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Ian Chadwick's Work for Compenso Communications: 2011-2014

1.1 Nature of Services Provided by Ian Chadwick to Compenso

1. From 2011 to 2014, Compenso Communications Inc. (Compenso) hired Councillor Ian Chadwick to perform contract work. Mr. Chadwick's work generally consisted of researching and compiling updates regarding developments in the energy industry and sending them to Paul Bonwick. An example of this work is cited below.

Email from Paul Bonwick to Ian Chadwick, December 27, 2011, [CJ10000085](#) (email), [CJ10000085.0001](#) (attachment), [CJ10000085.0002](#) (attachment), [CJ10000085.0003](#) (attachment), [CJ10000085.0004](#) (attachment)

2. Ian Chadwick worked with Paul Bonwick to give a promotional presentation on behalf of Compenso in New Brunswick about media communications. Mr. Chadwick provided Mr. Bonwick with a copy of the presentation on Mr. Bonwick's request in July 2012. The document was marked: "Design, layout and content created and written by Ian Chadwick for Compenso Communication, © 2011"

Email chain including Ian Chadwick and Paul Bonwick, July 9, 2012, [CJ10000233](#) (email) and [CJ10000233.0001](#) (attachments)

1.2 An Early Unsigned Contract: Ian Chadwick Provides Services to Compenso in 2011

3. In March 2011, an independent contractor agreement was created to govern the relationship between Ian Chadwick and Compenso. Paul Bonwick was identified as the signatory to the contract on behalf of Compenso. The contract had a one-year term with the possibility of renewal if agreed upon by both parties.

Unsigned independent contractor agreement, March 1, 2011, [CJ10000027](#)

4. On March 29, 2011, Mr. Chadwick was assigned a Compenso email account.

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Email from Paul Bonwick to Ian Chadwick, March 29, 2011, [TOC0043817](#)

5. On August 12, 2011, Ian Chadwick invoiced Compenso Communications for \$700. Mr. Chadwick described his services as, “[f]our weeks researching and scanning online sources for information about local and provincial energy and electricity issues and events.”

Invoice from Ian Chadwick to Compenso Communications, August 12, 2011, [CJI0000704](#)

6. On September 2, 2011, Ian Chadwick invoiced Compenso for \$700 for, “[o]ne month researching and scanning online sources for information about local and provincial energy and electricity issues and events”.

Invoice from Ian Chadwick to Compenso Communications, September 2, 2011, [CJI0000729](#)

7. From October to December 2011, Ian Chadwick invoiced Compenso \$700 monthly for services described above.

Invoice from Ian Chadwick to Compenso Communications, October 7, 2011, [CJI0000724](#)

Invoice and cover letter from Ian Chadwick to Compenso Communications, October 28, 2011, [CJI0000607](#), [CJI0000725](#)

Invoice from Ian Chadwick to Compenso Communications, November 25, 2011, [CJI0000721](#)

Invoice from Ian Chadwick to Compenso Communications, December 30, 2011, [CJI0000090.0004](#)

8. On December 9, 2011, Ian Chadwick forwarded his weekly energy sector updates to Paul Bonwick. Amongst these updates was an article about PowerStream. Mr. Chadwick’s work for Mr. Bonwick the following week also included news about PowerStream.

Email from Ian Chadwick to Paul Bonwick, December 9, 2011, [CJI0000103](#) (email) and [CJI0000103.0005](#) (attachment)

Email from Ian Chadwick to Paul Bonwick, December 16, 2011, [CJI0000109](#) (email) and [CJI0000109.0005](#) (attachment)

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1.3 Councillor Chadwick's Participation in Collingwood Council's Consideration of the Collus PowerStream Share Sale

9. At a December 5, 2011 Collingwood Town Council meeting, Council had an *in camera* discussion regarding the results of the RFP process to identify a strategic partner for Collus. During this meeting, Councillor Chadwick “declared a pecuniary interest with respect to the *in camera* discussion, as he provides consulting services for electricity sector clients.”

Minutes of Council meeting, December 5, 2011, [TOC0517646](#)

10. Councillor Chadwick further stated that he would not participate in discussions regarding the strategic partnership until it was known whether his clients were competing in the RFP process. During a presentation provided to Council at the meeting, the identities of the RFP bidders were revealed.

