


C. Smith

Missing Women Commission of Inquiry	
<b>EXHIBIT</b> No: 56	
Date:	January 11, 2012
	Registrar

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*Missing Women Commission of Inquiry*

Supt. R. J. (Bob) WILLIAMS

Documents for Examination

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Department of Justice

## MISSING WOMEN COMMISSION OF INQUIRY

**Supt. R. J. (Bob) WILLIAMS**

Documents for Examination

Department of Justice

Tab	Concordance DocID	Description
1.	RCMP-084-000234	Curriculum Vitae of Supt. R. J. (Bob) Williams
2.	RCMP-084-000239	Continuation Report of S/Sgt. Kevin Simmill dated October 11, 2002
3.	RCMP-084-000268	Email from C/Supt. Al MacIntyre to Diane Duchesne dated September 4, 2002
4.	RCMP-084-000270	Email from Bob Williams to Ed Spanns, Gord Button and Ron Lamabe dated September 11, 2002; Email from C/Supt. Al MacIntyre to Bob Williams dated August 29, 2002
5.	RCMP-084-000272	Letter from D/Commr. Beverley Busson to A/Commr. W. M. Sweeney dated September 11, 2002
6.	RCMP-084-000278	Letter from A/ Commr. W. M. Sweeney to D/Commr. Beverley Busson dated September 13, 2002
7.	RCMP-084-000312	Continuation Report of S/Sgt. Kevin Simmill dated November 6, 2002
8.	RCMP-084-000315	Letter from D/Commr. Beverley Busson to A/Commr. W. M. Sweeney dated December 16, 2002
9.	RCMP-084-000316	Letter from A/ Commr. W. M. Sweeney dated July 7, 2003
10.	RCMP-084-000317	Curriculum Vitae of S/Sgt. Kevin Simmill



# **CURRICULUM VITAE**

**Superintendent R. J. (Bob) WILLIAMS**  
**Officer In Charge**  
**Serious Crimes Branch, "K" Division**  
**Royal Canadian Mounted Police**  
**11140 - 109 Street**  
**Edmonton, AB.**  
**T5G 2T4**

Updated: March 2011

**CURRICULUM VITAE**

**NAME:** Robert John WILLIAMS Reg. 0.1700  
(DB: [REDACTED])  
[REDACTED]

**RANK:** Superintendent / 43 years 8 months service

**CURRENT POSTING:** OIC Serious Crimes Branch, "K" Division

**TELEPHONE:** Office - (780) 412-5351  
Res. [REDACTED] Fax - (780) 412-5561  
Cell - [REDACTED]

**EMPLOYMENT HISTORY:**

Depot/"D" Division - Recruit Training - July '67 - Jan '68

1968 - "K" Div - Ft. Sask Detachment - General Duty  
1968 - "K" Div - Jasper Detachment - General Duty  
1968 - "K" Div - Edmonton Detachment  
1969 - "K" Div - Edmonton Detachment/Jasper Det/Smoky Lake Det  
1970 - "K" Div - Edmonton Court Detail  
1971 - "K" Div - Edmonton C & E  
1974 - HQ Div - Ottawa - National Crime Intelligence Branch  
1979 - "F" Div - Punnichy Detachment - General Duty  
1981-88 - "F" Div - Lloydminster Detachment Municipal GIS  
1988 - "F" Div - Forensic Polygraph Examiner - Prince Albert  
1992 - "F" Div - NCO i/c Regina S/Div GIS  
1994 - "E" Div - OIC Operations, Prince George Detachment  
1999 - "K" Div - OIC Support Services/Major Crimes North  
2003 - "K" Div - OIC Major Crimes, "K" Division  
2007 - "K" Div - OIC Operations North - Serious Crimes Branch  
2009 to present - "K" Div - OIC Serious Crimes Branch

**TRAINING SUMMARY:**

C-IMIM - Classroom	2010-11-24
Leadership Training	2009
C-IMIM - Introduction	2009-11-02
W-V2010 - Olympic Commanders	2009-04-20
C - Baton/Carotid Control/OC Spray	2009-03-19
C - OCDP/SEDP Board Training	2007-09-05
S - PEW:Strategic Risk Management	2007-04-11
W - Harassment in the Workplace	2006-08-01
C - CBRN Basic Level Pre-course	2006-06-05
Pros for End Users	2006-02-27
O-CAN Labour Code Part II Awareness	2004-11-23
Managing Safely	2003-10-23
Homicide Investigation	2003-09-30
Coaching	2003-05-20
Div Emergency Operations Centre	2003-03-17
Major Case Management Course	2002-01-07
Media Communications	1997-09-29
Seven habits (COVEY)	1997-05-13
Interest Based Negotiation	1997-03-25
SARP User Course	1996-05-07
Community Policing	1995-05-09
Negotiators Course Commander	1994-11-21
Officer Orientation Development	1994-11-14
Interest Based Negotiation	1994-11-14
Commander Hostage/Barricaded Person	1993-11-15
Senior Police Administrator	1993-05-25
Investigative Hypnosis	1992-03-23
Canadian Assn Polygraphists	1991-06-24
Polygraph Examiners Training	1988-08-22
Family Violence	1987-04-13
Arson Investigation	1983-04-12
Police Supervisors Course	1980-11-25
Cross-Cultural Education	1979-06-13
Criminal Intelligence (CISC)	1974-06-03
Preventive Service Training	1972-01-12
 <b><u>Other Professional Training</u></b>	
Introduction to Legal Studies	1978-01-01
Interpersonal Communications	1989-12-01
Basic Beginner Dialogue	1992-04-01
W - Relationship Violence	2003-09-29
CSPS-ADT C132 Assessment	2007-05-09 - Canada School of Public Service
E - Standard First Aid/CPR	2009-04-08

