



Summer 2021

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ASP NEWS



Thrilled to Be Together! ASP Family Day at Canada's Wonderland!!!

We've missed almost two years of fun, food and friendship at ASP due to lockdowns and public health restrictions in 2020 and 2021. With the public health crisis improving every day and the news that Canada's Wonderland will re-open in July, we knew what had to be done!

On September 18th we invite our ASP team to join us at Canada's Wonderland for admission to the park all day, parking, a catered lunch, and exclusive rides from 8pm-10pm that night.

Mark the date on your calendars so you'll be able to join us. Watch your inbox for more information in July and August and for details on how to sign up.

ASP Recruitment's #LetsFollow! Challenge

By Sean Gallagher, Keba Walters & Tasiyah McDoom

Our Recruitment team is excited to announce our latest competition, and all it takes is a few taps on your smartphone. To enter our #LetsFollow Challenge, follow the 3 easy steps below: We are asked questions about how to refer candidates and what we are looking for. We are always looking for referrals. Here's what you should know:

- Follow ASP Security on Instagram and LinkedIn
- Tag 2 friends in Security on our post
- Share any of our posts with the hashtag **#LetsFollow** on one of your social media accounts (i.e. Instagram, LinkedIn, Facebook).

That's it! If you follow these 3 steps, you will be entered into our draw for **brand-new Apple AirPods!** You can enter as many times as you want, as long as you are tagging different people each time.

Our Recruitment team loves giveaways, so stay posted on our social media pages (LinkedIn and Instagram) to stay up-to-date with any and all contests and giveaways, along with our special shoutouts. Our social media pages are our hub of information regarding new positions, trainings, industry news, programs and competitions, and mostly showing our appreciation for... well... YOU! Our people are the source that drives us to be better, and these pages are our chance to showcase that.

"Our Recruitment team loves giveaways, so stay posted on our social media pages (LinkedIn and Instagram) to stay up-to-date with any and all contests and giveaways"

Interested in winning a brand-new pair of Apple AirPods?!



Congratulations to our last grand prize winner, SCGS Crossing Guard, Olga Plunkett! She participated in our referrals competition last month and won a 50"TV!

As always, we encourage anyone to refer their fellow security guards to our company, especially if you see a role posted that would be perfect for them. If your friend is hired, after 90 days we'll send you \$100. It's that simple! Just make sure you tell them to add your name when they come in for their interview!

Please send any of your friends resumes that you think would be a great addition to our company to recruitment@security-asp.com or to apply for a specific position, apply online at www.security-asp.com.

Our **#LetsFollow** Challenge begins July 1st and continues until August 1st. We will be announcing the winner shortly after. Until then, **#LetsFollow** ASP and win!

RES - CIC Training

By Bryan Joly, Training Manager

The RES CIC Training Department hosted their Use of Force training for the Recruitment Team. Training Coordinators Mike Moledzki and Ryan Durkin put the Recruitment Team through their entire Use of Force Training Program. The training focused on the Criminal Code and how to manage resistive behaviour. There was also a physical portion of the training which included takedowns, handcuffing, and baton training.

The purpose of this was to give Recruitment a full understanding of the training process for our Respite, and Union Station Guards. Sonika Ramachandran, of the Recruitment team, enjoyed every minute of the training. “The training was extremely comprehensive and gave me a much deeper understanding of exactly what our guards have to deal with on a day-to-day basis. I have a great appreciation for our guards and the security industry as a whole”.

RES/CIC will be hosting another session in the coming weeks for our Human Resources team.

“The purpose of this was to give recruitment a full understanding of the training process for our respite, and Union Station Guards.”



Business Development Operations Manager Karim Khamisa

By Cliff Sampogna, Director Operations RES/CIC

As you all know, the Residential and Commercial division has been growing immensely over the last few years. With business growth comes infrastructure change as well. These changes have inspired our team to take the next step.

I wanted to take this opportunity to welcome Karim Khamisa as the new Business Development Operations Manager for the Residential Commercial division. Karim has over 10 years of sales and operational management experience specializing in large customer focused industries with emphasis on efficiency, quality, cost, service, and employee relations.

Karim will be responsible for the oversight and management of the new vertical markets that ASP will be pursuing.

I am looking forward to seeing the work Karim will do for our organization and how he will help us get to the next level of our business. I am proud and honored to have Karim as part of our team and I look forward to watching him grow in this role.

Please join me in providing a warm welcome to Karim upon his arrival.

“Karim has over 10 years of sales and operational management experience”



CIC Training

By Bryan Joly, Training Manager

Ryan joined RES/CIC Training in November 2020. He was previously working with guards at various LCBO retail stores teaching Use of Force and Managing of Resistive Behaviour. We are very excited to have Ryan on board as he is already making a huge impact in the betterment of our newly hired guards. We sat down with Ryan and asked him a few questions about his work history, passions, and heroes.

“I love the fact that I empower people to believe than can be successful in something they have never done before.”

1 How long have you been involved in Security and what was your first job?

A: I have worked in the security industry for over 20 years. My first Security job was a patrol guard at Centennial College Progress Campus. It was a great experience as it gave me the opportunity to see if this was the right industry for me. I still think about that job fondly.

2 What is your favourite part about training?

A: I love getting up in front of a group of people and teaching. I also love the fact that I empower people to believe they can be successful in something they have never done before. Most people have never taken a course in understanding different levels of a crisis. It's great to watch a person grow confident enough to handle those situations should they arise.

3 What advice would you have for anyone considering a career in the Security Industry?

Be prepared to work hard, enjoy the grind, and experience the growth process. You can have a great career in the Security Industry if you are willing to put in the work.

“Be prepared to work hard and enjoy the grind and the growth process.”



RES CIC Update

By Vasilis Androutsos, Manager – Operations

Thank you very much! These to me are words of appreciation and gratitude that I can say to any guard who performs their duties between the hours of 10:00p.m. - 7:00a.m. Globally, the majority of people have the standard workday from 9:00a.m. to 5:00p.m. In the Security industry, a “standard” shift differs significantly. This is because clients and stakeholders understand the importance of what could happen during off-peak hours. Our RES/CIC division has a balanced scope of work that requires our guards to provide coverage and service our clients needs, 24 hours a day. For any guard who is looking to commit to working the night shift, it can be a mentally and physically stressful change that will alter your current routine.

Below are some tips to help alleviate the stress of working a night shift

- Plan your work schedule ahead of time.
- Plan your sleep schedule as best as possible and adjust your sleeping environment.
- Plan your meals, accordingly, consume well balanced meals and ensure you regularly hydrate with water and limit your caffeine intake.
- Seek assistance by regularly conversing with colleagues, family, friends, medical professionals or through our Employee Assistance Program (EAP) if you feel any sleep deprivation, depression, loneliness, or other symptoms that require support.

Employee Spotlight: Richard Fearon

I recently had the pleasure of speaking in-depth with Richard Fearon, who is one of the RES/CIC Mobile Patrol Supervisors that primarily performs his duties in the evenings. Richard is a very hard working and dedicated individual. He has 20+ years of experience in the Security Industry and has been a valuable and contributing team member wherever he has applied his trade. He has a unique skillset that lends itself to being a great coach/mentor for many of our front-line security personnel. I look forward to everyone meeting Richard on a different level and hope all of you will get a different appreciation for the guards who are tasked with working evenings.

“Richard is a very hard working and dedicated individual. He has 20+ years of experience in the security industry and has been a valuable and contributing team member”

What are your duties and responsibilities as the evening Mobile Patrol Supervisor?

My responsibilities during my shift include:

- Administering on-the-job training
- Inspection of front-line guards for uniform compliance, job performance and knowledge of Health and Safety protocols
- Resolve any conflicts between front-line guards and general public that may arise
- Conduct investigations
- Ensure employees have the necessary equipment to do their jobs.

What do you like most about your job?

The most rewarding aspect of my job is the human interaction I get to experience. Meeting people and having the ability to help or change their lives in any way is rewarding. I also enjoy that I am able to make decisions within the scope of my duties.

Continued >>>

You have been working on the night shift for almost 20 years. What is the best thing about working this shift? What is your least favourite thing?

I enjoy working nights due to my ability to work independently with little to no supervision required. In my experience working nights has allowed me to grow in terms of making decisions that give the best results.

What is the most rewarding aspect of your job?

The most rewarding aspect of my job is having the ability to truly satisfy clients, or the general public. It means a lot to me knowing I have made a difference in someone else's day.

In your opinion, how has the Security Industry changed over the course of your 20+ years in the industry?

The biggest changes I have seen is the attitude of the front-line workers and how they perceive their job. I have also noticed the vast expansion of the industry itself.

What's a fun fact about you many people may not know?

A fun fact about me many people may not know is that I tend to be the life of the party. I don't need to receive praise for my work as I genuinely enjoy helping people.

What do you like most about working for ASP?

I like being able to obtain large contracts and being recognized as an industry leader. ASP makes an effort to hire and promote from within which is also something I like.

Any words of wisdom for your fellow colleagues?

ASP is bigger than just one person. It takes a team with different skills to build what ASP has accomplished. Work together and have the tough conversations because it is the only way to grow and become a great team.



Welcome to Residential Commercial Division at ASP!

By Jasmine Khimany, Human Resources Manager

It is our pleasure to introduce and welcome the following new members in our team. Please join us in providing a warm ASP welcome to all the new members. We are proud to have you all as part of our team.

Tasiyah McDoom

Tasiyah McDoom has joined the HR Team as a Recruiter in our North York office. She is responsible for the full recruitment cycle of our TTC screening contract at our Residential/Commercial Division.

In her previous role, she has worked at Student Association of George Brown College as an Elections Assistant Manager where she was responsible for screening qualified candidates and preparing schedules in different campuses. Tasiyah possesses a Diploma in Business -Human Resources from George Brown College and is currently working on getting her Payroll Compliance Practitioner Certificate. Tasiyah's calm, positive and friendly personality makes her a great fit for the ASP Team.