Minutes of Council meeting, December 5, 2011, [TOC0517646](#)

In-Camera Minutes of Council meeting, December 5, 2012, [TOC0512149](#)

Council Meeting Agenda, December 5, 2012, [TOC0512148](#)

Collus Power Corp Strategic Partnership Request for Proposal Results and Evaluations Update to Council, December 5, 2011, [ALE0005133.0002](#)

11. On December 30, 2011, Ian Chadwick sent an invoice and energy sector reviews to Paul Bonwick. In an accompanying email, Mr. Chadwick stated: “Hope I can do more work for you in 2012.” On January 4, 2012, Mr. Chadwick sent Mr. Bonwick an email asking: “Any other work I can help with?”

Email from Ian Chadwick to Paul Bonwick, December 30, 2011, [CJI0000090](#) (email) and [CJI0000090.0004](#) (attachment)

Email from Ian Chadwick to Paul Bonwick, January 4, 2012, [CJI0000119](#)

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12. At a January 16, 2012, Council meeting, Councillor Chadwick moved that Council proceed *in camera* to address a matter pertaining to Collus' strategic partnership negotiations. Councillor Chadwick did not declare a pecuniary interest at this meeting or leave the room for the discussion that followed.

Minutes of Council Meeting, January 16, 2012, [CJ10008082](#)

Draft in camera Council Minutes, January 16, 2012, [CJ10009079](#)

Council Meeting Agenda, January 16, 2012, [CJ10008023](#)

13. At a Council meeting on January 23, 2012, Collingwood Council voted to enact a by-law to authorize Collus to sell 50% of its shares to PowerStream. Councillor Chadwick did not declare a pecuniary interest or leave the room for the debate and vote. Councillor Chadwick voted in favour the motion to approve the by-law.

Minutes of Council Meeting, January 23, 2012, [CJ10008080](#)

1.4 Ian Chadwick Seeks Additional Work from Compenso

14. On January 28, 2012, Ian Chadwick sent Paul Bonwick an email asking: "How did your meeting with Powerstream go? Are they interested in further work?" Mr. Bonwick responded: "yes...please keep going until we chat."

Email chain including Ian Chadwick and Paul Bonwick, January 28, 2012, [CJ10000580](#)

1.5 Ian Chadwick's Work for Compenso in 2012

15. On February 5, 2012, Paul Bonwick sent Ian Chadwick an email asking that he continue his energy sector monitoring work through to the end of that month. The next day, Mr. Chadwick sent his work product to Mr. Bonwick and stated: "[I]f we decide to go ahead with this beyond February, we should discuss a different, more polished presentation. Something more like a newsletter format comes to mind."

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Email chain including Ian Chadwick and Paul Bonwick, February 5, 2012, [CJI0000236](#)

Email from Ian Chadwick to Paul Bonwick, February 6, 2012, [CJI0000159](#)

16. On March 5, 2012, Paul Bonwick emailed Ian Chadwick to inform him that he required Mr. Chadwick's services through the end of the month. Mr. Bonwick also accepted Mr. Chadwick's proposed changes to the format of the electricity sector monitoring work done by Mr. Chadwick.

Email chain including Ian Chadwick and Paul Bonwick, March 5, 2012, [CJI0000572](#)

17. On March 30, 2012, Ian Chadwick invoiced Compenso for \$700 for compiling energy sector updates throughout March 2012. Mr. Chadwick and Paul Bonwick met that day to discuss expanding the scope of Mr. Chadwick's energy sector reviews.

Invoice from Ian Chadwick to Compenso Communications, March 30, 2012, [CJI0000216.0001](#)

Email chain including Ian Chadwick and Paul Bonwick, March 30, 2012, [CJI0000628](#)

18. Mr. Chadwick continued to work for Compenso and submit monthly invoices for compiling energy and mining sector updates in May 2012 and June 2012.

Invoice from Ian Chadwick to Compenso Communications, May 26, 2012, [CJI0000133](#) (email) and [CJI0000133.0001](#) (attachment)

Invoice from Ian Chadwick to Compenso Communications, June 29, 2012, [CJI0000310](#) (email) and [CJI0000310.0002](#) (attachment)

19. In July 2012, Ian Chadwick worked with Abby Stec of Compenso to create an invitation for a Compenso promotional event. Mr. Chadwick's July invoice to Compenso included a charge of \$700 for energy and mining sector reviews, and a charge of \$650 for:

"Preparation of PowerPoint presentation for AFN conference, preparation of new posters and invitation for AFN conference; drive to Toronto and time spent at hospitality suite."

