



2005 TRIEC ANNUAL REVIEW





TRIEC

Toronto Region Immigrant
Employment Council



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ON THE COVER

< **Renu Mehta — India**
Journalist, Bureau in Charge for
Canada for the *Indian Express*

PHOTOGRAPHY

Asad Rahman

DESIGN

Baker Vandertuin Inc.



About TRIEC

Immigration is a defining reality of the Toronto Region. Over 100,000 new immigrants arrive in this region each year, adding to the cultural, social and economic diversity of the area. Over 40,000 of these have an undergraduate degree or higher.

The Toronto Region Immigrant Employment Council (TRIEC) was created to address an urgent need of the Toronto Region – effective and appropriate inclusion of immigrants in the labour market. Established in September 2003, TRIEC is a multi-stakeholder collaboration comprised of members representing employers, occupational regulatory bodies, post-secondary institutions, assessment service providers, community organizations, and all three levels of government.

A close-up, blue-tinted photograph of a man's face. He is wearing glasses and has a slight smile. The background is dark and out of focus.

Real people seeing real change in their lives.

Highlights

Since its inception, TRIEC and its partner programs have:

- > Placed over 340 immigrants in Career Bridge internships with over 130 Toronto Region employers, resulting in over 85 per cent finding full-time employment in their field of expertise.
 - > Matched nearly 1,000 skilled immigrants in Mentoring Partnership relationships with established professionals who share the same occupation. Of those who completed the four-month program, nearly 70 per cent found full-time employment.
 - > Brought over 100 employers on board through various projects, increasing their awareness of the issue of immigrant integration, and formalizing their role as part of the solution.
- * All numbers as of April 30, 2006.



Lynn Sassoon

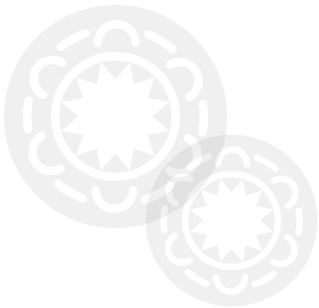
External Staffing, TD Bank Financial Group
Participant of The Mentoring Partnership

When Lynn Sassoon immigrated to Canada from India she was not aware that her three years of work experience in the human resources industry, and a master's degree in industrial and organizational psychology, would only land her a job at a call centre. As Sassoon said, "This under-utilized all my accomplishments," and when she tried to find a job more specific to her field, she faced "extreme barriers" and personal frustration.

Then Sassoon found The Mentoring Partnership. She was paired up with Ken Pustai, senior vice-president of human resources at TD Bank Financial Group.

During their four-month relationship, Pustai helped Sassoon strengthen her resume, held mock interviews, helped her make contacts in the marketplace and sifted through job offers. From the beginning he assured her that they would both be learning from each other. "Ken was like my cheerleader and also a great source of inspiration," said Sassoon.

Ultimately, she was offered a position in the human resources department at TD. "I'm still growing my career," said Sassoon, "but now I'm on the right track and heading in the right direction."



< Yijun Wang — China

Career Bridge
New Product Development Technician



A message from our leadership

In 2004, TRIEC was just a promising idea with the objective of integrating skilled immigrants into the right jobs. In 2005, we started to see the results of citizen engagement and leadership. Through TRIEC and our partners hundreds of skilled immigrants have found employment, internships or been matched with a mentor. More employers are now involved and governments at all levels are cooperating to find solutions.

With a focus on developing solutions that have the potential to change the lives of skilled immigrants and the behaviours and actions of society, institutions and governments, we strengthened The Mentoring Partnership with significant new relationships. TD Bank Financial Group joined us as a key partner, providing both significant funding and a significant number of mentors. The results of nearly 1000 mentoring matches and an employment rate of nearly 70 per cent for those who have completed the four-month program are most encouraging and we are committed to making mentoring a mainstream movement in the GTA.



Changing the lives of immigrants.

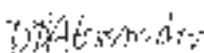
Our partner program, Career Bridge, continued to work with employers to provide Canadian work experience to immigrants. Tim Penner, president of Procter & Gamble, led Career Bridge's employer outreach as its honorary chair and brought the program to over 340 internships with over 130 GTA employers.

In 2005 we launched new programs, specifically hireimmigrants.ca, and the practical tools and seminars that flow from its learnings. We believe that this particular initiative, which generates discussion among and between employers on different ways of doing business, holds high promise for integrating skilled immigrants into the workplace.