Mango Party

By Asad Abbas, RES/CIC Operations Manager

C OVID-19 has impacted everyone in different ways. At this point in the pandemic, people are tired of being cooped up due to restrictions on indoor gatherings. People are experiencing a type of burnout that experts are calling COVID-19 fatigue.



“At this point in the pandemic, people are tired of being cooped up due to restrictions”

It is important to recognize this COVID-19 fatigue and understand what we can do for our employees to help. The CIC/RES Division organized the “Mango Party” for its office staff on Friday 4th June 2021. The objective of the party was to add fun in the routine life and enjoy the delicious taste of Pakistani Mangoes. Jasmine Khimany, our Human Resources Manager, was instrumental in the organization of this event. We requested that everyone in the office wear yellow, green, or orange on this day.

To make this activity fun, participants were required to participate in different games. The first game played was “Mango Trivia” through Kahoot. Alyssa Rizzo was exceptional in this game and was declared the winner. The second game played was Mango Presentation. In this game we learned there are several ways to cut a mango. At the end of our game Shakerah Bennett was the winner!



The third game was “Fast Mango Eating Competition”. In this game each participant had a mango in front of them and had to peel the mango and eat it as quickly as possible. Amy came out as our winner, but it was a close call between her and Cliff Sampogna.

The last event of the Mango Party was the “Lucky Draws” where participants had a chance to win a \$25 gift card. Mike Moledzki was the lucky draw and opted to give his gift to the newest member of the team Tasiyah.

The RES/CIC division also created a “Social Committee”. This committee will ensure that events like the Mango Party will continue to ensure better moral and employee engagement.



Recharging

It is extremely important to take the time on your “off hours” and enjoy the little things in life. No person can work 24/7 forever and it is highly recommended that you take much needed time to recharge when you are not at work. Below is a list of a few beautiful locations to assist with recharging and “enjoying the little things”. Please do not let yourself get burnt out. Take the time to go for a walk and do some outdoor activities whenever possible. You need to recharge to be the best version of yourself.

High Park Trail

Toronto - 1873 Bloor St W, Toronto, ON M6R 2Z3

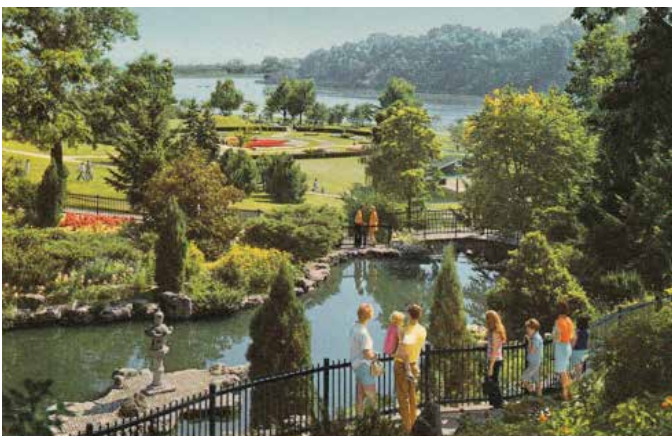
Beautiful scenery with a Zoo inside, several lovely parks, and a multitude of different things to explore.



Island Lake

Orangeville - 673067 Hurontario St, Orangeville, ON L9W 2Y9

Hike over multiple bridges and islands on the lake.



White Spruce Park

Brampton - 10302 Heart Lake Rd, Brampton, ON L6Z 0B4

A beautiful location, south of the Heart Lake Conservation Area.

White spruce is home to a Dog Park, Hiking Trails, Volleyball nets, and a Disc Golf Course.



It is extremely important to
take the time on your “off
hours” and enjoy the little
things in life.

ASP Celebrates Pride Month

By Debbie Ciccotelli, Vice President – Strategic Initiatives



June is nationally recognized as Pride Month in Canada, and in many other places around the world. Pride Month is a great time to shine a spotlight on LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Queer) issues, but we must also recognize the fact that the issues the LGBTQ+ community faces don't go away after Pride Month is over.

Why was June chosen? Because it is when the Stonewall Riots took place in June 1969 in New York City following a police raid of the Stonewall Inn, a gay bar in Greenwich Village. This series of events was a turning point for the LGBTQ+ community and marks one of the most significant events leading to the modern gay rights movement. As well as being a month-long celebration, Pride month is also an opportunity to peacefully protest and raise political awareness of current issues facing the LGBTQ+ community.

In 2005 Canada became the fourth country in the world to legalize same-sex marriage nationwide with the Civil Marriage Act. In 2016 Justin Trudeau became the first sitting Prime Minister to march in the Toronto Pride Parade, and that same year June was officially declared Pride Month in Canada. Although Canada has come a long way, we still have a lot of work to do to ensure everyone is treated equally at work and in life. Pride Month gives our ASP family a reason to continue our

focus on workplace diversity and improve our workplace for everyone, not just during Pride month, but all year round.

The COVID-19 pandemic has resulted in the cancellation and replacement of mass Pride celebrations with innovative virtual events that provide alternative ways for all to feel connected and be safe. Pride Month is a time when people come together to celebrate, honor, and show support for the LGBTQ+ community and its allies. Even though there will be no parades and concerts this year due to COVID-19, June is still a time to celebrate the lengths we've come as a country and to recognize the work that remains to be done for the LGBTQ+ community. In a year that has been marked by so much change, uncertainty, and devastation, it has never been more important to celebrate everything that Pride stands for: self-affirmation, dignity, and equality.

“Pride Month gives our ASP family a reason to continue our focus on workplace diversity”

ASP recognizes Pride Month for what it symbolizes in terms of freedom and equality. Pride can, and should, be celebrated by all, even if you identify as straight or aren't sure how you identify at all! We encourage and urge all of our employees to recognize and celebrate the value of diversity and to use the occasion of Pride Month as yet another an opportunity to build greater solidarity in support of human rights for all.

It is important to celebrate Pride in the workplace and acknowledge and recognize the accomplishments of the gay rights movement and to celebrate our diverse voices. It is always the right time to focus on diversity and inclusion and make our workplace a more welcoming environment. For our LGBTQ+ employees, inclusion can mean the difference between feeling understood and feeling excluded.

Here are some actions you can take to help create equality for LGBTQ in both the workplace and in your personal life:

- Avoid stereotypes and tokenism – don't make assumptions or generalizations that may offend or alienate others.

- Focus on support and inclusivity - Pride is about togetherness, tolerance, and acceptance.
- Be sensitive and respectful to all gender orientations and identities.
- Lead by example - demonstrate openness with your own sensitivities regarding inclusion and support for all people at work.
- Speak out if a coworker uses offensive verbal comments, tells a disparaging joke about an LGBTQ person. It's important to let the person know that such actions are inappropriate in a professional setting.
- Stay informed - educate yourself about the LGBTQ community and work to uncover your own unconscious bias.

At ASP, we are committed to a culture of belonging where diverse individuals can form a genuine community. Pride Month is an opportunity for ASP and our people to demonstrate that purpose and inclusion. We have an opportunity to transform the places we work in. Through dialogue, education and thought leadership we can build a workplace that celebrates all employees regardless of gender expression, gender identify, and sexual orientation and create safe and inclusive workplace. Together we can role model kindness and inclusion in the workplace and in our everyday life. Will you make that commitment today?

Happy Pride Month!



SECURITY SERVICES

Asian Heritage Month

By Neeru Panjwani, Human Resources Manager

Asian Heritage Month is an opportunity for all Canadians to learn more about the many achievements and contributions of Canadians of Asian descent who, throughout our history, have done so much to make Canada the amazing country we share today. It is celebrated throughout the month of May every year.

The theme for Asian Heritage Month 2021, “Recognition, Resilience, and Resolve”, embodied the myriad of sentiments that peoples of Asian descent in Canada have experienced and honours their contributions and their diverse stories which are rooted in resilience and perseverance. It is also a call to action for all Canadians to come together to combat all forms of anti-Asian racism and discrimination.

At ASP, we held a round table discussion on the topic that was chaired by Ms. Joanna Zhang who works as an Executive Assistant at the GTAA and Ms. Fanny Tran who works at the Billy Bishop airport with ASP. The round table was attended by our employees who came together to share their stories, experiences and their views on being an Asian in Canada and recent uptick in Asian Hate Crime. The conversation was open, informative and needless to say, emotional. There was a huge focus and consensus on the need to educate and groom our next generation in a way that they don't see the world in a compartmentalized way and stereotype people based on how they look.

How we can fight anti-Asian racism

Racism, in any form, is unacceptable and has no place in Canada. It runs counter to the values and spirit of the diverse and inclusive society that we strive to build. It is our collective responsibility to step up, be allies, and stand together against xenophobia, hate fueled by misinformation and all forms of racism including anti-Asian racism.

Here are some ways we can all contribute to tackling anti-Asian racism and building an even better and consciously more inclusive society where everyone is able to participate fully:

- **Learn about pan-Asian diversity** and the unique identities and cultures that have enriched Canadian society
- **Challenge stereotypes** and consider how they are rooted in the history of anti-Asian racism
- **Show solidarity** with Asian communities in Canada, i.e. by supporting local Asian businesses and organizations
- **Be an ally** - call out acts of racism, discrimination, and micro aggression and actively support those victimized by anti-Asian racism
- **Interrupt unconscious biases** and consider how they can affect your behaviour and decision-making

As a Canadian of South East Asian descent, I am proud of my culture and beliefs. A hallmark of Asian culture is an emphasis on respect—for elders and superiors, in particular. I consider it a beautiful aspect of Asian culture, but it's often misconstrued and warped. It's used as a trope, painting Asians as defenseless and weak. In spite of it, I refuse to let go of my profound sense of identity. Canada is the world's melting pot that welcomes everyone with open arms. There will always be cultural differences but there are more commonalities than differences. It is truly in seeing the people of all cultures, through their stories and lived experiences, that we are able to expand our understanding of each other and our world views.

