

NAME and ADDRESS	CONSULTING SERVICES (Areas of Specialization)
Ameneshewa, Sable 2131 Fillmore Cr. Ottawa , ON K1J 6A7 613 748-0598 (H) sable.ameneshewa@rogers.com	Job/Work Description Writing
Bednarek, Paul 2177 East Acres Road Ottawa, ON K1J 9A8 613 745-8048 (H) 613 302-7220 (O) pbednarp@magma.ca <i>When online, click on the hyperlink to download resume</i>	Organization Design Job Evaluation Work Description Writing Classification Grievances Classification Policy Classification Training On-site Audits
Bent, Irwin 190 Twyford Street Ottawa , ON K1V 0V8 613 738-4609(H) 613 858-4609 (Cell) ibent@rogers.com <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Evaluation Rationales Organization Analysis and Design Classification Audit/Monitoring Classification Grievances
Berthelot, Richard 412 Oriole Lane, R.R #2 Clayton , ON K0A 1P0 613 256-1428 (H) 613 256-0642 (Fax) berthelot@storm.ca	Accredited Classification Specialist Alternative Dispute Resolution Appeals, Grievances and Mediation Certified Human Resources Professional Classification Audit/Monitoring Facilitation Human Resources Planning Job/Work Description Writing Job Evaluation and Rationales Organization Analysis and Design Restorative Justice Forum Facilitation Staffing (Certified) Staff/Labour Relations Training Design and Delivery
Boucher, Rachel 174 Primrose Ave Ottawa , ON K1R 6M6 613 235-7049 (H) 613 235-3296 (O) 233-3770 (Fax)	Organization Analysis/Design Job/Work Description Writing Job Evaluation (all standards) Classification Grievance Classification Training On-Site Audits Staffing/Competency Profile Development,

boucher33@rogers.com <i>When online, click on the hyperlink to download resume</i>	Rating Guides, Interviews, etc.
Burpee, Lew 2907 Southmore Dr. E. Gloucester , ON K1V 6Y9 613 731-9603 (H) 613 993-6366 (O) lewisburpee@sympatico.ca <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Work Analysis Classification Grievance Alternative Dispute Resolution Classification Training TBS Accreditation
Butt, Al 2000 Glenfern Ave. Ottawa , ON K1J 6G8 613 747-9909 (H) 613 991-7999 (O) ajabutt@rogers.com <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Job Evaluation Organization Analysis & Design Grievances Dispute Resolution
Carrocetto, John 945 Beaudry St. Ottawa , ON K1K 3R9 613 746-4704 (H) 613 746-5375 (Fax) jcarro@storm.ca <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Job Evaluation/Rationales Organization Analysis & Design Classification Audit Classification Grievances
Carter, Pennie 1605 Des Serins Lane Orleans , ON K1C 5C4 613 590-7510 (H) carterpenj@rogers.com	Job/Work Description Writing Job Evaluation Organization Design Staffing Training Human Resources Policies
Chambers, Dani 17 Herschel Cr. Ottawa , ON K2L 1Z7 613 592-3745 (H) 613 271-7567 (Fax) danichambers@rogers.com <i>When online, click on the hyperlink to</i>	Job/Work Description Writing Grievances, Training Job Evaluation Classification Committees Standards Design Organization Design

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Chapman, Jean-Guy 39 De L'Embellie Gatineau, QC. 819 595-3275 (H) 819 665-2004 (O) 819 595-2854 (Fax) jean-guy.chapman@sympatico.ca	Organization Design Work Description Writing Job Evaluation Classification Project Management
Charron, Robert J. 2453 Heaton Ave. Ottawa , ON K1G 1J1 613 521-1506 (H or Fax) robertjcharron@rogers.com	Accredited Classification Specialist Bilingual Services bilingues Writing/Redaction Evaluation/Evaluation Org'n Design/Conception organ'le Training/Formation Grievances/Griefs Monitoring/Verification Audit/Controle Mgt. Review/Revision de la gestion
Coburn, Dale 1932 Hall St. Ottawa , ON K1G 2A8 613 731-0658 dcoburn@storm.ca When online, click on the hyperlink to download resume	Job/Work Description Writing Job Evaluation/Rationales Pay and Benefits Classification Reviews & Grievances Staff/Labor Relations & Compensation Staffing Audit and Monitoring Harassment Complaints/Investigations
Conroy, John 1793 Woodhaven Hgts. St. Orleans , ON K1E 2W1 613 824-8842 (H & O) 613 830-3587 (Fax) johnconroy@sympatico.ca	Job/Work description Writing Job Evaluation/Rationales Organization Analysis & Design Classification Training/Tutoring Classification Grievances/Audit
Cooper, Scott 304-215 Somerset Street West Ottawa, ON 613 232-1113 (H) 613 261-0100 (O) fh717@ncf.ca	Environmental Scanning Program Evaluation Strategic Job Classification Systems Executive Coaching United Nations Job Classification Organization Development Training Programs for Job Evaluation
Crozier, Horace 1058 Blasdell Ave. Ottawa , ON K1K 0C4 613 741-7962 (H) Horace.crozier@rogers.com	Job/Work Description Writing Organization Analysis & Design Classification Grievances