Notwithstanding the gains we have made, we are also painfully aware that the majority of immigrants still do not receive the opportunities they should to use their skills, education and experience. New statistics indicate that only four in ten immigrants in Toronto find a job in their intended occupation within two years of arrival. This is a loss not only for them, but also for our region and our nation. TRIEC is dedicated to helping more skilled immigrants meet their potential.

TRIEC's progress owes a great deal to its volunteers and staff. Without them, our ideas would remain untested and unvalidated. We would like to thank all of the organizations and individuals who have helped us lay the foundation for change over the past year. And finally, a very special thank you and acknowledgement to Elizabeth McIsaac, who has been instrumental in moving a germ of an idea into a successful movement.

TRIEC Chair

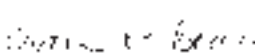


Dominic D'Alessandro

President and CEO
Manulife Financial



TRIEC Co-Chair



Diane Bean

Executive Vice-president
Corporate Affairs & Human
Resources, Manulife Financial



TRIEC Executive Director



Ratna Omidvar

Executive Director
TRIEC and
The Maytree Foundation





Partners and programs

The idea behind TRIEC was clear from the outset – the Toronto Region needs to find and implement local solutions that can tackle the barriers immigrants face when trying to find work in their fields. While the first year of TRIEC’s life was dedicated to idea generation and development, in 2005 we began to see the results of our efforts.

It was a year of action and growth.



It was a year of action and growth. A year in which real people's stories came to the forefront. Real people who made the Toronto Region their home. Real people who struggled to find employment, regardless of the qualifications and credentials they possessed. Real people who found out about the programs of TRIEC and its partners and through these programs set on the path to their new lives in Canada.

2005 was also a year of emerging leadership. Many civic and corporate leaders stepped forward to show their dedication to the issue. Corporate leaders took the issue as their own, lending their influence to change within the workplace; government leaders moved forward on landmark agreements between the federal government and the Province of Ontario; community leaders worked together to increase their coordination to better serve the immigrant community.

Jeff Lozon

President and CEO
St. Michael's Hospital

“ For over 100 years, St. Michael's Hospital has served immigrants from all parts of the world in the diverse community of southeast Toronto. Career Bridge provides St. Michael's with a viable business solution to recruit a workforce that is reflective of the community we serve. Since joining the program in 2005, I've realized that Career Bridge is more than a tool for diversity. Career Bridge is foremost a great source of exceptional talent. Our Career Bridge interns have made significant contributions in Finance, Administration, Logistics, and Information Technology. Career Bridge interns bring real value to our organization, and that is why I encourage other Toronto-area employers to join Career Bridge today. ”

Career Bridge

The Career Bridge program responds to Canada's labour market demand for internationally-qualified professionals and to the aspirations of qualified immigrants eager to work in their professional fields in Canada. A bridge between industry and immigrants, the program creates paid internship opportunities – from four- to 12-months long – at a wide range of employers that are committed to providing relevant work experience to professional-level newcomers.



Internationally-qualified professionals.

2005 saw an increase in the number of organizations that joined Career Bridge as hosts, using the program as a low-risk, cost-effective way to tap into the skilled immigrant talent pool. Tim Penner, president of Procter & Gamble, stepped forward as honorary chair of the program, helping to recruit new hosts.

Career Bridge is partly funded by the Government of Ontario and has successfully created over 340 internships at over 130 organizations in the Greater Toronto Area. In April 2006, Career Bridge officially expanded its services to provide Hamilton-area employers with greater access to skilled international talent. Immigrants who wish to enter the program are pre-screened for high proficiency in English, educational qualifications, and international experience.

Career Edge Organization, a private not-for-profit that has operated career-launching internship programs across Canada since 1996, operates the Career Bridge internship program.

Visit www.careerbridge.ca for more information.