It took me a long time to get here, to develop an appreciation for my Asian roots, to be able to call out prejudice when and where I see it. It holds true for many of us who came to this beautiful place to raise our family. We must take the time to celebrate each other, learn about one another and take pride in the part we have all played in Canadian history regardless of our racial, ethnic or religious identity because we are all Canada!

ASP Asian Heritage Month Round Table chaired by



Ms. Joanna Zhang
Executive Assistant, GTAA



Ms. Fanny Tran
OSR – Billy Bishop Airport

April May June 2021

By Sarah Jessop, Secretary – ASP Diversity and Inclusion Committee

At ASP, we value and recognize the diverse religious beliefs of our employees. The world is rich in diversity and so is our workforce which is reflected in the observances celebrated by its various cultures. Knowledge of the following diversity holidays and celebrations can enhance our workplace diversity and inclusion efforts. Throughout the months of April, May, and June, a variety of religious holidays, festivals, observances, and spiritual commemorations took place. These events were celebrated and observed by many of us, so it is important that we recognize and respect each and every one of them.

We have compiled a list below of the many important religious events that took place throughout April, May, and June. We encourage you to review this list to learn more about some of the significant celebrations and observances that are meaningful to your colleagues and friends. Let's celebrate diversity, together.

April

- **April 1:** Holy Thursday (Maundy Thursday), the Christian holiday commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the Crucifixion. It is celebrated on the Thursday before Easter.
- **April 2:** Good Friday, a day celebrated by Christians to commemorate the execution of Jesus by crucifixion. It is recognized on the Friday before Easter.
- **April 4:** Easter, a holiday celebrated by Christians to recognize Jesus' return from death after the Crucifixion.
- **April 12 - May 11 (sundown to sundown):** Ramadan, an Islamic holiday marked by fasting, praise, prayer and devotion to Islam.
- **April 14:** Vaisakhi (also known as Baisakhi), the celebration of the founding of the Sikh community as the Khalsa (community of the initiated) and the birth of the Khalsa.

- **April 20 - May 1:** The Festival of Ridvan, a holiday celebrated by those of the Bahá'í faith, commemorating the 12 days when Bahá'u'lláh, the prophet-founder, resided in a garden called Ridvan (paradise) and publicly proclaimed his mission as God's messenger for this age.
- **April 21:** Ram Navami, a Hindu day of worship and celebration of the seventh avatar of Vishnu (Lord Rama). Devotees typically wear red and place extravagant flowers on the shrine of the God.
- **April 23:** St. George's Day, the feast day of St. George celebrated by various Christian churches.
- **April 24:** Lazarus Saturday, a day celebrated by the Eastern Orthodox Church and Oriental Orthodoxy to commemorate the raising of Lazarus of Bethany.
- **April 25:** Mahavir Jayanti, a holiday celebrated by the Jains commemorating the birth of Lord Mahavira. It is one of the most important religious festivals for Jains.
- **April 28:** Ninth Day of Ridvan, a festival of joy and unity in the Bahá'í faith to commemorate the reunification of Bahá'u'lláh's family, and by extension the unity of the entire human family the Bahá'í faith calls for. It permeates the symbolic meaning of the Ninth Day of Ridvan.
- **April 29 - 30 (sundown to sundown):** Mahavir Jayanti, a holiday celebrated by the Jains commemorating the birth of Lord Mahavira. It is one of the most important religious festivals for Jains.
- **April 25:** Lag BaOmer, a Jewish holiday marking the day of hillula of Rabbi Shimon bar Yochai.

May

- **May 1:** Orthodox Easter (also called Pascha), a later Easter date than observed by many Western churches.
- **May 3:** Saints Philip and James, a Roman Rite feast day for the anniversary of the dedication of the church to Saints Phillip and James in Rome.

May

- **May 9:** Laylat al-Qadr, the holiest night of the year for Muslims, is traditionally celebrated on the 27th day of Ramadan. It is known as the Night of Power and commemorates the night that the Quran was first revealed to the prophet Muhammad.
- **May 12-13 (sundown to sundown):** Eid al-Fitr, the first day of the Islamic month of Shawwal, marking the end of Ramadan. Many Muslims attend communal prayers, listen to a khutuba (sermon), and give Zakat al-Fitr (charity in the form of food) during Eid al-Fitr.
- **May 13:** Ascension of Jesus or Ascension Day, is celebrated as the ascension of Christ from Earth in the presence of God within most of the Christian faith.
- **May 16 - 18 (sundown to sundown):** Shavuot, a Jewish holiday that has double significance. It marks the all-important wheat harvest in Israel and commemorates the anniversary of the day when God gave the Torah to the nation of Israel assembled at Mount Sinai.
- **May 22 - 23 (sundown to sundown):** Declaration of the Báb, the day of declaration of the Báb, the forerunner of Bahá'u'lláh, the founder of the Bahá'í faith.
- **May 26:** Buddha Day (Vesak or Visakha Puja), a Buddhist festival that marks Gautama Buddha's birth, enlightenment and death. It falls on the day of the full moon in May and it is a gazetted holiday in India.
- **May 29:** Ascension of Bahá'u'lláh, commemorates the ascension of Bahá'u'lláh, the founder of the Bahá'í faith.
- **May 30:** Trinity Sunday, observed in the Western Christian faith as a feast in honor of the Holy Trinity.
- **May 30:** All Saints' Day, celebrated by many Eastern Christian churches on the first Sunday after Pentecost, in recognition of all known and unknown saints.

“we value and recognize the diverse religious beliefs of our employees.”

June

- **June 3:** Corpus Christi, a Catholic holiday celebrating the presence of the body and blood of Christ, in the Eucharist.
- **June 11:** Sacred Heart of Jesus, the Feast of the Most Sacred Heart is a solemnity in the liturgical calendar of the Roman Catholic Church.
- **June 15:** St. Vladimir Day, a Roman Catholic feast celebrating St. Vladimir.
- **June 16:** Martyrdom of Guru Arjan Dev, observed by members of the Sikh faith. Guru Arjan Dev was the fifth Sikh guru and the first Sikh martyr.
- **June 19:** New Church Day, according to Christian belief, on this day the Lord called together the 12 disciples who had followed him on earth, instructed them in the Heavenly Doctrine of the New Jerusalem, and sent them out to teach that “the Lord God Jesus Christ reigns, whose kingdom shall be for ages and ages.” This was the beginning of the New Christian Church.
- **June 21:** Litha, the summer solstice celebrated by the Wiccans and Pagans. It is the longest day of the year, representing the sun's “annual retreat.”
- **June 29:** Feast Day of Saints Peter and Paul, a liturgical feast in honor of the martyrdom in Rome for the apostles St. Peter and St. Paul in Eastern Orthodox Christianity.

“it is important that we recognize and respect each and every one of them.”

Do you feel we have missed anything? Let us know! Contact our Diversity and Inclusion committee at inclusive@security-aspc.com.

Welcome to the ASP Family!

By Neeru Panjwani, Human Resources Manager

It is our pleasure to introduce and welcome the following new members in our team. Please join us in providing a warm ASP welcome to all the new members. We are proud to have you all as part of our team.

Matthew Szajkowski

Matthew joined us in March 2021 as Interim Operations Manager – Calgary Airport. Matthew takes over Ms. Elizabeth Warwick's position and role as Elizabeth left for her Maternity Leave.

Matthew has over 6 years' experience in the Security Industry where he has previously worked with ASP as well as Gardaworld and G4S in various management positions. He has successfully completed the Police Foundations Course from Humber College. His experience in managing day to day large scale security operations, Client Management, Forecasting and Scheduling of frontline staff will be a definite asset and a good fit for the ASP family.

Harjinder Kaur, Love Osadebe, Nathalie Gallagher, Natalie McMohan, and Melissa Cowan

Our Resource Planning team is expanding! Natalie, Nathalie, Love, Harjinder and Melissa joined our resource planning team as Planners.

Harjinder has extensive security experience as she has worked as a Security Guard as well as a scheduler with GardaWorld for over three years.

Love has completed her post-graduate from the University of South of Wales, UK. Prior to joining ASP, Love worked as a Customer Care Associate addressing and resolving customer needs.

Nathalie has over 9 years of customer service / sales experience. She built and maintained customer relationships, managed their complaints and took ownership of their account.

Natalie has worked largely in the retail industry managing stores like RONA and Mastermind Toys. While being responsible for entire store operation, her focus was on delivering exceptional customer experience at all times.

Melissa is a homecoming employee who worked at ASP and supported the HR department extensively last year as an administrative support. She is now joining us as a planner and will support the scheduling team. Her extensive experience and skills will be surely instrumental in the growth of the newly acquired FedEx Canine Contract.

“Matthew has over 6 years' experience in the security industry”

“Our Resource Planning team is expanding!

Please welcome the new members to our team.”

Communications Corner

By Jason White, Technical Writer

The Communications Corner is an ongoing series of tips, tricks, and best practices for writing, creating PowerPoints and decks as well as the theories and best practices to be an effective communicator. Each time, we will look at a key aspect of communications. This week, it is writing effective emails.

