

## 2005 Member Recognition Awards

Each year a limited number of CAs are recognized by the Council for their outstanding service to, and on behalf of, the profession. Congratulations to this year's recipients!

### The 50 Year Club

Members of the 50 Year Club are CAs who have been members in good standing with the Manitoba Institute for 50 consecutive years.

See page 2 for a list of the newest members.

### The Early Achievement Award

This award recognizes CAs who, within the first ten years of passing the UFE, show commitment and excellence in professional, community or other volunteer involvement.

- Kimberley J. Metcalfe, CA  
*Senior Manager*  
*Deloitte & Touche LLP*
- Andrew B. Stibbard, CA  
*Manager*  
*PricewaterhouseCoopers LLP*

### The Community Service Award

This award recognizes CAs for their outstanding contributions to community service or to volunteer organizations.

- William D. Bodman, CA  
*Governor/Treasurer*  
*Thomas Sill Foundation Inc.*
- Julie M.L. Bubnick, CA  
*Sole Practitioner*  
*Julie Bubnick, Chartered Accountant*
- Raymond A. Cadieux, FCA  
*Sole Practitioner*  
*Raymond A. Cadieux, Chartered Accountant*

- Gary J. Julius, CA  
*Sole Practitioner*  
*Gary Julius, Chartered Accountant*
- Robert S. Kowalchuk, CA  
*Senior Manager*  
*KPMG LLP*

### The FCA Designation

FCAs are elected by Council in recognition of their outstanding service to the profession, career achievements, or achievements in the community which have brought honour to the profession.

- Heather L. Clarke, FCA  
*Director, Advanced Financial Planning*  
*Investors Group*
- Larry H. Frostiak, FCA  
*Partner*  
*Frostick & Leslie Chartered Accountants Inc.*
- Bruce W.J. Jack, FCA  
*Partner*  
*Deloitte & Touche LLP*

### The Lifetime Achievement Award

This award recognizes CAs who, through their entire career have rendered sustained distinction in service to the profession, a career, or community achievement which have brought honour to the profession.

- Donald H. Penny, FCA  
*Co-founder*  
*Meyers Norris Penny LLP*

### Award Presentation

The presentation of the awards and FCA certificates will be made at the Member Recognition Dinner on November 3, 2005. Buy your tickets today!

## Job Postings Now Available on ICAM Website

Manitoba CAs can now browse Employment Opportunities on the Institute's website at [www.icam.mb.ca](http://www.icam.mb.ca).

"I believe that members will find it very useful," said Institute CEO Gary Hannaford. "The local service was missed when we stopped publishing Professional Opportunities and moved job advertisements to CA Source."

"While CA Source provides a valuable national service, there was a gap in the local market and having employment opportunities posted on our site seemed to have filled that gap," he added.

To see opportunities currently posted, go to [www.icam.mb.ca](http://www.icam.mb.ca) and click on Employment Services from the top menu. Then select Employment Opportunities from the left-hand menu bar.

Four week postings are \$100 (+GST) for members and \$150 (+GST) for non-members. For more information or to post your ad on the Institute's website, contact Tanya Beck at [tbeck@icam.mb.ca](mailto:tbeck@icam.mb.ca) or 942-8248 ext. 215.

# The Quality Control Standards *Is Your Practice Prepared?*

If you are a CA practicing as a sole proprietor or a partner in a small- to medium-sized firm that is not registered with the Canadian Public Accountability Board (CPAB), December 1, 2005 is a critical date for your practice.

December 1, 2005 is the date two new standards on quality control relating to audits and other assurance engagements become effective.

These standards respond to demands from the public and regulators for high quality audits and other assurance engagements. Their main emphasis is the requirement of documentation to

clearly illustrate compliance with the provisions on quality control.

It is important to note that the new standards complement the rules of professional conduct related to independence implemented in Canada and internationally and do not impose additional requirements beyond those of the rules of professional conduct.

