

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, April 10, 2014 10:51 AM
To: Allan, Shelley JTST:EX
Subject: FW: Canada - confidential

-----Original Message-----

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: Thursday, March 27, 2014 3:21 PM
To: Godin, Keith JTST:EX
Cc: Renault, Shannon JTST:EX; Keenan, Jason GCPE:EX
Subject: RE: Canada - confidential

I know that they are working on it as we speak, but anything that you can contribute we would certainly appreciate. Karen is out of the office this week, so I think if it is possible to get your thoughts in the next few days that would be great. I will let Christina (our PR person) know so she can work it into her timeline.

Thanks again.

Best regards,
Megan

-----Original Message-----

From: Godin, Keith JTST:EX [<mailto:Keith.Godin@gov.bc.ca>]
Sent: Thursday, March 27, 2014 3:15 PM
To: Megan Millard (LCA)
Cc: Renault, Shannon JTST:EX; Keenan, Jason GCPE:EX
Subject: RE: Canada - confidential

Megan,

Thank you for touching base on this. There are some Q&As I think we can contribute - please allow us a few days to develop. What is your timeline?

Keith

-----Original Message-----

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: Thursday, March 27, 2014 3:05 PM
To: Godin, Keith JTST:EX
Cc: Megan Millard (LCA)
Subject: RE: Canada - confidential

Hi Keith,

Our PR people are working to put together a draft of potential Q&As that might come up in connection with the joint announcement regarding the Centre. They are working with our consultants and government affairs team in Canada, in addition to your PR people, but Karen thought it would be a good idea to reach out to you as well to see if there are any questions that you think are likely to come up when we announce. Is there anything specific that you can think of that might arise from the Canada side given the political environment related to TFWs or the business environment generally in the province? Appreciate any thoughts you have.

Thanks,
Megan

-----Original Message-----

From: Ahn, Sohee CSCD:EX [<mailto:Sohee.Ahn@gov.bc.ca>]
Sent: Friday, March 21, 2014 10:02 AM
To: Megan Millard (LCA)
Cc: Godin, Keith JTST:EX
Subject: RE: Canada - confidential

Megan,
Here is the second letter from Dave to Karen that I referenced in my email below.

Sohee Ahn
(250) 387-6095

-----Original Message-----

From: Ahn, Sohee CSCD:EX
Sent: March-19-14 3:10 PM
To: 'Megan Millard (LCA)'
Cc: Godin, Keith JTST:EX
Subject: RE: Canada - confidential

Megan,
Here is a copy of the letter to CIC that was signed by Dave last week.

From: Ahn, Sohee CSCD:EX
Sent: Tuesday, March 18, 2014 1:03 PM
To: 'Megan Millard (LCA)'
Cc: Godin, Keith JTST:EX
Subject: RE: Canada - confidential

Thanks Megan.

I can confirm that the letter from Dave Byng to CIC was signed and sent late last week. Karen was copied so she should be receiving a copy shortly. We will try to get a copy to send to you from Dave's office.

Dave has also asked for a letter to Karen confirming that the criteria has been met. This should be coming shortly as well.

As I advise Karen when we met last Wednesday s.13,s.16
s.13,s.16
s.13,s.16

The letter from Dave to Karen outlines this process.

As for the remaining logistics, I know Keith has been in close contact with CIC operational staff so at this point, I will hand over to Keith to connect directly with you and rely on him to loop me in should the need arise.

It was been a pleasure working with you and Karen.

Sohee Ahn
(250) 387-6095

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: March-18-14 12:40 PM
To: Ahn, Sohee CSCD:EX; Godin, Keith JTST:EX
Cc: Megan Millard (LCA)
Subject: Canada - confidential

Sohee and Keith,

I hope you are both well. I just returned from a business trip and Karen filled me in on the discussions that you had regarding the Excellence Centre during my absence. In that regard, I wanted check in with you to see if there were any updates on the status of the letter that Deputy Minister Byng was planning to send to Ottawa; and let you know that I am available at your convenience for any discussions regarding the operationalization of the Annex process.

Please let me know if you would like to schedule some time to talk in the coming week(s) to work through the details and timelines for the TFW process so that we ensure that it is as smooth as possible for everyone involved.

Thanks. I look forward to speaking with you.

Best regards,
Megan

Megan Millard | Sr. Attorney, Global Team Manager | Global Migration | Microsoft LCA
Ph.: 425.722.3703 | Fax: 425.708.5940 | mmillard@microsoft.com<<mailto:mmillard@microsoft.com>>
(U.S. Attorney licensed in GA)

[[cid:image001.png@01CF42A9.DAB11BA0](#)]

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, April 11, 2014 5:44 PM
To: Godin, Keith JTST:EX
Subject: Important MS issue to address

The Microsoft announcement is scheduled for the early afternoon, May 1st in Vancouver. The only caveat currently is that Minister Bonds needs leave from the House (which we expect she will receive).

One outstanding question that could come up at the announcement is whether the provincial immigration streamlining for TFWs offered to Microsoft will apply to other employers such as Facebook and Twitter, or others outside of the tech industry such as those in the LNG and other sectors. Worthy of note is that both Facebook and Twitter have facilities in Vancouver.

s.13

Shannon Renault

Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, April 14, 2014 4:20 PM
To: 'Megan Millard (LCA)'; Allan, Shelley JTST:EX
Subject: RE: Conference Call - Week of April 14 - confidential

Megan.

We have learned that current year processing time for work permits is 37 days, meaning that 80 percent of applications are within that timeframe. However, it should be noted that there is a significant variation between visa offices and processing can take up to 60 days – depending on the source country. We think at this point it is important for us to understand how you will fill the permanent positions, assuming that a number of these professionals need to be established in Vancouver prior to hiring any new recruits. In order to implement the agreement we will need to know, and share with CIC, where the country of residence/citizenship is for the individuals coming to Vancouver, as well what occupations they will work in. This needs to be specific to each person s.13,s.17
s.13,s.17

We look forward to speaking with you tomorrow.

From: Megan Millard (LCA) [mailto:mmillard@microsoft.com]
Sent: Monday, April 14, 2014 9:54 AM
To: Renault, Shannon JTST:EX; Allan, Shelley JTST:EX
Cc: Megan Millard (LCA)
Subject: RE: Conference Call - Week of April 14 - confidential

Hi Shannon,

Thanks for your email. In regard to your message below, I am not 100% sure what information related to the composition of the team you require at this time. If you can further clarify your inquiry I will try to get the answers before we talk, although that may not be possible given the short timeframe. If recollection serves, I think that once you spoke with CIC in Ottawa we were going to discuss the overall timeline and milestones necessary for government operationalization of the Annex. I would then be able to communicate that timeline to the planning teams at Microsoft and ensure that everyone is aware of the next steps s.13,s.17
s.13,s.17 know if this is not consistent with your agenda for the call and, as mentioned above, if there are specific inquiries that I should prioritize raising with the Microsoft planning teams please do let me know as soon as possible and I will do my best to get that information.

Thanks and I look forward to speaking with you.

Best regards,
Megan

Megan Millard | Sr. Attorney, Global Team Manager | Global Migration | Microsoft LCA
Ph.: 425.722.3703 | Fax: 425.708.5940 | mmillard@microsoft.com
(U.S. Attorney licensed in GA)

 Microsoft

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Monday, April 14, 2014 8:57 AM
To: Megan Millard (LCA); Allan, Shelley JTST:EX
Subject: RE: Conference Call - Week of April 14

Megan, a specific point of discussion for tomorrow is the composition of the team that Microsoft will be bringing in with the first phase of employees. As noted in our previous discussion^{s.21}

s.21

Look forward to speaking with you.

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: Thursday, April 10, 2014 2:10 PM
To: Allan, Shelley JTST:EX
Cc: Renault, Shannon JTST:EX
Subject: RE: Conference Call - Week of April 14

Sounds perfect. Talk to you then.

Megan Millard | Sr. Attorney, Global Team Manager | Global Migration | Microsoft LCA
Ph.: 425.722.3703 | Fax: 425.708.5940 | mmillard@microsoft.com
(U.S. Attorney licensed in GA)



From: Allan, Shelley JTST:EX [<mailto:Shelley.A.Allan@gov.bc.ca>]
Sent: Thursday, April 10, 2014 1:54 PM
To: Megan Millard (LCA)
Cc: Renault, Shannon JTST:EX
Subject: RE: Conference Call - Week of April 14

Great Megan and thanks for the quick response. Tuesday at 1:30 works for both Shannon and I. Would you like us to call you?

Shelley

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: Thursday, April 10, 2014 11:33 AM
To: Allan, Shelley JTST:EX
Cc: Renault, Shannon JTST:EX
Subject: RE: Conference Call - Week of April 14

Hi Shelley,

Thanks for your email. In regard to my availability, please find some days and times listed below. If none of these work for you, let me know and I will move some meetings around to accommodate your schedules.

Tuesday I can be available any time after 1:30 PST.
Wednesday I can be available any time after 11:30 PST.

Thanks and I look forward to speaking with you.
Best regards,
Megan

Megan Millard | Sr. Attorney, Global Team Manager | Global Migration | Microsoft LCA
Ph.: 425.722.3703 | Fax: 425.708.5940 | mmillard@microsoft.com
(U.S. Attorney licensed in GA)



From: Allan, Shelley JTST:EX [<mailto:Shelley.A.Allan@gov.bc.ca>]
Sent: Thursday, April 10, 2014 11:27 AM
To: Megan Millard (LCA)
Cc: Renault, Shannon JTST:EX
Subject: Conference Call - Week of April 14

Hi Megan:

Further to my voicemail of this morning, Shannon Renault and I were hoping to touch base with you early the week of April 14th to further discuss the Microsoft project. In that regard, we are wondering if you have some time next week, potentially Monday, Tuesday or Wednesday.

Thank you.

Shelley Allan, Project Manager
Immigration Policy | Labour Market and Immigration Division
Ministry of Jobs, Tourism and Skills Training
Desk: 250-356-0508 | Email: shelley.a.allan@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, April 16, 2014 3:38 PM
To: Allan, Shelley JTST:EX
Subject: RE: Microsoft Q and A - our comments

Yes looked at this yesterday. Good to go back to them

From: Allan, Shelley JTST:EX
Sent: Wednesday, April 16, 2014 3:37 PM
To: Renault, Shannon JTST:EX
Subject: Microsoft Q and A - our comments

Please have a look at the two q and a's with track changes. This is what I am suggesting we provide back to Microsoft. I would also suggest that we ask for a next version (or a final) version once they have completed more work. Below is a draft email that you can send if you are in agreement with approach...

Shelley

Christina:

Thank you for sharing your draft document with us. As Shelley mentions below, we have provided comments on two Q and A's in regards to the TFW Annex. Please do not hesitate to contact Shelley or I if you have any questions. In addition, it would be helpful if we touched base again in the coming days to review announcement details and perhaps receive an update on any outstanding questions. If you are in agreement, we would like to set up a conference call for some time next week.

Regards,

From: Christina Pearson (LCA) [<mailto:Christina.Pearson@microsoft.com>]
Sent: Thursday, April 10, 2014 5:03 PM
To: Allan, Shelley JTST:EX; Renault, Shannon JTST:EX
Cc: 'Bruce Young'
Subject: RE: draft document

Yes, please do send those in track changes. That would be quite helpful.

Sent from my Windows Phone

From: [Allan, Shelley JTST:EX](#)
Sent: 4/10/2014 8:00 PM
To: [Christina Pearson \(LCA\)](#); Renault, Shannon JTST:EX
Cc: ['Bruce Young'](#)
Subject: RE: draft document

Christina and Bruce – I have a couple of suggested changes in regard to the TFW Annex questions. Perhaps I can send a revision with track changes for your next draft, which hopefully you will share with us once again?

Shelley

From: Christina Pearson (LCA) [<mailto:Christina.Pearson@microsoft.com>]
Sent: Thursday, April 10, 2014 9:13 AM
To: Renault, Shannon JTST:EX; Allan, Shelley JTST:EX
Cc: Bruce Young
Subject: draft document

Please keep this document confidential and do not share further at this point as it is still very much in draft form and I'm continuing to fact-check with colleagues.

Page 011 to/à Page 014

Withheld pursuant to/removed as

s.13;s.17

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, April 24, 2014 8:45 AM
To: Godin, Keith JTST:EX
Subject: microsoft communications
Attachments: 03-27-14_JKeenan_Re Canada - confidential.txt; 04-03-14 SR to JK re microsoft project .htm; 04-15-014_SR and JK re microsoft announcement.htm

Importance: High

Here are a few emails back and forth with Jason re: having CIC involvement in announcement. Can we chat about this?

Also, can you confirm that the corrections made regarding the numbers used in speaking notes were addressed? Shelley and I will ask MS today if they are okay with us using numbers out of their economic impact report.

Shannon Renault

Director, Immigration Policy

Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

03-27-14_JKeenan_Re Canada - confidential

From: Keenan, Jason GCPE:EX
Sent: Thursday, March 27, 2014 5:05 PM
To: Godin, Keith JTST:EX
Cc: Renault, Shannon JTST:EX
Subject: Re: Canada - confidential

thanks shannon

good chat

Sent from my iPad

On Mar 27, 2014, at 3:22 PM, "Godin, Keith JTST:EX" <Keith.Godin@gov.bc.ca> wrote:

Jason,

Megan says below PR folks are connected - just so we're not duplicating efforts, has your team developed any materials (notes, Q&As, etc) for this to build from?

Keith

-----Original Message-----

From: Megan Millard (LCA) [mailto:mmillard@microsoft.com]
Sent: Thursday, March 27, 2014 3:21 PM
To: Godin, Keith JTST:EX
Cc: Renault, Shannon JTST:EX; Keenan, Jason GCPE:EX
Subject: RE: Canada - confidential

I know that they are working on it as we speak, but anything that you can contribute we would certainly appreciate. Karen is out of the office this week, so I think if it is possible to get your thoughts in the next few days that would be great. I will let Christina (our PR person) know so she can work it into her timeline.

Thanks again.

Best regards,
Megan

-----Original Message-----

From: Godin, Keith JTST:EX [mailto:Keith.Godin@gov.bc.ca]
Sent: Thursday, March 27, 2014 3:15 PM
To: Megan Millard (LCA)
Cc: Renault, Shannon JTST:EX; Keenan, Jason GCPE:EX
Subject: RE: Canada - confidential

Megan,

Thank you for touching base on this. There are some Q&As I think we can contribute - please allow us a few days to develop. What is your timeline?

Keith

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From: Megan Millard (LCA) [mailto:mmillard@microsoft.com]
Sent: Thursday, March 27, 2014 3:05 PM
To: Godin, Keith JTST:EX
Cc: Megan Millard (LCA)

03-27-14_JKeenan_Re Canada - confidential

Subject: RE: Canada - confidential

Hi Keith,

Our PR people are working to put together a draft of potential Q&As that might come up in connection with the joint announcement regarding the Centre. They are working with our consultants and government affairs team in Canada, in addition to your PR people, but Karen thought it would be a good idea to reach out to you as well to see if there are any questions that you think are likely to come up when we announce. Is there anything specific that you can think of that might arise from the Canada side given the political environment related to TFWs or the business environment generally in the province? Appreciate any thoughts you have.