Deleu, Gérard 4 rue des Villas Rosemere, QC J7A 4Y3 450 621-8206 (H) 450 621-6778 (Fax) ggerard000@sympatico.ca	Organization Design Alternative Dispute Resolution Audit
Fisher, Percy 497 Rougemount Cr. Ottawa , ON K4A 2Z7 613 841-8298 (H) 613 850-1129 (O) 613 841-7144 (Fax) percyfisher@sympatico.ca <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Organization Design and Analysis Job Evaluation Classification Grievances/Training Classification Standards Review Classification Policy Writing Facilitation
Fitzpatrick, Terry Fitzpatrick Consulting 125 Commonwealth Ave Mount Pearl , Newfoundland A1N 1X1 709 364-5396 (H) 709 364 3041 (O) 709 364-2686 (Fax) tfitzpatrick@nf.sympatico.ca	Job/Work Description Writing Job Evaluation Organization Design Classification Training and Tutoring Experience in Staff Relations, Staffing & Compensation
Fluckiger, Judy Write Words Consulting Services 611 Laverendrye Drive Gloucester , ON K1J 7C2 613 749-1655 (H) 613 742-7783 (O) 613 742-0543 (Fax) fluckger@magma.ca	Job/Work Description Writing Policies and Procedures reports and Documentation Bulletins High Level Correspondence
Frazer, Erwin Eon Consulting 3691 Albion Road, Unit 79 Ottawa, ON K1T 1P2 613 769-7924 eon.consulting@rogers.com <i>When online, click on the hyperlink to download resume</i>	Work Description Writing Facilitation/Training Strategic Analysis Project Management Evaluation Frameworks Program Evaluation & Policy Development
Glaser, Joanne	Job/Work Description Writing

Cornerstones Management Solutions 11 Kyle Avenue Ottawa , ON K2S 1G8 613 831-6936 (H) 613 836-3943 (O) 613 839-9953 (Fax) joanne@cornerstones.ca	Job Evaluation and Rationales Organizational Analysis and Design Classification Dispute Resolution
Goodman, Bob Box 522, Station B Ottawa, ON K1P 5P6 613 830-1520 x2 (O) 613 234-5092 bob.goodman@cbz.ca	Classification Competency Profile Development Project Management Harassment Investigations Organization Analysis and Design Policy Analysis and Development Training Design and Delivery Communications, Facilitation Information Technology, Staffing
Gustafsson, Suzanne 46 Bernier Terrace Kanata, ON 613 599-3400 (H) 613 769-0270 (O) sgustaf25@yahoo.ca	Organization Analysis and Design Classification & Job Evaluation Audit, Grievances & Monitoring Work Description Writing Human Resources Policies Compensation Labour Relations Training
Hackett, Jane 771 River Rd. R.R.#4 Kemptville , ON K0G 1J0 613 258-0404 (H) 613 258-0111 (Fax) hackett.consulting@webruler.com	Job/Work Description Writing Organization Analysis and Design Pay and Benefits Surveys Harassment Investigations Classification Audit & Grievances
Hayes, Helen 304 Wiffen Private Ottawa, ON K2P 1G3 613 721-4870 (H) 613 882-4870 (Cell) helenhayes@rogers.com	Competency-based Management Strategic HR Planning and Research Recruitment, Selection, Classification and Staffing Learning and Development Performance Management Organization Design and Development Job Evaluation and Compensation Assessment Research Business Analyst Project Coordinator
Hopkins , Carol 21 Midland Cr. Unit 74 Nepean , ON K2P 8P6	Organization Design Job Design & Description HR Policy & Procedures Dev. HR Management Advice

