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September 19, 2023 Issue #38 - Volume 27

Inaugural Pride Espanola Event A Success



Photo - Espanola's Inaugural Pride Celebration was a tremendous success with over 600 people taking part in a Friday movie and Saturday full of games, crafts and activities throughout the day. Photos by Rosalind Russell

By Rosalind Russell - Espanola's Inaugural Pride Family Day was a success with nearly 600 people taking

Families with their children took in a variety of free activities, games and

Mayor Doug Gervais spoke on the importance of inclusion and welcomed the participants followed by statements by sponsors and other officials.

Espanola's Pride Cross Walk was completed just in time for the town's inaugural weekend.

Town clerk Joseph Burke says the walk was painted on the Wednesday evening just before the weekend, and is located



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Continued on page two...





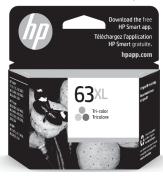




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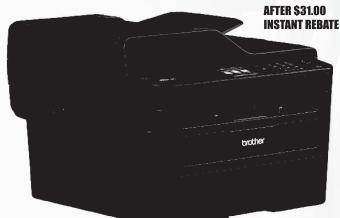


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Inaugural Pride Espanola Event A Success

at the entrance to the complex parking lot next to the high school and across from the old AB Ellis property.

The town agreed to paint the cross walk to advocate for inclusivity in Espanola. With the success of the inaugural event, Espanola Pride is also looking forward to making the celebration an annual event.

Photo: The Pride Cross Walk has been installed by the Town of Espanola to honour inclusivity in the community. Photo by Rosalind Russell



Job Fair Being Hosted In Espanola

The Town of Espanola and Domtar are taking an active role in hosting job fairs. The Town of Espanola is hosted a job fair for Algoma Steel, a company based out of Sault Ste. Marie, last Wednesday.

The fair will ran from 10:00 a.m. - 5:30 p.m. at the Espanola Regional Recreation Centre.

Domtar's Espanola Mill is also working with local groups to help individuals find work by hosting a two-day job fair.

The company's Teresa Miller says many employers have reached out to help those who need or will need a job.

She says the fair will be held in Espanola September 21st and 22nd with times and place to be finalized. (as of press time, times and place were not finalized). Please check our website for more information.

Miller is asking if any employers wish to be part of the fair, to contact her office so they can be part of the event.

Call Miller at 705-869-2020, ext. 740 or via email at Teresa.miller@domtar.com

Espanola Council Declares National Legion Week September 17-23

Espanola council has declared National and women, past, present, and future. Legion Week from September 17th to 23rd.

The kick-off was the official designation of Centre Street/Highway 6 as Veteran's Way Monday, September 18.

The dedication is to honour service men

The public was asked to meet at the town hall for 11:30 am where the Manitoulin OPP closed part of the intersection for the unveiling of signage.

Following the ceremony, the public was invited to attend a gathering at the Legion.

Little Current Swing Bridge Replacement Project Advances To Next Steps

preliminary design, and environmental assessment for the replacement of the Little Current Swing Bridge is completed. The project will now proceed with and the Islands is very pleased that property acquisition, right-of-way designation and detail design.

Officials say the replacement of the bridge will make travel smoother for residents, businesses, emergency services and tourists, all while supporting economic growth and job creation.

The existing bridge is almost 110 years old, according to the province, and nearing the end of its service life.

province says the planning, It serves as the only roadway access to Manitoulin Island via Highway Six through Espanola.

> "The Town of Northeastern Manitoulin the Ontario government is focused on moving this project forward," said Alan MacNevin, Mayor, Town of Northeastern Manitoulin and the Islands. "While the current bridge represents our connection to our past, the new bridge will represent our connection to the future by enhancing traffic flow and supporting growth and development on the Island."

NEW EXPANDED HOURS

Espanola Chiropractic Office

Starting October 3, 2023 Tues - Wed - Thurs 8:00 - 12:00, 2:00 - 5:00

Serving Espanola & North Shore for over 30 years Orthotics, Acupuncture, Life Coaching CALL US 705-869-2737



www.theresalaurenti.com www.drlaurenti.com

Manitoulin OPP Hosts Cycling Event To Remember Fallen Officer And Support Youth



Photo: The Tour de Force is now dedicated to all fallen officers. Photos provided by OPP Youth Foundation.





