



Town of Newmarket  
395 Mulock Drive P.O. Box 328,  
Newmarket, Ontario, L3Y 4X7

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## **Accountability and Transparency Measures 2024 Information Report**

Report Number: INFO-2025-11

Department(s): Legislative Services , Legal and Procurement Services

Author(s): Sarah Niezen, Records and Project Coordinator

Distribution Date: July 18, 2025

In accordance with the Procedure By-law, any member of Council may make a request to the Town Clerk that this Report be placed on an upcoming Committee of the Whole agenda for discussion.

### **Purpose**

This report provides an update for matters relating to the Ombudsman, Integrity Commissioner, Closed Meetings and Freedom of Information requests for 2024; and all delegated matters carried out by staff in accordance with Delegation of Authority By-law 2016-17 for 2024.

### **Background**

Legislation surrounding municipal accountability and transparency includes a range of oversight and reporting requirements. Sections 223.1 through 223.24 of the Municipal Act, 2001 set out several accountability and transparency measures municipalities are required to follow, and Section 239 provides various exceptions to the open meetings rules which allow Council to hold a meeting that is closed to the public. Combined with other legislation, such as the Municipal Freedom of Information and Protection of Privacy Act, these measures provide a framework to ensure consistency and transparency in municipal processes.

1. **The Customer Complaints Policy** provides processes for the Town to address complaints related to services delivered by the Town.
2. **The Provincial Ombudsman** reviews complaints that are escalated by a complainant for services provided by the municipality. The Provincial Ombudsman also provides closed meeting investigations in the event of a complaint regarding a closed meeting of Council.

3. **The Integrity Commissioner** is an independent officer who reviews complaints of Council and Committee member conduct. The Integrity Commissioner also provides advice, education, and training to Council and Committees.
4. **The Freedom of Information** process under the Municipal Freedom of Information and Protection of Privacy Act allows members of the public to request copies of Town records, thereby increasing transparency. In addition to the Freedom of Information process, the Town's [Routine Disclosure Policy](#) allows staff to disclose certain types of records to the public without going through the formal legislated process.
5. **The Delegation By-law 2016-17, as amended** delegates authority to staff to carry out certain actions on behalf of Council. The delegation by-law allows for operational efficiency and effective customer service.

This is an annual report coordinated by Legislative Services of information gathered from across the corporation on these accountability and transparency measures. Previous information reports are available on the [website](#) and listed under each respective year.

## Discussion

### Complaint Policy

The Manager of Corporate Customer Service continues to provide guidance to departments and assist in de-escalation of various issues. Matters continue to be referred to the Manager for review and to manage frequent or challenging complainants. In 2024, one concern was reviewed by the Town's Complaint Review Committee as per step 3 of the [Customer Complaint Policy](#). After thorough review, the Complaint Committee upheld the actions taken by the Town and referred the complainant to the Ombudsman should they wish to pursue their complaint further.

### Ombudsman

There were no formal investigations by the Ombudsman in 2024.

### Closed Meeting Investigator

In 2024, the Town held 14 Closed Meetings and there were no closed meeting investigations. Notice of all meetings was provided by public posting meeting agendas at [www.newmarket.ca/meetings](http://www.newmarket.ca/meetings) which outlined the general topic and corresponding exception from Section 239 of the Municipal Act.

### Integrity Commissioner

There were no Code of Conduct complaints received by the Integrity Commissioner in 2024.

## **Freedom of Information Requests**

In addition to the summary below, **Attachment 1** provides statistics and summary information on FOI requests filed with the Town for 2024.

- 58 FOI requests received.
- Average response time: 26 days

Two decisions were appealed to the Information and Privacy Commissioner. One was successfully mediated; the second matter is still ongoing.

## **Delegation of Authority**

In 2023, this reporting function was transferred to Legislative Services to include with the annual Accountability and Transparency Report. All matters carried out by staff pursuant to Delegation By-law 2016-17 in 2024 are summarized in **Attachment 2**.

Matters that have received separate Council approval are not included in this report. Procurement matters are reported to Council separately in accordance with the Procurement By-law.