Thanks,
Megan

-----Original Message-----

From: Ahn, Sohee CSCD:EX [mailto:Sohee.Ahn@gov.bc.ca]
Sent: Friday, March 21, 2014 10:02 AM
To: Megan Millard (LCA)
Cc: Godin, Keith JTST:EX
Subject: RE: Canada - confidential

Megan,

Here is the second letter from Dave to Karen that I referenced in my email below.

Sohee Ahn
(250) 387-6095

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From: Ahn, Sohee CSCD:EX
Sent: March-19-14 3:10 PM
To: 'Megan Millard (LCA)'
Cc: Godin, Keith JTST:EX
Subject: RE: Canada - confidential

Megan,

Here is a copy of the letter to CIC that was signed by Dave last week.

From: Ahn, Sohee CSCD:EX
Sent: Tuesday, March 18, 2014 1:03 PM
To: 'Megan Millard (LCA)'
Cc: Godin, Keith JTST:EX
Subject: RE: Canada - confidential

Thanks Megan.

I can confirm that the letter from Dave Byng to CIC was signed and sent late last week. Karen was copied so she should be receiving a copy shortly. We will try to get a copy to send to you from Dave's office.

Dave has also asked for a letter to Karen confirming that the criteria has been met. This should be coming shortly as well.

As I advise Karen when we met last Wednesday. s 13

c 13

c 13

s.13

Karen outlines this process.

The letter from Dave to

03-27-14_JKeenan_Re Canada - confidential

As for the remaining logistics, I know Keith has been in close contact with CIC operational staff so at this point, I will hand over to Keith to connect directly with you and rely on him to loop me in should the need arise.

It was been a pleasure working with you and Karen.

Sohee Ahn
(250) 387-6095

From: Megan Millard (LCA) [mailto:mmillard@microsoft.com]
Sent: March-18-14 12:40 PM
To: Ahn, Sohee CSCD:EX; Godin, Keith JTST:EX
Cc: Megan Millard (LCA)
Subject: Canada - confidential

Sohee and Keith,

I hope you are both well. I just returned from a business trip and Karen filled me in on the discussions that you had regarding the Excellence Centre during my absence. In that regard, I wanted check in with you to see if there were any updates on the status of the letter that Deputy Minister Byng was planning to send to Ottawa; and let you know that I am available at your convenience for any discussions regarding the operationalization of the Annex process.

Please let me know if you would like to schedule some time to talk in the coming week(s) to work through the details and timelines for the TFW process so that we ensure that it is as smooth as possible for everyone involved.

Thanks. I look forward to speaking with you.

Best regards,
Megan

Megan Millard | Sr. Attorney, Global Team Manager | Global Migration |
Microsoft LCA
Ph.: 425.722.3703 | Fax: 425.708.5940 |
mmillard@microsoft.com<mailto:mmillard@microsoft.com>
(U.S. Attorney licensed in GA)

[cid:image001.png@01CF42A9.DAB11BA0]

From: Renault, Shannon JTST:EX
Sent: Thursday, April 3, 2014 9:06 AM
To: Keenan, Jason GCPE:EX
Cc: Godin, Keith JTST:EX
Subject: microsoft project

Good Morning Jason,

I just wanted to check in with you and let you know that I connected with Bruce Young of Earnscliffe yesterday on the issue of preparing Q and As for the announcement. He is checking with MS but is quite confident they will be open to sharing those with us (as in here in the policy branch).

I did want to check in with you though and see if you have given thought to looping CIC into the announcement in any way. While it is primarily a BC announcement and I don't want to get caught up in a federal government protocol issue, CIC is of course a major partner in the project and may be interested in some form of participation. Not my decision to make, but thought I should check and see if it had been a consideration on your/the MO's part. Please let me know so I know how to proceed with their inquiries in this regard.

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Renault, Shannon JTST:EX
Sent: Wednesday, April 16, 2014 4:42 PM
To: Keenan, Jason GCPE:EX
Cc: Allan, Shelley JTST:EX
Subject: RE: microsoft announcement

That may be leaving it a bit late. We need to know the nature of the announcement in order to properly prepare MSB. Also need to know if you have looped in with CIC's communications person out of Ottawa as compared to the MP's communications contact. Please advise on approach to this.

From: Keenan, Jason GCPE:EX
Sent: Wednesday, April 16, 2014 4:39 PM
To: Renault, Shannon JTST:EX
Cc: Allan, Shelley JTST:EX
Subject: RE: microsoft announcement

Can we do it Tuesday? I am in Vancouver tomorrow.

From: Renault, Shannon JTST:EX
Sent: Wednesday, April 16, 2014 4:38 PM
To: Keenan, Jason GCPE:EX
Cc: Allan, Shelley JTST:EX
Subject: microsoft announcement

Jason, can we connect tomorrow on the details of the MS announcement. I'm fairly open tomorrow afternoon for an update/discussion

Shannon Renault

Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, April 24, 2014 10:04 AM
To: Godin, Keith JTST:EX
Subject: CIC changes re: microsoft project

We need to chat this AM about the project and CIC's instructions (as of this AM) on the use of our Annex. We have a call with MS this morning at 11 – would be good to talk ahead of that if you can.

Shannon Renault

Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, April 24, 2014 4:02 PM
To: Godin, Keith JTST:EX
Subject: FW: FOR REVIEW: MSB Speaking Notes
Attachments: SN_MSB_MS Event.22April2014.docx

Importance: High

You and I made comments on these the other day and apparently they have not been communicated. There were some concerns on both your part re: tone and mine in that the numbers quoted are inaccurate. I will communicate to Gabrielle and copy you, however, can you track down where these have landed?

From: Price, Gabrielle GCPE:EX
Sent: Thursday, April 24, 2014 3:50 PM
To: Renault, Shannon JTST:EX
Subject: FW: FOR REVIEW: MSB Speaking Notes

Hi Shannon,

Just wanted to bring this to the top of your inbox and these speaking notes will need to go up to the MO tomorrow.

Thanks so much!

Gabrielle

From: Price, Gabrielle GCPE:EX
Sent: April-22-14 3:53 PM
To: Renault, Shannon JTST:EX; MacDonald, Scott D JTST:EX
Cc: McAndrews, Caroline GCPE:EX
Subject: FOR REVIEW: MSB Speaking Notes

Good Afternoon,

Please see the attached speaking notes for the MS event for MSB for your review and approval.

Many thanks!

Gabrielle

Gabrielle Price
Public Affairs Officer – Government Communications and Public Engagement
Ministry of Jobs, Tourism and Skills Training and Responsible for Labour
W: 250 952-0163 / C: 778 679-7712
E: gabrielle.price@gov.bc.ca

Event Information / Speaking Note

Event: Opening of Microsoft Global Excellence Centre

When: May 1st, 2014 @ 1:30 p.m.

Where: Microsoft's current location on Beatty Street in Vancouver

Contact: TBC

Length: 5 minutes

Key Participants:

- Govt – Fed Minister Moore, Ministry Bond, Minister Wilkinson
- Local - Mayor
- Microsoft Representatives
- Industry Validator
- Industry representatives and technology organizations (tbc)

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Withheld pursuant to/removed as

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Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, April 25, 2014 10:39 AM
To: Godin, Keith JTST:EX
Subject: FW: draft q and a for Microsoft project
Attachments: BC Q and A's - April 23.docx

Importance: High

Here are the ms q and for your review

From: Renault, Shannon JTST:EX
Sent: Wednesday, April 23, 2014 4:57 PM
To: Godin, Keith JTST:EX
Subject: draft q and a for Microsoft project

Keith we have prepared a number of questions/answers, which bring up a few policy questions related to the further use of our annex. You will see as you go through. Some items marked for discussion as to for our meeting with MS tomorrow. Suggest you take a look and then you, I and Shelley can discuss over the next day or two. Shelley is also preparing the flow chart on the TFW Annex process and a policy paper outlining some of the policy questions that need our consideration.

Shannon Renault

Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Page 033 to/à Page 039

Withheld pursuant to/removed as

s.13

From: [Renault, Shannon JTST:EX](#)
To: [Allan, Shelley JTST:EX](#)
Subject: RE: 2014-04-25 - Microsoft and TFW Annex
Date: Friday, April 25, 2014 4:13:00 PM

Yes this sounds right to me. Did you send an email to Megan on this today? (Sorry it might be in my inbox – I have about 30 unread at this point.

s.13

From: Allan, Shelley JTST:EX
Sent: Friday, April 25, 2014 4:01 PM
To: Renault, Shannon JTST:EX
Subject: 2014-04-25 - Microsoft and TFW Annex
Importance: High

[s1]Shannon – this is my understanding re: existing and new hires – can you confirm your's too please.

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, April 25, 2014 4:35 PM
To: Godin, Keith JTST:EX
Subject: ms note
Attachments: 2014-04-25 - Microsoft and TFW Annex.docx; Annex A_2013-08-15 DM to CIC DM_request use of Annex.pdf; Annex B_2013-10-15_DM Bigusz_CIC Permission to use Annex.pdf; Annex C_2014-03-13 DM to CIC DM_MS meets 5 criteria.pdf; Annex D_2014-03-21_DM letter to MS_confirmation of met criteria.pdf

Messing around to get to two pages, but you may want to edit

Shannon Renault

Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Page 042 to/à Page 051

Withheld pursuant to/removed as

NR

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, April 25, 2014 4:52 PM
To: 'Megan Millard (LCA)'
Cc: Allan, Shelley JTST:EX
Subject: recap of our recent meeting

Hi Megan:

We thought it might be helpful that we have a summary of our discussion points following our meetings. Below is our understanding of the key points discussed/decided on Thursday, April 24, 2014. There are also a couple of questions for clarity, which we hope you can help with. Please advise if we have missed anything or misunderstood anything in our discussion.

s.13

Thanks Megan.

Shannon Renault

Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Page 053

Withheld pursuant to/removed as

NR

From: Megan Millard (LCA)
Sent: Thursday, April 17, 2014 7:41 PM
To: Allan, Shelley JTST:EX
Cc: Renault, Shannon JTST:EX; Megan Millard (LCA)
Subject: RE: Process Update

Hi Shannon and Shelley,

As we discussed, we are very excited to be finalizing the details of the Foundry Vancouver program which will be launched this spring in connection with the Microsoft Canada Excellence Centre. As promised, below is some specific information regarding the program.

The Foundry Vancouver program is an innovative internship program that is based on the highly successful Foundry Cambridge program in the US, s.13,s.17
s.13,s.17

s.13,s.17

I hope this helps. I will continue to provide more details as I receive them.

Best regards,
Megan

Megan Millard | Sr. Attorney, Global Team Manager | Global Migration | Microsoft LCA
Ph.: 425.722.3703 | Fax: 425.708.5940 | mmillard@microsoft.com
(U.S. Attorney licensed in GA)



From: Megan Millard (LCA)
Sent: Thursday, April 17, 2014 11:37 AM
To: 'Allan, Shelley JTST:EX'
Cc: Renault, Shannon JTST:EX
Subject: RE: Process Update

Perfect.

From: Allan, Shelley JTST:EX [<mailto:Shelley.A.Allan@gov.bc.ca>]
Sent: Thursday, April 17, 2014 11:30 AM
To: Megan Millard (LCA)
Cc: Renault, Shannon JTST:EX
Subject: RE: Process Update

Great thanks Megan. How about Thursday the 24th at 11:00 PST?

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: Thursday, April 17, 2014 11:24 AM
To: Allan, Shelley JTST:EX
Cc: Renault, Shannon JTST:EX
Subject: RE: Process Update

This sounds great. I look forward to discussing it further.

Next week I can be available any time on Thursday except 1:30-2:30 PST. On Friday I am available any time after 1:30 PST. Would either of those days work for you?

Best regards,

Megan Millard | Sr. Attorney, Global Team Manager | Global Migration | Microsoft LCA
Ph.: 425.722.3703 | Fax: 425.708.5940 | mmillard@microsoft.com
(U.S. Attorney licensed in GA)



From: Allan, Shelley JTST:EX [<mailto:Shelley.A.Allan@gov.bc.ca>]
Sent: Thursday, April 17, 2014 11:20 AM
To: Megan Millard (LCA)
Cc: Renault, Shannon JTST:EX
Subject: Process Update

Hi Megan.

s.13,s.21

s.13,s.21

Best regards, Shelley
250-356-0508

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Saturday, April 26, 2014 3:52 PM
To: Godin, Keith JTST:EX
Subject: FW: 7:30AM script

Here is a chart of the options s.13
s.13

Types of Employees	Immigration Mechanism	CIC Response
Rotational Employees	BC TFW Annex	No concern
Foundry Employees	Not required as students are already in Canada	No concern
Core Employees - executive, management, or those with specialized knowledge of particular industry, product or service who live in countries that are a signatory to an international trade agreement and have been employed by MS for at least one year prior to transfer	Intra-company Transferee	No concern
Core Employees - executive, management, or those with specialized knowledge of particular industry, product or service who live in countries that are a signatory to an international trade agreement and have NOT BEEN EMPLOYED BY MS FOR AT LEAST ONE YEAR PRIOR TO ENTRY TRANSER	BC TFW Annex	s.16
Core Employees - executive or management who will work on a contract with Microsoft, contract secured pre-arrival	NAFTA or other similar international agreement	No concern

From: Godin, Keith JTST:EX
Sent: Saturday, April 26, 2014 3:04 PM
To: Renault, Shannon JTST:EX
Subject: Re: 7:30AM script

Thanks for the note, but can you please revise script accordingly. We need to send Scott "what to say" on Monday.

Also may be helpful to have chart, with types of workers on one side and policy mechanism on the other, to show we have a lever for any situation.

On Apr 26, 2014, at 2:57 PM, "Renault, Shannon JTST:EX" <Shannon.Renault@gov.bc.ca> wrote:

Keith, the tone of the messaging itself is good , however, the issue is that the guidelines of the intra-company transferee program and inter-national agreements will likely not cover all of their employees

they may choose for the core program – specifically if they have new hires that are from countries not signatory to the int'l agreements. If not from a signatory country, then one would think the intra-company transferee program would work, however, an employee has to have been with Microsoft for a minimum of one year full time employment prior to application of the intra-co. program s.13

s.13

s.13

s.13

I'm attaching a link here to the email to the TFW manual where you can find the details to the programs

<http://www.cic.gc.ca/english/resources/manuals/fw/fw01-eng.pdf>

From: Godin, Keith JTST:EX
Sent: Saturday, April 26, 2014 2:20 PM
To: Renault, Shannon JTST:EX
Subject: 7:30AM script

Briefed Scott – I think we're good to go in terms of approach. Can you review the following today:

Script for Microsoft

s.13

Keith Godin

AV Executive Director, Policy and Stakeholder Relations
Ministry of Jobs, Tourism & Skills Training
Office: 250.952.6567
Mobile: 250.216.5507

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Sunday, April 27, 2014 1:31 PM
To: Godin, Keith JTST:EX
Subject: RE: SCRIPT Monday April 28
Attachments: SCRIPT Monday April 28.docx

Updated as requested. Please note the process for the letter of support from BC is very simple and staff is already finalizing the form letter with CIC. This step poses no concern.