Originally dubbed the Marc Hovingh Memorial Ride in honour of the Manitoulin Ontario Provincial Police officer who was killed in the line of duty back in 2020, the Tour de Force Heroes In Life Cycling Series expanded this year with the blessing of Hovingh's family to include all fallen officers in Ontario.

Held this past Friday and Saturday, officers, their families, and the wider community took part in the cycling events raising funds for the OPP Youth Foundation, which included a family, long and medium distance ride.

The foundation also gave new bikes and helmets to six local youth as part of the program. Marc's wife, Lianne Hovingh says "It was beautiful, I was also here with some of my 'Sole Sisters', they're survivors of life enforcement, their partners have also died in the line of duty, and it was so special to be here and supporting each other in this way."

Moose & Corner Corner

Guess what??? Roz has a TEXT LINE, so if you have a story, an event, a news tip, text her at 705-869-6999 anytime! The Moose 99.3FM CJJM - Espanola TEXT LINE ... because we like staying in touch with you!!!

Commemorating The Signing Of The Robinson Huron Treaty Of 1850



Photo: Hundreds of people from First Nations, part of the Robinson-Huron Treaty, gathered in Garden River last weekend to mark the anniversary of the treaty, but also to update members about the litigation involving the legislation. Photo provided by Reg Niganobe

Saturday, September 9th marked 173 years since the Robinson Huron Treaty was signed with a large gathering taking place in Sault Ste. Marie.

The Robinson Huron First Nations, which include all First Nations on Manitoulin Island, as well as Sagamok-Anishnawbek, Serpent River and Mississauga First Nations, held a ceremony with over 700 people in attendance to commemorate the signing in 1850.

Representatives of the Robinson Huron Treaty

Litigation Fund spoke about the importance of the Treaty, the annuities case, and the proposed settlement with federal ministers in attendance.

In June, the 21 Robinson Huron Treaty First Nations and the Governments of Canada and Ontario announced a proposed settlement for past compensation.

Officials say the final settlement agreement is expected to be signed later this fall once all approvals are given.

Patient & Family Advisory Council

Patient and Family Advisors have the unique opportunity to partner with the hospital team, share your stories, perspectives and experiences. Your patient voice will shape decisions, influence change and ultimately improve the overall patient and family experience.

Have a voice in the future of healthcare at Espanola Regional Hospital & Health Centre

Opportunity to give back to the community and improve your local health system by:

- . Improving the Patient Experience
- Providing direct input about patient needs
- Enhancing Patient Safety
- Contributing to Quality Improvement



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For more information visit: www.erhhc.on.ca/patientrelations or call 705-869-1420 ext. 3048



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ANISHINABE SPIRITUAL CENTRE is hiring a parttime/on-call Housekeeper. An experienced housekeeper with a keen eye and quick hands who can work independently. \$17.41hr. Email your resume to anishinabe.centre.com 9/26

FOR RENT

ATT: DOMTAR EMPLOYEE - Senior women willing to share income (Rent) with a person or couple, for separate area, with

bathroom. (no messages), please call 705-936-6553. Scooter Shirley. 9/26

ROOM FOR RENT – in my home for a mature working or retired adult. No pets, smoke free home. Shared living area. Located in Espanola. Available Oct 1st. all inclusive except for food, \$700.00 / month. References required. Call Mark 705-936-6059. 9/26

ROOM FOR RENT - Bright, clean room in warm comfortable home. Located centrally in Espanola. Suitable for mature woman. Call 705-869-5805. 9/19

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BIKE SALE 40% OFF Quality Genesis, new bicycles for the month of October. Mon – Fri 8:00 a.m. – 6:00 p.m. Foothill Industries, 960 Why 17W Massey. 705-865-1983. 10/17

FOR SALE - Sun Mar Compact Composting Toilet. \$500.00 O.B.O. Text or call 1-778-992-0239. 9/19

FOR SALE – Household items for sale at different locations. Call for an appointment for 705-583-2192. at viewing Please leave a message. 9/26



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Walk - Please come and join us for a peaceful march to support our children in the One Million Person March. Wednesday, September 20 at 9:00 a.m. Meet at the Espanola Town Hall.

Webbwood Eagles Spaghetti Dinner - Saturday, September 23, 4:30 - 6:00 p.m. Everyone welcome

The United Church and St. George's Anglican Church Fall Hours - United Church Sunday services will be 9:30 a.m. St. George's Sunday Services will be 11:00 a.m.