## **Consultation**

The Manager of Corporate Customer Service, Financial Services and Legal and Procurement Services Departments were consulted on this report.

## **Conclusion**

Staff continues to be proactive in disclosing information and in finding ways to enhance transparency in relation to records, information and decision making.

## **Council Priority Association**

This report aligns with the following Council Priority: Customer-First Way of Life

## **Human Resource Considerations**

None.

## **Budget Impact**

None.

## **Attachments**

**Attachment 1** – FOI Statistics for 2024

**Attachment 2** – Summary of Delegated Matters 2024

## **Approval for Distribution**

Kiran Saini, Manager, Legislative Services/Deputy Clerk

Lisa Lyons, Director, Legislative Services/Town Clerk

Esther Armchuk, Commissioner of Corporate Services

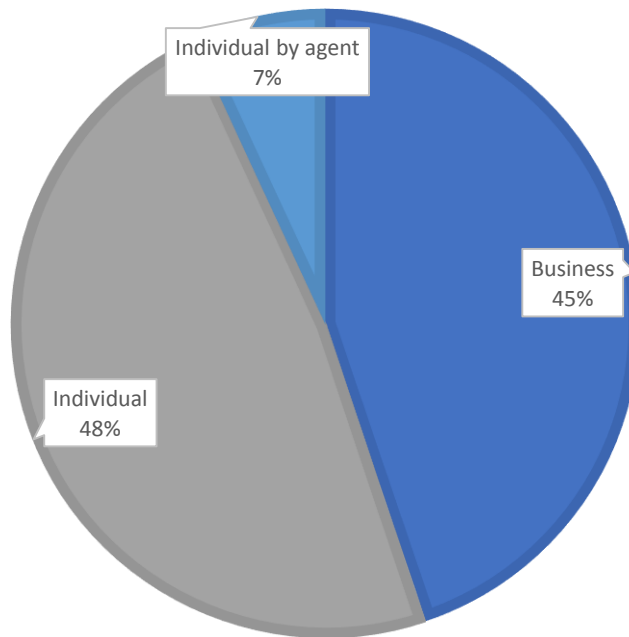
## **Report Contact**

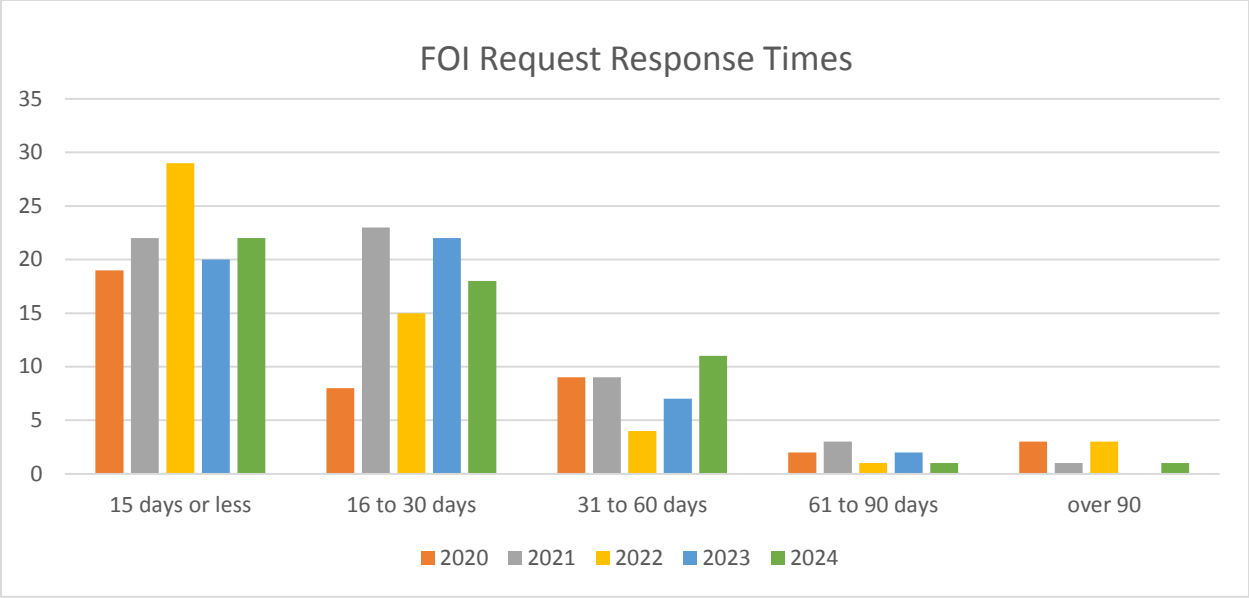
For more information regarding this report, please contact [info@newmarket.ca](mailto:info@newmarket.ca)