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Email from Abby Stec to Ian Chadwick, July 13, 2012, [CJI0000697](#) (email) and [CJI0000697.0001](#) (attachment)

Email chain including Abby Stec and Ian Chadwick, July 13, 2012, [CJI0000614](#)

Invoice from Ian Chadwick to Compenso Communications, July 30, 2012, [CJI0000712](#)

20. In August 2012, Ian Chadwick invoiced Compenso \$700 for reviews of the energy and electricity sectors. In September 2012, Mr. Chadwick emailed Paul Bonwick a document entitled "Public Relations proposal V2" and stated, "Here is the updated proposal with some new material relating to report writing. Please take a look and get back to me."

Invoice from Ian Chadwick to Compenso Communications, August 31, 2012, [CJI0000129](#) (email) and [CJI0000129.0001](#) (attachment)

Email from Ian Chadwick to Paul Bonwick, September 12, 2012, [CJI0000228](#)

Invoice from Ian Chadwick to Compenso Communications, September 30, 2012, [CJI0000731](#)

21. In October and November 2012, Ian Chadwick helped Paul Bonwick prepare the above-mentioned "PR Workshop" presentation.

Email from Ian Chadwick to Paul Bonwick and Christine Harper, October 26, 2012, [CJI0000144](#) (email) and [CJI0000144.0001](#) (attachment)

Email from Ian Chadwick to Paul Bonwick, October 26, 2012, [CJI0000144](#)

Email from Ian Chadwick to Paul Bonwick and Brad Sappier, November 27, 2012, [CJI0000238](#)

Email from Ian Chadwick to Paul Bonwick and Christine Harper, November 30, 2012, [CJI0000314](#) (email) and [CJI0000314.0003](#) (attachment)

22. On December 5, 2012, Ian Chadwick invoiced Compenso \$1,400 (40 hours x \$35/hour) for: "Preparing and creating a workshop on Public Relations for a First Nations Director, New Brunswick. Includes research, PowerPoint presentation, handout preparation, flash drive setup, preparation of printable copy." At the end of the month, Mr. Chadwick invoiced Compenso \$700 for energy sector reviews. Mr. Chadwick also invoiced Compenso \$700 for energy sector reviews in January and February 2013.

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Email from Ian Chadwick to Paul Bonwick and Christine Harper, December 5, 2012, [CJI0000214](#) (email) and [CJI0000214.0001](#) (attachment)

Invoice from Ian Chadwick to Compenso Communications, December 28, 2012, [CJI0000705](#)

Invoice from Ian Chadwick to Compenso Communications, January 26, 2013, [CJI0000710](#)

Invoice from Ian Chadwick to Compenso Communications, March 1, 2013, [CJI0000708](#)

1.6 Paul Bonwick Receives a Request to Remove Ian Chadwick’s Name from the Compenso Website

23. On March 2, 2013, Ian Chadwick sent Paul Bonwick an email informing him that Compenso’s website still had a page listing Mr. Chadwick as an employee of Compenso. Mr. Chadwick gave Mr. Bonwick directions on how to remove the page from the Compenso website.

Email chain including Ian Chadwick and Paul Bonwick, March 1-2, 2013, [CJI0000695](#)

1.7 Ian Chadwick Continues Working for Compenso: 2013-2014

24. Ian Chadwick continued to provide paid services to Compenso in 2013 and 2014.

Invoices from Ian Chadwick to Compenso Communications, March 29, 2013-March 31, 2014, [CJI0000717](#), [CJI0000700](#), [CJI0000720](#), [CJI0000715](#), [CJI0000713](#), [CJI0000703](#), [CJI0000728](#), [CJI0000726](#), [CJI0000723](#), [CJI0000707](#), [CJI0000711](#), [CJI0000709](#), [CJI0000718](#)

25. On April 25, 2014, Ian Chadwick sent an email with attached energy and mining sector reviews and an invoice for his work in April 2014 to Paul Bonwick. In the email, Mr. Chadwick stated, “[t]his is the final invoice, as per our discussion earlier this month. Thank you for providing the work and the opportunities. I would be pleased to be able to offer my services again in future.”

Email from Ian Chadwick to Paul Bonwick, April 25, 2014, [CJI0000081](#) (email), [CJI0000081.0001](#) (attachment), [CJI0000081.0002](#) (attachment), [CJI0000081.0003](#) (attachment)