North Shore Seventh-day-Adventist Church Saturdays Sabbath School 10:00 a.m., Divine Service 11:00 a.m., "Discovery Hour" 1:30 - 2:30 p.m. ages 7 up. Discover new stories activities and crafts ...10 Menard Cres. Walford/Spanish

Do you have a note for the community? We invite not-for-profit organizations to submit information on their upcoming events in writing no later than Wednesdays at 3:00 p.m. 25 word limit.

E-mail: around@aroundandabout.ca

NOTICE

2023 WATER MAIN FLUSHING

The Corporation of the Town of Espanola will be flushing all water mains and fire hydrants from:

> **MONDAY SEPTEMBER 25th. 2023 UNTIL APPROXIMATELY** FRIDAY OCTOBER 6th, 2023

Flushing will take place between the hours of 3:30pm and 11:30pm. Flushing will commence in the South end of town (supply source) and progress North until all lines have been thoroughly flushed.

To find out the daily flushing areas:

- Like us on Facebook
- Listen to radio station 99.3 MOOSE FM at approximately 9:18 A.M. or 3:49 P.M.
- Check our website at www.espanola.ca

FLUSHING MAY CAUSE TEMPORARY DISCOLORATION OF WATER, LOSS OF PRESSURE AND AT TIMES NO AVAILABILITY FOR SHORT PERIODS. AREAS OUTSIDE OF THE DAILY FLUSHING LIST MAY ALSO EXPERIENCE DISCOLOURATION OF WATER.

PLEASE REFRAIN FROM DOING LAUNDRY UNTIL 24 HOURS AFTER FLUSHING HAS BEEN COMPLETED IN YOUR AREA.

Iron Out Rust Remover will be available at the Public Works Office at 596 Second Avenue if required.

Office hours: Monday – Friday from 8:00 A.M. to 4:00 P.M.

Dave Parker Superintendent of Public Works Phone: 705-869-1751 596 Second Avenue

Espanola, Ontario P5E 1C4 Email: dparker@espanola.ca



NOTICE - ANNUAL GENERAL MEETING

Manitoulin/North-Shore Federation of Agriculture

AGM Dinner

Friday, September 29, 2023 at 6:30 p.m.

Shequiandah Hall, 14 Town Line Rd, Sheguiandah

Come out for a free dinner and the chance to connect with farmers in the area. Get up-to-date on OFA & MNSFA activities over the last year. All are welcome! Special Guest - Mack Emiry, 2023 inductee to the Ontario Agricultural Hall of Fame. Please RSVP if possible to emiryfamily@hotmail.ca with number attending



Manitoulin Northshore Victim Services



ANNUAL GENERAL MEETING ASSEMBLÉE GÉNÉRALE ANNUELLE

Tuesday, October 24th, 2023 at 3 PM

54 Boosneck Rd. Little Current or via Zoom (a link will be provided to those who register.) For details, call 705-370-3378 or email mnvs@vianet.ca

Mardi, le 24 octobre, 2023 à 15h00

54 rue Boosneck Road, Little Current Par Zoom (un lien va être envoyé à ceux qui enregistre en ligne). Pour tous les détails, appelle nous au 705-370-3378 ou par courriel mnvs@vianet.ca

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OBITUARY



Our beloved Marie Yolande Rita Augé (née Lanthier), in her 81st year, passed quietly into the Lord's embrace on September 5th, 2023 at the Espanola General Hospital, surrounded by her loved ones. Rita was born on April 6th, 1943 to Jeanne and Aldéma Lanthier, on her grandfather's farm in Espanola. This devoted matriarch, loving wife, grandmother, and great grandmother is survived by her husband, Wilfrid; her children, Roger (Gisèle), Monique (James), Robert (Lise), Michele (Lowell), Denis (Ann-Marie), Raymond (Pamela), Simone, Ariane (Eric), Joel (Michelle), André (Zili), Pierre (Lauren); her grandchildren, Lindsay, Stephany, Martin, Siana, Roxanne, Patrick, Danielle, Nadia, Ben, Alix, Denan, Andy, Aahron, Elias, Jae, Danica, Lucas, Bradley, Britanny, Addison, Avery, Silas, Titan, Henry; her great grandchildren, Liam, Holden, Cohen, Sadie, Raia and Miles. Rita's childhood was a challenging one. She was blessed to be part of a large farming family, the Lanthiers of Espanola, with fourteen sisters and four brothers. She was the sixth of these nineteen. As a small child, Rita was twice taken from the bosom of her family to go live for long stretches in Sudbury with her Aunt Yvonne and Uncle Gilbert Roussy, only to be twice returned to her original family. The repeated upheaval left Rita with a sense of alienation that she coped with all her life. However, it was during these long sojourns that she discovered her profound faith and where she developed a powerful bond with her sister-cousin, Jeanette Roussy, the missionary nun. Rita was a gifted elementary school