613 226-2297 (O) 613 226-2298 (Fax) 613 723-3092 (H) carolhopkins@rogers.com	HR and HRIS Audit Operational Reviews Employee & Client Surveys
Horan, Joe C. Box 22054 1670 Heron Road Ottawa , ON K1V 0W2 613 276-3311 (O) 613 260-3053 (H) joe.horan@sympatico.ca <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Organization Design Training Labour Relations Human Resource Planning Staffing
Hunt, Frank 2718 Old Montreal Road Cumberland , ON K4C 1G3 613 833-5830 (H) 613 833-1165 (F) 613 293-5831 (O) fhunt5830@rogers.com	Job/Work Description Writing Classification Services Organization Design
Jackson, Ray E. Ray Jackson Consulting 143 Carrington Drive Richmon Hill, ON L4C 7Z1 905 737-1730 ray.jackson@rogers.com	Work Description Writing
Joubert, Magda Joubert Mgt. Consulting Services (services de conseils en gestion inc.) 18 Marlborough Ave. Ottawa , ON K1N 8E7 613 565-3852 (H) 613 565-3851 (Fax) mjoubert@joubert.ca	Human Resources Services (all areas) (all disciplines)
Kaizer, Mary Helen M. H. Kaizer Consultants 1704 - 281 Mutual Street Toronto, ON M4Y 3C4 416 966-5096 (H) 416 966-4375 (Fax)	Work Description Writing Organization Design Job Evaluation

mhkaizer@sympatico.ca	
Kelly, Sharon S.A. Kelly Management Consulting 2331 River Road Manotick , ON K4M 1B4 613 521-7264 (H) 613 521-0095 (Fax) anmac@rogers.com	Job/Work Description Writing Job Classification
Kelly, Susan S.A. Kelly Management Consulting 2331 River Road Manotick, ON K4M 1B4 613 692-4344 (H) 613 238-5289 (O) 613 692-2813 (Fax) sakelly@magma.ca	Job/Work Description Writing Job Classification Organization Design
Laffoon, Carole 56 Jarlan Terrace Kanata , ON K2L 3L3 613 271-1357 (H) 613 271-9749 (O) carolelaffoon@sympatico.ca	Job/Work Description Writing Job Evaluation Organization Design Validation of New Structures Generic Work Descriptions
Layne, John 1699 Harvest Cr. Orleans , ON K1C 1V3 613 837-9774 (H) 613 864-4646 (O) jlcs@rogers.com <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Job Evaluation Classification Grievances Classification Audit/Monitoring Accreditation Mentoring
LeBlanc, Michael 18 Marlborough Street Ottawa, ON K1N 8E7 613 837-4346 melconsult@sympatico.ca	Organization Design Job Evaluation and Job Analysis Work Description Writing Classification Training and Mentoring Hay Evaluation Plan Classification Grievances
Longo, Frank 515 Todd School Rd Oxford Mills, ON K0G 1S0	Organization Analysis & Design Work Description Writing/Evaluation Human Resource Management Services

613 258-7822 (H) 613 258 9152 (Fax) 613 558-7822 (Cell) longo@storm.ca <i>When online, click on the hyperlink to download resume</i>	
Lourenco, Candida 148 Forestglade Cr. Ottawa, ON K1G 6A5 613 248-1651 (H) 613 447-1651 (O) canlouren@sympatico.ca	All Services in Classification and Organization Design/Development
Maclellan, Stacey Box 522 , Station B Ottawa , ON K1P 5P6 613 830-1520 (O) 613 234-5092 (Fax) stacey.maclellan@cbz.ca	Job/Work Description Writing Classification (all standards) Competency Profile Development Project Management Harassment Investigations Organization Analysis & Design Policy Analysis & Development Training Design & Delivery Communications, Facilitation Information Technology, Staffing Official Languages, Translations
MacNeil, Mary Alice 24 Monkland Ave. Ottawa , ON K1S 1Y9 613 233-3833 (H) ma.macneil@rogers.com	Job/Work Description Writing Organization Analysis and Design Human Resource Policy Development
McCleary, Doug 505 Antique Court Ottawa, ON K1A 2G8 613 249-8082 (H) 613 249-9374 (Fax) doug.mccleary@sympatico.ca	Organization Analysis and Design Job/Work Description Writing Classification Audit/Monitoring/Grievances Classification Policy Classification Evaluation/Rationales Staff (Labour) Relations Internal Audit/Program Reviews Financial Attestation Audits
McClymont, Alice 593 Highland Ave. Ottawa , ON K2A 2J9 613 722-9639 (H) alice.mcclymont@sympatico.ca	Job/Work Description Writing Job Evaluation Organization Design Coaching Quality Control
McDermott, Steve SJM Consulting	National Generic Work Descriptions Classification Training