From: Godin, Keith JTST:EX
Sent: Sunday, April 27, 2014 11:31 AM
To: Renault, Shannon JTST:EX
Subject: Fwd: SCRIPT Monday April 28

Can you answer these?

Begin forwarded message:

From: "MacDonald, Scott D JTST:EX" <D.Scott.MacDonald@gov.bc.ca>
Date: April 27, 2014 at 11:02:07 AM PDT
To: "Godin, Keith JTST:EX" <Keith.Godin@gov.bc.ca>
Subject: SCRIPT Monday April 28

Thanks for this.

s.13

Page 061

Withheld pursuant to/removed as

s.16;s.13

Worker Type and Immigration Mechanism

Employee Type	Immigration Mechanism	Number		Canadians	Process	CIC
		Ph. 1	Total			
Rotational Employees (also referred to a "trainees")	BC TFW Annex	50	150	Open to all international applicants including Canadians. No guaranteed number of Canadians.	Support letter from BC	No concern
Foundry Employees	Not required as students are already in Canada	25	50 (per year)	All except if students happen to be int'l studying in CA	None required, already CA or in CA with a work permit	No concern
Core Employees Executive, management, or those with specialized knowledge of particular industry, product or service who: <ul style="list-style-type: none"> - live in countries that are a signatory to an international trade agreement - have been employed by MS for at least one year prior to transfer 	Intra-company Transferee	75-100	200 Microsoft has not made any hiring decisions on their core employees. At this time we do not know how many will be in each of these three possible sub-sets.	Microsoft has indicated that 10% of its "core" will be comprised of Canadian employees and this is likely to grow over time.	Direct approval from CIC – no letter required	No concern
Core Employees Executive, management, or those with specialized knowledge of particular industry, product or service who: <ul style="list-style-type: none"> - live in countries that are a signatory to an international trade agreement - have NOT been employed by MS for at least one year prior to transfer 	BC TFW Annex Proposed solution: <ul style="list-style-type: none"> - MS needs to identify whether this is even an issue. - If an issue, will work with CIC to find pathway 				Support letter from BC	s.16
Core Employees - executive or management who will work on a contract with Microsoft, contract secured pre-arrival	NAFTA or other similar international agreement				Direct approval from CIC – no letter required	No concern

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, April 28, 2014 1:07 PM
To: Price, Gabrielle GCPE:EX
Subject: RE: MS Materials - Final Approval Needed

Yes that is correct. s.13

From: Price, Gabrielle GCPE:EX
Sent: Monday, April 28, 2014 1:00 PM
To: Renault, Shannon JTST:EX
Subject: RE: MS Materials - Final Approval Needed

No, the specific numbers are not actually in the materials I sent over. s.13
s.13

From: Renault, Shannon JTST:EX
Sent: April-28-14 11:33 AM
To: Price, Gabrielle GCPE:EX
Subject: FW: MS Materials - Final Approval Needed
Importance: High

Please see note below from Keith. It's not clear to me where the numbers are mentioned in the items that I received in the original email. Am I missing something?

From: Godin, Keith JTST:EX
Sent: Monday, April 28, 2014 11:30 AM
To: Renault, Shannon JTST:EX
Subject: RE: MS Materials - Final Approval Needed

Can you please double check the numbers - s.13

From: Price, Gabrielle GCPE:EX
Sent: Monday, April 28, 2014 11:05 AM
To: MacDonald, Scott D JTST:EX; Godin, Keith JTST:EX; Renault, Shannon JTST:EX
Cc: McAndrews, Caroline GCPE:EX
Subject: RE: MS Materials - Final Approval Needed

Excellent, thank you!

From: MacDonald, Scott D JTST:EX
Sent: April-28-14 11:01 AM
To: Price, Gabrielle GCPE:EX; Godin, Keith JTST:EX; Renault, Shannon JTST:EX
Cc: McAndrews, Caroline GCPE:EX
Subject: RE: MS Materials - Final Approval Needed

Comments:

From: Price, Gabrielle GCPE:EX
Sent: Monday, April 28, 2014 8:53 AM
To: Godin, Keith JTST:EX; Renault, Shannon JTST:EX
Cc: MacDonald, Scott D JTST:EX; McAndrews, Caroline GCPE:EX
Subject: MS Materials - Final Approval Needed

Good Morning,

The issues note and speaking notes for the MS event this week have been slightly tweaked and will need one last review on your end.

MSB has asked for the final approved docs. My mid-day today. My apologies for the tight turnaround!

Thanks again!

Gabrielle

Gabrielle Price
Public Affairs Officer – Government Communications and Public Engagement
Ministry of Jobs, Tourism and Skills Training and Responsible for Labour
W: 250 952-0163 / C: 778 679-7712
E: gabrielle.price@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, April 28, 2014 5:19 PM
To: Godin, Keith JTST:EX
Cc: Allan, Shelley JTST:EX
Subject: script for meeting with CIC
Attachments: 2014-04-28_SCRIPT for CIC discussion.docx

As requested, here is a script with a record of the written communications with CIC on the MS project.

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Script for CIC

PREAMBLE:

- BC and CIC have committed to Microsoft that they will have an exemption from the LMO process for the employees of the Microsoft Centre of Excellence.
- The opening of the Centre of Excellence in Vancouver will be announced on May 1, 2014.

THE ISSUE:

- s.16,s.21
- CIC has asked that MS instead use the inter-company transferee option or other international agreements to bring in this group of employees.
- While this option will work for some hires, it is not an option that all of the core employees are eligible for. Inter-company transfers require that employees have been with MS for a minimum of one year prior to entry to Canada. MS indicates that some in this category will be new international hires or employees of less than one year.
- s.21

THE SOLUTION:

- BC work with MS and CIC over the coming weeks to identify those core employees that will be able to use the inter-company transferee or international agreement streams.
- Affirm with CIC that though the positions in CIC are "core positions", the employees themselves will fill them on a temporary basis.
- CIC recommit, at the executive level, to the commitment to use the authority of the TFW Annex for core employees for whom this avenue is the only option for entry to Canada.

ATTACHMENTS:

Appendix A: Worker Type and Immigration Mechanism

Appendix B: Record of Communication of Microsoft Centre of Excellence project

Appendix A: Worker Type and Immigration Mechanism

Types of Employees	Immigration Mechanism	CIC Response
Rotational Employees	BC TFW Annex	No concern
Foundry Employees	Not required as students are already in Canada	No concern
Core Employees Executive, management, or those with specialized knowledge of particular industry, product or service who: <ul style="list-style-type: none"> - live in countries that are a signatory to an international trade agreement - have been employed by MS for at least one year prior to transfer 	Intra-company Transferee	No concern
Core Employees Executive, management, or those with specialized knowledge of particular industry, product or service who <ul style="list-style-type: none"> - live in countries that are a signatory to an international trade agreement - have NOT been employed by MS for at least one year prior to transfer 	BC TFW Annex Proposed solution: <ul style="list-style-type: none"> - MS needs to identify whether this is even an issue. - If an issue, will work with CIC to find pathway 	s.16
Core Employees - executive or management who will work on a contract with Microsoft, contract secured pre-arrival	NAFTA or other similar international agreement	No concern

Appendix B: Record of Communication of Microsoft Centre of Excellence Project

Date	Content	Related Excerpt
Aug 15, 2013	JTST DM to CIC DM <ul style="list-style-type: none"> - BC outlines intent to exercise it authority – see excerpt 1 - Provides high level summary of centre and its educational, training and work experience program – see excerpt 2 - Identifies BC's five criteria 	1) <i>"Following Citizenship and Immigration Canada's (CIC) referral of Microsoft to the Province, I am writing to communicate British Columbia's intent to exercise its authority under the Canada-British Columbia Immigration Agreement (CBCIA), Temporary Foreign Worker (TFW) Annex to support the establishment of Microsoft's Global Excellence Centre (the Centre) in Vancouver."</i> 2) <i>"The Centre would welcome up to 700 new international hires annually to take an educational, training, and work experience program before being permanently placed in Microsoft's global offices . . . The 18 month program includes a minimum of three months foundational education and training and up to 15 months productive hands-on work experience."</i>
Oct 15, 2013	CIC DM to JTST DM <ul style="list-style-type: none"> - Notes supports for BC in the use of its TFW authorities – see excerpt 3 - Acknowledges the five criteria that Microsoft must meet - Notes that CIC /BC work to ensure predictable and timely issuance of work permit to TFWs – see excerpt 4 - References an expectation that appropriate evaluation measures are established to assess post implement that project continues to meet five criteria 	3) <i>Citizenship and Immigration Canada (CIC) strongly supports British Columbia (B.C.) in this use of its TFW authorities, and is in agreement with the province that this exemption from the Labour Market Opinion (LMO) process will be of significant economic benefit to Canada and B.C." given the particular nature of the project</i> 4) <i>"CIC will continue to work with B.C. to ensure that, with an acceptable proposal by Microsoft in place, our operations provide predictable and timely issuance of work permits to the temporary foreign workers associated with this initiative"</i>
Feb 28, 2014	Microsoft VP to JTST's DM <ul style="list-style-type: none"> - Summarizes how criteria met, attaches E&Y report and outlines next steps including: <ul style="list-style-type: none"> ▪ June/July first phase for staffing long term and rotational work force streams ▪ initial phase include approx. 	5) <i>"As we work to establish our new business operations in Vancouver and launch the rotational program we predict that many of these first employees will require use of the TFW Annex to secure work authorization in Canada"</i>

	<p>175 employees, including approx. 100 long term employees, approx. 50 rotational employees and 25 Foundry.</p> <ul style="list-style-type: none"> ▪ predict many first employees require use of the Annex - see excerpt 5 	
Mar 13, 2014	<p>JTST DM to CIC DM – cc Microsoft/ESDC</p> <ul style="list-style-type: none"> - Summarizes how Microsoft met criteria - Includes the following: <ul style="list-style-type: none"> ▪ Use of TFW Annex for workers at the Centre (does not specify worker types) – see excerpt 6 ▪ Estimates next 12 months approx. 140 foreign nationals will be coming – see excerpt 7 	<p>6) <i>“As agreed to in our correspondence dated August 15 and October 16, 2013, BC proposed and Citizenship and Immigration Canada (CIC) endorsed BC’s use of section 4.3 for workers at the Centre if Microsoft was able to demonstrate that it has or will meet all five criteria.”</i></p> <p>7) <i>“Furthermore, as required by section 4.3.2 BC estimates that in the next twelve months, approximately 140 foreign nationals will be coming to work at the Centre. The first phase of workers are expected in June or July 2014.”</i></p>
Mar 21, 2014	<p>JTST DM to Microsoft</p> <ul style="list-style-type: none"> - Confirmation BC in agreement that Microsoft has met criteria - States Annex provides BC authority to exempt from LMO – see excerpt 8 - Advises BC communicated to CIC exemption to approx 150 workers – see excerpt 9 	<p>8) <i>“The Annex provides authority for the Province to designate that a group of workers can be exempt from the requirement for a Labour Market Opinion for a 12 month period.”</i></p> <p>9) <i>“BC has communicated to Citizenship and Immigration Canada (CIC) that BC will be providing this exemption to the approximately 150 workers.</i></p>

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, April 29, 2014 7:17 AM
To: Godin, Keith JTST:EX
Subject: Re: Microsoft

Thanks. Have I had time to review q and a?

Sent from my iPhone

On Apr 29, 2014, at 6:44 AM, "Godin, Keith JTST:EX" <Keith.Godin@gov.bc.ca> wrote:

Begin forwarded message:

From: "MacDonald, Scott D JTST:EX" <D.Scott.MacDonald@gov.bc.ca>
Date: April 29, 2014 at 6:37:26 AM PDT
To: "Godin, Keith JTST:EX" <Keith.Godin@gov.bc.ca>
Subject: FW: Microsoft

We'll need to be ready for this

From: Dhanowa, Damon JTST:EX
Sent: Monday, April 28, 2014 9:05 PM
To: Sharma, Rishi JTST:EX
Cc: MacDonald, Scott D JTST:EX; Gardner, Lindsay JTST:EX; Merrifield, Katy JTST:EX; Byng, Dave A JTST:EX; Yelovatz, Maureen JTST:EX
Subject: RE: Microsoft
Yes, we have time available between 3 and 6 on Wed afternoon.

From: Sharma, Rishi JTST:EX
Sent: Monday, April 28, 2014 9:01 PM
To: Dhanowa, Damon JTST:EX
Cc: MacDonald, Scott D JTST:EX; Gardner, Lindsay JTST:EX; Merrifield, Katy JTST:EX; Byng, Dave A JTST:EX; Yelovatz, Maureen JTST:EX
Subject: Microsoft
Hi - do we have time for a thorough Microsoft briefing on Wednesday?
Thanks,
Rish

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, April 29, 2014 8:33 AM
To: Keenan, Jason GCPE:EX
Subject: RE: Q&A Microsoft

I know... I reminded again this AM.

-----Original Message-----

From: Keenan, Jason GCPE:EX
Sent: Tuesday, April 29, 2014 8:05 AM
To: Renault, Shannon JTST:EX
Subject: Q&A Microsoft

Any news...need to provide to Minister ASAP.

Thanks

Sent from my iPad

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, April 29, 2014 3:13 PM
To: Harrison, Joy S JTST:EX
Subject: FW: visio for small edits
Attachments: Microsoft Employee Exemption Process - April 29, 2014.vsd

From: Renault, Shannon JTST:EX
Sent: Tuesday, April 29, 2014 3:10 PM
To: Watt, Eben JTST:EX
Subject: visio for small edits

Page 073

Withheld pursuant to/removed as

s.13

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, April 29, 2014 5:17 PM
To: Keenan, Jason GCPE:EX
Subject: q and a
Attachments: BC Q and A's - April 29.docx

FYI

These in MS's briefing binder for tomorrow S.13
S.13

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Benefits to Vancouver/British Columbia/Canada

Q1. How will this project benefit Vancouver and British Columbians?

- A. The Centre will create for Vancouver and the province, new employment and training opportunities, infuse millions of dollars both directly and indirectly into our economy, bring to us the world's best and brightest technology minds and further the growth of BC's tech sector.

s.13

Q7. What type of work will be done at the Centre?

- A. In addition to Microsoft's gaming business currently located in Vancouver, the Centre will support the work of their Applications and Services Group (ASG). Long-term employees will be placed in roles ranging from software development and testing, program and solutions management, IT and operations engineering and product management and marketing.

British Columbia / Canada Role:

Q9. How is the province involved in Microsoft's new Excellence Centre?