**RELATED INVESTIGATIONS/REVIEWS:**

- 1) **"F" Division - David MILGAARD - Wrongful Conviction**  
Investigate wrongdoing by Saskatchewan Justice and/or Saskatoon Police Service.  
Lead investigator on Task Force - Project "Flicker" - 1992/1994
- 2) **"V" Division - Police Officer Involved Shooting, Iqaluit Dist. - Nunavut**  
Team Commander - Operational review completed on the above noted investigation where members of Iqaluit Detachment returned fire on a suspect striking him in the leg. Investigational review and recommendations surrounding the incident were provided to the Commanding Officer "V" Division. - 2000 July 15
- 3) **"V" Division - Murder of Cst. J. SEEWALD - Cape Dorset, Nunavut**  
Team Commander - Attended to Iqaluit at the request of the Commanding Officer, "V" Division to conduct an Operational Review into the circumstances surrounding the shooting death of Cst. Jurgen SEEWALD, Cape Dorset Det. - 2001 March 05
- 4) **"K" Division - Police Officer Involved Shooting - Sherwood Park Dist., AB**  
Team Commander - Suspect shot at close range by Edmonton Emergency Response Team Member. As the Officer In Charge of Major Crimes, I attended the scene and provided direction to Major Crimes personnel investigating the shooting. - 2001 June 22
- 5) **"K" Division - Police Officer Involved Shooting - Wainwright District, AB.**  
Team Commander - Members of Wainwright Detachment including the NCO In Charge were confronted on the DND Base by a distraught female Sgt. in the Armed Forces. A female suspect was in possession of a handgun and had fired several shots in the direction of the RCMP members. The NCO In Charge was approached by the suspect and she did not follow commands. She was shot and injured by one shot from his service weapon. As the Officer In Charge of Major Crimes, I attended to the scene, providing direction to the Major Crimes personnel to conduct the investigation. - 2001 October 19
- 6) **"K" Division - Project "Evenhanded" & [REDACTED] vs. Her Majesty the Queen - Assistance to "E" Division**  
Team Commander - External review conducted relative to civil litigation against RCMP for the cases involving the murder of numerous sex trade workers by Robert William PICKTON @ Willie PICKTON. - 2002
- 7) **"K" Division - Thomas SOPHINOW - Wrongful Conviction - Assistance to "D" Division and Nova Scotia Dept. of Justice**  
Team Commander - Investigation into conduct of Winnipeg City Police member relative to the above noted investigation. - 2003

- 8) **"K" Division - Dianna FRASER - c/o RCMP Wrongdoing - Assist "F" Division**  
Team Commander - Investigation into conduct of "F" Division RCMP members dating back to 1969 that surfaced at the Stonechild Inquiry, Saskatoon, Sask. 2003 September 22.
- 9) **"K" Division - Police Officer Involved Shooting - Wainwright, AB.**  
Team Commander - RCMP Wainwright members attended to a 911 call. They were confronted by a knife-wielding female in an intoxicated state outside the residence. The female suspect came towards the member with a knife and was subsequently shot by the member. As the OIC Major Crimes I went to the scene, provided direction, guidance and assisted with the investigation both to the Major Crimes and GIS personnel in attendance. - 2004 June 18
- 10) **"K" Division - Project "EAU" - Assistance to "E" Division - Independent File Review**  
Review completed at the request of "E" Division which provided recommendations on whether or not the Project "EAU" should be continued concerning the thefts of a number of high-end vehicles. - 2005 January 12/15
- 11) **"K" Division - Project KOURAGE**  
Team Commander - Investigation and Undercover Operation relative to the murder of four RCMP members at Mayerthorpe District, Alberta - 2005 March 03 to 2011 February.
- 12) **"K" Division - Project GRACE - Assistance to "G" Division**  
Team Commander - Investigation into the murder of Cst. Christopher WORDEN, Hay River, NWT - 2008 October 07 - 2009 October.

As the OIC Major Crimes North, OIC Major Crimes, OIC Operations Serious Crimes Branch and since April 2009, OIC Serious Crimes Branch have monitored, reviewed and provided guidance to all major/serious crimes within the mandate of "K" Division.

### **HONOURS / AWARDS**

- 20 Year Long Service Medal
- 25 Year Bronze Clasp
- 30 Year Silver Clasp
- 35 Year Gold Clasp
- 40 Year Platinum Clasp
- Recipient of Queen's Golden Jubilee Commemorative Medal
- Recipient of the Alberta Centennial Medal
- Recipient of the Member of the Order of Merit Medal





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Y-A.  
**2002K-6527**

RE - OBJET:

**JOESBURY VS. HER MAJESTY THE QUEEN (PROJECT EVENHANDED)  
ASSIST "E" DIVISION - EXTERNAL REVIEW**

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This report will provide the reader with highlights of the investigation conducted by Insp. Bob WILLIAMS, OIC Major Crimes North, and S/Sgt. Kevin SIMMILL, Operational Support NCO of Major Crimes North, in reference to the assistance provided to "E" Division in the above matter.

A formal request in the form of a memorandum was forwarded by the CO "E" Division, Deputy Commissioner Beverly BUSSON, to the CO "K" Division, which outlines the need of an external review team comprised of two members to review the conduct of certain "E" Division personnel and detachments in relation to the missing women and suspect Robert William PICKTON, prior to the establishment and full operation of the Missing Women Task Force in British Columbia. The memo outlines that the purpose of the review is to allow the RCMP to prepare for current and future civil litigation in this matter. Insp. WILLIAMS had been in previous contact with C/Supt. Al MacINTYRE, Operations Officer Lower Mainland District, "E" Division, in this regard. Approval was received through the appropriate channels in "K" Division to allow Insp. WILLIAMS and S/Sgt. SIMMILL to attend and assist with their specific request. It was determined that the members would be available to commence this undertaking on or about Monday, September 16<sup>th</sup>. All costs will be borne by "E" Division and charged to collator E0395.

Insp. WILLIAMS and S/Sgt. SIMMILL depart for the Edmonton International Airport enroute to Abbotsford, B.C.

02.09.16  
(Monday)

08:00

10:30

Depart on Westjet Flt. #80.

12:15(PST)

Arrive Abbotsford, B.C. and the members were met there by C/Supt. Al MacINTYRE.

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Investigator Name and No. - Nom et matr. de l'enquêteur (K.W. SIMMILL) S/Sgt.				Date 02.10.11		Signature				Date							
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13:15

Arrive at the Surrey Satellite Office located at 12992 - 76<sup>th</sup> Avenue, Surrey, B.C. and met there with Supt. KILLALY, OIC Major Crimes; S/Sgt. Don ADAM, NCO I/C Missing Women's Task Force (Project EVENHANDED); and Insp. Doug HENDERSON, OIC "E" Division Unsolved Homicide Unit.



Insp. WILLIAMS and S/Sgt. SIMMILL were given an office at the Surrey Satellite Detachment to work out of.

15:00

Members checked in at the Sheraton Guildford in Surrey, B.C.

02.09.17  
(Tuesday)

08:45

Attended to the Surrey Satellite Office.