## Attachment 1 – FOI Statistics for 2024

	2019	2020	2021	2022	2023	2024
January	2	5	4	7	3	3
February	4	4	3	2	3	6
March	8	3	4	9	3	5
April	6	0	4	3	3	3
May	3	2	10	6	4	7
June	3	5	7	5	7	4
July	4	2	3	6	6	5
August	3	6	8	2	8	1
September	1	5	4	3	3	8
October	3	3	4	2	6	4
November	6	4	4	4	2	5
December	0	5	3	5	6	7
<b>Total</b>	<b>43</b>	<b>44</b>	<b>58</b>	<b>54</b>	<b>54</b>	<b>58</b>

REQUESTS RECEIVED BY SOURCE - 2024





## Corporate Services

### Legal and Procurement Services

Type of Document	Date	Parties	Property (address)
Permission to Enter	January 5, 2024	Brass Inc., Newmarket Tay Power Distribution Ltd.	Cedar Street
Acknowledgement and Direction to amend Based on Court order	February 26, 2024		Lot 18, 19 Lydia St PL 85
Easement Transfer	March 27, 2024	David Bianchi	Ontario Street
Encroachment Agreement	May 6, 2024	Wheeler	423 Penn Ave
Authorization and Direction	July 30, 2024	Chaitons LLP	
Discharge of Charge	July 30, 2024	Land registry office	Condominium Plan 1543,
Landlord waiver	May 7, 2024	Bar locale Inc	500 Water Street
Sale of Land	October 18, 2024	5018206 Ontario Inc.	Parts 1, 2, 3, 4 and 5 on 65R41069 (Portion of 352 Doug Duncan Drive, Newmarket)
Transfer Easement to Town	October 18, 2024	5018206 Ontario Inc.	Part 1 and 5 on 65R41069 (Maintain Storm Sewers)
Encroachment Agreement	October 18, 2024	5018206 Ontario Inc.	247 Main St, 352 Doug Duncan - Public Artwork
Access Agreement	November 21, 2024	Lake Simcoe Region Conservation Authority	100 Eagle St, Rain Gardens
Access Agreement	November 6, 2024	Criterion Development Corporation	Sanitary Sewer Extension
License Access Agreement	October 10, 2024	Black and McDonald Ltd.	Doug Duncan Dr construction staging
Acknowledgement and Direction	December 11, 2024	Goldman, Sloan, Nash & Haber LLP,	Pt Lt 91, Conc. 1(K)WYS, Designated as Pt 1 on Plan 65R-41160