- A. The province is supporting Microsoft's Excellence Centre by streamlining the process associated with bringing in new recruits and term employees from outside Canada. The province provides a recommendation to the federal government to exempt foreign nationals destined to work temporarily in British Columbia from the labour market opinion process.

Q10. How is the federal government involved in this process?

- A. The federal government must decide to accept the province's recommendation to exempt Microsoft from the LMO process for this Excellence Centre. The province provides evidence to support their recommendation such as how the applicant meets provincially established criteria. Additionally, the federal government is the only authority able to grant any person entry into Canada.

Provincial Temporary Foreign Worker (TFW) Streamlined Process:

Q11. What provides the province the authority to recommend an exemption to the LMO process thereby streamlining the TFW hiring process?

- A. Similar to other provinces such as Alberta, British Columbia's temporary foreign worker annex enables the province to recommend to the federal government that a specific temporary foreign worker or group of workers destined to work temporarily in British Columbia can do so without their identified employer completing the LMO process.

Q12. How come Microsoft is able to use a streamlined TFW process to hire new recruits and term employees, while other companies cannot?

- A. Microsoft approached governments with a proposal of significant economic benefit to BC and Canada. Other companies may also be considered for a

similar process if they can demonstrate to the province that they can meet the established criteria.

Q13. If other companies can participate, who are they and why just them?

- A. Companies that are able to participate must demonstrate they are able to meet the province's criteria. We expect companies from different sectors to approach the province, including those in LNG.

Q14. What are the criteria that employers must meet to participate?

- A. There are five of them including:
1. British Columbians must not be displaced from the job market;
 2. The project must result in a sizeable, multi-year investment in British Columbia;
 3. Job opportunities must be created for British Columbians;
 4. There is knowledge transfer for British Columbians; and
 5. Local government supports the project.

Q15. What is the amount of economic impact the province expects companies to contribute?

- A. The employer's proposal must result in a sizeable multi-year investment in British Columbia. To be clear the province is concerned with major investments for the purpose of this program which means millions of dollars.

Q16. Doesn't the LMO process ensure that Canadians are given first chance at available jobs? How will the province ensure this if an employer doesn't have to complete the LMO process?

- A. One of the key criteria is that British Columbians must not be displaced from the job market. That means that a British Columbian cannot have their job impacted as a result of hiring a temporary foreign worker. Microsoft is creating new long term and temporary jobs which will not result in any job displacement for Canadian workers. In fact, the Centre will result in new opportunities for British Columbians.

Q17. How does the province assess that company has met its criteria?

- A. Each assessment is completed on a case basis. Participating employers must have an independent report prepared that outlines the economic benefits for British Columbia.

Q18. How will the province ensure that the project is effective?

- A. The province has agreed with CIC that the project will be evaluated to ensure that it meets project criteria.

TFW and TFW Program Questions:

Q19. How does this new streamlined process fit with the existing Temporary Foreign Worker Program?

- A. The new streamlined process does not replace the TFW Program within British Columbia, nor does it change the purpose or function of the federal program. This provincial approach is only available for specific circumstances of considerable economic impact.

Q20. With the problems associated with the Temporary Foreign Worker Program and the ongoing federal review, why is the province establishing a streamlined process?

- A. The streamlined process the province has established is to support British Columbia's economic development, which will bring greater employment for British Columbians and spin-off benefits for communities.

Q21. If the LMO process is not completed, how do we know that TFWs destined to work in British Columbia will be adequately protected?

- A. Aside from the fact that Microsoft is a very reputable employer, the province requires that any company participating in their streamlined process provide all foreign nationals with information on their employment rights and methods to file a complaint.

[Two hand-outs on ESB's site to be included immigration packages that employer will provide: <http://www.labour.gov.bc.ca/esb/facshts/pdfs/foreign-workers.pdf> http://www.labour.gov.bc.ca/esb/facshts/pdfs/filing_complaint.pdf]

Q22. How do we know that the TFWs are eligible to be in British Columbia?

- A. It is important to note that the only process streamlined is the Labour Market Opinion process; all other requirements related to a foreign national entering and working in Canada apply.

s.13

Q24. How will you ensure that Microsoft will not use the streamlined TFW process inadvertently and bring in people for jobs which Canadians are qualified to do?

- A. Microsoft recruits for new employees worldwide, including in Canada. Canadians can compete to become a new Microsoft recruit. Additionally, some of the interns hired from Canadian universities are encouraged to apply for employment at Microsoft once they finish their education.

s.13

Q26. Is there a cap on the number of temporary foreign workers that Microsoft can bring into British Columbia?

- A. The cap Microsoft has on its long-term and temporary workforce is 400. However, due to current space constraints as they build their new office, Microsoft's first phase will include 150-175 employees.

Q27. How many Canadians will work at the Excellence Centre?

- A. Initially, at least 10% of the Microsoft's core long-term workforce will comprise Canadians with an expectation that this will grow as the Centre becomes integrated and operational in Vancouver. In addition, Microsoft will hire 25 interns directly from Canadian universities for its opening and in future years, they plan to employ at least 50 students annually. In addition, the Centre will create new jobs for Canadians in both direct and indirect opportunities.

Q28. If some jobs are core to Microsoft operations, why are temporary foreign workers being brought in? Shouldn't those jobs go to British Columbians?

- A. Microsoft is creating a long term workforce of technology professionals who will work in Vancouver for no more than three years unless they permanently immigrate to Canada. Initially at least 10% of this work force will be comprised of Canadians, these are highly skilled workers, knowledgeable in Microsoft's business. Microsoft expects that initial 10% of Canadians that comprise their workforce will grow as the Centre becomes integrated and operational in Vancouver.

Q29. Is there a cap on the number of temporary foreign workers that Microsoft can bring into British Columbia?

- A. The cap Microsoft has on its workforce under the streamlined process is 400. However, due to current space constraints as they build their new office, Microsoft's first phase will include 150-175 employees.

Q30. What is Microsoft's rotational employee program and how is this different than being a long-term employee?

- A. In addition to Microsoft's long-term workforce, the Centre will also host new university graduates from around the world for an 18-month rotational training program. In this program, recent graduates will receive classroom-style training and hands-on experience. Upon program completion, these employees will either transfer to another Microsoft location or remain as part of the Centre's long-term workforce.

Q31. Will the rotational employee program be open to Canadian citizens?

- A. Canadians will be eligible to participate in the program as well as other nationalities.

Q32. What is Microsoft's Foundry Vancouver program?

- A. Microsoft's Foundry Vancouver program will include 50 interns annually sourced from Canadian universities. Microsoft is currently recruiting 25 of these interns.

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, April 30, 2014 8:56 AM
To: Harrison, Joy S JTST:EX
Subject: FW: ms staffing docs
Attachments: Microsoft Employee Exemption Process - April 29, 2014.vsd

-----Original Message-----

From: Renault, Shannon JTST:EX
Sent: Tuesday, April 29, 2014 8:33 PM
To: Godin, Keith JTST:EX
Subject: RE: ms staffing docs

Yes, here it is.
The visual looks good.

-----Original Message-----

From: Godin, Keith JTST:EX
Sent: Tuesday, April 29, 2014 7:11 PM
To: Renault, Shannon JTST:EX
Subject: RE: ms staffing docs

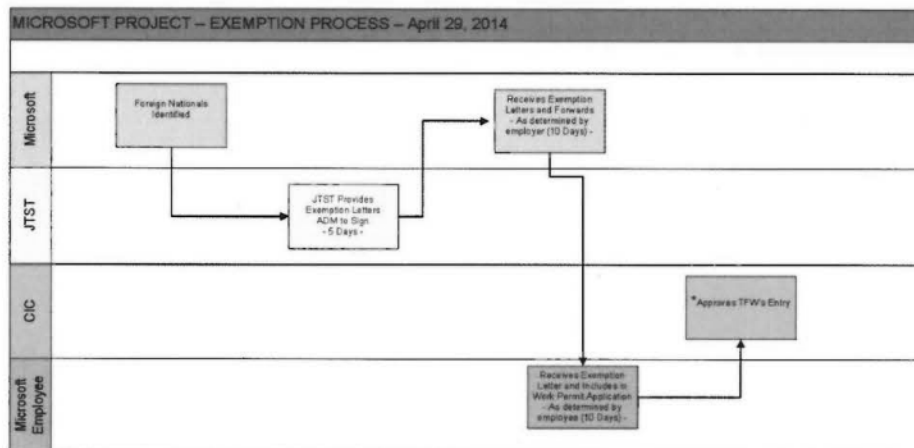
Thanks for this. I transposed into attached visual - anything salient missing or incorrect?

Is Shelley's flowchart ready?

From: Renault, Shannon JTST:EX
Sent: Tuesday, April 29, 2014 5:15 PM
To: Godin, Keith JTST:EX
Subject: ms staffing docs

In excel and word

Shannon Renault
Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca<<mailto:shannon.renault@gov.bc.ca>>



* TFWs Approval Entry when VISA is required on average, approximately 32 days.

* Expedited processing for American citizens - work permit can be obtained at point of entry

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, April 30, 2014 2:05 PM
To: Godin, Keith JTST:EX
Subject: RE: simpler version - any concerns?

My suggested slight tweaks below. s.13

s.13

From: Godin, Keith JTST:EX
Sent: Wednesday, April 30, 2014 1:40 PM
To: Renault, Shannon JTST:EX
Subject: simpler version - any concerns?

s.13

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, April 30, 2014 3:00 PM
To: Godin, Keith JTST:EX
Subject: FW: one more question please...

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: Wednesday, April 30, 2014 2:25 PM
To: Renault, Shannon JTST:EX
Cc: Megan Millard (LCA)
Subject: RE: one more question please...

Hi Shannon,
s.21

Best regards,
Megan

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Wednesday, April 30, 2014 1:23 PM
To: Megan Millard (LCA)
Subject: one more question please...
Importance: High

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 387-5631 | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, August 12, 2014 4:56 PM
To: Diamond, Julia JTST:EX
Subject: RE: Microsoft Corporation - Annex Program Foreign Worker Authorizations - Batch #1

No I just received the first batch, but they did send it a few times due to the naming and zip file issues. Perhaps they were viewing these others sends as 2 through 4. We best check in with them on that.

From: Diamond, Julia JTST:EX
Sent: Tuesday, August 12, 2014 4:54 PM
To: Renault, Shannon JTST:EX
Subject: RE: Microsoft Corporation - Annex Program Foreign Worker Authorizations - Batch #1

Thanks. All I received from Jennifer/Felix was Batch #5 (yesterday). I see you saved Batch #1 on the LAN. Did you receive Batches #2 to #4 at all? I don't see them saved but maybe they're in your email?

Thanks
Julia

From: Renault, Shannon JTST:EX
Sent: Tuesday, August 12, 2014 4:13 PM
To: Diamond, Julia JTST:EX
Subject: FW: Microsoft Corporation - Annex Program Foreign Worker Authorizations - Batch #1

Here you go

From: Felix Hau [<mailto:felix.hau@ca.ey.com>]
Sent: Tuesday, August 5, 2014 6:54 AM
To: Renault, Shannon JTST:EX
Cc: Global Migration Canada
Subject: RE: Microsoft Corporation - Annex Program Foreign Worker Authorizations - Batch #1

Hi Shannon,

It has been five minutes and no undeliverable email, I think this is good news! The password for the encrypted attachment is s.15 and it should contain the documents for the following individuals:

s.22

Please let me know if you require any additional information.

Sincerely,

Felix Hau, B.Sc. (Hons.), J.D. | Lawyer/Manager | Egan LLP*

Ernst & Young Tower, 222 Bay Street, P.O. Box 197, Toronto, ON M5K 1H6 Canada
Phone: +1 416 943 3985 | Fax: +1 416 943 2735
EY/Comm: 1634280 | Felix.Hau@ca.ey.com
eganllp.com

From: Felix Hau
Sent: August-05-14 9:48 AM
To: 'Renault, Shannon JTST:EX'
Cc: Global Migration Canada
Subject: RE: Microsoft Corporation - Annex Program Foreign Worker Authorizations - Batch #1

Hi Shannon,

Hope you had a good long weekend. Here is the encrypted attachment with the renamed file extension to .txt. I will be sending a separate email to you with the password. I hope this email will be successfully delivered to you.

Sincerely,

Felix Hau, B.Sc. (Hons.), J.D. | Lawyer/Manager | Egan LLP*

Ernst & Young Tower, 222 Bay Street, P.O. Box 197, Toronto, ON M5K 1H6 Canada
Phone: +1 416 943 3985 | Fax: +1 416 943 2735
EY/Comm: 1634280 | Felix.Hau@ca.ey.com
eganllp.com

NR

Page 088 to/à Page 090

Withheld pursuant to/removed as

NR

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, August 15, 2014 3:27 PM
To: Keenan, Jason GCPE:EX; Watson, Andy GCPE:EX
Cc: Nicholls, Cloe JTST:EX
Subject: RE: microsoft project

Yes, I'm sure we could if we want. They have indicated they were not planning on any sort of media event or items on the employees arrival but if you think that would be a proactive approach to dealing with what might become a communications item, I am sure they would be open to this.

From: Keenan, Jason GCPE:EX
Sent: Friday, August 15, 2014 3:26 PM
To: Watson, Andy GCPE:EX; Renault, Shannon JTST:EX
Cc: Nicholls, Cloe JTST:EX
Subject: RE: microsoft project

Do you also have some sense if we could reach out to their comms people – maybe for a story about the first students/trainees coming in?

From: Watson, Andy GCPE:EX
Sent: Friday, August 15, 2014 3:21 PM
To: Renault, Shannon JTST:EX
Cc: Keenan, Jason GCPE:EX; Nicholls, Cloe JTST:EX
Subject: RE: microsoft project

Thanks for the head's up Shannon – appreciate this. Please share the note you draft with MSB so we have it for context when it's ready.

We'll dust off the Q and A and ensure it's up to date and current.

Cheers,
Andy

Andy Watson
Senior Public Affairs Officer – Government Communications and Public Engagement
Ministry of Jobs, Tourism and Skills Training and Responsible for Labour
W: 250 952.0622 / C: 778 679.5667
E: andy.watson@gov.bc.ca

From: Renault, Shannon JTST:EX
Sent: Friday, August 15, 2014 2:55 PM
To: Watson, Andy GCPE:EX
Cc: Keenan, Jason GCPE:EX; Nicholls, Cloe JTST:EX
Subject: microsoft project

This is just a heads up that we are now in the implementation phase of the Microsoft project. Microsoft is targeting September 15th for the first wave of international workers, brought into BC through the use of our TFW Annex. We will draft a note next week for MSB in this regard, but a heads up to you in relation to the communications side of this issue. You will recall the Q and As we prepared for the May announcement of the project.