THE TOP FIVE CAREER BRIDGE HOSTS

1. Hudson's Bay Company
2. GE Canada
3. TD Bank Financial Group
4. Filogix Inc.
5. Manulife Financial



Tim Penner

President, Procter & Gamble Inc.
2005/06 Career Bridge
Honorary Chair

“ Diversity in the workplace is key for organizations seeking long-term success. At Procter & Gamble Inc., I’ve seen how Career Bridge interns bring international perspectives and leading practices into our operations. I’ve been proud to serve as Career Bridge’s 2005/06 Honorary Chair because I believe that every business, large or small, can benefit by leveraging the diversity of Canada’s talent pool. Every business has a critical need to attract internationally-qualified professionals so that you can power your workforce with great talent, while attracting key new revenue sources. I believe that Career Bridge offers employers a means to get ahead of their competition. Very simply, a diverse workforce will outperform a homogenous workforce every time. ”

The Mentoring Partnership

The Mentoring Partnership provides new immigrants in the City of Toronto and the regions of Halton, Peel and York with occupation-specific mentoring. Participants entering the program possess the education, experience and language skills needed to excel in the workforce – all they are missing are the connections and knowledge that can only be gained from real-life experience. The Mentoring Partnership opens networks and builds relationships, leading to employment.

Run through a coalition of community agencies and TRIEC, The Mentoring Partnership is a collaboration of funders, agencies and employers. Over 35 corporate partners have signed on to the program, from all three sectors; private, public and voluntary. Partners promote mentoring to their employees and see the program as a way for their people to develop coaching and leadership skills. Through mentoring employees become more aware of the issues new immigrants face and help to support someone who is trying to find their place in the Canadian society and economy.

In 2005, TD Bank Financial Group (TDBFG) made a significant financial commitment to The Mentoring Partnership, allowing it to strengthen its program and continue building relationships with corporate partners, ensuring a vibrant pool of mentors. TDBFG has also been a strong leader in mentoring, with over 80 employees signed on as mentors.

In 2005, 548 mentors registered for the program and more than 543 matches were made. Of those who completed the four-month program, 224 found full-time employment.

Funding for The Mentoring Partnership is provided by Service Canada, TD Bank Financial Group, The Ontario Trillium Foundation, The Maytree Foundation, Region of Peel and United Way of Peel Region.

Visit www.TheMentoringPartnership.com for more information.

MENTORING CORPORATE PARTNERS

AMEX Canada Inc.
Association of Chartered Certified Accountants (ACCA)
Brampton Board of Trade
Canadian Information Processing Society (CIPS) Toronto
Centennial College
Chartered Institute of Management Accountants (CIMA) Canada
City of Brampton
City of Toronto
Deloitte
Ernst & Young LLP
GE Canada
Indian Institute of Technology Alumni Canada (IITAC)
Institute of Chartered Accountants of Ontario (ICAO)
KPMG LLP
Lucent Technologies Canada Corp.
Manulife Financial
Markham Board of Trade
Ministry of Training, Colleges and Universities
Mississauga Board of Trade
Ontario Power Generation Inc.
PricewaterhouseCoopers LLP
RBC Financial Group
Region of Peel
TD Bank Financial Group
The Boston Consulting Group
Toronto and Region Conservation Authority
Toronto Board of Trade
Toronto Transit Commission (TTC)
Town of Markham
United Way of Greater Toronto
United Way of Peel Region
United Way of York Region
University of Toronto
York Region Newspaper Group
York Technology Association



Ed Clark

President and CEO
TD Bank Financial Group

“ Canada is changing fundamentally. Our population growth will be fuelled entirely by immigration. We all win when new Canadians are able to quickly use their skills and knowledge in productive ways. At TD Bank Financial Group we believe that to continue to compete and grow we need to be able to access the best available talent pool, one that reflects our organization’s values and the communities we serve. Organizations like TRIEC and The Mentoring Partnership help us meet our business needs, while also helping to bridge the gap many new immigrants face in trying to enter the workforce. We hope that more and more Canadian organizations will take advantage of the skills and expertise new Canadians can offer. ”

hireimmigrants.ca

The hireimmigrants project provides employers with interactive tools and resources to accelerate the integration of skilled immigrants into their organizations.

Since the launch of hireimmigrants.ca in June 2005, the site has been expanding in order to develop and support a learning community of employers and HR professionals. Weekly e-tips are distributed to a growing subscription list with new ideas on how to integrate skilled immigrants into the workplace. A discussion forum has been set up with eight subject matter experts to respond to questions on such topics as internships, credential assessment and recruiting.



Celebrating generosity of spirit.

A seminar series is also underway including tele-seminars covering HR strategies, practices and significant issues affecting the profession, as well as breakfast seminars run across the GTA. Local employers' promising practices that have been highlighted at these seminars include Husky Injection Molding Systems Ltd., RBC Financial Group, Apotex and LEA International.