**Legislative Services**

<b>Type of Document</b>	<b>Date</b>	<b>Parties</b>	<b>Property (address)</b>
Automated Speed Enforcement, Administrative Penalty Agreement,	February 9, 2024	Ministry of Transportation	Access to Information
Film Permit	May 12, 2024	Stept Canada	Ringwell Drive
Film Permit	August 16, 2024	MWW Enterprises	Farmer's Market (Doug Duncan Dr.)
Film Permit	September 23, 2024	Gen V Idaho Productions LTD.	Main St.
Hearing Officer Agreement	January 29, 2024	Vladimir Nikitin	Hearing Officer Services Contract
Hearing Officer Agreement	January 29, 2024	Graeme Turl	Hearing Officer Services Contract
Hearing Officer Agreement	January 29, 2024	Karen Landry	Hearing Officer Services Contract
Hearing Officer Agreement	January 30, 2024	Ben Drory, ADR Chambers Incorporated	Hearing Officer Services Contract
Hearing Officer Agreement	January 30, 2024	Ooma W. Ramroop,	Hearing Officer Services Contract
Hearing Officer Agreement	January 31, 2024	Emile Ramlochan, ERK Dispute Resolution Services	Hearing Officer Services Contract
Hearing Officer Agreement	January 31, 2024	Kimberly Parish, KP Mediations Services Inc,	Hearing Officer Services Contract
Hearing Officer Agreement	January 31, 2024	Paul Dray, Paul Dray Legal Services Professional Corporation	Hearing Officer Services Contract
Hearing Officer Agreement	May 1, 2024	Kelly Gravelle	Hearing Officer Services Contract
Liquor Licence	January 16, 2024	Ice Lounge on Main	roadway Main St S.
Liquor Licence	February 3, 2024	King Winterskål Fundraiser for Stronach Regional Cancer Centre at Southlake Hospital	Lions Park
Liquor Licence	February 22, 2024	Goblets & Goblins	17766 Leslie St.
Liquor Licence	March 5, 2024	Northern heat Rib Series	17600 Yonge St.
Liquor Licence	May 3, 2024	North Newmarket Lions	200 Doug Duncan
Liquor Licence	May 24, 2024	Angelic Touch Boutique	18075 Leslie St. Unit 12



Schedule "A"  
Summary of Delegated Matters – 2024  
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Type of Document	Date	Parties	Property (address)
Liquor Licence	July 2, 2024	Postmark Hotel	180 Main St S
Liquor Licence	August 7, 2024	Vibe Bar & Hookah Lounge	32 Main St S
Memorandum of Understanding	December 22, 2023	Aurora, East Gwillimbury, Georgina, Newmarket	Animal Shelter Services
Noise Exemption	January 28 - 31, 2024	Brass Inc,	Cedar St construction
Noise Exemption	May 6 -12, 2024	Campbell Amusements	Ray Twinney Recreation Complex
Noise Exemption	May 31, 2024	Relay for Life	Sacred Heart Catholic School
Noise Exemption	June 1, 2024	YouthSpeak (HOOPS Event)	Mulock Courts, Sawmill Valley,
Noise Exemption	June 9, 2024	Canadian Mental Health Association, (Mental Health in Motion)	Ray Twinney Recreation Complex
Noise Exemption	July 17, 2024	Maystar General Contractors Inc (concrete pour)	16945 Bayview Ave
Noise Exemption	June 21 - 22, 2024	Community Craft Beer Festival	520 Water St (Fairy Lake)
Noise Exemption	July 20, 2024	Irsa Events (Persian Celebration)	200 Doug Duncan Dr
Noise Exemption	August 20, 2024	Maystar General Contractors Inc (concrete pour)	16945 Bayview Ave
Noise Exemption	September 21, 2024	Crossland Church (5k Run/Walk)	Environmental Park
Private Parking Agreements	February 27, 2024	Armstrong Security	30 Prospect Dr
Private Parking Agreements	March 5, 2024	Authorized Parking Only	1- 67 Caribou Valley Trail
Private Parking Agreements	March 5, 2024	Authorized Parking Only	542-580 Tugwell Place 565-670 Macnab Gate
Private Parking Agreements	March 5, 2024	Authorized Parking Only	Tapestry Lane / Skye Court
Private Parking Agreements	January 8, 2024	Fernbrook Core	615 Davis Dr.
Private Parking Agreements	June 12, 2024	Flexpoint Security	540 Davis Dr

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Type of Document	Date	Parties	Property (address)
Private Parking Agreements	January 10, 2024	JTB Management Group	Caradonna Cres
Private Parking Agreements	March 15, 2024	Synergy Protection Group Inc	Brandy Lane Way
Private Parking Agreements	March 20, 2024	Tavco Realty Holdings	16655 Yonge St
Private Parking Agreements	February 27, 2024	TC Corp	641 Davis Dr.
Sign Variance	25-Jul-24	Edo Japan (mobile signs)	18040 YONGE ST

### Finance

Type of Document	
Cheques under 100K	904
Cheques over 100K	12
Direct Deposit over 100 K	165
Direct Deposit under 100K	3537
Visa Transactions Over 100K	0
Visa Transactions Under 100K	12363

