 58-61 Christopher Mamakwa - Alana Odawa - completed and will send in her notes to crown for withdrawal before tomorrow.

Docket lines 63-70 Taralyn Mamakwa - Chris Beardy - charges will be stayed.

Docket lines 75-83 Drayton Ogemawenene - Chris Beardy - complete, Chris will send in his documents today for withdrawal tomorrow.

Youth - Austin Winter withdrawn as completed.

Crown - Joanna Gordon

duty counsel - Aaron Grupp & Kevin Romyn

I will send a copy of these updates to Ralph in a separate email. Thank you.

Get Outlook for iOS

From: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Sent: Monday, June 27, 2022 11:56:14 AM

To: Chantelle Johnson <cjohnson@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>; Irene Linklater

<Ilinklater@nanlegal.on.ca>
Subject: Re: Sioux Meeting

Do I submit my 17 hours as overtime?

Get Outlook for iOS

From: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Sent: Monday, June 27, 2022 11:52:58 AM

To: Chantelle Johnson <cjohnson@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>; Irene Linklater

<Ilinklater@nanlegal.on.ca>
Subject: Re: Sioux Meeting

All database updated last Wednesday; I am just about to start advance for kingfisher and will send an update afterwards. Otherwise all is complete.

Get Outlook for iOS

From: Chantelle Johnson <cjohnson@nanlegal.on.ca>

Sent: Monday, June 27, 2022 11:51:04 AM

To: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>; Irene

Linklater < Ilinklater@nanlegal.on.ca>

Subject: Re: Sioux Meeting

What is the update on this?

Chantelle Johnson, Restorative Justice Manager

For the Restorative Justice, Youth Justice, By Law, Sexual Assault & Domestic Violence Restorative Justice, Youth Intervention, Guns & Gangs Initiative, and the Community HUB Programs

Nishnawbe-Aski Legal Services Corporation 1805 East Arthur Street, Unit 1 Thunder Bay, Ontario. P7E 2R6

Phone: (807) 766-7081 Cell: (807) 252-3934 Fax: (807) 622-3024

Email: cjohnson@nanlegal.on.ca

From: Chantelle Johnson <cjohnson@nanlegal.on.ca>

Sent: Wednesday, June 22, 2022 6:31:19 PM

To: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>; Irene

Linklater < Ilinklater@nanlegal.on.ca>

Subject: Re: Sioux Meeting

Hi Natasha,

As Colette said, these items should have been turned directly in to myself during this visit or to another staff member.

Also, as discussed in our meeting this afternoon, the instructions for the coming days are as follows:

As a plan to remedy not having the USB, much of the information can be found in past email threads. The issues you described with the database should be resolved by now. Should any more issues arise, please bring them forward as soon as possible so we can work to resolve them with our developer. As discussed, this information needs to be entered by Friday the 24th so that we can ensure we have all the required information prior to our meeting on Monday.

We have left the Microsoft surface at the office for your use in the meantime. As mentioned, work related activities cannot be performed on a personal device.

Thank you,

Chantelle Johnson, Restorative Justice Manager

For the Restorative Justice, Youth Justice, By Law, Sexual Assault & Domestic Violence Restorative Justice, Youth Intervention, Guns & Gangs Initiative, and the Community HUB Programs

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Phone: (807) 766-7081 Cell: (807) 252-3934 Fax: (807) 622-3024

Email: cjohnson@nanlegal.on.ca

From: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Sent: Wednesday, June 22, 2022 6:09:55 PM

To: Colette Shwetz <cshwetz@nanlegal.on.ca>; Irene Linklater <llinklater@nanlegal.on.ca>; Chantelle Johnson

<cjohnson@nanlegal.on.ca>
Subject: Re: Sioux Meeting

Both the FOB and USB were safely in my office, which was improperly entered, and my property was moved without my consent by another worker who was given approval by Chantelle without discussion with me first. If my office wasn't given to another worker, my items would be safely where they were left.