10:00

A meeting was held with Ms. Helen ROBERTS, RCMP Civil Litigation lawyer. Present at this meeting was Supt. KILLALY, Insp. HENDERSON, S/Sgt. Don ADAM, Insp. WILLIAMS, and S/Sgt. SIMMILL. During this meeting the mandate and terms of reference were set down. These will be outlined in the formal report that will subsequently be prepared and forwarded to the CO "E" Division and Ms. Helen ROBERTS. It was determined that the files of importance may include:

- 1) 1995 - 3 murders that occurred in the Mission/Agassiz area
- 2) The 1997 [REDACTED] file, Coquitlam Det.

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Investigator Name & Rg. No. - Nom et matr. de l'enquêteur (K.W. SIMMILL) S/Sgt.		Date 02.10.11	Signature		Date		
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3) The 1999 ELLINGSEN file, Coquitlam Det.

S/Sgt. Don ADAM would put us in touch with members of the project team that could assist in compiling and providing this information.

12:55

Met with S/Sgt. Don ADAM at the Project EVENHANDED trailer. He introduced us to the following personnel:

Sgt. Wayne CLARY, File Coordinator, Phone 604-543-4841

Cpl. Wade LYMBURNER, Disclosure, Phone 604-543-4882

Cpl. Rick BURNS, Disclosure, Phone 604-507-2081

Sherry HAMILTON, Data Base Administrator E&amp;R III, Phone 604-507-2001

Carrie McPHERSON, Analyst, Phone 604-507-2010

From this point it was determined that Insp. WILLIAMS and S/Sgt. SIMMILL would prepare a list of what we felt may be required for this review and the above personnel would assist us in getting the information. It is noted that this project team has accumulated all the documentation that would be required to conduct this review.

15:00

Insp. WILLIAMS and S/Sgt. SIMMILL prepared a list of items required that will be presented to members of the project team. The list includes but is not limited to:

- 1) 1995 files - 3 murders Mission/Agassiz area
- 2) 1997 file [REDACTED] - Coquitlam Det.
- 3) 1999 file - ELLINGSEN - Coquitlam Det.
- 4) Profiles of missing women (all - but need to determine which were from RCMP jurisdiction)
- 5) Historic PIRS and indices checks on suspect PICKTON

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Investigator Name & Title (K.W. SIMMILL) S/Sgt.				Nom et titre de l'enquêteur				Date 02.10.11		Signature				Date	
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- 6) Suspect profile PICKTON and corresponding time line up to Project EVENHANDED
- 7) MOU's - Ops Plans or requests for assistance, or any info Vancouver Police Department - what was officially received or requested

15:30 Arrangements were made with Insp. HENDERSON for him to be interviewed Wednesday, September 18<sup>th</sup>, in the a.m. Further interviews may be required to assist the members in providing the appropriate background leading up to Project EVENHANDED.

17:00 Finish shift.

02.09.18 08:30 At the Surrey Satellite Office.  
(Wednesday)

09:07 Statement taken from Insp. Doug HENDERSON, OIC Lower Mainland District Homicide Unit. He was the former NCO I/C Unsolved Homicide Unit and oversaw the formation of the Missing Women's Task Force. Insp. HENDERSON provides a good overview of the events leading up to the formation of the Missing Women's Task Force (Project EVENHANDED).

10:07 Statement completed.

Refer to same for complete details.

11:30 Spoke to S/Sgt. Don ADAM, presently the NCO I/C Missing Women's Task Force. Arrangements were made with S/Sgt. ADAM to interview him on Monday, September 23<sup>rd</sup>, 2002, due to other commitments. This would also allow him the opportunity to review his continuation reports

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which will be required of his involvement since the fall of 2000. It is noted that S/Sgt. Don ADAM was originally assigned to begin a review which subsequently led to the formation of the Missing Women's Task Force.

An email message was forwarded to Sgt. Wayne CLARY, presently the File Coordinator for Project EVENHANDED to obtain certain records and documentation prior to the arrest of the suspect Robert William PICKTON on February 5<sup>th</sup>, 2002.

14:15

Insp. WILLIAMS and S/Sgt. SIMMILL spoke with S/Sgt. Paul DARBYSHIRE, NCO I/C CIU (Coordinated Investigative Unit). S/Sgt. DARBYSHIRE is the member assigned to liaise with the victims' families. He will provide a brief overview outlining his position and participation. The family contacts list will also be provided with this.

Enquiries were also conducted with Carrie McPHERSON, DCAS Analyst. She will provide a subject profile for each victim and certain documentation that was requested in the email message to Sgt. CLARY.

Insp. WILLIAMS contacted Sgt. Mike CONNOR, Coquitlam Serious Crimes. Arrangements made for him to be interviewed in the afternoon of Monday, September 23<sup>rd</sup>. A review of the Coquitlam files will be required prior to that interview.

Other members of Coquitlam Det. that may be required to be interviewed are:

S/Sgt. Brad ZALYS, Plainclothes Commander, Coquitlam Det.  
C/Supt. Earl MOULTON, formerly the Operations Officer of Coquitlam Det.

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Sgt. Darryl POLLOCK, Coquitlam Det.

An article appeared in today's Vancouver Sun indicating that a second lawsuit has now been filed against the police in the Missing Women investigation. This lawsuit is apparently made by the family of victim Marcella CREISON. The lawyer representing this family is the same lawyer that filed the statement of claim with the JOESBURY family. The lawyer is identified as Denis BERNTSEN.

It is noted that PICKTON has not been charged with respect to the situation involving Marcella CREISON. No one has been charged with CREISON's disappearance/death nor has her remains been located or identified at this time. It is noted that this information is only taken from a newspaper article that was found on the internet. According to the article she went missing in December of 1998.

The notes of Sgt. Mike CONNOR were received from analyst Carrie McPHERSON.

17:00

Finish shift.

02.09.19 08:30  
(Thursday)

At the Surrey Satellite Office. Review of Sgt. CONNOR's notes/continuation reports on Coquitlam's investigation into Lynn Anne ELLINGSEN (DOB: [REDACTED] FPS: [REDACTED] (Coquitlam file #98CQ33017). It is noted in this investigation there is reference to the [REDACTED] file (Coquitlam file #97CQ10797). It is noted that the ELLINGSEN file is directly related to the suspect Robert William PICKTON.