### Community Services

Type of Document	Date	Parties	Property (address)
Public Art	February 21, 2024	Georgia Dickie	
Sponsorship Agreement	April 12, 2024	TD	Music Series
Agreement to rental renewal	December 20, 2023	2484121 Ontario Inc.	451 Botsford St. Parking Space
Tenant's Estoppel Certificate	May 15, 2024	2484121 Ontario Inc.	451 Botsford St. Parking Space
Service Agreement	September 13, 2024	Ashtow Technology Group LLC (CourtReserve)	50 Bennington Rd, (Software for reserving courts)
Lease Extension Agreement	August 31, 2024	2268190 Ontario Limited	Magna Centre

## Development & Infrastructure Services

### Engineering Services

Type of Document	Date	Parties	Property (address)
Stormwater Management Inspection and Maintenance Services	January 2, 2024	LSRCA	N/A

### Public Works Services

Type of Document	Date	Parties	Property (address)
Battery Supply Agreement	April 13, 2024	Environmental 360 Solutions Ltd	battery recycling program
Locate Protocol	September 13, 2024	Montgomery Industrial Services	
Road Closure (3)	January 12 <sup>th</sup> , 2024	Mayor's New Year Levee (TON – Mayors Office)	Timothy St. between Doug Duncan Dr. & Cedar St.
Road Closure (2)	February 18 <sup>th</sup> , 2024	Snow Removal Lift (TON – PWS Roads)	Main St. – Water St. to Park Ave.
Road Closure (3)	February 21 <sup>st</sup> – February 26 <sup>th</sup> , 2024	Ice Lounge (TON – Rec. – Special Events)	Main St. – Water St. to Park Ave.
Road Closure (2)	April 26 <sup>th</sup> , 2024	Queen St. Bridge (On Track Safety)	Queen St. Bridge
Road Closure (3)	April 28 <sup>th</sup> , 2024	Run for Southlake (Nature's Emporium Run for Southlake)	Davis Dr., from Lorne Ave to Leslie St. – local closure for all adjacent streets the entire length of closure
Road Closure (3)	May 4 <sup>th</sup> – October 26 <sup>th</sup> , 2024	Newmarket Farmer's Market (TON – Rec. – Special Events)	Timothy St. – Cedar St. to Doug Duncan Dr.
Road Closure (3)	May 11 <sup>th</sup> , 2024	Newmarket Baseball Assn. Annual Parade (Newmarket Baseball Assn.)	Timothy St. – Doug Duncan Dr. to Pine St.
Road Closure (3)	May 26 <sup>th</sup> , 2024	2024 Easter Seals 10k Run & 5k Run/Walk (Easter Seals Ontario)	Timothy St. between Main St. & Prospect St, Doug Duncan Dr. between Water St. & Timothy St., Water St.