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, August 18, 2014 2:17 PM
To: Diamond, Julia JTST:EX
Subject: FW: MS update

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]
Sent: Wednesday, July 30, 2014 11:15 AM
To: Renault, Shannon JTST:EX
Subject: RE: MS update

Suzanne has indicated that the appropriate reference for officers is in the BC letter template. I assume she means what is in the box at the bottom:

TO THE IMMIGRATION OFFICER:

Officers can reference the "Microsoft Project under the British Columbia (BC) TFW Annex" in TFW Program Delivery Instructions online (formerly FW1 Manual – Section 5.27 (Agreements)) *Canada-Provincial/Territorial Agreements – R204(c) – T13 – Temporary Foreign Worker Provincially Selected (TFW-PS)*. LMO exemption code T13 applies; "TFW-PS" is to be noted on the work permit.

Megan McNeill-McKinnell
Acting Assistant Director | Directrice adjointe par intérim
NHQ - Immigration | AC - Immigration
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1
Megan.McNeill-McKinnell@cic.gc.ca
Telephone | Téléphone 613-952-3319
Facsimile | Télécopieur 613-954-0850
Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: July 30, 2014 1:51 PM
To: McNeill-McKinnell.Megan
Subject: RE: MS update

Thanks for this Megan. I've not heard from MS for a few days but have sent a note to check on the status and confirm that the wording suggested for the letters last week (?) meets with their approval.

Also, are you able to confirm that you can provide the reference number for the instructions below for us to be able to share with MS as per their request?

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]
Sent: Wednesday, July 30, 2014 7:47 AM
To: Renault, Shannon JTST:EX
Cc: Diamond, Julia JTST:EX; Judge.Robert
Subject: MS update

Hi Shannon, the online instructions have been approved by operations but there are still a few steps before they are actually on the internal website for officers. Suzanne anticipates that they should be online the week of August 11th. You might want to let Microsoft know this so that applications are only received at CIC the week of August 11th, and at POE, to be safe, it might be better if candidates did not arrive before the week of August 18th.

Based on what you indicated about BC beginning to issue letters last week (I think?), hopefully this timing will work.

Thanks, Megan

Megan McNeill-McKinnell
Acting Assistant Director | Directrice adjointe par intérim
NHQ - Immigration | AC - Immigration
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1
Megan.McNeill-McKinnell@cic.gc.ca
Telephone | Téléphone 613-952-3319
Facsimile | Télécopieur 613-954-0850
Government of Canada | Gouvernement du Canada

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, August 19, 2014 5:30 PM
To: Nicholls, Cloe JTST:EX; Young, Kerry JTST:EX
Cc: Watson, Andy GCPE:EX
Subject: RE: One more question for today

We just received the data earlier this week – putting some final touches on formatting and preparing an info note for DM and Minister to inform it is being posted. Should be up early next week pending no snags in the above. Will send you a note with link. Will also send you a copy of the IN.

From: Nicholls, Cloe JTST:EX
Sent: Tuesday, August 19, 2014 5:29 PM
To: Renault, Shannon JTST:EX; Young, Kerry JTST:EX
Cc: Watson, Andy GCPE:EX
Subject: FW: One more question for today

Hi Kerry and Shannon,

Could you please respond to Andy on this for me and advise of process, correct contacts etc.

Thanks
Cloe

From: Watson, Andy GCPE:EX
Sent: Tuesday, August 19, 2014 3:12 PM
To: Nicholls, Cloe JTST:EX
Subject: One more question for today

Cloe,

I may be going to the wrong person with this – if so, can you please tell me where I should direct my query?

I'm wondering if the 2013 data for TFWs has been posted to the WelcomeBC site (and where I would look for it). Do you know where I could find this data on the CIC site?

If the data is not on the WelcomeBC site, who can I follow up with to check on an ETA? And if it has been posted, has MSB/MO been briefed?

Thanks,
Andy

Andy Watson
Senior Public Affairs Officer – Government Communications and Public Engagement
Ministry of Jobs, Tourism and Skills Training and Responsible for Labour
W: 250 952.0622 / C: 778 679.5667
E: andy.watson@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, August 20, 2014 9:05 AM
To: Diamond, Julia JTST:EX
Subject: RE: Delivery of Microsoft LMIA exemption letters

Yes please do, related to encryption. I am told letters will be ready by 10 AM this morning. We need a solid answer from CIC. Do they require the original copy or is the pdf sufficient for the immigration purposes for which it is being used?

Please copy me

From: Diamond, Julia JTST:EX
Sent: Wednesday, August 20, 2014 8:57 AM
To: Renault, Shannon JTST:EX
Subject: FW: Delivery of Microsoft LMIA exemption letters

Fyi. Can I respond to Megan and advise that, to her first point, the letters will be sent electronically as encrypted PDF files – this will ensure that they will are not misused/tampered with. And to her second point, yes, we agree.

Do you know if Scott manually signed all of the letters yesterday? If so, when can we expect them and are we continuing with manual signatures?

NR

Page 096

Withheld pursuant to/removed as

NR

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, August 20, 2014 12:42 PM
To: Starkings.Suzanne; McNeill-McKinnell.Megan; Diamond, Julia JTST:EX
Subject: RE: Delivery of Microsoft LMIA exemption letters

Thank you for this Suzanne and Megan. So the conclusion I take from this is that the federal government, at the CIC office or at points of entry, does not require the original signed letter from BC and that a copy of that letter, sent through encrypted pdf format is sufficient to satisfy the immigration requirements. Is that correct?

From: Starkings.Suzanne [mailto:Suzanne.Starkings@cic.gc.ca]
Sent: Wednesday, August 20, 2014 12:37 PM
To: McNeill-McKinnell.Megan; Diamond, Julia JTST:EX
Cc: Renault, Shannon JTST:EX
Subject: RE: Delivery of Microsoft LMIA exemption letters

I agree with Megan that this sounds reasonable. Also, officers can refer to the BC gov official contact info included on the letter, in case they have any doubts about genuineness and authenticity.

Suzanne Starkings
Senior Policy Program Advisor | Conseiller principal politique et programmes
NHQ - Operational Management and Coordination | AC - Gestion opérationnelle et coordination
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1
Office | Bureau JETS C1467
Suzanne.Starkings@cic.gc.ca
Telephone | Téléphone 613-437-7183
Facsimile | Télécopieur 613-952-5382
Government of Canada | Gouvernement du Canada

From: McNeill-McKinnell.Megan
Sent: August 20, 2014 3:23 PM
To: 'Diamond, Julia JTST:EX'
Cc: Starkings.Suzanne; Renault, Shannon JTST:EX
Subject: RE: Delivery of Microsoft LMIA exemption letters

This sounds reasonable to me but I will let Suzanne weigh in if she is aware of any reason why this would not be suitable.

Megan McNeill-McKinnell
Acting Assistant Director | Directrice adjointe par intérim
NHQ - Immigration | AC - Immigration
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1
Megan.McNeill-McKinnell@cic.gc.ca
Telephone | Téléphone 613-437-6683
Facsimile | Télécopieur 613-954-0850
Government of Canada | Gouvernement du Canada

From: Diamond, Julia JTST:EX [mailto:Julia.Diamond@gov.bc.ca]
Sent: August 20, 2014 12:18 PM
To: McNeill-McKinnell.Megan
Cc: Starkings.Suzanne; Renault, Shannon JTST:EX
Subject: RE: Delivery of Microsoft LMIA exemption letters

Thank you, Megan. Regarding steps to ensure the integrity of the letters, we can send them as encrypted PDF files so that they cannot be altered. Please confirm that this would be acceptable to CIC (i.e., that no original copy would be required if we follow this process). To your other points about the # of WPs not exceeding the # of letters issued and the evaluation considerations - yes, agreed.

Thanks,
Julia

NR

Page 099

Withheld pursuant to/removed as

NR

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, August 21, 2014 8:37 AM
To: McNeill-McKinnell.Megan
Cc: Diamond, Julia JTST:EX
Subject: q and a on Microsoft Excellence Centre

Good Morning Megan,

I am reviewing and updating the Q and A on the MS Excellence Centre to send to our Minister today. I have decided to add one in light of the announcement of cancelling the TFW Annexes. Can you let me know if you are generally okay with this Q/A? Thanks

s.13

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, August 21, 2014 11:16 AM
To: Diamond, Julia JTST:EX
Subject: RE: Revised MS Q&As and IN

Julia will you please relook at the categorization of questions in the Q and A? Perhaps condense? There are questions at the end that are about the rotational employees (etc) and they are in a section called TFW Program sections? Thanks

From: Diamond, Julia JTST:EX
Sent: Thursday, August 21, 2014 10:04 AM
To: Renault, Shannon JTST:EX
Subject: Revised MS Q&As and IN
Importance: High

I have revised the Q&As (highlighted is the item we are asking Megan about): <G:\Immigration Policy Unit\Policy and Initiatives\TFW\TFW Annex\Major Projects\Microsoft\MS - TFWs\BC Q & A's\BC Q and A's - Aug 21.docx>

And the IN note for MSB (with revised Q&As inserted): <G:\Immigration Policy Unit\COMMUNICATIONS\Briefing Notes\2014\Drafts\Microsoft - TFW Annex\2014-08-21 MSB IN re Microsoft Entry Process.docx>

Julia Diamond

Policy Analyst | Immigration Policy | Ministry of Jobs, Tourism, and Skills Training
Tel: (250) 356-2336 | E-mail: Julia.Diamond@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, August 21, 2014 12:52 PM
To: McNeill-McKinnell.Megan
Cc: Diamond, Julia JTST:EX
Subject: RE: q and a on Microsoft Excellence Centre

Thank you

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]

Sent: Thursday, August 21, 2014 11:41 AM

To: Renault, Shannon JTST:EX

Cc: Diamond, Julia JTST:EX

Subject: RE: q and a on Microsoft Excellence Centre

Hi Shannon, this is good, just please see a few small changes below. Thanks, Megan

Megan McNeill-McKinnell

Acting Assistant Director | Directrice adjointe par intérim

NHQ - Immigration | AC - Immigration

Citizenship and Immigration Canada | Citoyenneté et Immigration Canada

365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1

Megan.McNeill-McKinnell@cic.gc.ca

Telephone | Téléphone 613-437-6683

Facsimile | Télécopieur 613-954-0850

Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: August 21, 2014 11:37 AM

To: McNeill-McKinnell.Megan

Cc: Diamond, Julia JTST:EX

Subject: q and a on Microsoft Excellence Centre

Good Morning Megan,

I am reviewing and updating the Q and A on the MS Excellence Centre to send to our Minister today. I have decided to add one in light of the announcement of cancelling the TFW Annexes. Can you let me know if you are generally okay with this Q/A? Thanks

s.13

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, August 22, 2014 9:31 AM
To: Starkings.Suzanne; McNeill-McKinnell.Megan; Diamond, Julia JTST:EX
Subject: RE: MS LMIA exemption letters address

Perfect, thank you Suzanne. We will get on this as per your instructions.

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Starkings.Suzanne [<mailto:Suzanne.Starkings@cic.gc.ca>]
Sent: Friday, August 22, 2014 9:11 AM
To: Renault, Shannon JTST:EX; McNeill-McKinnell.Megan; Diamond, Julia JTST:EX
Subject: RE: MS LMIA exemption letters address
Hi. Shannon s. 13
s.13

Yes, just send me the revised template letter so I can update it in our instructions.

Suzanne Starkings

Senior Policy Program Advisor | Conseiller principal politique et programmes
NHQ - Operational Management and Coordination | AC - Gestion opérationnelle et coordination
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1
Office | Bureau JETS C1467
Suzanne.Starkings@cic.gc.ca
Telephone | Téléphone 613-437-7183
Facsimile | Télécopieur 613-952-5382
Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: August 22, 2014 11:52 AM
To: McNeill-McKinnell.Megan; Diamond, Julia JTST:EX
Cc: Starkings.Suzanne
Subject: RE: MS LMIA exemption letters address
Megan can we talk about this? A few things:

- s.13

-

If you would like to chat this through, I am free for a phone call between 930 and 1030 this AM and then again after 11 (all PST).

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]
Sent: Friday, August 22, 2014 6:48 AM

To: Diamond, Julia JTST:EX
Cc: Renault, Shannon JTST:EX; Starkings.Suzanne
Subject: RE: MS LMIA exemption letters address
Hello, again, please see the advice from the field:
s.13

From: Diamond, Julia JTST:EX [<mailto:Julia.Diamond@gov.bc.ca>]

Sent: August-21-14 7:39 PM

To: McNeill-McKinnell.Megan

Cc: Renault, Shannon JTST:EX

Subject: MS LMIA exemption letters address

Importance: High

Hi Megan, it has just been brought to our attention that the address currently listed on the attached LMIA exemption letters is the future location of the Microsoft Canada Development Centre (MCDC) which is still being build and is planning to open Fall 2015. New hires who will begin working with Microsoft as early as next month will be temporarily housed at in Vancouver.

s.13

Please provide your guidance as soon as possible on this as MS is awaiting response before sending them out.

Thanks,

Julia

Julia Diamond

Policy Analyst | Immigration Policy | Ministry of Jobs, Tourism, and Skills Training

Tel: (250) 356-2336 | E-mail: Julia.Diamond@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, August 25, 2014 9:42 AM
To: Michael Alcorta (LCA); Diamond, Julia JTST:EX
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; 'Jennifer Nees'
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

CIC has confirmed that they are fine with listing the three current locations in Vancouver, without specifying where each employee will be, and also noting the change to the new location next year. So the wording will be as follows.

This individual will work for the Microsoft Canada Excellence Centre at current locations in Vancouver, BC, Canada at [insert occupation and NOC], beginning on or after and valid for a period of up to 24 months. until approximately November 2015. After this approximate date, the individual will move to a newly constructed location at Vancouver, British Columbia, Canada The individual will be employed as

From: Michael Alcorta (LCA) [mailto:malcorta@microsoft.com]
Sent: Monday, August 25, 2014 9:35 AM
To: Renault, Shannon JTST:EX; Diamond, Julia JTST:EX
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; 'Jennifer Nees'
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Hi Shannon –

It was nice speaking with you last Friday to clarify the worksite location issue. Could you confirm that an exact work location in Vancouver is needed, since this is not reflected on the issued work permit? So long as the position is in Vancouver, will that not be sufficient? Or does CIC want a specific worksite location to be listed in the approval letter that your team issues? (and stating that employment will be with the Microsoft Corporation Excellence Centre at the MCDC in Vancouver, Canada will not be enough?)

Thanks Shannon,

Michael

From: Michael Alcorta (LCA)
Sent: Friday, August 22, 2014 12:49 PM
To: Renault, Shannon JTST:EX; Diamond, Julia JTST:EX
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; 'Jennifer Nees'
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Thanks Shannon!

From: Renault, Shannon JTST:EX [mailto:Shannon.Renault@gov.bc.ca]
Sent: Friday, August 22, 2014 12:49 PM
To: Michael Alcorta (LCA); Diamond, Julia JTST:EX
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; 'Jennifer Nees'
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Thank you for the clarification. We will move ahead with redrafting with no need to involve CIC

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Friday, August 22, 2014 12:47 PM
To: Renault, Shannon JTST:EX; Diamond, Julia JTST:EX
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; 'Jennifer Nees'
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Hi Shannon –
s.13,s.17

Thanks!