Analyst Carrie McPHERSON has also supplied a CD disc with respect to these 2 files that have been loaded in adobe format.

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14:30 Audio taped statement taken from S/Sgt. Don ADAM.

15:52 Statement completed.

Insp. WILLIAMS spoke with C/Supt. Al MacINTYRE. He was briefed as to the status of the review. [REDACTED]

02.09.20  
(Friday)

08:30

Reviewing documentation and material. Insp. WILLIAMS contacted A/Commr. Gary BASS re: a phone interview in regard to certain questions. A/Commr. BASS may be available on the 23<sup>rd</sup> of September. It was his suggestion that we should speak with the Chief of Police of Vancouver P.D., Jamie GRAHAM, and possibly the Vancouver P.D. members.

09:00

Received documentation with reference to Victim Service material and Victim Families from S/Sgt. DARBYSHIRE, NCO I/C CIU.

09:15

Insp. WILLIAMS had a brief discussion with Insp. HENDERSON re: his memo that was sent on behalf of Jeremy FIELD of the Vancouver P.D. back in 96 or 97. Insp. HENDERSON indicated that he did not have that email message that was originally sent out. It was his suggestion that an interview be conducted with Cpl. Frank HENLEY of the Unsolved Homicide Unit who was involved with the ELLINGSEN investigation in Coquitlam.

10:50

Interviewed Cpl. Frank HENLEY, Reg. #31408. Cpl. HENLEY was on the Unsolved Homicide Unit and is retiring this date. An audio taped statement was obtained in reference to his involvement with the

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ASSIST "E" DIVISION - EXTERNAL REVIEW**

DATE	TIME HEURE	ACTION TAKEN - MESURES PRISES
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Coquitlam investigation of Lynn ELLINGSEN/Willie PICKTON. [REDACTED]

A request via email was forwarded to file coordinator Sgt. Wayne CLARY to identify all the missing persons reported to RCMP jurisdiction. A subsequent email was received. A list of 9 individuals were sent back via email from Sgt. CLARY. Follow-up is being done with respect to these individuals, however, it is noted that although some may have been reported to the RCMP jurisdiction many of the requests for assistance were forwarded to the Vancouver P.D. where they began an investigation with their own file number. This was done because the actual missing persons were living in Vancouver at the time of their disappearances and the families were reporting them originally to RCMP Detachments. [REDACTED]

Ms. Janet PIPER, presently working for Carrie McPHERSON (analyst) is putting together the profiles of approximately 60 missing women that will be included with our report.

Insp. WILLIAMS spoke with Insp. CHAMBERS in reference to a missing person Jacqueline MURDOCK, who was reported missing to the Prince George RCMP Detachment, file #97-17557. This is an example of a missing person MURDOCK being reported to the RCMP, but at the time she took up residence in the east end of Vancouver. Vancouver subsequently opens a file #98-261602.

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14:45

Insp. WILLIAMS and S/Sgt. SIMMILL spoke briefly with a Cst. John CATER. Cst. CATER is presently a member of the Project EVENHANDED team and was previously stationed at Coquitlam Det. on the Serious Crime Unit. He advised that he was present during an interview with Willie PICKTON at Coquitlam which was done on January 19<sup>th</sup>, 2000. Cst. CATER was new to the section and indicated that a Cst. Ruth YURKIW was the lead interviewer with respect to Willie PICKTON on the ELLINGSEN matter. Cst. YURKIW was to mentor Cst. CATER at Coquitlam Det. after just arriving on the unit. Cst. CATER went into the interview cold and had just been as indicated transferred to the Serious Crime Unit.

During this particular interview, it is noted that PICKTON was in the company of one Gina HOUSTON who was present during this interview. Steps were taken in an attempt to interview PICKTON alone, however, he would not allow members to interview him without HOUSTON being present.

It is noted that Cst. CATER was very specific indicating after having come to the Project EVENHANDED team that PICKTON was one of hundreds of suspects or persons of interest in regards to the missing persons. It is further noted that in February 2002 Cst. CATER was one of the two members from the EVENHANDED team that was called upon to assist the Coquitlam Det. members who were executing a search warrant at the PICKTON farm in relation to information they had received on restricted weapons offences. It was at this time that when they executed the search warrant for these firearms that personal belongings of some of the missing women was discovered in the PICKTON trailer.

Cst. CATER is presently the affiant writer on Project EVENHANDED and was able to provide us a certified copy of Sgt. CONNOR's (then Cpl.)

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notes relative to a search warrant that was attached as an appendix for the PICKTON farm. The document at the top of it is shown as Exhibit C which would be the reference to the attachment to the original search warrant executed at the PICKTON farm. This attachment of Sgt. CONNOR's notes is similar to the notes that were previously reviewed, however, in a more condensed format.

Cst. CATER has also been requested by S/Sgt. Brad ZALYS to put together a list of some of the files that he had been working on while at Coquitlam Serious Crimes. This list shows some of the pressures with priority investigations that were happening around the same time as the ELLINGSEN/PICKTON matter.

02.09.21 09:00  
(Saturday)

At the Surrey Satellite Office. Reviewing material, preparing lists of things to do, and further documentation required. The taped statements obtained this past week will be submitted to Petra LEROY on Monday, September 23<sup>rd</sup>, as she is on regular scheduled days off.

Review the [REDACTED] file contained on CD disc and was able to obtain and print some documentation with respect to that particular file that may be useful for our report.

Insp. WILLIAMS prepared some questions for A/Commr. BASS who will be interviewed on Monday, September 23<sup>rd</sup>, and S/Sgt. SIMMILL prepared some questions for Sgt. Mike CONNOR who will also be interviewed on Monday, September 23<sup>rd</sup>.

15:00

Finish shift.

02.09.23 08:00  
(Monday)

At the Surrey Satellite Office.

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08:25 Insp. WILLIAMS did a telephone interview with A/Commr. BASS, going over numerous questions that he had for him. These will be documented in the report (40 min.).

11:15 Attended at Coquitlam Det. Spoke with Supt. Rick HALL who didn't specifically recall any meetings that he was at or provide exact direction, however, he does state that he recalls being kept abreast of what was happening with respect to PICKTON et al by his Operations Officer, Insp. MOULTON (now C/Supt.).