207 Bank St. Suite 211 Ottawa , ON K2P 2N2 613 738-2323 (H) 613 738-7248 (Fax) 613 277-4538 (O) s.mcdermott@sympatico.ca For more information click here to visit SJM Consulting`s Website. <i>When online, click on the hyperlink to download resume</i>	On-Site Interviews Accredited Classification Officer Executive Work Descriptions (Hay) Top Secret Clearance
McLean, Alan F. 18- 100 Hillside Dr. Ottawa , ON K1K 4J4 613 749-2606 (H) 613 749-8507 (Fax) 613 749-8607 (O) alanfmclean@rogers.com	Job/Work Description Writing Organization Analysis & Design Audit & Evaluation Harassment Investigations Program Evaluation
McLachlan, Joanne 222 Queen St. Suite 400 Ottawa ON K1P 5V9 613 248-0783 (H) 613 226-4595 x8122 (O) Joanne.McLachlan@spearheadlimited.ca	Job/Work Description Writing Organization Review Executive Recruitment
Mandeville, Roger 140 Finn Ct. Ottawa , ON K1V 2C8 613 842-7643 (H or O) 1-866-495-5424 (Fax) 613 743-8711 (Cell) roger@rojofran.com <i>When online, click on the hyperlink to download resume</i>	Job Evaluation Plan Dev. Organization Design/Reengineering Job/Work Description Writing Job Evaluation; Pay Equity Comprehensive Audits Compensation Research Executive positions-Hay Plan
Martin, Robert 535 Apollo Way Orleans , ON K4A 1V8 613 837-0887 (H) martin2@rogers.com	Job/Work Description Writing Job Evaluation Organization Design Classification Grievances Staff Relations Grievances Human Resource Planning
Mills, Peter	Organization Design

45 Royal Field Cr. Nepean, ON K2J 4E2 613 513-5256 (H) petermillsottawa@hotmail.com <i>When online, click on the hyperlink to download resume</i>	Job Analysis & Evaluation Classification Grievances & Audit Accreditation Mentoring Policy Writing
Mitsou, George 981 Chaleur Way Ottawa , ON K1C 2R9 613 834-8525 (H) 613 837-9956 (Fax) 613 282-4375 (Cell) mitsou.consulting@rogers.com <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing Organization Analysis and Design Job Evaluation
Newton , Ewen 70 Park Avenue Ottawa , ON K2P 1B2 613 233-6536 ewen.newton@rogers.com <i>When online, click on the hyperlink to download resume</i>	Executive (EX) Group Descriptions and Rationales Work Description Writing Job Evaluation Organization Design
Nicholson, Rosemary 4 Impala Crescent Ottawa, ON K1V 9B8 613 521-0213 nicholsonassociates@rogers.com	Work Description Writing Job Evaluation Organization Design Compensation Pay Equity
O'Grady Judith A. 60 Royal Oak Ct. Ottawa , ON K1T 3P1 613 738-2376(H) 613 738-2662 (O) 613 738-2682(Fax) ogradyconsulting@rogers.com	Job/Work Description Writing EX/UCS Classification Services Organization Analysis and Design Grievance Resolution HR Audit; UCS Training
Ormandy, Marie 11 Rosemount Ave., Suite 400 Ottawa, Ont. K1Y 4R8 613 832-0064 (H) 613 728-2188 (O)	Job/Work Description Writing Organization Analysis and Design Competency Based Mgt/Profile Dev. Strategic Management/Planning Human Resource Policy Dev. Recruitment/Staffing

