



OFFICE OF THE INFORMATION
AND PRIVACY COMMISSIONER
NEWFOUNDLAND AND LABRADOR

REPORT P-2009-002

December 21, 2009

Town of Steady Brook

Summary:

During the period of 6 June 2008 to 27 June 2008 the Office of the Information and Privacy Commissioner received three Privacy Complaints under the *Access to Information and Protection of Privacy Act* ("ATIPPA") from four (4) separate individuals regarding the Town of Steady Brook (the "Town"). Each Complainant stated that their personal information had been disclosed in a report prepared by the Department of Municipal Affairs ("Municipal Affairs") with respect to the operational activities of the Town (the "Operational Review Report"). Eight copies of the Operational Review Report were hand-delivered by Municipal Affairs to the Town Manager with the instruction that the copies were only to be provided to the Town Manager, Town Councillors, and the Town Office Assistant (the "Original Distribution"). A letter which accompanied each copy of the Operational Review Report confirmed this limited distribution and requested that any additional copies be requested through the ATIPPA. Subsequent to the Original Distribution, members of the public and the media indicated or inferred to other members of the public that they had received or seen copies of the Operational Review Report (the "Additional Distribution"). Each of the Complainants has alleged that their personal information was contained in the Operational Review Report and, therefore, was not adequately protected pursuant to section 36; was improperly used pursuant to section 38; and was improperly disclosed pursuant to section 39 as a result of the Additional Distribution. Certain of the Complainants have also cited section 33(2) (information regarding collection of personal information) and section 72 (offence). It is the belief of the Complainants that the Additional Distribution must have been made by a person or persons who received the Operational Review Report as part of the Original Distribution.

The Commissioner did not make any findings against Municipal Affairs as the Complaints were made against the Town alone. The Commissioner did, however,

make a few comments pertaining to Municipal Affairs as this was necessary to thoroughly complete this Report. The Commissioner found that the Town had properly collected the Complainants' personal information in Town records. The Commissioner also found that this personal information was used in the Operational Review Report in accordance with the *ATIPPA* and the *Municipal Affairs Act*. The Commissioner further found that this personal information was disclosed in accordance with the *ATIPPA* by the Town to Municipal Affairs. The Commissioner also found that the creation of the Operational Review Report was permitted by legislation, but the inclusion of some Town information may have been unnecessary to achieve the purposes of Municipal Affairs. Beyond these findings, the Commissioner did accept that on a balance of probabilities it was likely that the Additional Distribution occurred, but could not identify by whom the Additional Distribution was carried out. The Commissioner felt it was equally possible that the contents of the Operational Review Report were discussed verbally with persons outside the Original Distribution and that this resulted in the disclosure of information upon which the media and public statements were based. Again, the Commissioner could not identify who would have made these statements. Without further information the Commissioner was unable to determine with certainty whether any of the disclosure from the Additional Distribution was made in accordance with the *ATIPPA*; however, it is likely that there was a breach of section 39 based upon the content of the Operational Review Report.

The Commissioner determined on a balance of probabilities that the *ATIPPA* was breached; however, the Commissioner could not identify the source of the breach and could not comment as to whether an offence may have occurred. The Commissioner made recommendations only in respect of the need and importance of privacy training within public bodies.

Statutes Cited:

Access to Information and Protection of Privacy Act, S.N.L. 2002 c. A-1.1, as amended, ss. 2(o), 32(c), 33(1)(b), 36, 38(1)(a), 39(a),(d),(f),(h), and (r), 39(2), 40(b), 53, and 72; *Municipal Affairs Act*, S.N.L.1995 c. M-20.1, s. 4(1), 4(4), and 4(5).

Authorities Cited:

Newfoundland and Labrador OIPC Reports 2006-014, 2007-003, 2009-002.

I BACKGROUND

[1] During the period of 21 January 2008 and 4 February 2008 the Department of Municipal Affairs (“Municipal Affairs”) conducted an investigation of the Town of Steady Brook (the “Town” (please note that any reference to the Town as an entity in this Report is a reference to the corporate entity described as a “local government body” in section 2(j) of the *ATIPPA* rather than to individual employees or members of council)) in respect of issues that had been identified by councillors and administrative staff as the cause of operational difficulties. The investigation consisted of a review of the Town’s records as well as interviews with the Town administrative staff and all Town Councillors.