14:15 An audio taped statement was obtained from Sgt. Mike CONNOR. It is noted that Sgt. CONNOR was the primary investigator and file coordinator from August 98 to August 99 with respect to the ELLINGSEN/PICKTON matter. After August 1999 he was promoted to Sgt. and was required to assume his new duties as Watch Commander at Coquitlam Det. The file was left in control of Cst. Ruth YURKIW who was a member of the Serious Crimes Unit and the Sgt. at the time was Sgt. Darryl POLLOCK. Refer to Sgt. CONNOR's statement for details.

17:30 Finish shift.

02.09.24  
(Tuesday)

08:30 At Coquitlam Det.

Interviewed and obtained an audio taped statement from S/Sgt. Brad ZALYS who is currently the Plainclothes Commander, Coquitlam Det. S/Sgt. ZALYS detailed his involvement which was some time after the ELLINGSEN matter had been well underway. To clarify this, he was in charge of Serious Crime at Coquitlam beginning March 1997. In November of 1998 he was transferred to the watch as a Watch Commander and in November of 1999 became the Plainclothes Commander. The Operations Officer at the time was Insp. Earl

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Investigator's Name (K.W. SIMMILL) S/Sgt.		Reg. No. - Nom et matr. de l'enquêteur		Date 02.10.11	Signature		Date
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MOULTON and Sgt. POLLOCK would have replaced him as the NCO I/C Serious Crimes during the ELLINGSEN investigation. Refer to his statement for details.

12:30

Returned to the Surrey Satellite Office. Arranged to have the statements in for transcribing with Petra LEROY.

Set up further appointments in attempting to arrange other interviews. C/Supt. Earl MOULTON will be able to see the members on Friday, September 27<sup>th</sup> at 09:00 hrs. at "E" Division Headquarters, Downtown Vancouver.

Attempts were made to contact Insp. Russ NASH at Langley Det. and Supt. Randy BENNETT at Surrey Det. Insp. NASH was part of the Unsolved Homicide Unit at the time and Supt. BENNETT can assist with obtaining the operational records at Surrey Det. These records pertain to missing persons that would have been reported to Surrey Det.

17:00

Finish shift.

02.09.25  
(Wednesday)

08:15

At Surrey Satellite Office.

10:00

Used the conference room upstairs at Surrey Satellite Office to put all the documents into sub-files and organize same.

The following files were retrieved at Surrey Satellite from Project EVENHANDED. The following people represent the persons who were reported missing to RCMP jurisdictions initially.

1) Jacqueline MURDOCK

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- 2) Georgina PAPIN
- 3) Theresa WILLIAMS
- 4) Richard "Kellie" LITTLE
- 5) Robert William PICKTON

This date received the profiles from Carrie McPHERSON and Janet PIPER in binder format. They had prepared a binder with the 63 missing women and their profiles.

Insp. WILLIAMS reviewed these particular files, Marcella CREISON and Angela JOESBURY. These are the two files that pay particular attention to the civil litigation as to the RCMP involvement.

02.09.26 08:00  
(Thursday)

At Surrey Satellite Office. Reviewed the Wendy CRAWFORD file from Chilliwack RCMP and also Vancouver P.D. had a binder on it as well. Also reviewed was the DUMBA missing person file.

Insp. WILLIAMS contacted Supt. Randy BENNETT at Surrey Det. He then spoke with M.E. Gary at Surrey Det. who is a supervisor of the readers. Arranged to review two Surrey Det. files in relation to the missing women.

Insp. WILLIAMS and S/Sgt. SIMMILL travelled to Surrey Det. Insp. WILLIAMS reviewed the Heather CHINNOCK file, file #01-61304, and S/Sgt. SIMMILL reviewed the Yvonne BOEN, missing person file 01-27949.

14:35

Insp. WILLIAMS and S/Sgt. SIMMILL attended the PICKTON property in Port Coquitlam at 953 Dominion St. The members were shown the grounds by Cpl. Carole HOPPER who was in charge of the site at that time.

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It is noted that this is a massive scene examination involving a large scale excavation on this property. Conveyor belts are being used to sift through the dirt with technicians examining everything that goes up the conveyor belt. A large team of investigators, Ident members, exhibit persons are all on site.

	15:55	Completed the tour and exited the property.
	16:45	Finish shift.
	20:30	Questions were prepared for the interview of C/Supt. Earl MOULTON.
02.09.27 (Friday)	07:30	Travel into Vancouver to interview C/Supt. Earl MOULTON at "E" Division Headquarters. The interview was conducted and an audio taped statement was obtained. Primarily in regard to his involvement as the Ops Officer at Coquitlam Det. from 1997 to 2000. Refer to same for details.
	12:30	Return to the Surrey Satellite Office where all the files relating to the missing women that were reported in RCMP jurisdictions were reviewed.
	14:45	Met with C/Supt. MacINTYRE at his office. Updated him with respect to our review to date. He advised that Insp. WILLIAMS could sign off the expenses. The O/T for S/Sgt. SIMMILL was signed by him. It was determined that the report would be forwarded directly to him, and then he would pass it on through the appropriate channels.
	17:00	Finish shift.
02.09.28 (Saturday)	11:00	At Surrey Satellite Office.

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12:00 Received a ride to Abbotsford Airport by Sgt. Wayne CLARY.

14:20 Depart via Westjet.

16:45 Arrive Edmonton.

18:00 Finish shift.

02.10.02 (Wednesday) Insp. WILLIAMS and myself began preparing the PICKTON report.

02.10.03 (Thursday) Worked on PICKTON report.

21:00 Finish shift.

02.10.04 (Friday) Worked on the PICKTON report. Reviewed statements for corrections.

02.10.08 (Tuesday) 21:00 At home reviewing the statement of Sgt. Darryl POLLOCK and made the necessary corrections for certification.

02.10.09 (Wednesday) 13:00 to 21:00 Worked on the PICKTON report.

02.10.10 (Thursday) Insp. WILLIAMS and S/Sgt. SIMMILL will be working on the report when duties permit.

SUI.

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02.10.09  
(Wednesday)

Received an email message from Sylvia PORT, Pacific Region ViCLAS Center. This contains the stats on Missing Women in the Province of B.C.

02.10.10  
(Thursday)

Received a follow-up email from Insp. HENDERSON on specific dates in regard to meetings he attended. He supplied a copy of his notes as well.

Review of 1624's show that Insp. NASH was a consideration for interview. It has been determined by Insp. WILLIAMS this is not required at this time.

02.10.15 to  
02.10.18

Insp. WILLIAMS at the C.O.'s POWPM and we will attempt to get together at night to continue on with this report.