The two separate standards reflect the fact that quality control needs to be addressed at two levels - the firm level and the engagement level.

The firm standard - General Standards of Quality Control for Firms Performing Assurance Engagements (GSF-QC) - addresses the public

accounting firm's responsibility for establishing a system of quality control.

The effective date for the firm standard is December 1, 2005 and GSF-QC requires that the firm's documented system of quality control be in place on that date.

The engagement standard - Quality Control Procedures for Assurance

Engagements (CICA Handbook, Assurance Section 5030) - addresses the practitioner's responsibilities in the performance of an individual assurance engagement and will apply to assurance engagements with respect to periods commencing on or after December 1, 2005.

To facilitate implementation of these standards, the CICA has produced a Quality Assurance Manual which contains detailed guidance, forms, templates and checklists that practitioners can readily adapt to their own circumstances.

In addition, the Institute is offering a one day workshop to educate and guide practitioners through the process of complying with the new standards.

This interactive workshop, which is being held in Winnipeg on various dates in October (see page 7), will be an invaluable tool for practitioners as they implement these new standards in the upcoming months.

**Public accounting firms must have a documented system of quality control in place by December 1, 2005.**

## 50 Year Club

This year, we are pleased to welcome those who joined the Institute in 1955 to the 50 Year Club.

Dennis Anderson, FCA  
*Calgary, AB*

Charles Curtis, FCA  
*Winnipeg, MB*

Ad Hamel, CA  
*Calgary, AB*

Robert Hammond, CA  
*Winnipeg, MB*

Tom Hendry, FCA  
*Toronto, ON*

Gerald Kalef, FCA  
*Winnipeg, MB*

William May, CA  
*Winnipeg, MB*

Allan W. Moore, CA  
*Richmond, BC*

Richard Parsons, CA  
*Winnipeg, MB*

Gordon Rowan, CA  
*Langley, BC*

Thomas Rubel, CA  
*Winnipeg, MB*

Bruce Smith, CA  
*Aurora, ON*

Peter Spratt, CA  
*Winnipeg, MB*

William Taylor, CA  
*Winnipeg, MB*

Irving Vrooman, CA  
*Winnipeg, MB*

## Institute Office Hours

The Institute has returned to the regular office hours of 8:30 a.m. to 5:00 p.m.

The office will be closed on the following days:

- October 10
- November 11
- December 26 - 30

**The 2005-06 PD Catalogue is now on-line at  
[www.icam.mb.ca](http://www.icam.mb.ca)  
Seminars start September 29th - register today!**

# Coming This October - MB Check-Up 2005

The results of the Institute's 2005 edition of *MB Check-Up*, our fourth report evaluating the province as a place to live, work and invest, will be "hitting the newsstands" this October.

To see how we measure up against our neighbours, Manitoba's results are compared with those of BC, Alberta, Saskatchewan, Ontario, and the national average.

To keep our findings timely and relevant, we made the following changes to the 2005 edition of *MB Check-Up*:

- data is evaluated over the 1999-2004 and 2003-04 periods

- some indicators in Live and Invest were replaced with new ones, bringing a new dimension to the evaluation

- the inclusion of a much more detailed analysis of a particularly relevant indicator or one that has shown significant change in each of the Live, Work and Invest sections

The Institute compiles and releases the report to increase the awareness and relevance of the profession, helping to demonstrate that CAs do much more than tax and audit and have an impor-

tant role to play in the public policy arena of the province.

Your copy of the *MB Check-Up* 2005 will be coming soon. Watch for updates on the Institute's website at [www.icam.mb.ca](http://www.icam.mb.ca).

If you:

- know a group that would like a presentation on *MB Check-Up*
- are interested as acting as a media contact for the 2005 report
- want more information on *MB Check-Up*

contact Tanya Beck at 204-942-8248/1-888-942-8248 or email [tbeck@icam.mb.ca](mailto:tbeck@icam.mb.ca).