613 728-5298 (Fax) marie@mco.ca	Job Evaluation Rationales
Oulton, Art 9 Parker Ave. Nepean , ON K2G 3A5 613 225-2460 art.oulton@rogers.com	Job Evaluation Services Organization Design Problem Resolution
Paquette, Philémon 103 Westpark Dr. Ottawa , ON K1B 3G4 613 841-1458 (H) 613 841-3578 (Fax) ppaque0459@rogers.com www.paquetteconsulting.ca <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing and Evaluation (Hay & all other standards) Organization Analysis & Design Strategic Management Group Facilitation Program Evaluation Work Description Evaluation
Parayre, Richard 291 Pintail Terr. Orleans , ON K1E 1Z9 613 830-1886 (H) 613 298-9276 (Cell) rparayre@rogers.com <i>When online, click on the hyperlink to download resume</i>	Job/Work Description Writing, (Incl. Hay) Job Evaluation (Incl. Hay) Classification Training Design & Delivery Facilitation Org'l Analysis/Design/Modeling
Parent, Noel 192 Lacroix Ave. Orleans, ON K1E 1K2 613 837-7353 angela-noel@rogers.com	Organization Analysis & Design Job Evaluation Classification Monitoring Classification Policy
Patrick, Judy 31 Rue du Boisé des Muriers Cantley, Quebec 819-827-2190 jpat@videotron.ca	Classification Evaluation Classification Grievances & Monitoring Staffing Labour Relations
Pelchat, Jean-Claude 4983 Place de Boucherville Montreal, Quebec H1K 2H2 514 353 0970 (H or Fax)	Job/Work Description Writing Organizational Design and Analysis Job Evaluation Classification Training & Mentoring Classification Grievances

514 705-1737 jean-claude.pelchat@sympatico.ca	
Pincombe, Tom 100 Hawk Cr. Ottawa , ON K1V 9G7 613 733-1807 (H) 613 994-5192 (Fax) 613 994-5382 (O) tom.pincombe@acdi-cida.gc.ca	Organization Design Job Evaluation Work Description Writing Staffing
Postlethwaite, Sharon 1127 Deer Park Road Nepean, ON K2E 6G7 613 882-6519 sharon.harrigan@rogers.com	Organization Design Executive Organization & Classification Work Description Writing (EX and Non EX) Classification Monitoring Policy and Procedure Development Classification Training and Mentoring
Preston, Brian 6 Polk Crescent Portland, Ontario K0G 1V0 613 272-3129 brianpreston@hotmail.com	Work Description Writing Organization Design and Development Job Evaluation Learning and Development Staffing Labour Relations Human Resource Planning
Ranger, Vincent 578 Foxview Place Ottawa , ON K1K 4C4 613 746-2895 (H & Fax) vranger@magma.ca	Job/Work Description Writing Evaluation Rationales Organization Design Training and Development Policy Analysis and Writing Corporate Planning Human Rights
Ross, Don DRMC Incorporated 16 Liveoak Cr. Ottawa , ON K2J 1R6 613 825-3269 (H & O) donaldross@sympatico.ca	Organization Analysis & Design Work Description Writing Classification Evaluation Classification Grievances Classification Training Classification Audit & Monitoring
Routliffe, Wayne 1533 Kamouraska Circle Ottawa , ON K1C 3J1 613 830-2250 wjsroutliffe@rogers.com	Job/Work Description Writing Organization Design Job Evaluation Grievances Business Cases
Sarrazin, Michel 45 Chemin Ward	Job Evaluation Organization Design

Notre Dame de Pontmain, QC J0W 1S0 819 712-1993 (O) 819 767-2625 (Fax) micheljsarrazin@tlb.sympatico.ca	Classification Grievances Classification Training Classification Tutoring
Stewart, Greg 380 Duval Lane Orleans , ON K1E 2K2 613 824-4769 (H or Fax) ebony@travel-net.com	Work Description Writing Job Evaluation Services Compensation/Benefits Management
Thompson, Robert & Associates. 1-19 Isabella St. Perth , ON K7H 2W7 613 267-7389 (O) 613 267-9998 (Fax) thompsorg@aol.com	Job/Work Description Writing Organization Design & Analysis H.R. Systems Design & Dev. Salary Surveys Job Evaluations Plans Environmental & Org'l. Scans Performance Mgt Plans Staffing Qualifications
Toope, Oliver Crossroads Consultants 13 Crimson Gate Ottawa , ON K1T 1Z6 613 247-7744 (Home) 613 247-4731 (Fax) crossrds@rogers.com	Job/Work Description Writing Job Evaluation (Executive and non-Executive Groups)
Trecarten, Lew 538 Keats Ave. Ottawa , ON K1G 0T2 613 731-7417 (H) 613 731-1620 (Fax) ltrecarten@rogers.com <i>When online, click on the hyperlink to download resume</i>	Org. Analysis and Change Mgt. TBS Class/Org Submissions Job/Work Description Writing Position Evaluation Classification Training Classification Grievances Classification Audit
Valgardson, Vaughan 1441 Launay Ave. Ottawa , ON K4A 3R9 613 830-3739 connievalgardson_2@sympatico.ca	Job/Work Description Writing Organization Design HR Systems (Peoplesoft) Job Evaluation Staff Relations