[2] Following the investigation, Municipal Affairs prepared a report outlining its findings entitled “Report of an Investigation into the Operational Activity of the Town of Steady Brook,” dated 17 March 2008 (the “Operational Review Report”). The body of the Operational Review Report is 25 pages in length and is followed by 14 lettered appendices and eight numbered appendices totalling 226 pages. The appendices contain copies of Town records including:

- letters between Municipal Affairs, Town councillors and administrative staff of the Town;
- Town council meeting minutes;
- information regarding property permits and property development information submitted to the Town;
- development permits submitted to the Town;
- emails between the Town and individuals within Municipal Affairs and others in respect of property within the Town;
- emails regarding Town business;
- invoices regarding receipt of Town services and tax receipts;
- poll tax information including names and amounts;
- expense forms of the Town and its employees;
- information regarding the salary and payment arrangements of individuals working for the Town;
- disclosure statements of the Town and its employees;

- an explanation of on-going issues within the Town;
- information regarding individuals' employment status and history with the Town; and
- legal documents.

[3] With a small number of exceptions, personal information in the Operational Review Report had not been severed or de-identified.

[4] Following the completion of the Operational Review Report, on 7 April 2008 eight copies were hand-delivered to the Town Manager by Municipal Affairs with instruction that each Town Councillor was to receive a copy, and the remaining two copies were to be distributed to the Town Manager and Office Assistant (the "Original Distribution"). A letter accompanied each copy of the Operational Review Report which stated that the Operational Review Report was being "made available to [the Town Manager] and each member of the Council" and that any additional copies were to be requested in accordance with the *ATIPPA*.

[5] Around 9 May 2008 at least one media report made reference to the existence, format and contents of the Operational Review Report. Although certain media outlets had made applications for access to the Operational Review Report in accordance with the *ATIPPA*, certain Complainants have indicated that specific members of the media were provided with unsevered copies of the Operational Review Report outside of those requests. Also, certain Complainants have indicated that specific residents had received copies of the Operational Review Report (collectively the "Additional Distribution").

[6] Between 6 June 2008 and 27 June 2008 this Office received three Privacy Complaints in respect of the Town and the Operational Review Report. The Complainants stated that as a result of the Additional Distribution, their personal information has not been adequately protected, has been improperly used and has been improperly disclosed contrary to sections 36, 38 and 39 respectively of the *ATIPPA*.

[7] The Complainants brought their Complaints against the Town and suggested that the Additional Distribution of the Operational Review Report had to have been carried out by the Town or a member or members of the Original Distribution.

[8] As part of our investigation this Office requested information from the Town; however, it was also necessary to obtain information from Municipal Affairs given its involvement, albeit indirect, in this matter.

II DISCUSSION

[9] There are eight issues to be determined in this investigation:

Collection/Use of Personal Information

- [1] Was the information in the Town records properly collected by the Town?
- [2] Was the Complainants' personal information used by Municipal Affairs in the Operational Review Report?
- [3] If so, was that use authorized by the *ATIPPA*?

Disclosure of Personal Information

- [4] Was the provision of the information contained in the Town records to Municipal Affairs a disclosure of personal information by the Town?
- [5] Was the provision of the Operational Review Report to the Town by Municipal Affairs a disclosure of that information?
- [6] Did the Additional Distribution occur?
- [7] If disclosure was found to have occurred was that disclosure made in accordance with the *ATIPPA*?

Protection of Personal Information

- [8] Was the Complainants' personal information protected by reasonable security arrangements?

Collection/Use of Personal Information

[1] Was the information in the Town records properly collected by the Town?

[10] The relevant portions of sections 32, 33 and 39 of the *ATIPPA* state:

32. No personal information may be collected by or for a public body unless

[...]

(c) that information relates directly to and is necessary for an operating program or activity of the public body.

33. (1) A public body shall collect personal information directly from the individual the information is about unless

[...]

(b) the information may be disclosed to the public body under sections 39 to 42 ; or

[...]

39. (1) A public body may disclose personal information only

(a) in accordance with Parts II and III;

[...]

(d) for the purpose of complying with an Act or regulation of, or with a treaty, arrangement or agreement made under an Act or regulation of the province or Canada ;

[...]

(f) to an officer or employee of the public body or to a minister, where the information is necessary for the performance of the duties of, or for the protection of the health or safety of, the officer, employee or minister;

[...]

(h) *for the purpose of enforcing a legal right the government of the province or a public body has against a person;*

[...]