## How you can use *MB Check-Up*:

1. Give a copy of the report to your clients.
2. Send a copy of the report to prospective clients.
3. Use the information when advising clients on the investment climate in Manitoba.
4. Place copies of the report in your office lobby or waiting area.
5. Link to *MB Check-Up* on your website.
6. Write about it in your firm's newsletter.

## New Practice Advisor Appointed

Institute CEO Gary Hanford is pleased to announce the appointment of Kathryn K. Zaplitny, CA, as the new Director of Members' Services/Practice Advisor. She replaces Bob Delaney, who retired in December.

Formerly a manager with PricewaterhouseCoopers (PwC), Kathy handled a portfolio of over 40 assurance clients of various sizes including companies within the insurance industry, public utility sector, manufacturing industry and not-for-profit industry.

While in the PwC Bermuda office she managed the global assurance services for a significant public client with operations throughout the United States, Canada, Europe, Asia and Australia and is very familiar with the requirements of the Sarbanes-Oxley legislation in the U.S.

Kathy will be responsible for conducting, on a cyclical basis, practice reviews of the more than 200 CA firms in Manitoba. Her public company experience will be particularly helpful in



Kathryn K. Zaplitny, CA  
Director of Members' Services/Practice Advisor

working with the Canadian Public Accountability Board on the practice inspections of public company auditors in Manitoba.

Kathy's extensive experience with organizations of various sizes representing a broad range of industries will help her meet the needs of practitioners seeking assistance with assurance, accounting and business issues.

In addition, Kathy will be responsible for the practice advisory and other member services programs offered to members by the Institute. Among them, of course, is the Institute's professional development program.

Kathy graduated from the University of Manitoba with a BComm in 1995 where she placed on the Dean's Honour Roll. She was the Manitoba Institute's silver medalist on the 1997 UFE and placed 14<sup>th</sup> in Canada. Kathy became a member of the Institute in early 1998 after completing her period of experience with the Winnipeg office of PwC.

# 2005 Business Connections Conference

The 2005 Business Connections Conference, a joint effort of the Institute and CMA Manitoba, takes place on October 28 & 29 at The Winnipeg Convention Centre.

## CONFERENCE KEYNOTE ADDRESSES

### AND PLENARY SESSIONS:

- "Capitalizing on Venture Capital" - William (Bill) E. Watchorn, FCA, President & CEO, ENSIS Management
- "Living in Balance to Achieve Success" - Polly Craik, President & CEO, Fineline Solutions
- "Building a Brain Compatible Organization" - Lise Chowdhury, World Area Human Resources Leader, Monsanto Canada Inc.
- "Economic Outlook - Re-inventing Winnipeg - On the Road to a World Class City" - Dave Angus, President & CEO, Winnipeg Chamber of Commerce.
- "Entrepreneurship - Luck or Hard Work" - John McFerran, Ph.D., Founder & COO of People First HR Services Inc.

### Other session topics include:

- tax planning
- relationship management
- marketing
- project management
- human capital planning
- accounting standards
- strategy mapping
- board liability
- emotional intelligence
- privacy legislation
- leadership
- ethics

11.5 hours of PD are available to delegates for full-conference registration. 5.25 hours of professional development can be reported for Friday's sessions and 7.5 hours can be reported for those who attend the Friday and Saturday Keynote Sessions.

### Volunteer for FREE PD!!

We are currently seeking a limited number of CA volunteers to help at the conference. Those who volunteer for

two and one-half hours or more will receive one complementary conference registration which includes the Friday and Saturday evening events. Positions will be assigned on a first come, first served basis.

### Get your company noticed - donate door prizes!

If you would like to donate a door prize in the \$40 range, we will include your company in the conference program. Please include your business card with the item.

For more information relating to door prizes and volunteer positions, please contact Andrea Czinkota at [aczinkota@cma-canada.org](mailto:aczinkota@cma-canada.org) or (204) 987-4563.

Expand your continuous learning and networking opportunities - register today!