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Kevin SIMMILL - Joesbury vs the Queen

Page 1

**From:** AL MACINTYRE  
**To:** Diane DUCHESNE; MACINTYRE, AL  
**Date:** Wed, Sep 4, 2002 4:04 PM  
**Subject:** Joesbury vs the Queen

Diane, could I ask you to have this done up for the CO's signature and then get it off to "K" Div. pronto.

Thanks.

CO "K" Division

from:

CO "E" Division

File reference 2002-E-3220

Re: Joesbury vs HMTQ (Project: EVENHANDED)

Please accept this as our formal request for assistance in the noted matter. We need the aid of an external review team of 2 members to conduct a review of the conduct of "E" Division members and detachments in relation to the missing women and suspect PICTON, prior to the establishment and full operation of the Missing Women Task Force.

The purpose of the review is to allow us to prepare for current and further civil litigation in this matter.

All costs related to this review will be borne by "E" Division.

Preliminary inquiries have been conducted informally with Insp. Bob Williams who advises he can take this on and will be assisted by S/Sgt. Kevin Simmill, both of "K" Serious Crimes - North. We understand that they would be able to commence this undertaking on or about the 15th of September which works well for us.

The mandate for the review team will be:

To assist Department of Justice counsel in defending the civil action brought by Karin Joesbury in relation to the death of her daughter Andrea (aka Angela), and further civil actions that are anticipated by family members of other missing women, in providing a response to the following allegations set out in the Statement of Claim filed in the Joesbury action:

1. that the RCMP failed to properly investigate information from various sources received between 1983 and 2002, which information indicated that the lands located at 953 Dominion Avenue in Port Coquitlam, and that Robert William Pickton were involved in the disappearances;
2. that the RCMP, having identified the existence of a possible serial killer, failed to put in place proper or adequate investigative resources in order to enable a meaningful and effective investigation; and
3. that the RCMP failed to share information with, and communicate with, other police forces and officers, that would have assisted in detecting Robert Pickton's activities.

I've used the words of Ms. Joesbury's counsel. Essentially, the allegations are that the RCMP failed to properly investigate tips about Pickton and his property, that the RCMP failed to devote adequate resources to the investigation, and that the RCMP failed to work together with other police forces.

In order to defend the civil claim(s), counsel will need to know:

- a) what information the RCMP had, and when;
- b) what the RCMP did to follow up on the information;
- c) if the RCMP did not follow up on the information, why not;
- d) what contact the RCMP had with other police forces;
- e) what information was shared among police forces;
- f) if information was not shared, why it was not shared;
- g) what resources were allocated to the missing women investigation;
- h) if inadequate resources were allocated, why;
- i) more specifically, what information the RCMP had with respect to Pickton and his property.

Counsel will also need in due course to obtain copies of all files, notes, videotapes, audiotapes, plans, photographs, etc. relating to these questions (I would ask that the review team assemble these materials).

As the Joesbury claim proceeds, or when other civil actions are commenced, further allegations may be advanced against the RCMP. Many of those raised by Ms. Joesbury's counsel were first raised in the media. Therefore, if the review team notes any new criticisms of RCMP conduct, the review team is to investigate and that their report assists counsel with a response to the new criticisms.

Finally, on completion of their work, a report is to be prepared outlining the review team's findings with both the report and any documents discussing the review, marked with the heading "PREPARED FOR THE PURPOSE OF CURRENT AND ANTICIPATED CIVIL LITIGATION".

While in Vancouver, the contact for the review team will be C/Supt. Al Macintyre, Operations Officer, LMD District and he can be contacted at (604) 502-6915 or on cell (604) 317-9057. We would suggest that flight arrangements can best be facilitated using Abbotsford Airport and we will provide a police vehicle for their use. In addition, we have identified two Senior NCOs who will be able to assist Insp. Williams.

Given that we now have time constraints, a diary date of October 15 for the preliminary report has been set.

Thanks for your assistance in this matter.

(CO "E")



Kevin SIMMILL - Fwd: Assist "E" Div.

Page 1

**From:** Bob WILLIAMS  
**To:** Ed SPAANS; Gord BUTTON; Ron LAMABE  
**Date:** Wed, Sep 11, 2002 8:46 AM  
**Subject:** Fwd: Assist "E" Div.

The attached message from Chief Supt Al MacIntyre refers. Briefly "E" Div is asking for an Independent review to be completed relative to Project "EVENHANDED" centering around Civil Liability concerning complaints and the lack of action taken relative to the current Homicide investigation involving Pickton et al in Coquitlam. I am led to believe that the official request is in the hands of the CO from the D/Comm'r - "E" Division who was to sign the request while they both were in Regina this week.

C/Supt Button is aware of the request. S/Sgt. Simmill and I will be travelling to Vancouver on 02 SEP 16 and tentatively returning on 02SEP28. My itinerary etc. will be left with Sgt. Dunn and I will CC a copy to Connie Logan. In our absence - Sgt. Jerry DUNN will be the acting OIC Major Crimes - North. rjw

Insp. R.J. (Bob) WILLIAMS  
Major Crimes North  
(780) 412-5351  
bob.williams@rcmp-grc.gc.ca

**CC:** Jerry DUNN; Kevin SIMMILL

Kevin SIMMILL - Assist "E" Div.

Page 1

**From:** AL MACINTYRE  
**To:** WILLIAMS, Bob  
**Date:** Thu, Aug 29, 2002 12:31 PM  
**Subject:** Assist "E" Div.

Good day Bob...a lot of water under the bridge....

This is an unofficial request to see if you can help...if you can, we will follow through the normal channels.

I gather Leon Vanderwalle spoke to you about the notion of having you in to do a review/examination in view of anticipated civil litigation of the RCMP handling of the PICTON file prior to the February 04, 2002 execution of the search warrant under the EVENHANDED banner.

If you are still up for this, please advise. We can assist with help in the form of 2 new S/Sgt. Advisory NCOs that have never had anything to do with the file, if you felt that same would help. Alternatively you could bring an assistant from your end...one way or another we would pay the way.

Let me know...