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Friday, August 22, 2014 12:42 PM
To: Michael Alcorta (LCA); Diamond, Julia JTST:EX
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; 'Jennifer Nees'
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Hello Michael.
s.13,s.17

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Friday, August 22, 2014 12:01 PM
To: Renault, Shannon JTST:EX; Diamond, Julia JTST:EX
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; 'Jennifer Nees'
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Hi Shannon –

Thanks for your prompt reply.

The permanent space at _____ will not be completed until fall 2015. These individuals will be placed at our site on _____ until the permanent location at _____ is completed in October/November 2015. In this regard, we would request that all of our locations in Vancouver be included in the letter:

s.21

Felix has also noted some discrepancies in the start dates. Each letter contains the sentence in paragraph 2, "This individual will work for the Microsoft Canada Excellence Centre [...]" s.21

s.21 This appears to be an error based on your Annex spreadsheet. The entry in the spreadsheet required an input of month/year. All applicants are therefore either s.21 (Year is 2014, not day). As some applicants are starting s.21 a letter that indicates a start date of s.21 will be an issue.

REQUEST: Can this sentence can be amended to read "This individual will work for the Microsoft Canada Excellence Centre [...]" s.21

s.13

Please let me know if you have any questions. Thanks for your support Shannon!

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: Friday, August 22, 2014 9:54 AM

To: Michael Alcorta (LCA); Diamond, Julia JTST:EX; 'Jennifer Nees'

Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada

Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

s.13

Please confirm that _____ is the correct first address and that the address we have for _____ is also correct. Also please provide the expected/general timeframe for moving over and advise as to whether the move will be applied to all the exemption letters. We will re-do the letters and have them signed by our ADM.

This is an unfortunate hold-up, however, it is a good thing it was caught now and we have found what appears to be the easiest solution for the go-forward operations.

Shannon Renault
Director, Immigration Policy

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Thursday, August 21, 2014 4:28 PM
To: Diamond, Julia JTST:EX; 'Jennifer Nees'
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; Renault, Shannon JTST:EX
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Thanks Julia. Hopefully, you will receive confirmation quickly so that these individuals can move forward with their visa applications.

Thanks,

Michael

From: Diamond, Julia JTST:EX [<mailto:Julia.Diamond@gov.bc.ca>]
Sent: Thursday, August 21, 2014 4:25 PM
To: Michael Alcorta (LCA); 'Jennifer Nees'
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; Renault, Shannon JTST:EX
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Hi Michael, thanks for bringing this to our attention. We will need to inquire with CIC about whether or not this will be an issue for the issuance of work permits.

I will get back to you as soon as possible, but please hold off on proceeding with these letters until we have confirmation.

Thanks,

Julia

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Thursday, August 21, 2014 2:58 PM
To: Diamond, Julia JTST:EX; 'Jennifer Nees'
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; Renault, Shannon JTST:EX
Subject: RE: Prepared LMIA Exemption Letters - Batches 1 to 11

Hi Julia and Shannon –

The s.21,s.22 address listed in the letter is the location that is still being built out and will house all of the MCDC next Fall 2015. At this time, these individuals will be working in the Microsoft offices at s.21,s.22 in Vancouver. Will this be a problem? They will still be working in Vancouver.

We will continue to move ahead using these letters, please advise if this will be an issue.

Thanks,

Michael

From: Diamond, Julia JTST:EX [<mailto:Julia.Diamond@gov.bc.ca>]
Sent: Thursday, August 21, 2014 2:22 PM
To: Michael Alcorta (LCA); 'Jennifer Nees'
Cc: Amanda Muza; 'Felix Hau'; Global Migration Canada; Renault, Shannon JTST:EX
Subject: Prepared LMIA Exemption Letters - Batches 1 to 11
Importance: High

Hello Michael, Jennifer. Attached you will find prepared LMIA exemption letters, signed by our ADM, for the employees included with batches 1 to 11 S.22 Both PDF documents are encrypted – with the same password that we have been using previously.

My understanding is that you do not require original copies of the letters. If this has changed, please let me know.

Feel free to contact me with any questions.

Thank you,

Julia Diamond
250 356-2336

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, August 25, 2014 11:18 AM
To: Peterson, Colleen JTST:EX
Cc: Diamond, Julia JTST:EX
Subject: FW: Evaluation of Microsoft Project

Colleen s.22
s.22

Are you able to loop in with Julia in the next little while? s.22

From: Renault, Shannon JTST:EX
Sent: Monday, August 25, 2014 11:16 AM
To: Poole, Catherine JTST:EX (Catherine.Poole@gov.bc.ca)
Cc: Diamond, Julia JTST:EX
Subject: Evaluation of Microsoft Project

Catherine,

We are in the implementation stage with a TFW project involving Microsoft. One of our commitments to CIC for this project was to do an evaluation. On that note, we need to establish an evaluation framework that we can propose to Microsoft. I'm wondering if you/your team might be able to help with this? Julia will be the lead on this project.

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, August 25, 2014 12:43 PM
To: Starkings.Suzanne
Subject: FW: MS LMIA exemption letters address
Attachments: 2014-08-22 Source Countries for First 50 MS Candidates.xlsx

Suzanne do you have the answer to me my question to Megan, which was "is putting the United Kingdom as country of citizenship incorrect? Does this need to be different?"

From: Renault, Shannon JTST:EX
Sent: Friday, August 22, 2014 5:49 PM
To: 'McNeill-McKinnell.Megan'
Cc: Diamond, Julia JTST:EX
Subject: RE: MS LMIA exemption letters address

s.22

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]
Sent: Friday, August 22, 2014 5:47 AM
To: Diamond, Julia JTST:EX
Cc: Renault, Shannon JTST:EX
Subject: RE: MS LMIA exemption letters address

Ops is looking into it, and in the meantime, could you please list the countries from which the workers are coming? Whether they are from visa-exempt or visa-required countries is relevant.

Thanks, Megan

From: Diamond, Julia JTST:EX [<mailto:Julia.Diamond@gov.bc.ca>]
Sent: August-21-14 7:39 PM
To: McNeill-McKinnell.Megan
Cc: Renault, Shannon JTST:EX
Subject: MS LMIA exemption letters address
Importance: High

Hi Megan, it has just been brought to our attention that the address currently listed on the attached LMIA exemption letters is the future location of the Microsoft Canada Development Centre (MCDC) which is still being build and is planning to open Fall 2015. New hires who will begin working with Microsoft as early as next month will be temporarily housed at in Vancouver.

We have already provided approximately 50 LMIA exemption letters (with the _____ to Microsoft. Microsoft has not yet provided these letters to the new hires but is planning to do so as soon as possible.

s.13

Please provide your guidance as soon as possible on this as MS is awaiting response before sending them out.

Thanks,
Julia

Julia Diamond

Policy Analyst | Immigration Policy | Ministry of Jobs, Tourism, and Skills Training
Tel: (250) 356-2336 | E-mail: Julia.Diamond@gov.bc.ca

Page 113

Withheld pursuant to/removed as

s.13

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, August 25, 2014 2:43 PM
To: Michael Alcorta (LCA)
Cc: Global Migration Canada
Subject: RE: number of Canadinas in first round of hire

This is very helpful, thank you.

Just a couple of clarifications (which I probably should have asked in the first instance), are these staff persons from the core or rotational groups Foundry Program? s.13.s.17

s.13,s.17

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Monday, August 25, 2014 2:07 PM
To: Renault, Shannon JTST:EX
Cc: Global Migration Canada
Subject: FW: number of Canadinas in first round of hire

(Recalled prior email and sending with corrected numbers below)

Hi Shannon –

s.21

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Monday, August 25, 2014 9:43 AM
To: Michael Alcorta (LCA)
Subject: number of Canadinas in first round of hire

Michael where you able to confirm the number of Canadians in the first round of hiring?

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, August 25, 2014 4:00 PM
To: Godin, Keith JTST:EX
Subject: microsoft project
Attachments: 105859_MSB_IN - Microsoft Entry Process Aug 21 2014 (for KG approval).docx

Now that we are in full implementation swing on the MS project, I thought it best that we brief up to MSB with an update and a refresh on the Q and A about the project. Here is a note for that purpose.
Another email to follow on MS project.

Shannon Renault

Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

MINISTRY OF JOBS, TOURISM AND SKILLS TRAINING
AND MINISTER RESPONSIBLE FOR LABOUR
INFORMATION NOTE

Cliff #: 105859

Date: August 22, 2014

PREPARED FOR: Honourable Shirley Bond, Minister of Jobs, Tourism and Skills Training and Responsible for Labour

ISSUE: Status of BC's Temporary Foreign Worker (TFW) Major Project Exemption pilot to support Microsoft's Centre for Excellence

BACKGROUND:

- In the summer of 2013, the Province of BC and the federal government initiated discussions regarding BC's intent to exercise its authority under the TFW Annex of the Canada-British Columbia Immigration Agreement to recommend Microsoft's exemption from the Labour Market Impact Assessment (LMIA) process for the purpose of establishing a Centre for Excellence in Vancouver.
- In October 2013, Citizenship and Immigration Canada (CIC) advised the Province that it supported BC's authority to utilize the TFW Annex in this case, and provide foreign hires with streamlined access to work permits without an LMIA, given that the project will be of significant economic benefit to Canada and BC.
- s.13,s.21

s.13,s.21

As detailed in Appendix 1, new hires will

include:

1. *Rotational employees:* new university graduates in and outside of Canada who will be provided with a 24-month work permit;
 2. *Core employees:* executives, software development engineers, and program/project managers in and outside Canada who will be provided with a 36-month work permit; and
 3. *Foundry employees:* domestic and international students attending a Canadian university who will be provided with a 16-month internship opportunity.
- Microsoft's Centre for Excellence is the first Major Project Exemption to occur in BC and is also the first significant use of the TFW Annex. CIC has indicated that BC's use of the TFW Annex is prototypical for future project exemptions recommended by other provinces through their own TFW Annexes.

DISCUSSION:

- The Microsoft Excellence Centre project is in implementation, with the first phase of staffing undergoing the LMIA exemption and work permit process. The first

phase will include approximately 75 to 100 core employees and 50 rotational employees from both Canada and other countries. Microsoft also anticipates hiring 25 foundry employees initially and approximately 50 per year thereafter.

- JTST staff have been working collaboratively with Microsoft and CIC to initiate LMIA exemption letters for employees who have accepted job offers and consented to the collection and disclosure of their personal information for the purpose of issuing the letters.
- The exemption letters will be provided to Microsoft employees, through the intermediary action of Microsoft's legal and HR departments, so that they can apply for and obtain a work permit from CIC. JTST expects to prepare approximately 125 to 150 letters for core and rotational employees over the next few weeks.
- Microsoft is anticipating the arrival of the first round of international employees in mid-September; however, this is contingent upon CIC's work permit processing timelines.
- In addition to the international employees s.21
s.21
s.21

These employees are also expected to begin at the Vancouver Microsoft Excellence Centre in September to October 2014.

CONCLUSION:

BC will continue to collaborate with Microsoft and CIC to prepare LMIA exemption letters for new hires for the purpose of issuing work permits for a specified period pursuant to the TFW Annex.

ATTACHMENTS: Appendix 1: Projected Staffing Plan
Appendix 2: Questions and Answers

Contact: Shannon Renault, Director, Immigration Policy, Labour Market and Immigration Division
Telephone: 250 356-9827

Reviewed by				
Dir:	ED:	ADM:	DM:	MIN:

Appendix 1: Projected Staffing Plan

Worker Type	Initial Hire	Final Hire	Criteria	Entry Mechanism
Rotational <ul style="list-style-type: none"> • 24-month work permit (18 month training program) • New university graduates working on key development projects 	50	150	<ul style="list-style-type: none"> • Canadian new grads • International new grads 	<ul style="list-style-type: none"> • TFW Annex
Core <ul style="list-style-type: none"> • 36-month work permit • Executive, software development engineers, project managers 	75 to 100	200	<ul style="list-style-type: none"> • 10% as Canadian 	<ul style="list-style-type: none"> • TFW Annex • Intercompany transfer • International agreement
Foundry <ul style="list-style-type: none"> • 16 week internships • Students of Canadian universities 	25	50 (per year)	<ul style="list-style-type: none"> • Canadian students • International students 	<ul style="list-style-type: none"> • None required

Appendix 2: Questions and Answers

Benefits to Vancouver/British Columbia/Canada

Q1. How will this project benefit Vancouver and British Columbians?

- A. The Centre for Excellence will create new employment and training opportunities for Vancouver and the province and contribute millions of dollars, both directly and indirectly, into our economy. The Centre will bring the world's best and brightest technology minds to Vancouver and grow BC's tech sector.

s.13

Q5. What type of work will be done at the Centre and what types of jobs will the Centre offer?

- A. In addition to Microsoft's gaming business currently located in Vancouver, the Centre will support the work of their Applications and Services Group. The Centre will be largely comprised of highly-skilled workers in the areas of software development and testing, program and solutions management, IT and operations engineering, and product management and marketing.

s.13

Q8. What is Microsoft's rotational employee program?

- A. The rotational program is an 18-month training opportunity for recent university graduates from around the world to receive classroom-style training and hands-on experience in a professional work environment. Upon completing the program, these employees will transfer to another Microsoft location or remain as part of the Centre's long-term workforce. Core employees

Q9. Will the rotational employee program be open to Canadian citizens?

- A. Canadians will be eligible to participate in the program as well as other nationalities.

Q10. What is Microsoft's Foundry Vancouver program?

- A. The Foundry Vancouver program at Microsoft is an opportunity for students enrolled at Canadian universities to participate in a 16-week paid internship that focuses on building applications. The inaugural class will involve 25 students for 16 weeks. Microsoft expects to support 50 students annually at the Centre.

Q11. How long will the Centre remain operational?

- A. The Centre is a long term investment for Microsoft. Current financial impact projections are for seven to ten years, although the Centre could exist for a longer period.

British Columbia's/Canada's Role:

Q12. How is the province involved in Microsoft's new Centre?

- A. The province is supporting Microsoft's Centre for Excellence by supporting a streamlined process for bringing in new recruits and term employees from outside Canada. The province provided a recommendation to the federal government to exempt foreign nationals destined to work temporarily in British Columbia from the labour market impact assessment (LMIA) process.

Q13. How is the federal government involved in this process?

- A. The federal government accepted the province's recommendation to exempt Microsoft from the LMIA process for this Centre. The province provided evidence to support their recommendation, such as how the applicant met the criteria established by the province in conjunction with the federal government. Additionally, the federal government is the only authority able to grant any person entry into Canada through the issuance of work permits.

Provincial Temporary Foreign Worker (TFW) Streamlined Process:

Q14. What gives the province the authority to recommend an exemption to the LMIA process and streamline the TFW hiring process?

- A. Similar to other provinces, such as Alberta, British Columbia's temporary foreign worker annex enables the province to recommend to the federal government that a specific foreign national individual or group of individuals destined to work temporarily in British Columbia can do so without their identified employer completing the LMIA process.