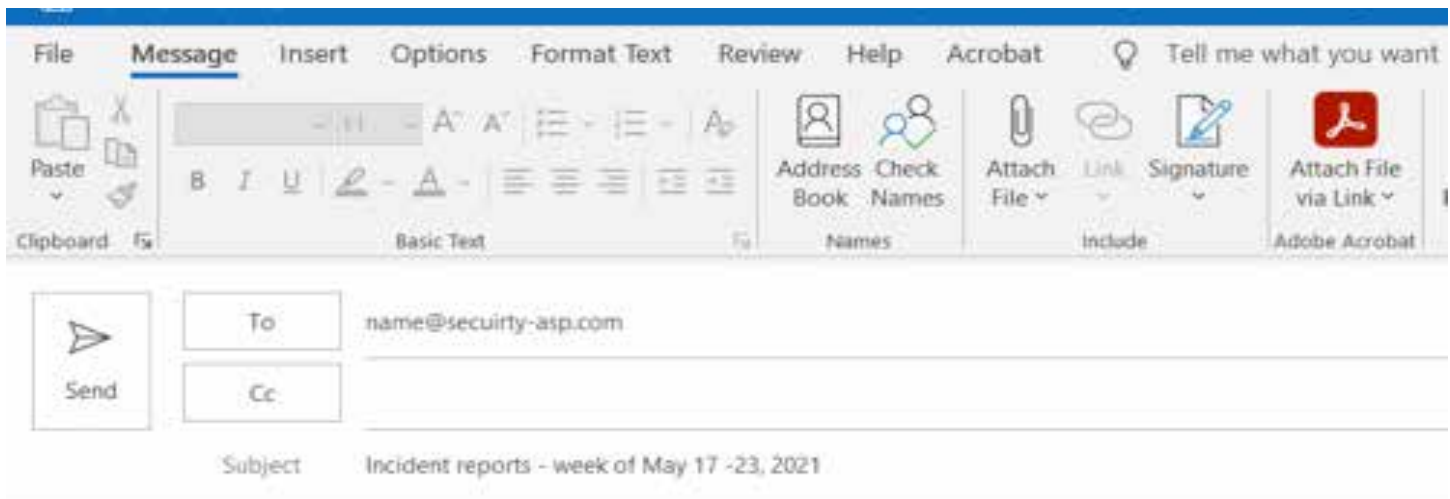
We want our ASP family to understand that each call we These days, many of us are overloaded with emails – whether we are writing or reading them. And we all know the frustration of getting an email that is so confusing and convoluted it creates a chain reaction of more emails. None of us need this.

Good business emails are to the point, easy to understand, and give your audience the information they need. To write those great emails, start with the subject line. I like to assume that the person I am writing gets hundreds of emails a day. Imagine getting all those emails with subject

lines that are one word or do not relate to the body of the email!

The subject line prepares your reader for the body of the email, and it should give a hint about why you are sending the message. If the email is about something in the future, I like to include that date in the subject line. For example, a good subject line about asking for time-off is “Vacation request– July 5-6, 2021”. In this example, a bad subject line would be “Away” because it could be about someone who is away from their post, which requires immediate attention. Think of how the read would feel if an email hits their inbox with the subject line “Away”.

In the body of the email, I like to clearly state the reason for the message and use bullets if I am covering many items. If the email is an update or instructions, I write one or two short sentences explaining the situation and then write “Please note:” before the bullets. For example:



Hi,

I am providing an update of last week's incident report. The document is attached.

Please note:

- There were 3 incidents
- All incident reports have been completed and shared with the client
- All incidents have been addressed to the satisfaction of the client
- No further action is required

Thank you,

Email overload in the workplace is often a fact of life, and this will not change anytime soon as businesses continue to rely on tool more and more to communicate both internally and externally. However, using email effectively can help you standout, be appreciated by your colleagues, and most importantly, be an effective communicator!

A few final tips:

- Imagine you are getting the email (don't over communicate)
- Make subject lines informative and relevant
- Keep messages clear and brief
- Be polite
- Proofread, proofread, proofread

“Good business emails are to the point, easy to understand and give your audience the information they need.”

Open Door Policy

By Cliff Sampogna, Director Operations RES/CIC

I have had the pleasure to be with ASP Security for more than 6 years. Over this time, I have watched this organization grow immensely from our modest roots to the large company we are today.

Sometimes, when companies go through this type of growth, they forget how they got to this point. It is important to note that we are where we are today in this industry because of our dedicated employees who believe in our company culture and vision.

As I reflect on the last 6 years, I am always proud of the fact that no one within the ASP family has forgotten about our humble roots and continue to live and breathe the company's vision as we continue to move forward.

Part of this process is that we always have an open-door policy for all our family in the field, especially during the unprecedented times due to COVID-19. It is extremely important that we are always available to our people out in the field so that they continually have the highest level of

support when needed.

Without the dedication of our employees, we would not have the opportunity to grow and continue doing what we love.

I wanted to remind everyone that we have a full open-door policy and if there is a time that you would like to speak to your manager or would like to provide us with any feedback, ideas on how we can be better or even just want to talk, you can call us anytime. I look forward to having many more conversations with all of you in the future.

“ we always have an open-door policy for all our family in the field”

Payroll Corner

By Paul Parkinson, Director – Finance

Reminder that if you wish to have your vacation accrual paid outside of the regular May and November payout, your request must be made by no later than the Friday before the payday. Just send an email to aspaccounting@security-asp.com. This is so the team has enough time to get it processed along with the regular pay. If your request is after this cut-off, then it will be processed on the following pay.

To better serve the employees and avoid potential payroll errors, we ask employees to check their online portal to ensure that the hours worked are properly reflected in the scheduling system. If you see something wrong, bring it up to your supervisor or manager immediately. Getting this fixed before payroll starts processing will avoid the need to rerun your pay stub and prevent frustration.

When you started working for ASP you should have received a welcome email or package explaining how to access the portal. If you do have an error in the number of hours you were paid, you will need to reach out to your supervisor or manager to discuss so they can get the correction made.

**“ we ask employees to check their
online portal ensure the hours
worked are properly reflected”**

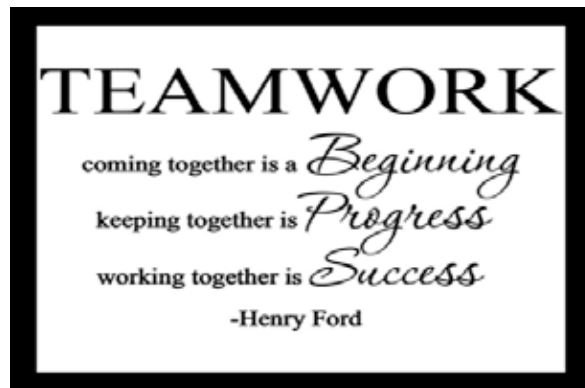
**Every pay the payroll team processes over 1,300 pay cheques. At our peak before COVID they were processing more than 1,600 pay cheques. Wow!
Thank you, Sherrie and Yemisi.**

We would like to hear from you: If you have any suggestions on how we can better serve you or improve our delivery to you, please send an email to aspaccounting@security-asp.com

OSR Teamwork

By Mary Christidis, Operations Manager

Iwould like to recognize the entire OSR team for their unwavering support for one and another during these challenging times and never losing focus of our purpose in providing our client and passengers with outstanding Customer Service every single day. This could only be achieved through teamwork and commitment to one another.



Marjan Askani, Karen Mahabir, Tewedaje Gebreselaissie, Kriselda Charles,
Carmen Chambers-Hall, Khadija Beale, Souhaïel Ben Jemaa

Our Superstar of the Month: OSR - Alfredo Tejada

By Mary Christidis, Operations Manager

We would like to recognize OSR Alfredo Tejada for going above and beyond. A passenger arrived from Istanbul and was connecting to the USA. Unfortunately, there was a problem with his connecting flight to Detroit and he needed to be rerouted to Chicago the next day. With limited options for dining at the airport these days and knowing this passenger would have to stay in the airport overnight, Alfredo took it upon himself to purchase a drink and something to eat for this passenger as he waited for his flight the next morning.

We are always on the lookout for “star” performance

Other recipients of the STAR award this month for
Passenger Experience and Team Spirit



From top left to right:
Asuma Conteh, Kriselda Charles, Kawsar Mohamud,
Prisca Stephen

From bottom left to right:
Salman Ghaznavi, Vianna White, Alice Pinto, Ashir Khan



OSR - Anoop K. Babra - Unmasked

By Mary Christidis, Operations Manager

Anoop K. Babra

Anoop believes in delivering value beyond the customer's expectation, "Customers don't always need large gestures, they simply want to know they're acknowledged and appreciated". "Toronto Pearson International is a happening place, she adds candidly, "to keep a lasting impression in your customer's mind, do smaller acts for more people with a ready smile, after all, it's the little things that count and produce loyal and happy customers".

Anoop is a blogger, a mother and poet, she adds philosophically that Toronto Pearson is a great partisan for multiculturalism. "A mosaic of colours and symphony of beautiful languages and accents that integrates, reflects and upholds cultural diversity and shapes it all into a great working environment."

As most of the world was shut down last Spring, I found ample opportunity to meet myself. From trying varieties of teas, mastering DIYs, cost-free beauty treatments from the kitchen to watching classics, "my to-do/undo list" has been endless. I happened to go for a long drive on rainy evenings with my alter ego sitting strapped snug in the front passenger seat. Those evenings when one's heartbeat matches the rhythm of peaceful drizzle and one consciously surrenders to the atoms harmoniously put together with loving details & precision. Even though change is inevitable and there's a consistent reflection, mystical & naturalistic learning seems to be occurring all the time. These long drives through the serpentine country roads made me feel deeply content, calm and fulfilled. There was no rush or wish to do anything else, change anything or even learn anything. It was like a transition into a different state of being or at least a different way to "taste being". Life is clear, relaxed and steady! Life is simple and it refuses to complicate itself. Driving past the thick & lush foliage of Alaskan Paper Birch, Red Pine, Maple & Arbutus I realized that after a lot of seeking, searching and exploring what one has been seeking for has always been around after all. Big & small raindrops created magical ripples in the freshwater swamps and were a good reminder that the repeated yet ever fresh recognition of the freedom and fulfilment hiding in plain sight is the essence of undiluted awakening all at once.

I love to read the same thing again and again, be it a



note from a friend, a message on WhatsApp, some lovely random quote, a flyer, a notice, a billboard or a scribble that I may have hidden deep in a book long ago. There are times especially when I toss and turn in bed, I self-diagnose my symptoms for COVID 19, eventually, I fall asleep over them. I may not be the most upholding theist, an apostle of any faith, I am not a non-believer either. I believe in a higher realm of God, Universe to be more precise. My prayer is just a prayer. A good example is from the last snowstorm day, "**Sarbat da Bhala**" (blessings for everyone basically). Sometimes I simply pray for my friendships, peace or a safe drive home.