student who twice won the Concours de Français in the Espanola Area. After graduating from Grade 8, she left school in order to help her father and sisters work the farm. After a few backbreaking years, she got a job on the housekeeping staff at the Espanola General Hospital under the loving guidance of Mrs. Audrey Somerville, whose kindness Rita never forgot. At 18 years of age, Rita lost her dear mother, Jeanne, to cancer. Rita Lanthier met Wilf Augé, her husband, best friend, and partner-in-crime, when they were small children living on neighbouring farms. As children, they played together. They admired each other. She was pretty. He was handsome. On February 16th, 1963, they were married at the St. Louis de France Church in Espanola. Their first real home together was a chicken coop which together, they converted into a small, cozy, home. After a year's marriage, Roger, their first child, was born. At a time when families were getting smaller, Rita and Wilf bucked convention, followed their faith, and took the road less travelled. After Roger, they had 10 more children. They chose to have a large family. They took this path with eyes open and hearts full. With an unwavering work ethic, boundless creativity and their knack for stretching a buck, they somehow managed on Wilf's income alone, to build their own custom home overlooking Lake Apsey, with gardens gardens all around, and over the course of 40 years, ferry eleven relatively normal children to relatively normal adulthood. This constituted Rita's life's work which she took tremendous, well-deserved, pride in. Meanwhile, Rita and Wilf, for a time, provided a home for Rita's two young brothers Conrad and Jacques Lanthier who, until her death, both held a special place in her heart. Rita spent many years as Wilf's staunchest supporter/partner in Wilf Augé & Sons, their mechanical contracting company. She did the books, made sure the bills were paid, and gave advice as needed. Together they ran a successful enterprise for over 25 years. Rita had a deep love of music extending back to childhood. She often recalled with fondness her father, Aldéma Lanthier's, beautiful bass voice ringing out at Lanthier family parties held at the old homestead near Tank Hill, Espanola. She and her 17 siblings would relish the chance to sing and dance along with him and his brothers. She instilled this same love of music in her own children. Many a sweet tune filled her kitchen most nights as the children washed the dishes following the evening meal. And even in her final days, when words were difficult to find, Rita relished the togetherness, the shared moments with her children around her, singing hymns, classic country tunes, and even some popular music. A person of great faith and a life-long resident of the Espanola area, Rita was a stalwart and committed friend of St. François d'Assise, Good Shephard, and St. Jude Parishes. One could find her at church on a Sunday morning, preparing for Mass, giving the reading and serving the Eucharist. In 2006 in partnership with her husband Wilf, she oversaw the months long renovation of the Good Shepherd Church for which the couple received a joint commendation from the Diocese of Sault Ste. Marie. Rita explored her faith more tangibly together with her sisters, on two important pilgrimages to Europe. She often harkened back to these moments with extreme delight. Moreover, despite her limited means, Rita always found ways to give to causes she believed in. Over the years, she supported many underprivileged children, she was a sponsor to Laotian Refugees, and she steadfastly backed her sister-cousin's missionary work. Rita was a woman of strength and conviction. She did not mince words. She did not fear telling anyone exactly what she thought. No one hurt her without getting an in-kind response. She stood up for herself. And those in her circle benefitted from her mama-bear protection. On the other hand, she was always prepared to forgive if one approached her with genuine care. She was a small but mighty whirlwind, and we, her family will miss being buffeted by her. Our dear Rita, you are incomparable, irreplaceable, and you have made yourself unforgettable to us! You are in our hearts always. The family would like to thank the Acute Care and Palliative Teams at the Espanola General Hospital, Donna and all the personal support workers, nurse Marian and her team at Bayshore Home Care Solutions North East for their love and care during Rita's final days. Visitation will take place on Sunday September 10th from 2 to 4 pm and 6 to 8 pm at the Bourcier Funeral Home at 222 Spruce Ave in Espanola, with a Memorial Service celebrated at 10am on Monday, September 11th at St. Jude Parish at 247 Mead Blvd in Espanola officiated by Father Gilles Grandmont. A gathering will follow at the Legion Hall at 370 Annette St, Espanola. Donations can be made to Operation Smile at operationsmile.ca. Arrangements by BOURCIER FUNERAL HOME Ltd, Espanola