See the brochure included with this mailing for full conference details and registration information or go to the Professional Development area of our website at [www.icam.mb.ca](http://www.icam.mb.ca).

## Penny Receives Order of Canada

Donald H. Penny, FCA, is one of four Manitobans recently selected by outgoing Governor General Adrienne Clarkson to become a member of the Order of Canada.

Don received his CA in 1963, his FCA in 1984 and is a co-founder of Meyers Norris Penny LLP. He joined MNP in 1962 and was CEO of the firm from 1977-1998.

Committed to the profession, Don has served as President/Chair of both the Manitoba Institute and the CICA's Board of Governors and has been active on numerous committees at both the provincial and national levels.

Don is also currently active on many



Donald H. Penny, FCA

boards, including: Manitoba Telecom Services, Intrigna Communications Ltd., Winnipeg Stock Exchange, Fort Garry Brewing Co. Ltd., Jazz Golf Equipment Inc., and TruServ Canada.

Active in his community, Don has dedicated his time and efforts to the Brandon Economic Development Board, Brandon Chamber of Commerce, YMCA, Brandon Minor Hockey and many other organizations.

The Order of Canada was established in 1967 and is our country's highest civilian honour.

Don was also elected by Council to be this year's recipient of the Lifetime Achievement Award.

## Next CFP Exam Date

The next scheduled CFP Examination is being held November 19, 2005. Registration closes October 19, 2005.

The examination application package may be obtained by calling Marie Kostiuk at the Institute at 942-8248.

Examination information and applications are also available at [www.cfp-ca.org](http://www.cfp-ca.org).

# Fall 2005 PD Program

Seminar outlines and registration forms for the Fall PD Program are now accessible on our website at [www.icam.mb.ca](http://www.icam.mb.ca).

Printed copies of the PD Catalogue are available to those who request them directly from the Institute. You can call 942-8248/1-888-942-8248 or email [icam@icam.mb.ca](mailto:icam@icam.mb.ca) to request your copy.

## Over 50 Seminars to Choose From!

This year's program offers over 50 seminars in a variety of learning formats covering current topics in accounting and assurance, corporate and financial management, information technology and taxation. Some of the new seminars to be held this fall are:

- Quality Control Standards Workshop
- Effective Use of Analytical Procedures
- Getting the Bank to Say "Yes"
- Strategic Management and Planning
- Practical Management Skills
- Retaining Your Best Employees
- Trends in Corporate Financial Planning - Beyond Traditional Budgeting
- Technology for CAs - Don't Get Left Behind

## Passports On Sale Now! Buy Early and Save!

Purchase your passports online using e-series (select events) or print a PDF version of the Passport Application Form from the website [www.icam.mb.ca](http://www.icam.mb.ca), select Professional Development, then Passports) and return it to the Institute offices.

### The Personal Passport

- offers the convenience and flexibility of 5 full seminar days.
- member price - \$825 plus GST (\$875 plus GST after October 15, 2005)
- non-member price - \$975 plus GST (\$1,025 plus GST after October 15, 2005)

### The Corporate Passport

- allows you or others in your organization to attend 9 full seminar days
- \$1,850 plus GST (\$1,950 plus GST after October 15, 2005)

**Courses begin September 29th!**  
**Register today at [www.icam.mb.ca](http://www.icam.mb.ca).**

***See the insert included with this mailing for a list of seminars by date.***

## NEWS of MEMBERS

### Welcome to New Members

#### ■ Admitted by Affiliation

Lynn Rita MITCHELSON  
Cindy Lee SCHIMKE

#### ■ Admitted by Examination

Ian Leonard CLEGG  
Kenneth Harold KUSTRA

### Resigned in Good Standing

*In most cases, members who resign no longer reside in Manitoba and hold membership in another provincial institute.*

Jonnathon Blair KNIPPEL  
Member 1995  
(Residing in Saskatoon, SK)

John Alexander LEITCH  
Member 1982  
(Residing in London, ON)