This is a dynamic universe. Human feelings transition like the weather- made of cycles and microcycles. Some cycles rather quickly, momentarily, others may have rhythms that spin over hours, years or even decades. The key to witnessing these cycles, winds, waves, tides and seasons of feelings, is to have patience and trust the process of life. Also, it is much more important to be good at feeling something rather than focusing on feeling good all the time. That's not humanly possible. At least I have yet to meet anyone who can manage to feel good all the time, no matter how evolved they claim to be. Life is really too short to be insignificant! Let's be ourselves, unmask and breathe!

In addition to this, ASP has also created 2 new Lead Specialist positions to support the Specialists with their crucial day to day tasks at the airport.



Noel Misquitta
Lead Specialist - Pearson



Senthuran Mathieyaparanam
Lead Specialist - Pearson

At Calgary Airport we would like to welcome Catherine Emily to the ASP Family. Congratulations to Elizabeth Warwick and Matthew Szajkowski on the birth of their gorgeous baby girl.



Whilst Elizabeth takes her Maternity leave to look after baby Catherine, I would like to welcome Matthew Szajkowski as the interim Operations Manager at Calgary Airport. Matthew, a previous member of the ASP family has built up his experience managing a number of operations and has since rejoined ASP. Welcome Matt and we look forward to working with you.



Matthew Szajkowski
Interim Operations Manager
- Calgary

The promotion of Karim Khamisa to the Business Development Operations Manager role within Res/CIC created an opening for a senior position at Sudbury Airport. As a result, we have promoted Tyler Hilderbrandt into the position of ASP Supervisor for Sudbury Airport.



Tyler Hilderbrandt
Business Development
Operations Manager
- Sudbury

Well done to all employees who have been promoted within all ASP Operations. I am proud to highlight that most of the promotions have come from internal candidates which clearly demonstrates succession planning and depth of knowledge and ability the ASP family has by promoting employees from within.

Zaina Syed - Security Guard, TPIA

"I have been with ASP for 7 months now and I can confidently say that as a woman, I have never felt more equal to my male counterparts in a professional environment than I have with this company! Competency, performance, hard work, professionalism and respect are of the utmost value here. Women and men alike, we are all seen as equal power to keep this ship sailing. Happy International Women's Day to all!"

Message from Marcela Mecaj

By Marcela Mecaj, Airside Supervisor for Gurdeep Aujla, NPSV - TPLA

I want to nominate Gurdeep Aujla our senior guard on Airside for International Women's Day.

Her dedication and long hours that she puts in for our company, and her willingness to make her work a better place, are a true inspiration."

"If you want to follow, follow the footsteps of your women colleagues because they are the real heroes and real winners. Managing home and work as a single mother, is never easy but she has always done it so effortlessly.... Wishing you all the success and prosperity on International Women's Day."

Thank you everyone for sending in your testimonials. As a company and as individuals, we must continue to champion and promote workplace diversity and gender equality, not just because it is the fair and right thing to do, but because gender diversity has a positive impact on the success of the company.

The ASP Diversity and Inclusion Committee is committed to promotion of workplace equality and diversity. For more information, please write to inclusive@security-asp.com.

"If you want to follow, follow the footsteps of your women colleagues they are the real heroes and real winners."

Striking a Healthy Balance

By Daniel McCormack, Quality Control Manager

Hello ASP! Hard to believe it's been another quarter. I'm sure you feel like the most recent newsletter was only last week. It's amazing how quickly times flies, isn't it? It's this that I want to speak to you about. At least for me, a day whizzes by at light speed, and there is never time to finish it all. Sometimes it tires you right out. I know that at YYC, it is always busy—we are like bees in a hive when we are getting the job done. All well and good, but what I want to discuss is how important it is to disconnect after work as much as it is to be engaged while at work.

We have a wide range of duties that we must perform during each shift, and regular breaks are a must. Whether it be access control, patrolling, escorting, you name it, when at work, we need to be 100% switched on so we don't cause any errors. It's not an easy task, especially when duties pull us in multiple directions, when deadlines are on top of us, requests, additional taskings—it's the nature of our jobs that we are always doing something and there is extremely little down time, and even then, there's something that we can do.

When the whistle blows at the end of the day, I encourage you to relax, put the phone on silent, curl up with a good book, watch a tv show, play a game, coffee with friends, time with family—whatever it is you like to do that isn't work, do it! Schedule a part of day during your rotation that allows you to step away; take that break and go meditate, go outside, breathe deeply and ground yourself. Disconnecting from the work world at the end of the day, and taking time to decompress is healthy, it promotes positive associations with your schedule and most importantly, it refreshes you.

The idea is that we need to do everything in moderation which goes for work as well. I say this to you with the hope that it strikes a chord and reminds you to take your health seriously and take time to find balance. What do I do to disconnect and relax? I grab my favorite beverages, get some fresh ingredients from the store, cook up a storm and invite my friends over for games night. From me to you—the secret to balance is to visit your happy place every day. Until next time, take care of yourselves!



YSB Operations

By Norman Butt, Operations Manager

I am pleased to announce that Tyler Hilderbrandt has been promoted to the Supervisor role at the YSB airport on May 28, 2021. Tyler is very passionate about customer service and being part of the Security team at ASP. Tyler started his ASP Journey as a guard on Nov 1st 2018 when ASP acquired the contract. He worked his way from a guard to become a lead. He was selected by YSB authorities and ASP to assist the supervisor with annual parking and training of new employees for their AVOP. Tyler went above and beyond to assist the new manager on-site while he was training. In addition to his duties, he was selected as a health and safety rep for YSB. In Feb 2021, he was placed in the pass control office and was in charge of various duties assigned by YSB. In May 2021, Tyler applied for the site supervisor at YSB. We are very proud of Tyler's achievements and are looking forward to seeing his continued growth within our organization. We wish Tyler the best of success in the new Supervisor role.

Aviation Update

By Garinder Grewal, Operations Manager

We are both delighted and disheartened to announce the retirement of our Access Control guard Vinod Manchanda. Vinod has been an outstanding part of our organization since January of 2008 and an Access Control guard at Toronto Pearson since August 2004.

Vinod has been a tremendous employee and an integral part of our company for the last 13 years. His contribution will always be valued. His hard work, commitment, dedication, and punctuality will be greatly are worthy of admiration. Filling his shoes will be an almost impossible task.

On behalf of everyone at ASP Inc, I would like to thank him for his years of service and wish him the best of luck.

“On behalf of everyone at ASP Inc. I would like to thank Vince for his years of service and wish him best of luck”

Promotions and New Positions

By Angus Wilson, Director - Aviation

We have had a few changes in the operations across the country and I would like to welcome and congratulate the following people on their promotions and new positions.



Natalia Boychuck - Training Co-Ordinator - Pearson

I would like to congratulate Nataliya Boychuk on her promotion from Specialist into the Training Co-Ordinator role. We have seen great effort and dedication to the operation from Nataliya and wish her every success in her new role.

With the ever-increasing demand on the operation, ASP has created 2 Lead Supervisor positions in support of the management team.



Rashmika Nadan
Lead Supervisor - Pearson



Anis Farooqui
Lead Supervisor - Pearson

"I would like to welcome and congratulate the following people"

YYC Update

By Matthew Szajkowski, Operations Manager

I want to start with thanking the entire ASP team at YYC for doing a such a great job over the last quarter. The last year and a half has been difficult on everyone but thankfully we are reaching a point where vaccines are rolling out and restrictions are being eased. Although Covid-19 will likely be with us for a long-time, it is exciting to slowly return to a normal life. A life without restrictions and one where we can socialize and be with friends and family – and eventually start travelling again!

The ASP team at YYC has done a fantastic job during this pandemic and I fully expect this to continue in post-pandemic times. As travel restrictions start to ease, we should start to see an increase in flights and traffic at all airports, including YYC. This is where I expect this team

to continue building on the progress we have made so far and make this team, and the operation, even better. If we succeeded during these tough times, there is no reason why we can't thrive during the good times.

Over the last few months, we have seen changes to several procedures here at YYC (including SOC in our daily Terminal Patroller meeting, increasing supervisor and management post visits, having Terminal Patrollers assist posts during peak times, etc.). As a result, we have seen a positive trend in our overall performance and the client is very happy with our progress. This is the success we need to continue to build on. We have momentum in our favour right now, let's use it to really stand out and show everyone what the ASP team at YYC is really capable of.

"The YYC has done a fantastic job during this pandemic"

Robert (Bob) Watson

It is with great sadness that we inform you of the passing of Robert (Bob) Watson. Bob had been with ASP since we were awarded the contract in 2018 but has been working at the airport for many years before that. Bob was a friendly, easy-going man who was known and loved by almost everyone at the airport, not just ASP. He will be missed by everyone here at YYC.

"Bob was a friendly, easy-going man who was known and loved by almost everyone at the airport"

Graduation Day!!