Q15. On June 20, 2014, the federal government issued notice that they will be cancelling provincial TFW Annexes. How will this affect the Microsoft Excellence Centre or other major projects?

Q: The Microsoft Excellence Centre will not be affected by the change in federal direction on the TFW Annexes. Further, governments will be renegotiating TFW Agreements. The province's understanding is that the federal government will continue to support the strategic and limited use of exemptions to the LMIA process for significant investment projects that are not well-suited to this process, as they have with the Microsoft Excellence Centre.

Q16. How come Microsoft is able use a streamlined TFW process to hire new recruits and term employees? Can other companies also participate in this process?

- A. Microsoft approached governments with a proposal of how their project would be of significant economic benefit to BC and Canada. Other companies may also be considered for a similar process if they can demonstrate to the province that they can meet the established criteria.

Q17. What are the criteria that employers must meet to be considered for participation in this process?

- A. There are five of them including:
1. British Columbians must not be displaced from the job market;
 2. The project must result in a sizeable, multi-year investment in British Columbia;
 3. Job opportunities must be created for British Columbians;
 4. There is knowledge transfer for British Columbians; and
 5. Local government supports the project.

If these criteria are met, the federal government may consider the province's recommendation.

Q18. How does the province assess whether or not the company has met these criteria?

- A. Employers who wish to be considered for provincial support under the TFW Annex must have an independent report prepared that provides evidence for meeting the required criteria and that outlines the economic benefits to British Columbia.

Q19. What economic impact does the province expect that companies who participate in this process will contribute?

- A. The employer's proposal must result in a sizeable, multi-year investment in British Columbia, which means millions of dollars.

Q20. Doesn't the LMIA process ensure that Canadians are given first chance at available jobs? How will the province ensure this if an employer doesn't have to complete the LMIA process?

- A. One of the key criteria is that British Columbians must not be displaced from the job market. That means that a British Columbian cannot have his or her job impacted as a result of hiring a temporary foreign worker. Microsoft is creating new long-term and temporary jobs which will not result in any job displacement for Canadian workers. In fact, the Centre will result in new opportunities for British Columbians.

Q21. How will the province ensure that the project is effective?

- A. The province and the federal government have agreed that the project will be evaluated to ensure that it meets the criteria.

TFW Program Questions:

Q22. How does this new streamlined process fit with the existing TFW Program?

- A. The new streamlined process does not replace the TFW Program within British Columbia, nor does it change the purpose or function of the federal program. This provincial approach is only available for specific circumstances of considerable economic impact.

Q23. With the problems associated with the TFW Program, why is the province establishing a streamlined process?

- A. The purpose of the streamlined process is to support British Columbia's economic development, offer greater employment opportunities for British Columbians, and provide spin-off benefits to communities.

Q24. If the LMIA process is not completed, how do we know that TFWs destined to work in British Columbia will be adequately protected?

- A. Aside from the fact that Microsoft is a very reputable employer, the province requires that any company participating in the streamlined process provide all foreign nationals with information on their employment rights and methods to file a complaint.

[Two hand-outs on ESB's site to be included immigration packages that employer will provide:

<http://www.labour.gov.bc.ca/esb/facshts/pdfs/foreign-workers.pdf>

http://www.labour.gov.bc.ca/esb/facshts/pdfs/filing_complaint.pdf]

Q25. How do we know that the TFWs are eligible to be in British Columbia?

- A. Foreign nationals entering and working in British Columbia are subject to all other federal government immigration processes. The LMIA process is the only streamlined process.

s.13

Q27. How will you ensure that Microsoft will not use the streamlined TFW process inadvertently and bring in people for jobs that Canadians are qualified to do?

- A. Microsoft recruits for new employees worldwide, including Canada. Canadians can compete to become a new Microsoft recruit. Additionally, some of the interns hired from Canadian universities are encouraged to apply for employment at Microsoft once they finish their education.

Q28. If some jobs are core to Microsoft operations, why are temporary foreign workers being brought in? Shouldn't those jobs go to British Columbians?

- A. Microsoft is creating a long-term workforce of technology professionals who will work in Vancouver for no more than three years, unless they permanently immigrate to Canada. Initially, at least 10% of this workforce will be comprised of Canadians. These are highly skilled workers who are knowledgeable about Microsoft's business. Microsoft expects that the proportion of Canadians who comprise their workforce will grow as the Centre becomes integrated and operational in Vancouver.

Q29. Is there a cap on the number of temporary foreign workers that Microsoft can bring into British Columbia?

- A. The cap Microsoft has on its workforce under the streamlined process is 400. However, due to current space constraints, Microsoft's first phase will include 150 to 175 employees.

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, August 26, 2014 10:57 AM
To: Michael Alcorta (LCA)
Subject: RE: country of citizenship

Okay Will be here for sure!

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Tuesday, August 26, 2014 10:56 AM
To: Renault, Shannon JTST:EX
Cc: Global Migration Canada; Diamond, Julia JTST:EX
Subject: RE: country of citizenship

As a follow-up, I will call you at 11:30am – have been pulled into a quick meeting.

From: Michael Alcorta (LCA)
Sent: Tuesday, August 26, 2014 10:26 AM
To: Renault, Shannon JTST:EX
Cc: Global Migration Canada; Diamond, Julia JTST:EX
Subject: RE: country of citizenship

Ok. I will call you after 10:45.

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Tuesday, August 26, 2014 10:24 AM
To: Michael Alcorta (LCA)
Cc: Global Migration Canada; Diamond, Julia JTST:EX
Subject: RE: country of citizenship

I have a brief (15 minute) meeting with executive at 1030 but any time after 1045 would be good

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Tuesday, August 26, 2014 10:23 AM
To: Renault, Shannon JTST:EX
Cc: Global Migration Canada; Diamond, Julia JTST:EX
Subject: RE: country of citizenship

Hi Shannon –

Thanks for the update. Are you available at 10:30am to discuss the core employees?

Thanks,

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Tuesday, August 26, 2014 10:00 AM
To: Michael Alcorta (LCA)

Cc: Global Migration Canada; Diamond, Julia JTST:EX
Subject: RE: country of citizenship

Michael these are back before ADM this morning with a note that we need them today. So should have all to you this afternoon. However, one other circumstance has arisen related to the process for core employees that I would like to touch base on. Perhaps we can have a brief discussion this AM?

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Tuesday, August 26, 2014 9:26 AM
To: Renault, Shannon JTST:EX
Cc: Global Migration Canada
Subject: RE: country of citizenship

Hi Shannon –

Just a quick check-in to see if you have an idea of when the revised letters will be signed and sent to Egan so that we can move forward?

Thanks!

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Monday, August 25, 2014 12:52 PM
To: Michael Alcorta (LCA)
Cc: Global Migration Europe
Subject: RE: country of citizenship

Perfect, thank you for checking on these

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Monday, August 25, 2014 12:52 PM
To: Renault, Shannon JTST:EX
Cc: Global Migration Europe
Subject: RE: country of citizenship

Hi Shannon –

s.22

Thanks Shannon,

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: Monday, August 25, 2014 12:42 PM

To: Michael Alcorta (LCA)

Subject: country of citizenship

Michael.

s.22

s.22

I've sent a note to CIC but no response yet.

s.22

is this

correct?

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

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Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, August 27, 2014 11:55 AM
To: Michael Alcorta (LCA)
Cc: Diamond, Julia JTST:EX
Subject: micorsoft letters and 36 month candidates

Hi Michael,

I'm sorry the signed letters did not get to you yesterday – ADM was pulled away. However, all are signed and Julia is encrypting them as we speak. They will be your way shortly.

As a follow up from our discussion yesterday, you were going to check in with your colleagues and find some detail on how many 36 month candidates have been confirmed or are in the application process of coming to Vancouver through other LMIA exempt streams, such as NAFTA or other ICT avenues. Have you been able to find that detail?

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: McNeill-McKinnell.Megan <Megan.McNeill-McKinnell@cic.gc.ca>
Sent: Thursday, August 28, 2014 12:41 PM
To: Renault, Shannon JTST:EX; Starkings.Suzanne
Cc: Judge.Robert
Subject: RE: brief discussion on 36 month MS candidates

Thanks Shannon, this is a good start.

I think we still need more information about why the workers would not qualify under specialized knowledge. We also don't want to undermine the new directions on ICT by using another route that is meant to be exceptional, but occasionally there might be good reasons why the exceptional route is needed. There are of course other LMIA exemptions including those under NAFTA, and we should be provided with reasons as to why either those or the LMIA process are not suitable.

I think it would also be important to ensure that every occupation is linked to the rotational employee training, if not directly then at least clearly (i.e. not working on separate projects that have no relation to the role of the trainees). Otherwise, the LMIA process is likely the appropriate route.

Also, we discussed previously how NOC B occupations should not likely be included, and neither should HR type occupations. Based on the list of NOCs, here are the descriptions of the occupations (to note, none of these is actually a NOC B occupation and neither do they appear to include HR occs.):

s.13

At first glance, I would wonder what role those in sales, marketing and advertising along with editors and producers/directors/etc. would have with the trainees. For example, why would a Canadian editor not be appropriate? It is hard to imagine an editor would have a role in training the rotational employees.

In a way all of these questions go back to not having a detailed proposal from the company on what the project would include in particular relating to the roles of the core group of employees and why they would not be Canadians (this is obvious for the rotational employees) or go through the LMIA process.

Thanks, Megan

Megan McNeill-McKinnell
Acting Assistant Director | Directrice adjointe par intérim
NHQ - Immigration | AC - Immigration
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1
Megan.McNeill-McKinnell@cic.gc.ca
Telephone | Téléphone 613-437-6683
Facsimile | Télécopieur 613-954-0850
Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [mailto:Shannon.Renault@gov.bc.ca]

Sent: August 28, 2014 1:02 PM

To: McNeill-McKinnell.Megan; Starkings.Suzanne

Cc: Judge.Robert

Subject: RE: brief discussion on 36 month MS candidates

Hi Megan,

I was able to get some detail from MS on this yesterday, and in doing so some of my original note of alarm has been quieted. Here is what I know so far.

- Microsoft has already applied for other LMIA exempt processes for those 36 month employees they believe will qualify for the exemption under the new stricter guidelines resulting from recent changes. They indicate that they were conservative in their use of the program as the new restrictions of "specialized knowledge" caused them some concern in this regard. The Letters of Exemption from BC on this group is for those candidates that their lawyers did not believe would be considered through that process.
- As per our understanding of discussions with ADMs, these candidates would be considered under the LMIA exemption process agreed to with the project.
- The candidates that are identified to date for this consideration are all NOC O, A and B occupations in the following S.13

I am not sure if MS has contacted the CIC TFW pre-assessment unit. I will ask them that question and provide you their response. I have also asked how many candidates they are to date putting through the other LMIA exempt options, but have not heard back on that yet.

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: McNeill-McKinnell.Megan [mailto:Megan.McNeill-McKinnell@cic.gc.ca]

Sent: Thursday, August 28, 2014 9:46 AM

To: Renault, Shannon JTST:EX; Starkings.Suzanne

Cc: Judge.Robert

Subject: RE: brief discussion on 36 month MS candidates

Hi Shannon, to start with, could we please get some information on the following:

- who at this stage is Microsoft wanting to bring in as part of the core team, and most importantly in which occupations?
- why does Microsoft think these employees will not be able to come in under an existing LMIA exemption, or through the LMIA process?
- have they tried the TFW unit LMIA-exempt opinion process suggested by Suzanne (highlighted in text below)?

This will help us understand the barriers that the company has encountered or expects to encounter. As we discussed previously, we all agreed that it is likely the rare case for which existing LMIA exemptions would not work to facilitate this group.

Thanks, Megan

Megan McNeill-McKinnell

Acting Assistant Director | Directrice adjointe par intérim

NHQ - Immigration | AC - Immigration

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: August 26, 2014 2:33 PM
To: McNeill-McKinnell.Megan; Starkings.Suzanne
Cc: Judge.Robert
Subject: RE: brief discussion on 36 month MS candidates

s.13

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]
Sent: Tuesday, August 26, 2014 11:29 AM
To: Renault, Shannon JTST:EX; Starkings.Suzanne
Cc: Judge.Robert
Subject: Re: brief discussion on 36 month MS candidates

s.22

We probably need to discuss internally first anyway, but I would reiterate that what our senior managers agreed to based on my understanding was to use the annex on an exceptional basis if other routes don't work for the core group.

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Tuesday, August 26, 2014 02:03 PM
To: Starkings.Suzanne
Cc: Judge.Robert; McNeill-McKinnell.Megan
Subject: RE: brief discussion on 36 month MS candidates

s.13

Is it possible to have a discussion with you Suzanne and you Robert today?

From: Starkings.Suzanne [<mailto:Suzanne.Starkings@cic.gc.ca>]
Sent: Tuesday, August 26, 2014 10:45 AM
To: Renault, Shannon JTST:EX
Cc: Judge.Robert; McNeill-McKinnell.Megan
Subject: RE: brief discussion on 36 month MS candidates

Hi, Shannon. Since Megan is in meetings this afternoon, I'll try to provide some guidance, as per Ops' understanding of entries under the BC Annex and the MS project.

The only foreign nationals (FNs) coming in under the BC TFW Annex are the 18-month (24-month employer-specific work permits allowed as per instructions to officers) rotational trainees. Thus, the letter of support from BC.

Any other foreign employees of MS, will need to apply to enter as per regular processes (outside of the TFW annex – so this means no letter of support from the province is required.)

Generally, as you know, when a FN is coming to Canada to work, they need a WP, supported by a positive LMIA. MS must apply to ESDC/Service Canada for a LMIA in advance of the FN arriving in Canada.

There may be some employees who are coming in to work in positions/occupations that might be eligible for a LMIA exemption. For example, you mentioned Intra-company transferees (ICTs). Was there any other exemption any of them were hoping to qualify for?

In order to be eligible for an exemption, the applicant must qualify by providing, with their application, all supporting documents and proof that he or she meets the criteria outlined in the Program Deliver Instructions.

The instructions for ICTs have been tightened up recently as requested by the Ministers of ESDC and CIC. They can be found on our website at these links (regular ICTs, and NAFTA ICTs if they are coming from U.S.) <http://www.cic.gc.ca/english/resources/tools/temp/work/opinion/transferees/index.asp>
<http://www.cic.gc.ca/english/resources/tools/temp/work/international/nafta.asp> (see section 4 for NAFTA ICTs)

The FN must submit an application for a work permit (and visa) online if they require a visa to enter Canada. Otherwise, they can apply directly at a Port of Entry. **However**, if they are hoping to qualify for a LMIA exemption, we highly recommend that MS contact a CIC TFW Unit to get a pre-assessment opinion as to whether the FN will qualify or not. This will help (for visa-exempt FNs only) prevent showing up at POE, and being told they don't qualify for ICT and need a LMIA.