Geoffrey David MCINTYRE  
Member 1995  
(Residing in Kelowna, BC)

Matthew Gregory Joseph  
MICHALCHUK  
Member 1980  
(Residing in Calgary, AB)

Frederick Richard PEDERSEN  
Member 1976  
(Residing in North Delta, BC)

## *In Memoriam*

We record with regret the passing of:

Harvey James JOHNSON  
(Member 1954)  
Passed Away July 4, 2005



# Here and There With Members

*(Unless otherwise noted, members are resident in Winnipeg.)*

ARASON, Cade A. (2000) formerly with Deloitte & Touche LLP is now Project Manager-Internal Control with Cangene Corporation.

BRAKEL, Robert S. (2000) previously with BDO Dunwoody LLP is now Assistant Controller with Gerdau Ameristeel in Selkirk.

CAMPBELL, Lori D. (2003) recently accepted the position of Assistant Manager of Corporate Finance with Great-West Life Assurance.

CASCISA, Todd M. (2000) is now Manager, Corporate Tax, with James Richardson International Limited.

DERKSEN, Timothy R.K. (1997) formerly with the Cayman Islands Health Services Authority is now Senior Manager, Financial Advisory Services Department, with Deloitte & Touche in Georgetown, Grand Cayman.

EINARSON, Robert J.S. (1997) previously with CWS Logistics is now Senior Audit Consultant with the University of Manitoba, Audit Services.

FIELDING, Benjamin J.C. (2005) has transferred with Deloitte & Touche to Georgetown, Grand Cayman, and accepted the position of Senior Accountant, Assurance & Advisory Services.

FORSYTH, Bradley S. (1992) has transferred from San Antonio, Texas, with Standard Aero to the position of Vice President Finance.

GAROFOLI, Antonio (2004) formerly with Hemenway Silver is now Controller with Aura Group of Companies & Passion Beauty Supply.

GELLATLY, Alan M. (1991) has left PricewaterhouseCoopers LLP to accept the position of Director, Internal Audit, with MTS Allstream.

GIRARDIN, Darrell D. (2004) previously with PricewaterhouseCoopers LLP is now Senior Financial Reporting Analyst with Great-West Life Assurance Company.

GRIER, Terri M. (2003) transferred with Deloitte & Touche to Georgetown, Grand Cayman, to the position of Assistant Manager, Assurance & Advisory Services.

GUTHRIE, John W. (2003) formerly with Deloitte & Touche LLP is now with Meyers Norris Penny LLP in Brandon.

HOLLISTER, Tanya L. (2004) has transferred with Deloitte & Touche to Georgetown, Grand Cayman, and accepted the position of Senior Accountant, Assurance & Advisory Services.

KLASSEN, Cheryl J. (2001) is now Senior Corporate Tax Auditor with Alberta Finance.

LADYMAN, Shannon T. (2002) is now Manager of Corporate Accounting with Air Canada.

LEWIS, Sherry D. (2003) formerly with KPMG, Georgetown in Grand Cayman, is now Senior Analyst of Enterprise Risk Management with MTS.

LOUSTEL, Mary Jane (1991) is now Chief Executive Officer with Women's Enterprise Centre of Manitoba.

MCCAW, Kevin A. (1987) was recently appointed Executive

Vice-President, Chief Operating Officer, with Atlas-Graham Industries Company Ltd.

PERKIN, Heather A. (2003) previously with Meyers Norris Penny LLP in Brandon is now Manager, Portfolio Reporting, with GWL Realty Advisors Inc.

RUTHERFORD, Michelle D. (2003) has transferred to the Brandon office of Meyers Norris Penny LLP.

SIEMENS, Crystal G. (2005) formerly with KPMG LLP is now with BDO Dunwoody LLP in Morden.

TERWIN, Adam S. (2004) previously with Deloitte & Touche LLP has accepted the position of Director of Integration with the Exchange Industrial Income Fund.

THIESSEN, Brendan W. (2004) formerly with Manitoba Public Insurance Corporation is now Senior Auditor with the Office of the Auditor General.