Al

Al Macintyre (Chief Superintendent)  
A/District Officer and Operations Officer, LMD District  
Office: (604) 502-6915 Pager: (604) 205-3520  
Fax: (604) 502-6910 Cell: (604) 317-9057  
Email: al.macintyre@rcmp-grc.gc.ca  
Net Cell Message: Internet:6043179057@msg.telus.com





Royal Canadian Mounted Police

Deputy Commissioner  
Pacific RegionSous-commissaire  
région du Pacifique

Gendarmerie royale du Canada

Commanding  
OfficerCommandant  
divisionnaire

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URGENT  
RCMP-084-000272  
SEP 11 2002

Protected "A"  
2002-E-3220September 11<sup>th</sup>, 2002

A/Commr. W.S. Sweeney, Commanding Officer, "K" Division  
*ATTN: O/C CROPS (previously failed)  
 8 Sep 12*

**Re: Joesbury vs Her Majesty The Queen (Project: EVENHANDED)**  
**Request for assistance - External Review**

Please consider this correspondence as a formal request for assistance in the noted matter. This Division requires the aid of an external review team comprised of two members to conduct a review of the conduct of certain "E" Division personnel and detachments in relation to the missing women and suspect PICTON, prior to the establishment and full operation of the Missing Women Task Force.

The purpose of the review is to allow the RCMP to prepare for current and future civil litigation in this matter. All costs related to the review process will be borne by "E" Division.

C/Supt. MacIntyre has made inquiries of an informal nature with Insp. Bob Williams. Insp. Williams has advised that, subject to your approval, both he and S/Sgt. Kevin Simmill, "K" Division Serious Crimes (North) would be available to conduct the review. I have been informed that they would be able to commence this undertaking on or about September 15<sup>th</sup>, 2002 which would be most acceptable to this office.

The mandate for the review team will be:

To assist Counsel for the Department of Justice in defending the civil action brought by Karin Joesbury in relation to the death of her daughter Andrea (aka Angela), and any further anticipated civil actions by the family members of other missing women and in providing a response to the following allegations as set out in the Statement of Claim filed in the Joesbury action:

1. That the RCMP failed to properly investigate information from various sources received between 1983 and 2002, which information indicated that the lands located at 953 Dominion

Avenue in Port Coquitlam, BC and that Robert William Pickton was involved in the disappearances;

2. That the RCMP, having identified the existence of a possible serial killer, failed to put in place proper or adequate investigative resources in order to enable a meaningful and effective investigation; and,
3. That the RCMP failed to share information with, and communicate with, other Police forces and Officers that would have assisted in detecting Robert Pickton's activities.

In this correspondence, I have used the words of Ms. Joesbury's Counsel. Essentially, the allegations are that the RCMP failed to properly investigate tips about Pickton and his property; that the RCMP failed to devote adequate resources to the investigation and, that the RCMP failed to work together with other police forces.

In order to defend the civil claim(s), Counsel will require the following facts:

- a) what information the RCMP had, and when;
- b) what the RCMP did to follow up on the information;
- c) if the RCMP did not follow up on the information, why not;
- d) what contact the RCMP had with other Police forces;
- e) what information was shared among Police forces;
- f) if information was not shared, why it was not shared;
- g) what resources were allocated to the missing women investigation;
- h) if inadequate resources were allocated, why;
- i) more specifically, what information the RCMP had with respect to Pickton and his property.

In due course, Counsel will also require copies of all files, notes, videotapes, audiotapes, plans, photographs, etc. relating to these questions (I would ask that the review team assemble these materials).

As the Joesbury claim proceeds, or when other civil action(s) are commenced, further allegations may be advanced against the RCMP. Many of those raised by Ms. Joesbury's Counsel were first raised in the media. Therefore, if the review team notes any new criticisms of RCMP conduct, the review team is asked to investigate and that their report assists Counsel with a response to the new criticisms.

Finally, on completion of their work, I would request that a report be prepared outlining the review team's findings, with both the report and any documents discussing the review, marked with the heading "PREPARED FOR THE PURPOSE OF CURRENT AND ANTICIPATED CIVIL LITIGATION".

While in Vancouver, the contact for the review team will be C/Supt. Al Macintyre, Operations Officer, LMD District. He may be contacted at (604) 502-6915 or on cellular (604) 317-9057. In addition, we have identified two Senior NCOs who will be able to assist Insp. Williams. We would suggest that flight arrangements can best be facilitated using Abbotsford Airport. Police transport will be provided for the use of the external review team when in British Columbia.

Given the time constraints we face, it is requested that the external review team provide me with a preliminary report by October 15<sup>th</sup>, 2002.

Thanks for your assistance in this matter.

Yours truly,



Beverley A. Busson  
Deputy Commissioner - Pacific Region and  
Commanding Officer  
"E" Division

657 West 37<sup>th</sup> Avenue  
Vancouver, BC  
V5Z 1K6





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Canada

Commanding  
Officer

Commandant  
divisionnaire

September 13, 2002

D/Commr. Beverley A. Busson  
Deputy Commissioner - Pacific Region  
and Commanding Officer "E" Division  
657 West 37<sup>th</sup> Ave.  
Vancouver, BC V5Z 1K6

Dear D/Commr. Busson:

**Re: Joesbury vs Her Majesty The Queen**  
**(Project: EVENHANDED)**  
**Request For Assistance - External Review**


Your correspondence of September 11, 2002 refers.

Insp. Bob Williams, OIC MCU (North) and S/Sgt. Kevin Simmill, MCU (North), will be responsible for this review. They plan to commence the review September 16, 2002 and anticipate it will take approximately two weeks to complete. A report will be provided to you by October 15, 2002 which will address the issues outlined in your letter. Insp. Williams has been in consultation with your managers and arrangements have been made.

Upon completion of this phase, we will be better positioned to discuss any further requirements.

I trust this is satisfactory and look forward to continued cooperation between our respective Divisions.

Yours truly,

  
W.M. Sweeney, A/Commr.  
Commanding Officer "K" Division

11140 - 109 Street  
Edmonton, AB T5G 2T4

cc: Supt. Ed Spaans - O.C. North, St. Albert  
Insp. Bob Williams, OIC MCU (North)

Canada

GB/ckl

PA  
cmr



**CONTINUATION  
REPORT****RAPPORT DE  
CONTINUATION**OCCURRENCE NO. - N° D'INCIDENT  
Y-A.  
2002K-8527

RE - OBJET:

**JOESBURY VS. HER MAJESTY THE QUEEN (PROJECT EVENHANDED)  
ASSIST "E" DIVISION - EXTERNAL REVIEW**

DATE	TIME HEURE	ACTION TAKEN - MESURES PRISES
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02.10.22  
(Tuesday)                      Worked on PICKTON Report.