I will complete my duties as discussed in todays meeting: database entry, Kingfisher court June 27-28. I will do my best to enter the data into the database if it'll work on my end. I have expressed my difficulties with the database in the meeting. The crowns know my client list and who is complete, I'm sure they will confirm everything in their meeting next week. All completion letters have been sent for all 12 communities I served. My previous spreadsheet with stats April/May/beginning of June was also on the missing USB. Whatever is missing from the database is due to technological issues, and the fact that I do not have the USB to cross reference. I've also provided my client list to Chantelle, Ralph and the head crown Jason, ACA Liz Pats. After court on Monday and Tuesday, I will provide an update email to Ralph on clients and outcomes.

I will get a fob from Stallone as discussed in the meeting if I do need to go in. As discussed with Chantelle, I will give the laptop and fob once my last day arrives to Zachary to return to the office.

I will contact Tara by email, to find out my vacation time I have accrued up to July 1, and with that time I will take off June 29 & 30. Also, Here is my flex time that I still have from travel dates to Thunder Bay for naps training:

- March 11/18/25 12 hours
- April 8/15/22 12 hours
- Total hours 24-7 hours for one day is 17 remaining. I flexed one day on April 29.

I will be taking sick days Thursday, June 23 & Friday, June 24 for stress leave.

Thank you.

Get Outlook for iOS

From: Colette Shwetz <cshwetz@nanlegal.on.ca>

Sent: Wednesday, June 22, 2022 3:35 PM

To: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Cc: Chantelle Johnson < cjohnson@nanlegal.on.ca>

Subject: RE: Sioux Meeting

Hi Natasha,

In following up to your email below, it is unfortunate that the USB and FOB appear to be missing. This type of data/equipment should be handed off to another worker or held on to until your manager could be present to accept it. All equipment and files are the responsibility of the owner (you in this case) to secure. Did you hand them off to another worker? If so, who?

I would also add that performing NALSC duties on your personal computer is not an option. All NALSC computers go through our IT department and are set up with specific firewalls and anti-virus software. This is in place as part of our risk management plan. You will need to use your current NALSC laptop to continue working till your resignation date.

Also, FOBS are not to be shared between workers. FOBs are specific to each worker for access to a secured building. Sharing is prohibited for security reasons and is policy for all offices. If you need a new FOB, you must request it.

Lastly, Chantelle has been in constant communication with me throughout your entire offboarding – starting from your email suggesting you may be looking to work elsewhere. She has cc'd me and communicated with me all the way through, right up until today's email she sent you. At no time has she act unprofessional, or display an awful attitude towards your decision to move on to a new position. I am sorry you feel this way, but hope you can continue to work with Chantelle and the RJ workers to finalize your exit from NALSC and the RJ program.

If you have any questions, please feel free to contact me.

Thanks,

Colette Shwetz HR Manager



Nishnawbe-Aski Legal Services Corporation

1805 Arthur St. E, Thunder Bay, ON P7E 5E6

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From: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Sent: June 22, 2022 3:51 PM

To: Chantelle Johnson <cjohnson@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>

Subject: Re: Sioux Meeting

I reset everything as I had my files and photos of my children on there. It was easier to reset then to pick through and delete everything. I also reset every other device to be courteous for the next worker so they could use it immediately instead of having to go through the process.

I entered my office this week to find it has been taken over by Chris, who obtained approval from you to do so. I texted you, and the response was that you were confused as your assumption was my last day was July 1st. That too was my knowledge, and I was concerned as to why Chris was allowed to move into my office before my end date and why nobody disclosed to me that this was occurring as I could have went in to ensure no items were lost (which is what happened to the USB and office fob). Chris is now in Pik for the next week for his sons birthday while also working from there.