YONDA, Andrew W. (1992) is now with HSBC Securities Services in Hamilton, Bermuda.

ZAPLITNY, Kathryn K. (1998) has accepted the position of Director of Members Services/Practice Advisor with The Institute of Chartered Accountants of Manitoba.

## Speciality Register

The following member was entered in the Institute's speciality register and is entitled to use the specialist designation.

Barry G. Horan, CA•CIA

# Firm Changes

Frostiak & Leslie Chartered Accountants Inc. received approval to operate a part-time office in South Junction.

C. Soholt (1999) was given approval to operate a part-time office under his name **Carl Soholt, Chartered Accountant**.

The Membership Committee approved the request for the corporate name **John Orisko Chartered Accountant Inc.**

## NEW!

### Quality Control Standards Workshop

The Institute is offering a one day workshop to educate and guide sole practitioners and partners through the process to comply with General Standards for Firms (GSF-QC) and Section 5030 - Quality Control Procedures for Assurance Engagements.

The seminar is designed to:

- provide guidance on creating a Quality Control Manual (QCM)
- provide sample manuals for reference
- reduce the time commitment required to produce a QCM

Seminar Dates:

- October 5 (for partnerships)
- October 6 (for sole practitioners)
- October 7 (for partnerships)
- October 21 (for sole practitioners and multiple partner firms)

**Register Now!**

All workshops are being held in Winnipeg. Space is limited - register today at [www.icam.mb.ca](http://www.icam.mb.ca).

## Disciplinary Notice

On June 20, 2005 a member pleaded guilty to two charges of professional misconduct brought before the Discipline Committee of The Institute of Chartered Accountants of Manitoba.

The member was the partner in charge of an engagement to review the financial statements for a ten year period of a private closely-held company operating as a customs broker. During the review of the Year 10 financial statements, staff under the supervision of the member discovered a substantial discrepancy of approximately \$200,000 between the recorded amount of duty payable and the cheque that was issued subsequent to year end to remit the duty payable to Canada Customs and Revenue Agency.

While following up this discrepancy, it was noted that the duty payable account included misstatements made by the client that resulted in understatements of a similar magnitude since at least Year 8. During the course of completing the review engagements for Year 8 and Year 9, the substantial understatements of the liability were not identified, resulting in material misstatements in the financial statements which were issued for those years.

The first charge addressed a breach of Rule 206 of the Rules of Professional Conduct, involving the member's failure to perform professional services in accordance with generally accepted standards of the profession in the performance of the review of the Year 8 financial statements. Specifically, the charge stated that the member, or staff under the member's supervision, had failed or neglected:

- (a) to discover a misstatement in the duty payable account in the approximate amount of \$210,000, and
- (b) to make the necessary inquiries to obtain satisfactory support for the completeness or reasonableness of the duty payable account or to

complete satisfactory analysis or comparison of the duty payable account to obtain better information with respect to the true balance of the account.

The second charge addressed a similar breach of Rule 206 of the Rules of Professional Conduct, involving the member's failure to perform professional services in accordance with generally accepted standards of the profession in the performance of the review of the Year 9 financial statements. Specifically, the charge stated that the member or staff under the member's supervision had failed or neglected

- (a) to discover a misstatement in the duty payable account in the approximate amount of \$193,000, and
- (b) to make the necessary inquiries to obtain satisfactory support for the completeness or reasonableness of the duty payable account or to complete satisfactory analysis or comparison of the duty payable account to obtain better information with respect to the true balance of the account, including a failure to adequately investigate a disbursement made from the duty payable account to Canada Customs and Revenue Agency at or near the end of Year 9.

The Discipline Committee found the member guilty of professional misconduct with respect to both charges. The Discipline Committee accepted the joint submission from legal counsel for the Professional Conduct Committee and legal counsel for the member and ordered

- (a) the member to pay a fine in the amount of \$5,000, and
- (b) publication of the details of the charge and its disposition in Folio, without any reference to the member by name.