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Type of Document	Date	Parties	Property (address)
			between Main St. & Prospect St.
Road Closure (2)	May 28 <sup>th</sup> , 2024	Summer Flower Set out on Main St. (TON – Horticulture Dept.)	Main St. – Water St. to Park Ave.
Road Closure (3)	May 31 <sup>st</sup> , 2024	Night Market Event (TON – Rec. – Special Events)	Timothy St. between Doug Duncan Dr. & Cedar St.
Road Closure (3)	June 8 <sup>th</sup> , 10 <sup>th</sup> , 13 <sup>th</sup> , 18 <sup>th</sup> , 21 <sup>st</sup> & 24 <sup>th</sup> , 2024	NHL Stanley Cup Viewing Party (TON – Rec. – Special Events)	Timothy St. between Doug Duncan Dr. & Cedar St.
Road Closure (3)	June 9 <sup>th</sup> , 2024	Newmarket Car Show (Newmarket Car Club)	Main St. – Water St. to Park Ave.
Lane Share (3)	June 9 <sup>th</sup> , 2024	Canadian Mental Health Assn. Run/Walk/Cycle Fundraising Event (Canadian Mental Health Assn.)	Timothy St. from Cedar St. to Doug Duncan Dr.
Road Closure (3)	June 14 <sup>th</sup> & 15 <sup>th</sup> , 2024	York Pride Festival & Parade (York Pride)	Timothy St. from Cedar St. to Doug Duncan Dr. Main St. from Davis Dr. to Water St.
Road Closure (3)	July 1 <sup>st</sup> , 2024	Tim Hortons Canada Day (TON – Rec. – Special Events)	Main St. from Water St. to Queen St., Timothy St. from Main St. to Doug Duncan Dr., Cedar St. from Timothy St. to Doug Duncan Dr.
Road Closure (3)	July 4 <sup>th</sup> , 11 <sup>th</sup> , 18 <sup>th</sup> , 25 <sup>th</sup> , Aug. 1 <sup>st</sup> , 8 <sup>th</sup> , 15 <sup>th</sup> & 22 <sup>nd</sup> , 2024	Newmarket Music Series presented by TD (TON – Rec. – Special Events)	Timothy St. – Cedar St. to Doug Duncan Dr.
Road Closure (3)	August 29 <sup>th</sup> , 2024	Splash of Culture (TON – Rec. – Special Events)	Timothy St. – Cedar St. to Doug Duncan Dr.
Road Closure (2)	September 4 <sup>th</sup> – 6 <sup>th</sup> , 2024	Elm St. Watermain Connection (TON - Capital Works & Direct Underground Construction Ltd.)	Elm St. and Millard Ave.

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Type of Document	Date	Parties	Property (address)
Road Closure (3)	September 6 <sup>th</sup> – 8 <sup>th</sup> , 2024	New'bark'et Dog Festival (TON – Rec. – Special Events)	Church St. from Eagle St. to D'Arcy St.
Road Closure (3)	September 15 <sup>th</sup> , 2024	Terry Fox Run/Walk (Terry Fox Run Organizers)	Rolling closures
Lane Closure (3)	September 22 <sup>nd</sup> , 2024	New Roads Lake-Ride Event (New Roads Auto Group)	Rolling closures
Road Closure (2)	September - December 31 <sup>st</sup> , 2024	Elm St. Capital Works (Direct Underground Construction Ltd.)	Elm St. between Millard Ave. & Park Ave.
Lane Closure (2)	September 30 <sup>th</sup> , 2024	Daily Lane Closures (Metrolinx)	Timothy St. between Doug Duncan Dr. & Prospect St.
Road Closure (2)	October 2 <sup>nd</sup> – 3 <sup>rd</sup> , 2024	Niagara/Millard Watermain Connection (TON – Capital Works & Direct Underground Construction Ltd.)	Niagara St. & Millard Ave.
Road Closure (2)	October 28 <sup>th</sup> – 31 <sup>st</sup> , 2024	New Infrastructure Connections (Matheson Constructors)	Osler Crt.
Road Closure (3)	October 31 <sup>st</sup> , 2024	Halloween Trick or Treating Activity (TON – PWS & Mayors Office)	Timothy St. & Botsford St – from Church St. to Lorne Ave.
Road Closure (2)	November 4 <sup>th</sup> – 15 <sup>th</sup> , 2024	New Water Connection (Matheson Constructors)	Jordanray Blvd. between the East & West intersection of Menczel Cres.
Road Closure (2)	November 6 <sup>th</sup> – December 16 <sup>th</sup> , 2024	Watermain Works Capital Project (Direct Underground Construction Ltd.)	Millard Ave. from Arden Ave. to Victoria St.
Road Closure (3)	November 10 <sup>th</sup> , 2024	Remembrance Day Parade (Royal Canadian Legion – Newmarket Branch)	Rolling closures on Doug Duncan Dr. from Timothy St. to Water St., Water St. from Doug Duncan Dr. to Main St., Eagle St. from Main St. to Church