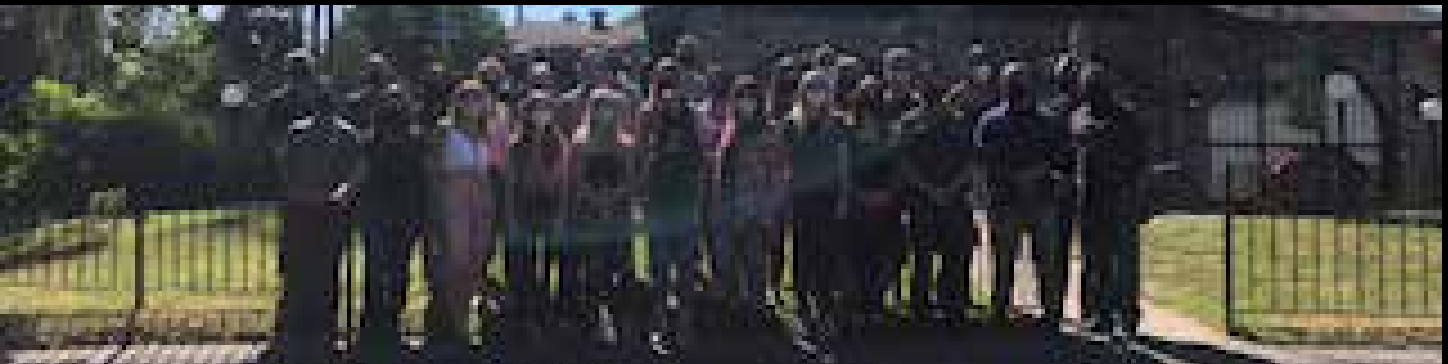
By Vince Bozzo, Senior Director of Operations

On December 21, 2020 ASP was awarded a new contract with FedEx Canada to provide Explosive Detection Dogs in Eastern Canada at nearly 20 FedEx locations in four provinces. Our team was so excited to start our relationship with FedEx, but we knew how much work it would be! Working closely with our ICTS family, we started to plan the necessary training and acquisition of our dogs, recruitment and hiring of 30 new ASP employees, planning for operation in four provinces and of course working for Transport Canada Certification by July 1, 2021!

We couldn't have done it without the help of so many ASP employees. Our Canine division worked hard assisting our new handlers, our Trainers worked tirelessly with

consultants to ensure all of our new handlers were ready for FedEx. And of course so many other departments like Finance, Human Resources, Security, Resource Planning and Administration all stepped up to help in any way they could assist. The ASP Family was amazing. I am so proud on Thursday June 10, 2021 our new Canine handlers officially graduated from our ASP Training program and are ready to commence their careers at our partners locations. Congratulations to all of our new ASP employees and Thank you to each and every one of our ASP and ICTS family for your help and guidance.

Congratulations!!!



ASP Canine Update

By Trisha Murray, Canine Division

The ASP Canine unit has undergone explosive growth (haha) in recent months. In response to new regulations set out by Transport Canada, the air cargo industry is preparing for new cargo screening standards, among those, canine explosive dog detection. ASP will be the provider of choice for what we hope will be many of the major cargo carriers in Canada.



FedEx

Our first major account in the area of cargo screening is FedEx. To prepare for EDD screening services at FedEx we have recently hired more than thirty new canine handlers. Our handlers will work at locations across Ontario, Quebec, New Brunswick and Nova Scotia to start.

Train, Train, Train

Recruiting and Management have been sourcing and hiring passionate and talented new handlers throughout the spring. Our trainers are running 8 week courses in both Toronto and Ottawa to prepare our new handlers and our new canines for certification with Transport Canada this summer. The certification is a requirement and will be renewed annually.

Fun Facts

A dog's sense of smell is at least 40 times better than ours. They can hear roughly 4 times further than humans. They have 18 muscles controlling their ears! And if that weren't talent enough, dogs can sniff and breathe at the same time.

Dog Joke of the Day

Why was the dog such a good storyteller?
He knew how to paws for dramatic effect.



Joint Health & Safety Committee

By Laurel Woodhouse, Health and Safety Manager



What is a Joint Health and Safety Committee?

A joint health and safety committee (JHSC) is a forum for bringing the internal responsibility system into practice.

The committee consists of labour and management representatives who meet on a regular basis to deal with health and safety issues. The advantage of a joint committee is that the in-depth practical knowledge of specific tasks (labour) is brought together with the larger overview of company policies, and procedures (management). Another significant benefit is the enhancement of cooperation among all parts of the work force toward solving health and safety problems. In smaller companies with fewer than a specified number of employees, a health and safety representative is generally required. Consult health and safety legislation applicable to your workplace for details.

Who is responsible for establishing a JHSC?

Employer

What does the JHSC do?

- Recognize workplace hazards
- Evaluate the hazards and risk that may cause incidents, injuries and illness
- Participate in development and implementation of programs to protect the employees' safety and health
- Respond to employee complaints and suggestions concerning safety and health
- Ensure the maintenance and monitoring of injury and work hazards records
- Monitor and follow-up hazard reports and recommend action
- Set up and promote programs to improve employee training and education
- Participate in safety and health inquiries and investigations, as appropriate (Not Workplace Violence and Harassment investigations – for confidentiality reasons)
- Consult with professional and technical experts
- Participate in resolving workplace refusals and work stoppages
- Make recommendation to management for incident prevention and safety program activities.
- Monitor effectiveness of safety programs and procedures



When are JHSC required, and how many people are on the committee?

Legislation Requirements for Health and Safety Committees			
	When do I need one?	Size of Committee	Representation
Canada	Mandatory - 20 or more employees	At least 2	At least half to represent employees
British Columbia	Mandatory - when there are 20 or more employees or when "required by order"	Not less than 4	At least one half must be worker representatives
Alberta	Mandatory - 20 or more employees, or when ordered by Minister, or where a designated substance is in use (no minimum number of employees)	At least 2 (fewer than 50 employees); At least 4 (50 or more employees)	At least half to represent employees
Quebec	20 or more employees and where required by CNESST*	At least 4	At least half to represent employees
New Brunswick	Mandatory - 20 or more employees	As agreed upon by employees and employer	Equal Representation
Nova Scotia	Mandatory - 20 or more employees	As agreed upon by employees and employer	At least half to represent employees

Who sit on our ASP SAFETY Committees?

- **YYC –Management** Matt Szajkowski, Tamara Juniper **Employees** Radowan Chowdhury, and Mohamad Miah
- **YSB** – Not required under 20 employees
- **YYZ – Employees** Yavar Qadri, Ethilda Donkor, Sayeed Khan, **Management** Noman Butt, Jason Zapata and Laurel Woodhouse
- **RES /CIC**–Will be holding an election in the near future
- **Crossing Guards** – in-active until September 2021
- **K9** - Will be holding an election in the near future
- **YOW** – Closed
- **Billy Bishop Airport** - Closed

Something to keep in mind about safety committees.

- In most Canadian jurisdictions, the legally recognized communication channel on safety matters is between the worker and the supervisor. *Workers are to report unsafe acts and conditions initially to their immediate supervisor.* The supervisor is responsible for acting on such reports and for directing safe work procedures. Committee members

should not interfere with this process, except under special circumstances, such as cases of imminent danger where immediate corrective action is necessary.

- *It must be clearly understood by all concerned that the employer's responsibility for safety is in no way diluted or diverted with the formation of a joint health and safety committee.*
- Ensuring compliance with safety regulations and procedures is the supervisor's job while the *committee member's role is more that of an observer and advisor.*
- *Effective two-way communication* ensures that workers are aware of committee activities and gives them an opportunity to contribute ideas to the committee.
- **UNIONIZED SETTINGS:** Union support of its members on a joint health and safety committee can be evaluated by the way in which members are *appointed*, the amount of *education provided* on union health and safety policies, assisting the attendance of members to health and safety seminars, *and help given in situations where a problem has occurred* in making committee recommendations.

<https://www.ccohs.ca/oshanswers/hsprograms/hscommittees/measure.html>

Contacting the Resource Planning Department

By Darren Scott, Resource Planning Coordinator

During peak times of the day, you may be waiting on hold to speak with a Resource Planner. We are all busy in our day-to-day lives and this may cause some frustration. If you require immediate attention, you can alternatively contact your direct Supervisor or Manager. We also encourage you to email your requests and inquiries to scheduling@security-asp.com. This address is monitored from 05:00-00:00 every day and you can expect a reply within 12-24 hours depending on volume. Your questions and requests are important to us and we will do our best to respond as soon as possible.

InTime App Video

By Darren Scott, Resource Planning Coordinator

Did you know there is an instruction video on how to use the inTime App? If you're having difficulties or curious of the various functions available, follow this link for more information.
<https://fast.wistia.net/embed/channel/6gne3j7rlf>



Phishing Scams

By Noah Thompson, Senior Manager – Projects and Information Systems

Phishing attacks on companies and individuals have increased by 97% since 2016. These attacks can leave not only your email and computer accounts compromised but can affect your mobile devices as well and allow cyber criminals to access your personal information such as bank account details and credit card information.

Phishing is a technique that uses fraudulent websites and falsified emails to trick you into providing personal information like account usernames, account numbers, passwords, and credit card information. In recent years, phishing scams have become more frequent, more sophisticated, and more difficult to detect.

These Phishing attempts can come in the form of a fictional lottery win, a long-lost relative leaving you money or a large corporation requesting your information due to “account security”. The basics are simple, if you won a lottery, you didn’t play it’s a scam and a long lost relative probably doesn’t have your email address. Also, large corporations and banks will NEVER request your information via email.

To keep yourself safe, never click a link from an unknown sender, never send your account details over email or text and remember if its too good to be true, it probably is!

“Never click a link from an unknown sender”



ASP and UNICEF

By Sarah Northrup, Director – Human Resources

We are proud to have supported the Hillsdale & South Asian Bar Association's (SABA) goal of raising \$30,000 for the Help India Initiative. A second wave of COVID-19 is wreaking havoc throughout the country. The current surge is overwhelming Indian healthcare infrastructure – patients are not able to access hospital beds and oxygen is in short supply. The loss of life is tragic and catastrophic.

The COVID-19 pandemic has upended the lives of children and families in nearly every country across the globe. Though children make up a very small number of deaths from the coronavirus, the impact on their lives has been devastating.

We are very lucky to be living in Canada with easy access to healthcare and COVID-19 vaccines. ASP encourages all our teammates to take a moment to think about those who are less fortunate. If you wish to make a donation to UNICEF, here is the link. UNICEF has an outstanding track record of managing donations effectively and delivering live saving programs.