# Specifications for Canadian Cheques Amended

The Canadian payments Association (CPA) has amended the new specification for cheques published in January 2005 to include the option of using the International Organization for Standardization (ISO) date format, serving as a third option for the date format on cheques.

The new specifications, as outlined in the CPA's Standard 006, part A, require that field indicators be printed below the date to identify which format is being used.

To facilitate the use of bilingual cheques by organizations wishing to do so, amendments have also been made to Standard 006 to accommodate the option of bilingual date field indicators for the ISO format.

The new specifications for cheques

were developed in preparation for Canada's move to cheque imaging. They will ensure that high-quality cheque images can be captured by financial institutions for clearing purposes and enhance processing efficiency.

Under the new specifications, all cheques used by customers of financial institutions operating in Canada will require some changes.

**All Canadian cheques should conform with the new specification as outlined in CPA Standard 006, Part A by December 31, 2006.**

An overview of the changes made to the cheque specifications as well as an updated version of Standard 006, Part A reflecting the amendments made to the date format is available on the CPA website at [www.cdnpay.ca](http://www.cdnpay.ca).

## MISSION STATEMENT

The mission of The Institute of Chartered Accountants of Manitoba is to continue:

- to be the leading professional accounting organization in Manitoba;
- to protect the public interest; and
- to provide exceptional services and programs which members value.

## Telephone Extensions & E-mail Addresses for Institute Staff Members

Gary Hannaford, FCA	Chief Executive Officer	201	<a href="mailto:ghannaford@icam.mb.ca">ghannaford@icam.mb.ca</a>
Kathy Zaplitny, CA	Director of Members' Services/Practice Advisor	202	<a href="mailto:kzaplitny@icam.mb.ca">kzaplitny@icam.mb.ca</a>
Shirley Sommer, CA	Registrar & Director of Standards Enforcement	212	<a href="mailto:ssommer@icam.mb.ca">ssommer@icam.mb.ca</a>
Dianne Laidler, CMA	Director of Administration	207	<a href="mailto:dlaidler@icam.mb.ca">dlaidler@icam.mb.ca</a>
Tanya Beck	Manager of Communications	215	<a href="mailto:tbeck@icam.mb.ca">tbeck@icam.mb.ca</a>
Darlene Kochanski	Secretary	213	<a href="mailto:dkochanski@icam.mb.ca">dkochanski@icam.mb.ca</a>
Marie Kostiuk	PD Coordinator	210	<a href="mailto:mkostiuk@icam.mb.ca">mkostiuk@icam.mb.ca</a>
Kimberly Leung	Assistant Registrar & Accounting Assistant	219	<a href="mailto:kleung@icam.mb.ca">kleung@icam.mb.ca</a>
Michelle Marion	Receptionist	200	<a href="mailto:mmarion@icam.mb.ca">mmarion@icam.mb.ca</a>

## Coming Events 2005 - 2006

**Uniform Evaluation**  
September 13-15

**Member Recognition Dinner**  
The Fairmont  
Thursday, November 3

**Annual Volleyball Tournament**  
St. Boniface College  
Saturday, November 5  
9 a.m. - 4 p.m.

**UFE Results Release**  
Friday, November 25

**Annual Basketball Tournament**  
St. Boniface College  
Saturday, January 28, 2006  
9 a.m. - 4 p.m.

**Annual Convocation Dinner & Dance**  
The Fairmont  
Saturday, February 4, 2006  
Convocation Ceremony 1 p.m.  
Reception 6 p.m.  
Dinner 6:45 p.m.

**Annual ICAM Curling Bonspiel**  
Grain Exchange Curling Club  
Saturday, March 4, 2006  
12 noon - 7 p.m. (Approx.)

**Annual D. Eric Mitchell Hockey Tournament**  
Dakota Community Centre  
Saturday, April 22, 2006  
9 a.m. - 6 p.m. (Approx.)



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