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Type of Document	Date	Parties	Property (address)
			St., Church St. to D'Arcy St.
Road Closure (3)	November 16 <sup>th</sup> , 2024	Santa Claus Parade (TON – Santa Claus Parade Committee)	Cane Pkwy/Lorne Ave., Eagle St./Water St. & Main St.
Road Closure (3)	November 15 <sup>th</sup> , 2024	Main St. Candlelight Parade and Tree Lighting (Newmarket BIA)	Main St. – Water St. to Park Ave.
Road Closure (3)	November 29 <sup>th</sup> , December 6 <sup>th</sup> , 13 <sup>th</sup> & 20 <sup>th</sup> , 2024	Frozen Friday Events (TON – Rec. – Special Events)	Timothy St. – Cedar St. to Doug Duncan Dr.
Road Closure (3)	December 31 <sup>st</sup> , 2024	First Night Event (TON – Rec. – Special Events)	Fernbank Rd. from Mulock Dr. to just North of the roundabout

**Planning & Building Services**

Type of Document	Date	Parties	Property (address)
Draft Plan Approval	March 6, 2024	Director of Planning & Building Services, Commissioner of D & I Services, Director of Engineering Services, David Fiume	Forest Green
Site Plan Agreement	March 4, 2024	Director of Planning & Building Services, Commissioner of D & I Services, Director of Engineering Services, David Fiume	Stackhouse Agreement - Recirculation
Site Plan Agreement	April 16, 2024	Director of Planning & Building Services, Commissioner of D & I Services, Director of Engineering Services, David Fiume	16715 Yonge Street - Amending Agreement

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Type of Document	Date	Parties	Property (address)
Site Plan Agreement	August 9, 2024	Director of Planning & Building Services, Commissioner of D & I Services, Director of Engineering Services, David Fiume	Harry Walker Parkway and Davis
Site Plan Agreement	November 5, 2024	Director of Planning & Building Services, Commissioner of D & I Services, Director of Engineering Services, David Fiume	700 Mulock
Site Plan Agreement	October 22, 2024	Director of Planning & Building Services, Commissioner of D & I Services, Director of Engineering Services, Andrew Duncan	1111 Davis Drive
Site Plan Agreement	July 31, 2024	Director of Planning & Building Services, Commissioner of D & I Services, Director of Engineering Services, Adam Goldstein	17645 Yonge Street
Subdivision Agreement	May 23, 2024	Director of Planning & Building Services, Rachel Prudhomme, Commissioner of D & I Services, Augusto Nalli, Tony Orsi	Landmark / Orsi Phase 5 (Enza Court)
Removal of Holding Provision (ZBL)	July 18, 2024	Director of Planning & Building Services, Lisa Lyons	17645 Yonge Street
Heritage Permit	January 8, 2024	Heritage Newmarket Advisory Committee, Cultural	245 Main St S

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Type of Document	Date	Parties	Property (address)
		Heritage Planner, Manager of Planning Services	
Heritage Permit	January 26, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	200 Main St S
Heritage Permit	February 1, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	75 Dawson Manor Blvd
Heritage Permit	March 18, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	33 Mulock Dr
Heritage Permit	April 4, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	224 Main St S
Heritage Permit	June 6, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	460 Botsford St
Heritage Permit	June 26, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	198 Main St S
Heritage Permit	August 28, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	134 Main St S



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Type of Document	Date	Parties	Property (address)
Heritage Permit	October 11, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	201 Main St S
Heritage Permit	October 17, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	217 Main St S
Heritage Permit	December 20, 2024	Heritage Newmarket Advisory Committee, Cultural Heritage Planner, Manager of Planning Services	210 Main St S
Conditional Building Permit with agreement	April 2, 2024	Chief Building Official	693 & 713 Davis Drive
Conditional Building Permit with agreement	April 8, 2024	Chief Building Official	1111 Davis Drive
Conditional Building Permit with agreement	May 28, 2024	Chief Building Official	230 Mulock Drive
Conditional Building Permit with agreement	August 1, 2024	Chief Building Official	17645 Yonge Street
Conditional Building Permit with agreement	December, 2024	Chief Building Official	17046 Yonge Street

## Central York Fire Services

Type of Document	Date	Parties	Property (address)
Data Sharing Agreement	February 1, 2024	Region of York	RMP Data (Risk Management Plans for Source Protection Areas)

## Human Resources

Type of Document	Date	Parties	Description
End User License Agreement	April 25, 2024	Cash Star online Services	Tim Horton's Gift Cards