In 2005 the project conducted market research with small and medium-sized employers and third party HR service providers. The research was designed to understand the attitudes, needs and barriers of the group, with regard to skilled immigrant talent recruitment, in order to develop an outreach strategy to engage this audience.

Also launched in 2005 were the Immigrant Success (IS) Awards. The IS Awards recognize proven innovation and achievement in integrating immigrants into the workforce. The awards, sponsored by RBC Financial Group, will be presented for the first time in May 2006. Case studies of the winners will be included on hireimmigrants.ca.

Funding for the [hireimmigrants](http://hireimmigrants.ca) project is provided by the Ontario Ministry of Citizenship and Immigration. Funding for the IS Awards is provided by the Government of Canada's Foreign Credential Recognition Program.

Visit www.hireimmigrants.ca for more information.



Gordon Nixon
President and CEO
RBC Financial Group

“ At RBC we believe in the “social justice” imperative of diversity, but we also believe that it is the business case that will ultimately generate results for most companies. I believe that a personal commitment from senior business leaders must filter through the entire organization, so that companies can unleash the full potential of all our people and our teams. In doing so, we’ll discover that unleashing the power of diversity and capitalizing on immigration will become a competitive advantage for Canada, and a source of national pride. For this reason RBC is pleased to support TRIEC and its various initiatives. ”

Working with government

TRIEC's Intergovernmental Relations Committee (IGR) consists of representatives from all departments and ministries in all three levels of government that have an interest in the issue of immigrant integration. The committee meets regularly and looks at opportunities for collaboration and new mechanisms for funding and policy making.

Three important agreements related to immigration were signed in 2005: The Canada-Ontario Immigration Agreement; a Labour Market Partnership Agreement; and a Labour Market Development Agreement.



Opportunities for collaboration.

Canada-Ontario Immigration Agreement

Signed between Citizenship and Immigration Canada and the Ontario Ministry of Citizenship and Immigration, this is the first comprehensive immigration agreement between Ontario and Canada. It increases funding to the province for services to help immigrants settle, integrate and access language training.

Canada-Ontario Labour Market Partnership Agreement (LMPA)

Signed between the government of Canada and the Ontario Ministry of Training, Colleges and Universities (MTCU); \$1.368-billion will be invested over the next six years to fill key gaps in labour market programming, by assisting individuals who are not eligible for Employment Insurance (EI), such as new immigrants.

The allocated amount in the agreement specifically for the labour market integration of recent immigrants is \$292.5 million over six years beginning in 2006-7. The identified priorities for the immigrant-specific portion of the LMPA are:

1. Provide better information
2. Improve access to employment needs determination and counselling
3. Expand bridge to work programs.

Canada-Ontario Labour Market Development Agreement (LMDA)

The LMDA transfers responsibility to the Government of Ontario, beginning January 1, 2007, for the design and delivery of EI-funded programs and services, which are designed to help unemployed workers get the skills, work experience and employment assistance they need to find and keep jobs.

IGR Committee members

Chair: Naomi Alboim, Fellow and Adjunct Professor, School of Policy Studies, Queen's University.

Government of Canada

- > Citizenship and Immigration Canada
- > Service Canada
- > Canadian Heritage
- > Industry Canada

Government of Ontario

- > Ministry of Citizenship and Immigration
- > Ministry of Training, Colleges and Universities
- > Ministry of Economic Development and Trade

Municipal Governments

- > City of Toronto
- > Region of York
- > Region of Peel

Leadership and volunteers

TRIEC would like to thank the many organizations and individuals who have contributed, both as volunteers and participants, to the work of TRIEC and its initiatives in 2005. The varied representation clearly shows that this is an issue that speaks to a broad cross-section of society and industry.

Chair and Co-chair

Dominic D'Alessandro, Chair, TRIEC, President and CEO, Manulife Financial

Diane Bean, Co-chair, TRIEC, Executive Vice-president, Corporate Affairs and Human Resources, Manulife Financial

A.C.C.E.S.

African Canadian Social Development
Council

AMEX Canada Inc.

Association of Chartered Certified
Accountants (ACCA)

Avana Capital Corporation

Bayer Inc.

