

August 5th 2008

Mr. Chris Paliare
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Dear Sir

Re: Inquiry Committee Regarding The Honourable Mr. Justice Paul Cosgrove

I am responding to your letter of July 11th regarding the honorable Mr. Justice Paul Cosgrove. My apologies for being slightly late with this response as my wife and I had been away at our cottage. It has been many years since I have spoken to you in what was then an Industrial Relations setting so I will give you an update on my status which will provide some background on my involvement with Justice Cosgrove.

My wife Janice and I recently celebrated our 50th wedding anniversary on July 19th.

As you know I was employed at Dupont Canada, Maitland Site. I retired in early January 1999 as the Supervisor of Human Resources and the Training and Development Group. I had 38 years service with Dupont Canada, Maitland in Manufacturing and Human Resources in a number of roles. I was experienced and qualified in Chemical Plant Operations and a licensed Stationary Engineer. The last twenty years of my employment was in all aspects of the Human Resource Field and I was certified as a Human Resource Practitioner by the Personnel Association of Ontario (CHRP).

My training with Dupont included Corporate, College and University settings as well as liaison with various companies, for example President of the St. Lawrence Valley Personnel Association.

In 1980 I was elected to the Brockville Municipal Council as an Alderman. I served for over 25 years as an Alderman, Mayor, and Councillor and chose to retire in 2006. I was the longest serving elected official in Brockville's recorded history. I obviously enjoyed the work and community involvement.

I served on and chaired a host of city committees, also those with multi-municipal jurisdictions. These included Charing St. Lawrence Lodge, Lanark Leeds and Grenville Health Unit, County/City Social Services etc.

My service with Brockville included appointments to the Brockville Police Commission in which I interfaced with three police chiefs as a Councillor and Commissioner. I also served as Treasurer and Secretary of District 2 of the Ontario Police Services Boards.

Justice Paul Cosgrove

I have been asked to comment on Justice Cosgrove's integrity, fairness, and competence based on my knowledge and dealings with him.

The stage I am dealing with is Brockville, with an approximate population of 20,000 located in Leeds and Grenville with an approximate population of 85,000.

At the outset let me say I have not heard any negative comments from municipal councillors, officials, nor police officials regarding his performance nor behaviors of a personal or professional basis. My memory is that any negativism has all been related to newspaper coverage or articles on the issue at hand.

My interface with Justice Cosgrove in formal settings has been at ceremonies etc. involving Council or Civic events, working with he and others on the Courthouse Green Beautification Project and on a social basis interfacing with he and his wife in a curling environment at the Brockville Golf and Curling Club.

In civic functions I always found him to be prepared, courteous and engaging in the events whether he was participating in or leading a ceremony etc. He was friendly and personable and would insert a humorous comment or observation where it was appropriate. In the committee meetings he listened to member's comments and recommendations, looked for consensus and provided leadership in maintaining direction to gain positive outcomes.

Having been a curler for over 30 years I have witnessed many behaviors both off and on the ice in competitive and social curling environments. If a person has negative personal attributes, at some time they come to the forefront and do not remain hidden. At no time did I see anything of a personal nature that would cause a person to say I don't want him on my team or I do not want to play with him or against him.

I am advised by a Police Official that he has chaired/led mock trials with High School students on "Law Day" for 18 years which have been well received by all participants. Additionally he has encouraged a number of groups to use the Court House for civic events.

I have not recently attended court per se and do not have a legal background. However, in my Industrial Relations work and experience I did interface with a number of recognized Ontario Lawyers and Arbitrators and there is nothing in Justice Cosgrove's character that would cause me to think I or others would not receive a fair hearing or decision on an issue.

Yours Truly



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