(r) *in accordance with an Act of the province or Canada that authorizes or requires the disclosure; or*

[...]

[11] In respect of the collection of information by the Town, the Town records contained information which relate to the operations of the Town. The information in the Town records was either generated by the Town or was required to be submitted by individuals to the Town for purposes relating directly to Town activities and operations. I am satisfied that the direct collection of information by the Town was proper pursuant to section 32(c) of the *ATIPPA*.

[12] Any information which was not collected directly from the relevant individual was authorized by section 33(1)(b) and, in turn, the following provisions of section 39:

- 39(1)(a), in respect of the information contained in, for example, expense forms and information regarding the salary and payment arrangements of individuals. Certain information of this nature could be disclosed pursuant to section 30(2)(f) which allows for the disclosure of information about a third party's position, functions, or remuneration as an officer, employee or member of a public body;
- 39(1)(d) and (r), in respect of the information contained in, for example, Town Council meeting minutes, tax information and information regarding property and development permits. Certain information of this nature is required by statute in order for the Town to operate;
- 39(1)(f), in respect of the information contained in, for example, invoices regarding receipt of Town services and tax receipts and poll tax information; and
- 39(1)(h), in respect of legal documents;

[13] As a result, the indirect collection of information by the Town was authorized by the *ATIPPA*.

[2] Was the Complainants' personal information used by Municipal Affairs in the Operational Review Report?

[14] Section 2(o) of the *ATIPPA* defines "personal information" as follows:

- (o) *"personal information" means recorded information about an identifiable individual, including*
 - (i) *the individual's name, address or telephone number,*
 - (ii) *the individual's race, national or ethnic origin, colour, or religious or political beliefs or associations,*
 - (iii) *the individual's age, sex, sexual orientation, marital status or family status,*
 - (iv) *an identifying number, symbol or other particular assigned to the individual,*
 - (v) *the individual's fingerprints, blood type or inheritable characteristics,*
 - (vi) *information about the individual's health care status or history, including a physical or mental disability,*
 - (vi) *information about the individual's educational, financial, criminal or employment status or history,*
 - (viii) *the opinions of a person about the individual, and*
 - (ix) *the individual's personal views or opinions;*

[15] The Town records included in the appendices of the Operational Review Report contain names, addresses, information about individuals' financial and employment status and history, the opinions of individuals about other individuals, individuals' personal views or opinions, and identifying numbers or other particulars assigned to individuals. Certain of this information relates directly to and is about the Complainants. I find that this information constitutes the personal information of the Complainants. I note also that the appendices of the Operational Review Report contain the personal information of other

individuals, none of whom have filed complaints with this Office. Additionally, the body of the Operational Review Report also contains the personal information of certain of the Complainants.

[16] The Complaints in this matter are about the Town and, consequently, I will not make any findings in respect of the actions of Municipal Affairs. However, the issue of the use of personal information in the Operational Review Report is integral to the Complaints and, therefore, I must examine whether the inclusion of personal information in the Operational Review Report by Municipal Affairs constitutes a use (or a disclosure to the Town) in accordance with the *ATIPPA*.

[17] In order to conduct its investigation, Municipal Affairs determined that it was necessary for it to review these documents based on the nature of the concerns raised regarding the Town's operations and procedures. The Town records were reviewed by Municipal Affairs in the Town office and copies were taken at that time with the cooperation and assistance of the Town. According to Municipal Affairs, the Town records were included with the Operational Review Report to assist in clarifying and explaining the issues and to support the positions and recommendations of the Operational Review Report. Also, Municipal Affairs has indicated that the Town records were included to ensure that those who were provided with the Operational Review Report were able to see the documentation relating to the concerns as some of those individuals may not have previously seen the records.

[18] It is clear that the Complainants' personal information was used in the Operational Review Report.

[3] If so, was that use authorized by the *ATIPPA*?

[19] Any use of personal information in the Operational Review Report was done by Municipal Affairs and not the Town and, as I mentioned above, Municipal Affairs is not the subject of this investigation. However, I do believe it is appropriate for me to make the following comments to ensure that this Report is as thorough as possible.

[20] Section 38(1)(a) of the *ATIPPA* states:

38. (1) *A public body may use personal information only*

(a) *for the purpose for which that information was obtained or compiled, or for a use consistent with that purpose as described in section 40;*

[...]