Bell Canada

BMO Financial Group

Boston Consulting Group

Brampton Board of Trade

Brampton Neighbourhood Resource Centre

Caledon Community Services

Canadian Club of Toronto

Canadian Information Processing Society
(CIPS) Toronto

Canadian Labour Congress

Canadian Manufacturers and Exporters

Career Edge

Carswell

Cathryn Lohrisch & Co.

Centennial College

Chartered Institute of Management
Accountants (CIMA) Canada

Chinese Professionals Association
of Canada (CPAC)

City of Brampton

City of Mississauga

City of Toronto

College of Nurses of Ontario

College of Physicians and Surgeons
of Ontario (CPSO)

Consortium of Agencies Serving Immigrant
Professionals (CASIP)

COSTI

Council of Agencies Serving South Asians
(CASSA)

Credit Valley Hospital

Deloitte

Dixie Bloor Neighbourhood Centre

Durham College

Enbridge Gas Distribution Inc.

ENGAGE Human Resource Solutions Inc.

Ernst & Young LLP

GE Canada

George Brown College

Harris Consulting

Human Resource Professionals Association
of Ontario (HRPAO)

Humber Institute of Technology
and Advanced Learning

Husky Injection Molding Systems Ltd.

IBM Business Consulting Services

Indian Institute of Technology Alumni
Canada (IITAC)

Institute of Chartered Accountants
of Ontario (ICAO)

In-Sync

JobStart

Joint Centre of Excellence for Research
on Immigration and Settlement (CERIS)

JVS Toronto
KPMG LLP
LEA International
Lucent Technologies Canada Corp.
Lynn Communications Inc.
Malton Neighbourhood Services
Manulife Financial
Markham Board of Trade
MDS Inc.
Mississauga Board of Trade
Motorola Canada Inc.
Newmarket Chamber of Commerce
Ontario College of Teachers
Ontario Council of Agencies Serving
Immigrants (OCASI)
Ontario Federation of Labour
Ontario Ministry of Citizenship
and Immigration
Ontario Ministry of Training, Colleges
and Universities
Ontario Power Generation Inc.
Policy Roundtable Mobilizing Professions
and Trades (PROMPT)
PricewaterhouseCoopers LLP
Procter & Gamble
Professional Engineers of Ontario (PEO)
RBC Financial Group
Region of Peel
Regional Municipality of Halton
Research In Motion (RIM)
Retail Council of Canada
Retired Teachers of Ontario (RTO/ERO)
Robert Half International Inc.
Rotman School of Management
Ryerson University
Senate of Canada
Service Canada
Sheridan College Institute of Technology
and Advanced Learning
Social Planning Council of Peel
St. Michael's Hospital
Sun Life Financial
TD Bank Financial Group
The Garnet Group Inc.

The Herrmann Group
The Maytree Foundation
The Resourceful Group
Toronto and Region Conservation Authority
Toronto Board of Trade
Toronto City Summit Alliance
Toronto Community Foundation
Toronto Financial Services Alliance
Toronto Star
Toronto Training Board
Toronto Transit Commission (TTC)
Toronto-York Regional Labour Council
Town of Markham
Town of Oakville
United Way of Greater Toronto
United Way of Peel Region
United Way of York Region
University of Toronto
World Education Services (WES)
Yee Hong Wellness Foundation
York Region
York Region Newspaper Group
York Technology Association
York University



Statement of Income

Toronto Region Immigrant Employment Council
 Statement of Income and Expenditures
 (Unaudited)
 For the year ended November 30, 2005

	The Maytree Foundation \$	Citizenship and Immigration Canada Ontario Region \$	Heritage Canada \$	Human Resources and Skills Development Canada \$
Contributions	223,489	163,863	10,330	304,924
Expenses				
Salaries and benefits	124,167	99,696	-	76,654
Programs, communications and consulting				
Interns	-	12,379	-	-
Marketing	-	-	-	-
Communications	1,589	12,071	-	32,492
Immigrant Success Awards	-	-	-	-
Working groups	22,470	39,881	-	-
hireimmigrants.ca	-	-	13,833	-
The Mentoring Partnership	-	-	-	195,824
	24,059	64,331	13,833	228,316
General and administrative				
Rent, common area maintenance and taxes	25,580	-	-	-
Audit and accounting	14,283	-	-	-
Travel and conferences	6,679	-	-	-
Meeting costs	10,523	-	-	-
Telephone and conference calls	4,359	-	-	-
Office supplies, postage and other miscellaneous	5,528	-	-	-
	66,952	-	-	-
Capital costs	4,495	-	-	-
Expense recoveries	3,816	(164)	(3,503)	(46)
Total expenditures	223,489	163,863	10,330	304,924
TOTAL INCOME OVER EXPENDITURES	-	-	-	-