So now my plan is to work from my phone, which I can do with email/zoom/phone calls if needed. And as discussed previously, my sons last day of school is the 24th so I asked if I could work from home and you said it would be no problem as I have no childcare. You can also see emails or confirm with the crowns and lawyers whom I've emailed the passed two days if your concerned my work isn't being done. I am not going to reconnect and set everything up as I am utilizing my own personal laptop (as of last week) and iPhone 7 (as of today) to still complete my required work, and will do so for the remainder of my time with NALSC. I have been using my personal phone number the entirety of my time with NALSC, and it's only becoming an issue today.

My last court I will be going to attend is next Monday for kingfisher advance court, and Tuesday kingfisher court. I am going to utilize my vacation time of 3.75 days (26.25 hours) for the 23rd (2 working hours, 5 vacation) 24/29/31. My last working day will be July 28, if this is acceptable.

This entire experience and resignation has been awful. Snide attitude, poor professionalism and next to no communication has made it a very stressful time. I do apologize for moving on to a new amazing opportunity, but I also hope that nobody has to endure this feeling if they decide to leave in the future.

As per the database, it has been uncooperative, as I cannot search or upload pdfs. I shared this with you in a phone call last week or the week before. It still is not fixed.

All information has been sent to the rjreferral email. I'll see you at the office shortly.

From: Chantelle Johnson < cjohnson@nanlegal.on.ca>

Sent: Wednesday, June 22, 2022 2:32 PM

To: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>

Subject: Re: Sioux Meeting

Hi Natasha,

Am I to understand everything is gone? Chris advised that the computer he moved was wiped / not set up when he turned it on. We also just plugged it in and it is at the factory set up screen.

At no time are you supposed to use your personal computer for client/company matters. This is part of HR on-boarding training as well as our oath of confidentiality.

As per your resignation letter, your final day was to be July 1st, correct? I am wondering what your plan for work was until then if all your devices are currently at the office along with your fob which would gain you any further access to the building and your computer until your final day.

As per your text, you not only left your equipment necessary to work as well as your key to access the building until July 1.

As per our policy, no one should be sharing FOBs to access the building.

Has the information on the USB in question been uploaded to the database as was directed in my previous email? Also, we have just gotten to the office and are here with the individual who will be taking over your files. If everything has been placed on the missing USB we will need to sit down and piece together all of the information from your records.

I also have Natasha and Lauren with me to take notes on the meeting. I would also like to know what your plan will be going forward for the last week, especially if all of your equipment is at the office.

Thanks

Chantelle Johnson, Restorative Justice Manager

For the Restorative Justice, Youth Justice, By Law, Sexual Assault & Domestic Violence Restorative Justice, Youth Intervention, Guns & Gangs Initiative, and the Community HUB Programs

Nishnawbe-Aski Legal Services Corporation 1805 East Arthur Street, Unit 1 Thunder Bay, Ontario. P7E 2R6

Phone: (807) 766-7081 Cell: (807) 252-3934 Fax: (807) 622-3024

Email: cjohnson@nanlegal.on.ca

From: Natasha Sakchekapo-Lalande <nsakchekapo@nanlegal.on.ca>

Sent: Wednesday, June 22, 2022 12:19:19 PM **To:** Chantelle Johnson < cjohnson@nanlegal.on.ca >

Subject: Sioux Meeting

Good afternoon,

Just left the office. I did have everything sorted and all items in order, but came in to find it moved... and the USB with all files & key fob are no where to be found. I left them on my desk with the court dockets and all other items. Chris isn't sure where they are, but he moved all the things to his old office. So hopefully those can be located as I do not have a back up made.

I am using my old old iphone, and it works one second then says unable to read SIM another second, when you arrive can you text or call Zack and I will come over. If I don't hear from you, I will be back to the office at 130.

Thank you,
Natasha Sakchekapo-Lalande
Restorative Justice
"Mah-mii-nah-chi-ke-win"
Nishnawbe-Aski Legal Services
Sioux Lookout, ON
Phone: 807-738-1425
nsakchekapo@nanlegal.on.ca

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