ASP also encourages everyone to get a vaccine so we can end this pandemic. If you would like more information on how to get a vaccine or have questions about the vaccines, the link is **LINK REQUIRED**

What UNICEF is Doing

UNICEF sent 5,000 oxygen concentrators to India in April and May 2021, and 25 medical oxygen generation plants for hospitals are underway. Globally, UNICEF's Office of Innovation has been focused on oxygen therapy as a key component of its effort to save lives of children. As a result, UNICEF has procured 15,000 oxygen concentrators as part of its COVID-19 response, helping more than 90 countries across the world.

What is an Oxygen Concentrator?

An Oxygen Concentrator is a portable machine that creates oxygen by removing nitrogen from ambient air. In most cases, these portable devices are the best option for remote and/or low resource areas without oxygen plants or cylinder delivery networks. Costing approximately C\$1,000 each and with minimal operational expenses, an oxygen concentrator has the potential to save many lives, as countries around the world struggle to flatten the curve.

How ASP's Donation Helped

The following supplies have been identified as critical by UNICEF:

- **Oxygen Concentrators:** C\$100,000 can provide approximately 100 portable machines and can be distributed across many states in India
- **Oxygen Generation Plant:** C\$235,000 can provide enough oxygen for a 500-bed hospital for 20 years
- **RT-PCR Machines:** Each costing C\$27,000, can speed up identification and treatment of COVID-19 infections. The machines last for 10 years, providing a legacy for testing for other deadly diseases such as TB, HIV, HPV, and streptococcus when COVID-19 declines

**In May 2021, ASP donated
\$8,000 to UNICEF's COVID
Fundraising Efforts**



HAPPY BIRTHDAY!



Last Name, First Name	Department	Last Name, First Name	Department
Abdi, Mohamed	TPIA	Balogun, Omowale	CIC
Abu, Abel	CIC	Banugopan, Anuratha	TPIA
Aguilar, Myra	OSR	Barnobas, Hidru	SCGS
Akorede, Hassan	CIC	Bartlett-Williams, Evelyn	SCGS
Albalki, Rama	SCGS	Belshaw, Jenna	Canine TPIA
Allman, Shane	CIC	Bhanderi, Dhavalkumar	CIC
Argyropoulos, George	SCGS	Bhatti, Khalid	TPIA
Arora, Arush	CIC	Bieber, Serena	SCGS
Bacchus, Bibi	SCGS	Boddis-Brown, Shantelle	SCGS
Baldeo, Emily	OSR	Brar, Amardeep	OSR

Last Name, First Name	Department	Last Name, First Name	Department
Brooks, James	YYC	Ireland, David	CIC
Brown, Juzan	CIC	Jagga, Shivam	CIC
Bustillos, Veronica	OSR	Jamal, Nasir	TPIA
Butler, Charmain	SCGS	Jirjees, Layth	TPIA
Capili, Mercy	OSR	Jobarteh, Muhammed	CIC
Charles, Kriselda	OSR	Johal, Gurnoor	TPIA
Chimmiri, Ruthvik	CIC	Juneja, Anmol	Residential
Clarke, Ivanhoe	SCGS	Juniper, Tamara	YYC Management
Colantonio, Joseph	TPIA	Kajmolli, Agim	TPIA
Cook, Cory	SCGS	Kapoor, Savita	OSR
Cook, Ruth	SCGS	Kartal, Janberk	Residential
Coutinho, Osmond	TPIA	Kaur, Anmolpreet	CIC
Dan-Agboola, Daniella	SCGS	Kaur, Harpreet	CIC
Demechok, Antonina	CIC	Kaur, Karanjeet	YYC
Dhaliwal, Deeparani	TPIA	Kaur, Loveleen	CIC
Dhillon, Kulwinder	TPIA	Kaur, Manpreet	CIC
Dinham, Jenefer	SCGS	Kaur, Prabhjot	CIC
Durkin, Ryan	Residential	Kaur, Prabhjot	CIC
Effiong, Michael	CIC	Kaur, Simranjeet	CIC
Fatah, Farida	SCGS	Khan, Alisha	TPIA
Gamez, Mario	SCGS	Kugathasan, Suban	CIC
GENITO, Samson	SCGS	Kumar, Harpreet	CIC
Gergis, Tekle	SCGS	Kumar, Pardeep	CIC
Gill, Sukhman	TPIA	Kurtz, Lawrence	SCGS
GINETE, Jose	SCGS	Lambert, Marc	Canine Fedex CIC
Gopez, Jonna	OSR	Leonard, Joseph	OMCIAA
Greaves, Raquel	CIC	Lubana, Ranjit	SCGS
Griffith, Asheena	SCGS	Lubang, Concepcion	SCGS
GUY, Jennifer	SCGS	Lun, Halyna	TPIA
Hallan, Lakhvinder	TPIA	MacDonald, Catherine	SCGS
Hardison, Trevor	CIC	Malik, Muhammad	TPIA
Harmandeep, Harmandeep	CIC	Mann, Balwinder	SCGS
Hewitt, Akeila	TPIA	Martin, Jennifer	SCGS
HO, Diep Vi (Cindy)	SCGS	Marwah, Pavneet	CIC
Hussain, Azaz	OSR	Matthew, David	CIC
Hyatt, David	TPIA	Mattu, Sukhwinder	TPIA
Idahosa, Isaac	CIC	Mbobda, Blondon	Residential
Iqbal, Anjum	TPIA	McCormack, Daniel	YYC Management

Last Name, First Name	Department	Last Name, First Name	Department
McCurdy, Dorothia	SCGS	Singh, Gurpreet	CIC
Medugno, Pierclaudio	SCGS	Singh, Gursewak	SCGS
Mohamed, Fartuun	CIC	Singh, Harjinder	SCGS
Mohammed, Essam	TPIA	Singh, Harpreet	CIC
Mohamud, Kawsar	OSR	Singh, Sarbjeet	CIC
Moses, Bernice	SCGS	Singh, Satnam	CIC
Musse, Yasmin	SCGS	Sohal, Suman	TPIA
Nadeem, Aamir	CIC	Sohpal, Kashmir	TPIA
Nanda, Sanjay	OSR	Solomon, Cecil	SCGS
Ng'ang'a, Julia	CIC	Stachurski, Katrina	Canine CIC
Nix, Marion	SCGS	Suklje, Joseph	SCGS
Onifade, Ajani	CIC	Suleiman, Kamalo	YYC
Osmani, Luan	TPIA	Tandon, Nikhil	CIC
Padwal, Daljeet	SCGS	Thakur, Anmol	CIC
Panesar, Varinder	CIC	Thompson, Jalon	Residential
Pardy, Kimberley	TPIA	Turney, Christine	SCGS
Parkes, Robert	SCGS	Ughra, Joginder	SCGS
Parkinson, Paul	Finance	Umudi, Harrison	CIC
Parmar, Ramaljit	YYC	Vaghela, Kalpana	SCGS
Patel, Meetkumar	Residential	Vala, Krunalkumar	BBTCA
Patel, Milan	CIC	Vibar, Maria Cristina	CIC
Pennington, Austin	CIC	Virk, Rupinder	TPIA
Pham, Matthew	CIC	Wazir, Manpreet	Residential
Rani, Kajal	CIC	Wheatley, Sandra	SCGS
Raposo, Rachel	Residential/CIC	White, Douglas	SCGS
Rodriguez Abreu, Olga	TPIA	Wilson, Angus	TPIA Management
Ryan, Diane	SCGS	Wong, Lee	CIC
Salima, Shuhubasch	TPIA	Young, Ross	YYC
Samra, Rajwinder	SCGS	Zazai, Zarqa	OSR
Sandhu, Chaudhry (Choud	TPIA	Zhang, Jian Zhu	SCGS
Sandhu, Rajwant	Residential	Aast, Gurbir	TPIA
Sehmby, Sukhdeep	TPIA	Abbad, Muhannad	CIC
Sekhon, Balbir	SCGS	Abbas, Asad	Residential/CIC
Serdon, Angelito	SCGS	Abdul Majeed Rasheed, Siththy	TPIA
Shahid, Faisal	CIC	Abukadier, Gulixian	SCGS
Shams, Seyed Ahmad	SCGS	Ahir, Darshna	TPIA
Singh, Abhikaran	CIC	Ahmed, Iram	TPIA
Singh, Gagandeep	CIC	Alishekh, Abdella	YYC

Last Name, First Name	Department	Last Name, First Name	Department
Amer, Aisha	YYC	Ganta, Krishnarjuna	CIC
Arika, Arika	CIC	Garbig, Peter	SCGS
Arora, Harsha	SCGS	Garg, Jashan	CIC
Audet, Bruno	TPIA	Gill, Balwinder	YYC
Azeez, Dhanish	TPIA	Gill, Manjinder	YYC
Azizi, Gulalai	OSR	Gill, Sukhmani	TPIA
Bains, Gagandeep	TPIA	Gooding, Garry	SCGS
Bains, Hardeep	CIC	Goyal, Atam	CIC
Barrett, Julie	SCGS	Haider, Hammad	Residential
Beli, Zana	TPIA	Harrison, Dwayne	Residential
Ben Jemaa, Souhaïel	OSR	Hassan, Issa	CIC
Bhalla, Surinderpal	TPIA	Hayes, John	SCGS
Bhatti, Ranjit	TPIA	Haywood, Joanne	CIC
Bhriugu, Anmol	CIC	Hepburn, Kevin	TPIA
Bloch, Alexander	CIC	Himanshu, Himanshu	CIC
Bruckmueller, Karl	SCGS	Holowatenko, Josh	Residential/CIC
Calbery, George	CIC	Hussien, Guled	TPIA
Chahal, Gurjinder	CIC	Jaicks, Biju	TPIA
Cheema, Arshdeep	CIC	Javaid, Rozina	TPIA
Clancy, Jayde	CIC	Jeffrey, Angela	SCGS
Clarke, Randy	SCGS	Jelic, Vesna	TPIA
Clarke, Windel	SCGS	Jimenez, Erwin	TPIA
Coelho, Manuel	SCGS	Joseph, Lino	CIC
Daya, Samira	OMCIAA	Jung In, Kim	SCGS
Dharajiya, Darshna	TPIA	Kalomo, Andreas	SCGS
Dhillon, Gurcharan	Residential	Kalra, Harjit	TPIA
Dhingra, Ankush	CIC	Kapoor, Pradeep	TPIA
DiMatteo, Lilly	SCGS	Karapen, Raja	CIC
Dixon, Cody	Canine TPIA	Karunenthiran, Harishan	TPIA
Donkor, Ethilda	OSR	Kaur, Amanpreet	SCGS
Dowrick, Wendy	SCGS	Kaur, Harmanpreet	CIC
Estepa, Mirasol	OSR	Kaur, Harpreet	TPIA
Farah, Asha	SCGS	Kaur, Jasbir	TPIA
Fatima, Sabiha	TPIA	Kaur, Jaskirat	CIC
Francis, Daniel	CIC	Kaur, Kimanpreet	CIC
Fuentes, Dominic	CIC	Kaur, Mandeep	TPIA
Furlano, Emily	Canine TPIA	Kaur, Rakinderjit	CIC
Gabaldon, Renato	SCGS	Kaur, Ravneet	CIC