				2005	2004
Citizenship and Immigration Canada Promotions \$	Government of Canada – Foreign Credential Recognition Unit \$	Ontario Ministry of Citizenship and Immigration \$	TD Bank Financial Group \$	Total \$	Total \$
102,538	30,435	34,337	12,254	882,170	565,940
-	16,107	23,669	12,254	352,547	291,977
-	-	-	-	12,379	-
-	7,245	318	-	7,563	-
-	-	-	-	46,152	44,603
-	5,796	-	-	5,796	-
-	-	-	-	62,351	95,566
102,641	-	-	-	116,474	59,670
-	-	-	-	195,824	17,489
102,641	13,041	318	-	446,539	217,328
-	-	3,234	-	28,814	23,003
-	1,000	-	-	15,283	13,350
-	-	103	-	6,782	3,617
-	148	-	-	10,671	5,521
-	123	-	-	4,482	3,733
-	16	1,726	-	7,270	5,634
-	1,287	5,063	-	73,302	54,858
-	-	5,287	-	9,782	1,777
(103)	-	-	-	-	-
102,538	30,435	34,337	12,254	882,170	565,940
-	-	-	-	-	-

Funders

TRIEC would like to acknowledge with thanks the support of the following funders of the TRIEC secretariat and TRIEC initiatives:

The Maytree Foundation
Citizenship and Immigration Canada,
Ontario Region
Citizenship and Immigration Canada,
National Headquarters
Government of Canada Foreign Credential
Recognition Program
Ontario Ministry of Citizenship
and Immigration

Ontario Ministry of Training, Colleges
and Universities
Ontario Trillium Foundation
Region of Peel
Service Canada
TD Bank Financial Group
United Way of Peel Region

A message from The Maytree Foundation

The Maytree Foundation is the operating partner of TRIEC, providing key management and housing within the foundation offices. We believe TRIEC is one of the most important initiatives with which we have been involved in our long engagement in immigrant and refugee settlement. We are happy to be both a partner and funder of TRIEC.

Maytree has been a funder of agencies involved in settlement for almost a quarter century. We have also operated programs to increase the capacity of the settlement sector to work more effectively on behalf of newcomers. Through those activities, we have come to understand that finding good work for which the individual is trained and has experience is the most critical factor in successful settlement. It is both better for the individual and for Canada, which can more quickly benefit from the newcomer's contribution.

TRIEC has created programs to expedite the link between the immigrant and the labour market, and has a number of others in development. For these to work effectively, the hearty engagement of employers is necessary. Without question the leadership of Dominic D'Alessandro and Diane Bean is critical in attracting employers. But it is the participating companies themselves that should be celebrated for their leadership, and for their recognition both of what Canada has become and their vision of Canada's future. They understand that they will make themselves better by making others better.

And we must celebrate the generosity of spirit of those who have become engaged in TRIEC. We recognize that when we ask people to get involved in TRIEC programs we are asking them to make an effort they don't need to. But they have been generous in an inspiring way, devoting their time to mentoring newcomers, to making their networks available, and to helping the TRIEC mission move forward.

The leadership we have seen, and the generosity we are all experiencing, is the future face of Canada that we can all welcome and celebrate.



Alan Broadbent
Chairman, The Maytree Foundation

TRIEC staff

Secretariat

Ratna Omidvar, Executive Director
Elizabeth Mclsaac, Director of Operations
Roberto Baca, Webmaster
Lillian Manea, Communications Consultant
Zheni Nasi, Project Development Coordinator

The Mentoring Partnership

Sangeeta Subramanian, Project Manager
Sujit Fonseca, Communications Coordinator
Heather McFarlane, Professional Development and Training Coordinator

hireimmigrants.ca

Kevin McLellan, Project Manager
Claire DeVeale, Communications Coordinator

Alan Rego — India
Career Bridge
Customer Relations Manager



Stronger with their experience.



TRIEC

Toronto Region Immigrant
Employment Council

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Canada

TEL 416.944.2627

FAX 416.944.8915



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada