



EXHIBIT 12

Phone: (705) 329-6663

225 - 080558

18 July 2008

Mr. Michael Jack


Dear Michael,

Congratulations! On behalf of the Commissioner, I am pleased to inform you that as a successful candidate for appointment to the Ontario Provincial Police, you are invited to report to the OPP Headquarters, Provincial Police Academy, 777 Memorial Avenue, Orillia on Sunday August 24, 2008 between 1700 and 2100 hours.

- You will attend the Provincial Police Academy for Orientation Training from Monday August 25, 2008 until Friday August 29, 2008.
- You will then be required to report to the Ontario Police College at Aylmer, Ontario on Tuesday September 2, 2008 between 1600 and 2200 hours for Level II Recruit Training starting Wednesday September 3, 2008 until Thursday November 27, 2008.
- You will then report to the Provincial Police Academy on Sunday November 30, 2008 between 1600 and 2200 hours to complete Orientation Training from Monday December 1, 2008 to Friday January 2, 2009, after which you will join your assigned detachment which has been identified as Peterborough County located in Central Region.
- Upon commencement of your employment with the OPP, you will be classified as a 5th Class Recruit Constable. After successfully completing the requirements of the initial period of training at the Ontario Police College and the Provincial Police Academy, you will be promoted to a 4th Class Recruit Constable with a corresponding wage increase unless otherwise affected by a pre-existing OPS contract.
- Your probationary period will begin on the day that you report to your detachment/home location upon successful completion of your training and will last for 1 year from that reporting date.
- All OPP officers must be willing to serve anywhere in the province of Ontario. By accepting this offer you are also accepting this condition as part of your employment.

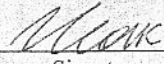
JOINING INSTRUCTIONS ARE ENCLOSED AND SHOULD BE READ CAREFULLY.

Please complete the acknowledgement and immediately return one copy of this invitation in the pre-addressed envelope. Retain the originals for your reference.


 Sandy Thomas
 Inspector
 Manager, Uniform Recruitment

- Note: This offer of employment is revocable should any information detrimental to your file come to our attention between this date and the end of your probationary period.
- Note: A Medical Evaluation received by the Ontario Provincial Police after an offer of employment, that does not support your appointment, will impact on your continued employment.

ACKNOWLEDGEMENT: Mark the appropriate box with an (X)

I  agree with the conditions of appointment
 Signature

Date of Signature: 24-JUL-08 will not report