[21] Sections 4(1), 4(4) and 4(5) of the *Municipal Affairs Act*, S.N.L.1995 c. M-20.1, states:

4. (1) *Inspectors shall be appointed in the manner authorized by law, and they shall, as required by the minister, examine and inspect all books of record and account, all bank books, assessment and collection rolls and all other papers and matters belonging to a municipal authority.*

[...]

(4) *Whenever required to do so by an inspector, an officer of a municipal authority shall produce for examination and inspection all books, records, papers, documents and other property of the municipal authority in his or her possession.*

(5) *After the completion of the inspection of the books and records of a municipal authority, the inspector shall make a report on the inspection to the minister and to the municipal authority in the form prescribed by the minister.*

[22] Pursuant to section 38(1)(a) of the *ATIPPA* the use of personal information must be for the purpose for which that information was obtained or for a use which is consistent with that purpose in accordance with section 40. Section 40(b) makes a use consistent where such use is necessary to perform a statutory duty of the public body:

40. *A use of personal information is consistent under section 38 or 39 with the purposes for which the information was obtained or compiled where the use*

[...]

(b) *is necessary for performing the statutory duties of, or for operating a legally authorized program of, the public body that uses or discloses the information.*

[23] Section 4(4) of the *Municipal Affairs Act* makes the provision of documents by the Town to Municipal Affairs a statutory duty of the Town. Furthermore, section 4(5) of the *Municipal Affairs Act*

makes mandatory the creation of a report based on those documents. Therefore, I have determined that the use of this information by Municipal Affairs is consistent with the *ATIPPA*.

Disclosure of Personal Information

[4] Was the provision of the information contained in the Town records to Municipal Affairs a disclosure of personal information by the Town?

[24] In Report 2007-003 and Report 2009-002, both my predecessor and I discussed the issue of what constitutes “disclosure.” In Report 2007-003, my predecessor stated at paragraphs 136-137:

[136][...] Black’s Law Dictionary, Eighth Edition, defines disclosure as:

1. The act or process of making known something that was previously unknown; a revelation of facts...2. The mandatory divulging of information to a litigation opponent according to procedural rules...

[Emphasis Added]

[25] The Town records contained information known only to certain members of the Town and those to whom the information related. Municipal Affairs sought this information to assist, clarify and explain the issues which needed examination. Consequently, the Town records revealed to Municipal Affairs information which was not previously known to Municipal Affairs and, therefore, personal information was disclosed to Municipal Affairs.

[5] Was the provision of the Operational Review Report to the Town by Municipal Affairs a disclosure of that information?

[26] The above definition of “disclosure” is equally applicable.

[27] Municipal Affairs provided copies of the Operational Review Report to the Town containing the personal information of the Complainants. Municipal Affairs has indicated that it was possible that certain persons involved in the Original Distribution may not have had previous access to the information

contained in the provided Town records. Therefore, it is indeed possible that information in those records was previously unknown to certain recipients despite the fact that the Town was the entity from which the information was obtained. This brings me to section 39(2). While section 39(1)(d) and (r) of the *ATIPPA* permits the disclosure of information where same is permitted or required by another piece of legislation, such as the *Municipal Affairs Act*, section 39(2) limits that disclosure to the minimum amount necessary to achieve the relevant purpose. Consequently, while the creation of the Operational Review Report is permitted by legislation, it is not clear to me that the inclusion of the Town records was necessary to achieve the purpose(s) of Municipal Affairs. I am not prepared to comment further in this Report on this matter or, as mentioned above, to make any findings in respect of Municipal Affairs.

[6] Did the Additional Distribution occur?

[28] This Office contacted and spoke with members of the media and the public who allegedly received or reviewed copies of the Operational Review Report to attempt to determine if, in fact, they received or reviewed copies and who may have facilitated this. This Office also inquired whether the Town released copies of the Operational Review Report and to whom. The Town has stated in response to this investigation that it did not release information related to the Operational Review Report, nor did the Town pass a motion to allow for the release of the Operational Review Report.