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Employment Opportunity

Berry Fabrene is a Plastic Woven Textile Plant in North Bay. We have been in business since 1969 producing a variety of quality products for our customers. The Plant runs 24/7, we offer competitive wages and benefits.

Are you a qualified **Millwright (433A)** or **Electrician (309A or 442A Electrical)** looking for a new opportunity full time? We are hiring and we would like to consider your application.

Are you interested in a **Production** opportunity? We are ready to train you.

If you are interested in any one of these opportunities, please send your resume to **NBCAHR@BERRYGLOBAL.COM**. We look forward to hearing from you!





Employment Opportunity with The Town of Espanola Public Works Department

Seasonal Labourer Position File No. 2023 PWD-03

Applicants must have successfully completed Grade 12 or equivalent and possess a valid DZ driver's license. Knowledge and ability on heavy equipment and truck operation as well as water and wastewater certificates will be considered assets. The position will be a seasonal full-time basis and will require periodic evening, night and weekend work.

Interested applicants are invited to submit a detailed resume outlining current experience, background, and education quoting File# 2023 PWD-03 no later than September 28th, 2023 by 4:00pm. Applications will be received at the Public Works Department at 596 Second Ave. Monday to Friday from 8:00am-12:00pm and 1:00pm to 4:00pm or by email at pubworks@espanola.ca

The successful candidate will be required to submit a medical examination and criminal reference check prior to the award of this position.

Salary: As per collective agreement

Dave Parker Superintendent of Public Works 596 Second Avenue Espanola, ON P5E 1C4 Phone: 705-869-1751 ext. 92303



www.espanola.ca

We thank all applicants, however only those to be considered for an interview will be contacted. In accordance with the Municipal Freedom of Information and Protection of Privacy Act, personal information is collected under the authority of the Municipal Act and will be used only for candidate selection.

The Town of Espanola is an equal opportunity employer committed to inclusive, barrier-free recruitment and selection processes. If contacted for an employment opportunity, please advise if you require an accommodation.

EMPLOYMENT OPPORTUNITY



AZ DZ Truck Driver

GFL Environmental is looking for AZ / DZ Truck Drivers to join our growing team out of our Blind River or Espanola site operations.

At GFL our goal is to invest in our people and provide opportunities to arow, for life!

- Our employees are affectionately known as team green, a name that unites us all under our shared purpose of providing sustainable solutions to enable our customers and communities to be GREEN FOR LIFE!
- We offer a competitive benefits plan, including RRSP match, orthodontics and vision coverage
- With 20,000+ employees across North America, we offer a dynamic set of career opportunities, locations and growth!
- We appreciate all of the local communities we live and work in, and actively contribute to them through our flagship Full Circle Project
- We believe investing in the future is the right investment, our first fully electric truck is now in operation!
- GFL is traded on the NYSE & the TSX search "GFL" to see our stock performance

Key Responsibilities:

- Responsible for curbside pickup of waste/recycling containers on the assigned route
- Ensure that service is completed in accordance with established company policies and contract obligations
- Responsible for daily pre and post trip inspections of trucks assigned
- Complete daily routes as assigned by the Route supervisors
- Satisfy customer needs for service
- Perform end of day driver check-ins to ensure complete and accurate paperwork completion
- · Ensure assigned routes are completed in a timely and safe manner
- May perform some additional responsibilities as assigned by the Route Supervisors

Knowledge, Skills & Competencies:

- AZ/DZ License
- · Experience in driving in the city
- Proven ability to multi-task & ability to prioritize tasks

GFL Benefits:

- Medical
- Dental
- Vision
- RRSP Matching
- Boot Allowance
- · Overtime

Apply by email: CSRBlindriver@gflenv.com

We thank you for your interest. Only those selected for an interview will be contacted.

#GFLTalent

We thank you for your interest. Only those selected for an interview will be contacted.