Last Name, First Name	Department	Last Name, First Name	Department
Kaur, Komaldeep	CIC	Rattan, Rajpreet	YYC
Khaneja, Hardeep	Resource Planning	Reyes, Patrick Joseph	OSR
Khimany, Jasmine	Human Resources	Ritchie, Jay	CIC
Khwaja, Masud	TPIA	Rodriguez, Teresa	SCGS
KIM, Youngdal	SCGS	Romanada, Joly	SCGS
Kinson, Hannah	OSR	Rowe, Katie	CIC
Kopu, Joe	SCGS	Rustaie, Mursal	CIC
Kour, Smikitajit	CIC	Sandhu, Rubbaldeep	Residential
Law, Carlo	CIC	Sandu, Bogdan	SCGS
Law, Scott	YYC	Santiago, Rolando	SCGS
Lyttle, Opra	SCGS	Shafi, Surya	TPIA
Mahboobi, Namahtullah	TPIA	Shamsi, Marzuq	Residential
Makhlouf, Nicole	OSR	Sharma, Bhavneet	CIC
Maloney, Mark	SCGS	Sharma, Ganga	TPIA
Malvi, Divyang	CIC	Shokri, Mahnoush	CIC
Manchanda, Vinod	TPIA	Signoretti, Virginia	SCGS
Mann, Kulwinder	SCGS	Simon, Gwendera	Resource Planning
McVey, Eric	CIC	Singh, Gagandeep	Residential
Mendoza, Luciana	YYC	Singh, Indeeep	CIC
Mittal, Sarthak	CIC	Singh, Maninderpal	CIC
Mohammed, Abdul	CIC	Singh, Prabha	TPIA
Mowafy, Mohamed	SCGS	Singh, Sukhjeet	CIC
Northrup, Sarah	Human Resources	Singh, Harbhajan	SCGS
Nur, Mikael	TPIA	Sivaneswaran, Subhashkaran	CIC
Odewole, Ganiat	CIC	Sllyum, Musgun-Niguse	SCGS
Oduntan, Olusegun	CIC	Sokhal, Gurleen	CIC
Onorato, Nadia	Human Resources	Stephen, Prisca	OSR
Pacholok, Lisa	OSR	Swanston, Karen	Residential
Pahwa, Tanveer	YYC	Szajkowski, Matthew	YYC Management
Pakeerathan, Brianth	CIC	Thompson, Craig	CIC
Panjwani, Neeru	Human Resources	Townsend, Dianne	SCGS
Patel, Vandana	TPIA	Vadiwala, Mohsin	CIC
Patterson, Jessica	YSB	Valand, Ashokkumar	TPIA
Pierre, Elise	Canine Fedex CIC	Vandenberg, Reannah	Resource Planning
Prashar, Raghav	CIC	Vecchio, Frank	Residential
Prince, Prince	Residential	Venieris, Ashley	Canine Fedex CIC
Pryce, Daniel	CIC	Vijayasekar, Ashwin	CIC
Rambharose, Mala	SCGS	Warren, Nadesha	TPIA

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Wilson, Dennis	SCGS	Francis, Theophilus	SCGS
Ahmed, Said	CIC	Ghanchi, Mohammad Abdulla	CIC
Ajibola, Paul	Residential	Gill, Amarjit	TPIA
Akhtar, Masud	CIC	Gill, Sukhpreet	CIC
Alejo, Oluwasegun	CIC	Goroya, Sahbaz	TPIA
Ali, Abdulrahim	OSR	Gray, Jacob	CIC
Aliaj, Manushe	TPIA	Gray, Susan	CIC
Amarga, Juanito	SCGS	Grewal, Jashanpreet	CIC
Arif, Nihal	TPIA	Hachem, Ali	OMCIAA
Arora, Ankush	CIC	Hamid, Syeed	TPIA
Bamigboye, Blessing	CIC	Harai, Hassan	TPIA
Banaszek, David	CIC	Hayes, Pauline	SCGS
Barlow, Bryan	SCGS	Hewitt, Hakeem	CIC
Beale, Khadija	OSR	Hong, Lien	OSR
Berhane, Habtemariam	SCGS	Hoxha, Musa	TPIA
Bhagat, Shushant	CIC	Hussein, Ali	CIC
Bindra, Vishali	CIC	Isahac, Mohammad Aiman	CIC
Blake, Terence	CIC	Jakhu, Manvir	CIC
Boychuk, Nataliya	TPIA Management	Jarrett, Sonia	SCGS
Cabral, Danny	TPIA	Jawahar, Vasanthatharsini	TPIA
Chana, Sumeet	OSR	Jawandha, Pawandeep	CIC
Chauhan, Ravi	CIC	Kahlon, Gurpreet	TPIA
Chbeir, Nabele	Canine Fedex CIC	Kalkat, Rajwant	OSR
Ciccotelli, Deborah	Corporate Strategy	Kamal, Radha	TPIA
Cisneros, Johanna	CIC	Kang, Manjeet	TPIA
Da Costa, Simone	TPIA	Karakian, Ryan	CIC
Daley, Nazarine	CIC	Kaur, Anmol	CIC
Dansoko, Mustafa	CIC	Kaur, Gursimran	CIC
Dave, Jayna	CIC	Kaur, Inderpreet	Residential
De Guzman, Angel	SCGS	Kaur, Jasvinder	YYC
Dhaliwal, Navraj	CIC	Kaur, Kiranvir	CIC
Dhaliwal, Sumandeep	TPIA	Kaur, Parvinder	TPIA
Doak, Robert	SCGS	Kaur, Phulveer	CIC
Dungca, Joanna	OSR	Kaur, Sandeep	Residential
Enriquez, Shawn	TPIA	Khajuria, Vishal	CIC
Fang, Pu	SCGS	Khattak, Zia	CIC
Farid, Mahad	OMCIAA	Kochhar, Yash	TPIA
Faulkner, Luzviminda	OSR	Kokulathanan, Nidarshan	OSR

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Kolaei, Mohammadreza	SCGS	Samnani, Taufiq	CIC
Kumar, Anne	Resource Planning	Sandhu, Ramanpreet	CIC
Lane, Karen	SCGS	Sandoval, Jose	TPIA
Leroux, Francois	Canine Fedex CIC	Scott, Darren	Resource Planning
Lisson, Stephanie	SCGS	Sehn, Garyth	YYC
Lovric, Dean	Corporate Strategy	Sembran-Simon, Melvin	SCGS
Lowe, Ricardo	CIC	Sene, Malick	SCGS
Malhi, Gurpreet	TPIA	Shakib, Abdullah	CIC
Mavi, Amritpal	TPIA	Sharma, Kajal	TPIA
Mehra, Jagdish	SCGS	Sharma, Munish	TPIA
Migeuis Da Silva, Liliana	TPIA	Sharma, Shubham	CIC
Mitchell, Sonia	SCGS	Sheikh, Samatar	SCGS
Montaner, Kayvin	OSR Management	Shin, Young Sung	SCGS
Murray, Trisha	Canine Management	Shubham, Shubham	CIC
Murugesu, Arearatnam	TPIA	Simpson, Jan	SCGS
Nanda, Rajesh	CIC	Singh, Harpreet	CIC
Nazarov, Rustem	TPIA	Singh, Mandeep	CIC
Nerb, Jacob	CIC	Singh, Maninderdeep	CIC
Nguyen, Louis	CIC	Singh, Sehajpreet	CIC
Nugent, Tammy	SCGS	Singh, Sukriti	CIC
Parker, Kelly	SCGS	Sountararajah, Nirujan	TPIA
Patel, Rimaben	TPIA	Sylvester, Wendel	CIC
Pegg, James	SCGS	Tageldin, Motaz	CIC
Pescozo, Lydia	OSR	Tejada, Alfredo	OSR
Ponniah, Vasanthakumaran	TPIA	Tiwana, Pawandeep	CIC
Puri, Mitul	CIC	Tiwana, Jeet	SCGS
Quibuyen, Rudy	SCGS	Torrance, Douglas	Residential
Raguindin, Moises	TPIA	Tussar, Sukhpreet	OSR
Rangasamy, Devegee	OSR	Vellichamy, Vilvakumar	CIC
Raponi, Aristide	SCGS	Vinay, Vinay	CIC
Ratnani, Lalitkumar	OSR	Vlasic, Eric	Canine TPIA
Raza, Mehboob	YYC	Watkins, Daniel	YYC
Rifai, Layla	TPIA	Welsh, Malik	CIC
Sahoy, Rohanee	TPIA	Zeitoun, Fatima	OMCIAA
Salaria, Nitin	CIC	Zywicka, Elzbieta	OSR