[29] Certain members of the media and residents have stated to this Office and to the Complainants that they received a copy of the Operational Review Report; however, they have also claimed that there were no appendices attached or that there was no personal information included with those copies. Those members of the media and residents who have admitted to receiving a copy of the Operational Review Report have claimed that the copy was provided anonymously to the recipient's place of employment in the case of media, or home in the case of the public. Efforts by this Office to obtain or review the copy of the Operational Review Report held by these persons have failed. While this Office does have the ability to enter premises to examine and copy records under section 53 of the *ATIPPA*, this ability does not extend beyond the premises of **public bodies**. The other relevant members of the media with whom this Office has had contact have denied receiving a copy of the Operational Review Report and claim that any news stories on the subject were done on the basis of other evidence. Other members of the public

whom we have contacted have denied receiving a copy of the Operational Review Report but claim that they have heard rumours that the Operational Review Report was in circulation.

[30] Attempts by this Office to obtain additional information from those individuals have not produced any further evidence or results. No one has come forward to admit to circulating the Operational Review Report.

[31] Without the further cooperation of those persons who allegedly received a copy of the Operational Review Report, it is difficult for this Office to make any certain determinations regarding the Additional Distribution other than to say that it appears to have taken place.

[32] When the Operational Review Report was provided to the Town by Municipal Affairs, it was made clear that the copies were intended for certain recipients only: the Town Councillors, the Town Manager and the Town Office Assistant. Municipal Affairs provided only enough copies to be circulated to those persons. Each of the intended recipients received his/her copy of the Operational Review Report. Consequently, any additional copies would have to have been made from one of those eight copies. As the Additional Distribution did not occur until after the Original Distribution had taken place, it is very likely that any subsequent copying would have to have been carried out from one of the eight copies of the Original Distribution.

[33] On the balance of probabilities, based on the evidence presented (i.e. the knowledge of the existence, format, and contents of the Operational Review Report by persons outside of the Original Distribution) it is likely that the Operational Review Report was disclosed to persons outside the Original Distribution (i.e. that the Additional Distribution did occur.) However, I cannot identify the source of the Additional Distribution. It also is possible that no additional copies were disclosed, but instead the information could have been disclosed through person(s) discussing the contents of the Operational Review Report with others and in this manner the contents of the Operational Review Report became known to the media and the public.

[7] If disclosure was found to have occurred, was that disclosure made in accordance with the *ATIPPA*?

[34] In respect of the disclosure of information from the Town to Municipal Affairs, sections 39(1)(d) and (r) permit the disclosure of information where same is permitted or required by another piece of legislation. Based on section 4(4) of the *Municipalities Act*, the Town was permitted to disclose the information in the Town records to Municipal Affairs and this disclosure was therefore made in accordance with the *ATIPPA*.

[35] In respect of the provision of the Operational Review Report to the Town by Municipal Affairs, as I mentioned in paragraph 27, I am not prepared to make any findings.

[36] In respect of the Additional Distribution, clearly the Complainants' personal information was contained in the Operational Review Report and the Complainants did not provide their consent to the disclosure of same. A general review of the Operational Review Report reveals that certain, but not all, personal information in the Operational Review Report could likely be disclosed under section 39. However, without reviewing the additional copies it is not possible for me to determine what specific personal information was disclosed and, therefore, I cannot be certain whether any of this disclosure was made in accordance with the *ATIPPA*.

Protection of Personal Information

[8] Was the Complainants' personal information protected by reasonable security arrangements?

[37] Section 36 of the *ATIPPA* states:

36. The head of a public body shall protect personal information by making reasonable security arrangements against such risks as unauthorized access, collection, use, disclosure or disposal.

[38] As mentioned above, the disclosure of information by the Town to Municipal Affairs was required by statute and, therefore, this disclosure was not the result of inadequate security arrangements. In respect of the Additional Distribution, the Town has stated that it did not carry out the Additional Distribution. There is no reason to delve any further into this issue as any security arrangements put in place by the Town would likely be focused on preventing unintentional disclosures and the Additional Distribution was likely an intentional action.

[39] The Complainants also asked that I consider whether an offence has been committed under section 72. Section 72 states:

72. A person who wilfully

- (a) discloses personal information contrary to Part IV;*
- (b) makes a false statement to, or misleads or attempts to mislead the commissioner or another person performing duties or exercising powers under this Act;*
- (c) obstructs the commissioner or another person performing duties or exercising powers under this Act; or*
- (d) destroys a record or erases information in a record that is subject to this Act with the intent to evade a request for access to records,*

is guilty of an offence and liable, on summary conviction, to a fine of not more than \$5,000 or to imprisonment for a term not exceeding 6 months, or to both.