02.10.23  
(Wednesday)                      Worked on PICKTON Report. Missing Person policy received from "E" Division - Sgt. Don SMITH. This is 1993 policy that was in place at the time. Also received a copy of the new draft policy which has not been "approved" as yet.

Checked with Jolene LEWIS - "E" Div. Forms & Directives. She advised that there was no further policy between 1993 - 2002.

02.10.24  
(Thursday)                      Worked on PICKTON Report.

02.11.04  
(Monday)                      Worked on PICKTON Report.

02.11.05  
(Tuesday)                      PICKTON Report completed and finalized. The report includes 3 binders and a 27 page report. A copy of the report is being placed on the master file with a list of the appendices that were included.

The report was forwarded this date to C/Supt. Al MacINTYRE, "E" Division, via Purolator Courier with a covering memo from Insp. WILLIAMS.

A duplicate copy of the report and 3 binders remain with this file. The report was classified as Protected "B".

SUI. In the event "E" Div. has any questions for clarification.

D.D. 03.01.30

<input checked="" type="checkbox"/> Concluded Enquête terminée	Date Complainant Notified Date d'avis au plaignant	SUI E.C.E.	D.D. - D.A.	SUPERVISOR SUPERVISEUR	<input type="checkbox"/> Consulted Consulté	<input type="checkbox"/> Attended Sur les lieux	<input type="checkbox"/> Advised Avisé
Investigator Name & Reg. No. - Nom et matr. de l'enquêteur (K.W. SIMMILL) S/Sgt.		Date 02.11.06	Signature		Date		
COPIES TO - COPIES À				Other - Autre			
<input type="checkbox"/> H.Q. D.G.	<input type="checkbox"/> Div.	<input type="checkbox"/> C.I.S. S.F.J.	<input type="checkbox"/> G.I.S. S.E.G.				

Royal Canadian Mounted Police

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Gendarmes royale du Canada  
Commanding Officer  
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December 16, 2002

A/Commr. Bill Sweeney  
Commanding Officer, "K" Division

Dear A/Commr. Sweeney:

Re: Joesbury vs Her Majesty The Queen  
(Project Evenhanded)  
Request for Assistance - External Review

As you are aware, both Inspector Bob Williams and S/Sgt. Kevin Simmill of "K" Division Major Crimes Unit (North) travelled to Vancouver and completed their work on the noted file review and I now have their report in hand.

Please pass on to Insp. Williams and S/Sgt. Simmill my compliments on a job well done. They attended to this matter with strong attention to detail and have compiled a detailed assessment of the situation as we had requested. Of equal importance to us, was the timely manner in which they attended to this task. Excellent work by both members.

Thank you for your assistance in this review.


Beverley A. Busson, Deputy Commissioner  
Deputy Commissioner - Pacific Region  
& Commanding Officer, "E" Division



**OIC MAJOR CRIMES (NORTH)**

FORWARDED 03 JUL 07 is a letter of appreciation with my thanks to you and to S/Sgt. Kevin Simmill for the outstanding work that you provided on a complex file in Vancouver in December, 2002. At the outset, please accept my apologies for the tardy acknowledgement of this correspondence.

It is gratifying to receive letters of this nature recognizing the excellent and expedient work performed by both of you on the "Project Evenhanded" file. Thank you for a job well done!

  
W.M. Sweeney, A/Commr.  
C.O. "K" Division

c: P.F. #1700 (RJW)  
P.F. #32959 (KS)



**Curriculum Vitae**

**Kevin SIMMILL**  
**RCMP S/Sgt. (retired)**

**Service:** Thirty-Four and a half years service in the RCMP

**Retired:** November 2009

**Employment History:**

2009 – Present :	Part time contract employment with the RCMP (Departmental Security Section) and Alberta Serious Incident Response Team, ASIRT (South).
2003 – 2009 : S/Sgt.	Team Commander / Lead Investigator – Project KARE, an RCMP led Joint Forces Unsolved Homicide and Missing Woman's Task Force charged with investigating several deaths of high risk females.
2000 – 2003 : S/Sgt.	Operational Support NCO, Major Crimes North, Edmonton, Alberta. "K" Division Hdqts.
1999 – 2000 : S/Sgt.	NCO i/c General Investigation Section, Edmonton, Alberta. "K" Division Hdqts.
1999 (4 months) : S/Sgt.	Acting O i/c Major Crimes North, Edmonton, AB. "K" Division Hdqts.
1993 -1999 : Sgt.	NCO i/c Major Crimes North, Edmonton, AB. "K" Division Hdqts.
1990 – 1993 : Cpl.	General Investigation Section, Red Deer City, Alberta.
1987 – 1990 : Cst.	Claresholm, Alberta
1981 – 1987 : Cst.	General Investigation Section, Crimes Against Persons Unit, Edmonton, AB. "K" Division Hdqts.
1976 – 1981 : Cst.	Vauxhall, Magrath and Cardston Detachments, Alberta.
1975 – 1976 : Cst.	RCMP Training Regina, Saskatchewan.
1975 (4 months) : S/Cst.	Toronto, Ontario.

**Training and Education:*****Royal Canadian Mounted Police - Basic Police Training  
- Regina, Saskatchewan (1976)******Numerous Courses including ...***

- Introduction to Occupational Health and Safety – University of Alberta
- Incident Command System Orientation  
Division Emergency Operations Centre
- Advanced Homicide Investigative Techniques Workshop
- Major Case Management Workshop
- Evidence & Reports III Workshop
- Public and Police Officer Safety Course
- Interactive Leadership
- Forensic Interviewing
- Investigation of Sudden Death for Police & Medical Investigators
- RCMP Office Support System Computer Training
- SARP (Firearms Training) Users Course
- Serial Crime and Major Case Investigations
- Senior Police Administration
- Major Case Management
- Criminal Intelligence Analysis Course
- Criminal Conspiracy Course
- Interviewing and Interrogation Techniques
- Death Investigation "A View from the Scene"
- CPR and First Aid (Refresher)
- Police Supervisors Course
- Radar Operator's Course
- Basic Theory and Operation of the Breathalyzer
- Athabasca University - Administrative Principles in Management
- Alberta Transportation of Dangerous Goods
- Forensic Pathology and Sudden Death Investigation
- Instructional Techniques
- Criminal Conspiracy
- Basic Surveillance Techniques
- Athabasca University - Interpersonal Communications in Management
- Junior Constables Course #42