GFL Environmental is an equal opportunity employer and encourages women, Aboriginal people, persons with disabilities and members of visible minorities to apply. We seek to hire individuals with diverse characteristics, backgrounds and perspectives. We strongly believe that world-class talent makes no distinctions based on gender, ethnic or national origin, sexual identity and orientation, age, religion or disability, but enriches itself through these differences. GFL will provide accommodations to job applicants with disabilities throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.

EMPLOYMENT OPPORTUNITY

310T (TRUCK & COACH) MECHANIC

GFL Environmental is looking for a 310T Licensed Mechanic to join our growing team out of our Blind River and Espanola operations! As a GFL Mechanic, you will be working under limited supervision and selects from written instructions and established procedures to accomplish assigned tasks. You will perform preventive maintenance services; inspect diagnosis and repair vehicles and equipment.

At GFL our goal is to invest in our people and provide opportunities to grow, for life!

- Our employees are affectionately known as team green, a name that unites us all under our shared purpose of providing sustainable solutions to enable our customers and communities to be GREEN FOR LIFE!
- We offer a competitive benefits plan, including RRSP match, orthodontics and vision coverage
- With 20,000+ employees across North America, we offer a dynamic set of career opportunities, locations and growth!
- We appreciate all of the local communities we live and work in, and actively contribute to them through our flagship Full Circle Project
- We believe investing in the future is the right investment, our first fully electric truck is now in operation!
- GFL is traded on the NYSE & the TSX search "GFL" to see our stock performance

Key Responsibilities:

- Performs repairs and assigned preventive maintenance services.
- · Performs inspection, diagnosis and repair of electrical, hydraulic, suspension, brake and air systems on vehicles and equipment.
- Utilizes vehicle computer electronics systems to interpret failure modes to initiate or assign repairs.
- Estimates time and material costs on vehicle repairs and requisitions new parts.
- · Performs all work within Standard Repair Times (SRTs).
- · Performs service calls for emergency breakdown's.
- Conducts safety checks on vehicles and equipment.
- Completes required paperwork utilizing fleet maintenance software program associated with repairing vehicles, documenting parts usage, and accounting for repair times.
- Reviews, completes or assigns repairs identified on Driver Vehicle Inspection Reports.
- Performs maintenance related work as required.
- Maintains a clean, safe work area in compliance with Corporate / OSHA Standards.
- Performs all work in accordance with established safety procedures.

Knowledge, Skills & Competencies:

- High school diploma or G.E.D. and a minimum of two (2) years of experience in automotive/truck, light or heavy equipment maintenance and repair or completion of accredited vocational technical school program.
- Valid driver's license.
- Works under minimal supervision. May periodically assist in orienting and training lower apprentices.
- Knowledge, Skills and Abilities.
- Proficiency in vehicle and equipment diagnosis and repair.
- Working knowledge of fuel, ignition, cooling, mechanical, hydraulic, electrical and air brake systems.
- Knowledge of safety procedures and practices necessary while operating or repairing vehicles and equipment.
- Skill in operating tools equipment, parts and procedures utilized during the repair and servicing of vehicles and equipment.
- Skill in repair of special purpose equipment.
- Ability to effectively communicate needed repairs or tasks.

 Ability to diagnose defects in and repair a variety of equipment and vehicles.
- Ability to perform minor and moderately complex mechanical repair on a variety of equipment and vehicles.
- Knowledge of hydraulic systems and ability to read hydraulic schematic.
- Ability to read and comprehend service and technical information.
- Ability to utilize fleet maintenance software program.
- Knowledge of Total Tire Maintenance program.
- · Ability to complete required paperwork to accurately document repairs, utilization of parts and associated repair times.

GFL Benefits:

- Medical
- Dental
- Vision
- · RRSP Matching
- Boot Allowance
- Shift Premium

Apply by email: CSRBlindriver@gflenv.com

We thank you for your interest. Only those selected for an interview will be contacted.

#GFLTalent

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GFL Environmental is an equal opportunity employer and encourages women, Aboriginal people, persons with disabilities and members of visible minorities to apply. We seek to hire individuals with diverse characteristics, backgrounds and perspectives. We strongly believe that world-class talent makes no distinctions based on gender, ethnic or national origin, sexual identity and orientation, age, religion or disability, but enriches itself through these differences. GFL will provide accommodations to job applicants with disabilities throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.