[40] In respect of section 39, I have concluded that, on a balance of probabilities, section 39 of the *ATIPPA* was likely intentionally breached; however, I am unable to identify the individual(s) who committed this violation. Section 72 can only be applied to a "person". There is nothing in the evidence which indicates that the Town as a public body committed the Additional Distribution and it appears unlikely that this occurred. Furthermore, as discussed in Report 2006-014, public bodies and "persons" have different meanings under the *ATIPPA* and the Town itself cannot be found to have committed an offence. Regardless, my powers as Commissioner in respect of the commission of an offence are limited by section 56(4) of the *ATIPPA* and only extend as far as to permit me to disclose to the Attorney

General information relating to the commission of an offence where I have reason to believe an offence has been committed. I am not able to make a determination or impose the penalties under section 72. At most I make a determination of whether I reasonably believe that an offence has been committed. As a result, without knowing the individual(s) who carried out the Additional Distribution, I cannot make a finding as to whether it is reasonable to believe that an offence under section 72 has been committed.

[41] I wish to make a few general comments which do not apply directly to any other issue in this matter, but nonetheless require mention in this Report.

[42] First, the majority of personal information was contained in the appendices of the Operational Review Report. As a result, it may be possible that had Municipal Affairs not included the Town records with the Operational Review Report, certain of the within Complaints would not have been filed.

[43] Second, when using or disclosing personal information public bodies should give great consideration to the amount of personal information which is actually required to carry out the purpose(s) which the public body is attempting to achieve. If it is possible to carry out those purposes with the use and disclosure of little or no personal information then public bodies should make every effort to act in this manner in accordance with the *ATIPPA*.

III CONCLUSION

[44] I have reached the following conclusions based on the results of the investigation of my Office:

- (a) The personal information contained in the Town records did include the Complainants' personal information; however, the collection, use and disclosure of that information by the Town were done in accordance with the *ATIPPA* and the *Municipal Affairs Act*. In respect of the provision of the Operational Review Report to the Town by Municipal Affairs it is possible that certain members of the Original Distribution had not previously viewed the Town Records which were included with the Operational Review Report. Therefore, while the creation of the Operational Review Report is permitted by legislation

and Town records were necessary for its creation, it may be that the inclusion of unsevered Town records with the Operational Review Report was unnecessary to achieve the purpose of Municipal Affairs.

- (b) On a balance of probabilities, it appears likely that that the Operational Review Report was disclosed to persons outside the Original Distribution (i.e. it is likely that the Additional Distribution did occur.) However, the source of the Additional Distribution cannot be identified. The evidence presented by the Town, which I accept, is that the Additional Distribution was not carried out as an official action of the Town and, therefore, must have been carried out by individuals who I cannot identify, whether they are employees or members of council, or others who may have accessed the Operational Review Report through contact or association with these people with or without their consent. Without reviewing the additional copies I am unable to determine the extent of personal information which was disclosed and it cannot be determined whether any of the disclosure was contrary to the *ATIPPA*.
- (c) The divulgence of information from the Town to Municipal Affairs was required by statute and, therefore, this disclosure was not the result of inadequate security arrangements. There is no evidence to indicate that the Town did not adequately protect the Complainants' personal information. The Additional Distribution was likely intentional and reasonable security measures would not have prevented or deterred the Additional Distribution without further education, training and understanding of the purpose of those arrangements and the purpose of the *ATIPPA*

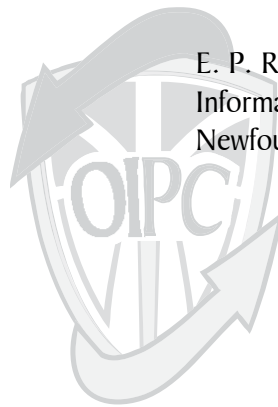
IV RECOMMENDATIONS

[45] For those reasons set out above and based on the egregious nature of the likely breach I recommend that the Town undertake further privacy training so that its employees and the members of council can appreciate and understand the importance of the protection of privacy and the seriousness, significance

and gravity of privacy breaches. The action which gave rise to these complaints appears to have been intentional and may have been prevented had the individual(s) involved had a better appreciation of privacy under the ATIPPA.

[46] The Town is requested to please respond to this recommendation within 30 days of receiving this Report.

[47] Dated at St. John's, in the Province of Newfoundland and Labrador, this 21st day of December, 2009.



E. P. Ring
Information and Privacy Commissioner
Newfoundland and Labrador