I hope this helps somewhat. I'm sure we can talk more tomorrow, as Megan says.

By the way, as per your email yesterday about the countries of origin. United Kingdom is ok. Essentially, whatever country showing on their passport.

Suzanne Starkings
Senior Policy Program Advisor | Conseiller principal politique et programmes
NHQ - Operational Management and Coordination | AC - Gestion opérationnelle et coordination
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1
Suzanne.Starkings@cic.gc.ca
Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: August 26, 2014 1:18 PM
To: McNeill-McKinnell.Megan; Starkings.Suzanne
Cc: Judge.Robert
Subject: RE: brief discussion on 36 month MS candidates

Thanks Megan for the note. The part I am ambiguous on, and perhaps MS can fill this in, is how does the ICT consideration occur prior to the LMIA option two when needed? I had assumed (incorrectly it appears) that CIC would simply look at the LMIA exemption letter first through a screen of ICT and then only use it for LMIA exemption if required. If there is a different process for the ICT consideration that MS has to do first, then I wonder if we might now have a significant time crunch re: getting workers in the core group in place to train the rotational employees. Confirmation on this process would be appreciated. Thanks.

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]
Sent: Tuesday, August 26, 2014 10:14 AM
To: Renault, Shannon JTST:EX; Starkings.Suzanne
Cc: Judge.Robert
Subject: RE: brief discussion on 36 month MS candidates

Sorry Shannon, I am about to go into an afternoon of back to back meetings. I have forwarded the issue to Robert and we will discuss tomorrow when he is back.

Very generally though, so you can begin to think at your end how to resolve this issue, I believe that a letter with standard (but project-specific) instructions to officers establishes too broad a process for something that is supposed to be used on an exceptional basis when other routes do not work. This is in contrast to the 24-month employees where this annex-based process is intended to be the main route to working at the Centre.

We will move on this as soon as possible. Thanks, Megan

Megan McNeill-McKinnell
Acting Assistant Director | Directrice adjointe par intérim
NHQ - Immigration | AC - Immigration
Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
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Megan.McNeill-McKinnell@cic.gc.ca
Telephone | Téléphone 613-437-6683
Facsimile | Télécopieur 613-954-0850
Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: August 26, 2014 1:05 PM

To: McNeill-McKinnell.Megan; Starkings.Suzanne

Subject: RE: brief discussion on 36 month MS candidates

Hi Suzanne and Megan,

Do you perchance have any time today to touch base on this item? I can be quite flexible in my calendar to accommodate

From: Renault, Shannon JTST:EX

Sent: Monday, August 25, 2014 5:09 PM

To: McNeill-McKinnell.Megan; 'Starkings.Suzanne'

Subject: brief discussion on 36 month MS candidates

Do you have time tomorrow AM for a discussion on the process for 36 month candidates. Given emails of yesterday and paperwork from MS I am quite concerned about the process understanding and its impact on the fall roll out of the Vancouver Centre. I am open in the AM up to 1030 PST. Thanks

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, September 2, 2014 1:21 PM
To: Godin, Keith JTST:EX
Subject: FW: Microsoft Centre of Excellence Project: British Columbia's TFW Annex

I hope the Information Note written on this item to update MSB (with all the Qs and As) has gone to her...

From: Mellor, Ian JTST:EX
Sent: Tuesday, September 2, 2014 1:19 PM
To: Godin, Keith JTST:EX
Cc: Renault, Shannon JTST:EX
Subject: Microsoft Centre of Excellence Project: British Columbia's TFW Annex

Keith: Who will be issuing the province's WP support letters for this project? See CIC website for reference:

<http://www.cic.gc.ca/english/resources/tools/temp/work/opinion/territories-provinces.asp>

Ian

Ian Mellor
Executive Director
Economic Immigration Programs
Ministry of Jobs, Tourism and Skills Training
Government of British Columbia
Phone: 604.775.2183

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, September 2, 2014 5:02 PM
To: Michael Alcorta (LCA)
Cc: Diamond, Julia JTST:EX; Megan Millard (LCA); Global Migration Canada
Subject: RE: MS Excellence Centre Q and A's

Michael, let me look into this. Will also review the documents related to your previous email and check in with you tomorrow on some of these issues.

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Tuesday, September 2, 2014 4:43 PM
To: Renault, Shannon JTST:EX
Cc: Diamond, Julia JTST:EX; Megan Millard (LCA); Global Migration Canada
Subject: RE: MS Excellence Centre Q and A's

Hi Shannon –

s.13,s.17

Michael

From: Michael Alcorta (LCA)
Sent: Thursday, August 21, 2014 4:33 PM
To: 'Renault, Shannon JTST:EX'
Cc: Diamond, Julia JTST:EX; Megan Millard (LCA)
Subject: RE: MS Excellence Centre Q and A's

s.21

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Thursday, August 21, 2014 1:43 PM
To: Megan Millard (LCA); Michael Alcorta (LCA)

Cc: Diamond, Julia JTST:EX
Subject: RE: MS Excellence Centre Q and A's

In an optimal world I would like to send the update by tomorrow, but Monday would be fine as well

From: Megan Millard (LCA) [<mailto:mmillard@microsoft.com>]
Sent: Thursday, August 21, 2014 1:09 PM
To: Renault, Shannon JTST:EX; Michael Alcorta (LCA)
Cc: Diamond, Julia JTST:EX
Subject: RE: MS Excellence Centre Q and A's

Hi Shannon,

Thanks for your email. I am also adding Michael to this thread as I believe he has the best access to the Canadian hiring information. We will both review the attached document and get back to you with any suggested revisions, and we will reach out to our staffing partners to get an update on the Canadian hiring numbers so far. Is there a specific date by which you need our input for your update to the Deputy Minister and Minister?

Best regards,
Megan

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Thursday, August 21, 2014 12:57 PM
To: Megan Millard (LCA)
Cc: Diamond, Julia JTST:EX
Subject: MS Excellence Centre Q and A's

Hello Megan,

As we are getting closer to the first round of employees coming into Vancouver (so exciting!) I am going to send an update to our Deputy Minister and Minister on the project. I will attach the Q and A that were developed a few months ago, but thought I would run them by you again to see if they need any updating from your perspective.

One question that I anticipate will be asked is how many Canadians are being hired in this first round (most likely from the core group)

Thanks in advance for your eyes on this.

Shannon Renault
Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

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Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Thursday, September 4, 2014 9:24 AM
To: Diamond, Julia JTST:EX
Subject: FW: LMIA exemptions for core employee group
Attachments: RE: Microsoft - mid-July; RE: brief discussion on 36 month MS candidates

From: Renault, Shannon JTST:EX
Sent: Wednesday, September 3, 2014 5:30 PM
To: McNeill-McKinnell.Megan; Harvey.Alison; Judge.Robert
Cc: 'Starkings.Suzanne'
Subject: LMIA exemptions for core employee group

Hello CIC Colleagues,

I have today been reviewing the documentation on our MS project alongside the posted instructions to officers on the CIC site, and I'm hoping that we can have a discussion to address concerns and questions. Megan we exchanged an email in the summer (attached) related to the discussion that took place in late April between ADMs (thought we referenced it as May sometime), referring to the use of ICT streams or other LMIA exempt option before initiating the use of the TFW Annex exemption letter on what we at the time envisioned as being a few candidates that may not qualify for those streams. As it turns out, there are more candidates than anticipated in this category and BC is issuing exemption letters based on the official communication between CIC and BC, the agreement with MS, and the our understanding of the April discussion. However, I see that the 36 month employees are not included in the posted instructions to officers.

Are you perhaps collectively available for a discussion tomorrow? I am open any time after 1130 AM PST or also any time Friday with the exception of 1 to 130 PM PST.

Shannon Renault
Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, July 4, 2014 10:54 AM
To: 'McNeill-McKinnell.Megan'
Cc: 'Starkings.Suzanne'; 'Judge.Robert'
Subject: RE: Microsoft - mid-July

Many thanks.

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]
Sent: Friday, July 4, 2014 10:53 AM
To: Renault, Shannon JTST:EX
Cc: Starkings.Suzanne; Judge.Robert
Subject: Re: Microsoft - mid-July

Thanks Shannon, I think we are really close on this. I will discuss at CIC and see what we can come up with to meet everyone's needs, but I don't think it will be via specific instructions to officers online. I will get back to you as well about reviewing the text. Thanks, Megan

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Friday, July 04, 2014 01:41 PM
To: McNeill-McKinnell.Megan
Cc: Starkings.Suzanne; Judge.Robert
Subject: RE: Microsoft - mid-July

Hi Megan,
s.13

Also, Megan, do you think it is possible to share the language of the instructions with us before they go to print – so to speak?

Thank you

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]**Sent:** Friday, July 4, 2014 9:40 AM**To:** Renault, Shannon JTST:EX**Cc:** Starkings.Suzanne; Judge.Robert**Subject:** RE: Microsoft - mid-July**Importance:** High

Hi Shannon, s.22

s.13

My recollection is that the non-rotational employees are not part of the project under the annex. We discussed by phone that foreign nationals other than the rotational employees wanting to work at the Centre could access other LMO exemptions as eligible, or apply through the LMO/LMIA process. CIC agreed that should there be problems with this approach that we would look at the situation again, but in the current arrangement these long-term/core group/non-rotational employees would not be eligible for exemptions under BC's annex. I understand there was a conversation between CIC senior management and BC, perhaps in May, during which this was agreed to, though as I was away at the time I do not have detailed knowledge of this discussion.

Our team is on retreat this afternoon, so could we touch base early next week (Tuesday is my first availability)? Otherwise we can continue to try to resolve this over email. We very much need to agree on the approach to all the non-rotational employees, and I apologize if there was any lack of clarity regarding our view that all non-rotational employees should not be part of BC's use of its TFW annex.

Thanks, Megan

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]**Sent:** July-04-14 12:04 PM**To:** Harvey.Alison**Cc:** Starkings.Suzanne; McNeill-McKinnell.Megan**Subject:** RE: Microsoft - mid-July

Alison, first let me apologize for being a bit out of touch as of late. The analysis of the recent TFW announcements has been a bit consuming!

However, I wonder if we can touch base on this today. s.13
s.13

My calendar is flexible today between 11 AM and 3 PM PST. Do you have time somewhere in there for a discussion?

From: Harvey.Alison [<mailto:Alison.Harvey@cic.gc.ca>]
Sent: Wednesday, June 25, 2014 7:54 AM
To: Renault, Shannon JTST:EX
Cc: Starkings.Suzanne; McNeill-McKinnell.Megan
Subject: Microsoft - mid-July

Hi Shannon,

Suzanne (our CIC Operations contact for this project) is planning on mid-July to post instructions to CIC/CBSA officers for the issuance of work permits for the Microsoft project. Officers will be instructed to issue work permits up to 24 months in accordance with the T13 request letter from BC. I'm just wondering as well, if you/my colleagues here think it might be a good idea to include a telephone number—from your office—in our instructions, which CIC officers can phone for confirmation (if they have any suspicions of fraud).

s.13

s.13

For now, we

are going with your e-mail as the official request.

Kind Regards,

Alison

Ps—I think I mentioned this to you, but Megan and Suzanne will be your contacts for this over the summer s.22
s.22

Alison Harvey
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Citizenship and Immigration Canada | Citoyenneté et Immigration Canada
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Facsimile | Télécopieur 613-941-9014
Government of Canada | Gouvernement du Canada

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Monday, September 8, 2014 4:41 PM
To: Purdy, Sheila JTST:EX
Cc: Diamond, Julia JTST:EX
Subject: FW: Microsoft Annex - Batches 16-18, Follow-up on previous batches and s.22
s.22
Attachments: 3-September 2014_MCDC Candidates_Rotationa_Batch 16_Consent.txt; 3-September 2014_MCDC Candidates_Rotationa_Batch 16.txt; 3-September 2014_MCDC Candidates_Core_Batch 17.txt; 3-September 2014_MCDC Candidates_Core_Batch 17_Consent.txt; 8-September 2014_MCDC Candidates_Core_Batch 18_Consent.txt; 8-September 2014_MCDC Candidates_Core_Batch 18.txt; EGANTOR-#1178363-v1-s.22

Sheila, can you confirm that the Exemption Letters for the Microsoft Project had the signatures attached and sent to Julia on Friday or today? She is on flex right now.

As you can see, we will have another batch ready shortly. We have committed to a five day turnaround with MS – which is no doubt something we should have mentioned earlier, sorry .

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Felix Hau [<mailto:felix.hau@ca.ey.com>]
Sent: Monday, September 8, 2014 4:27 PM
To: Diamond, Julia JTST:EX
Cc: Renault, Shannon JTST:EX; Global Migration Canada; Amanda Muza
Subject: Microsoft Annex - Batches 16-18, Follow-up on previous batches and s.22

Hi Julia,

s.22

Thank you, and please let me know if you have any questions.

Sincerely,

EGAN

Felix Hau, B.Sc. (Hons.), J.D. | Lawyer/Manager | Egan LLP*

Ernst & Young Tower, 222 Bay Street, P.O. Box 197, Toronto, ON M5K 1H6 Canada
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s.13

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Tuesday, September 16, 2014 12:59 PM
To: Michael Alcorta (LCA)
Cc: Global Migration Canada; Jennifer Nees; Diamond, Julia JTST:EX
Subject: Work Permits of MS Excellence Centre employees

Michael,
s.13,s.17

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Thursday, September 11, 2014 11:50 AM
To: Renault, Shannon JTST:EX; Diamond, Julia JTST:EX
Cc: Global Migration Canada; Jennifer Nees
Subject: RE: Annex - Rotation Batch of MS Candidates.

Thanks Shannon.

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Thursday, September 11, 2014 11:49 AM
To: Michael Alcorta (LCA); Diamond, Julia JTST:EX
Cc: Global Migration Canada; Jennifer Nees
Subject: RE: Annex - Rotation Batch of MS Candidates.

We have a meeting with CIC today and will ask about this issue. The province has no role through our annex in terms of the work permit process, it is just the LMIA exemption process covered by our agreement. However, will ask the question

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Thursday, September 11, 2014 11:48 AM
To: Renault, Shannon JTST:EX; Diamond, Julia JTST:EX
Cc: Global Migration Canada; Jennifer Nees
Subject: RE: Annex - Rotation Batch of MS Candidates.

Hi Shannon –

I will get that information together for you.

Thanks,

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: Thursday, September 11, 2014 11:46 AM
To: Michael Alcorta (LCA); Diamond, Julia JTST:EX
Cc: Global Migration Canada; Jennifer Nees
Subject: RE: Annex - Rotation Batch of MS Candidates.

Michael, can you tell me how long the applications have been in process and from what countries the applicants are from?

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Thursday, September 11, 2014 11:45 AM
To: Renault, Shannon JTST:EX; Diamond, Julia JTST:EX
Cc: Global Migration Canada; Jennifer Nees
Subject: RE: Annex - Rotation Batch of MS Candidates.

Hi Shannon –

Hope that you are well! Just a quick follow-up to see if you had been able to connect with CIC to see if there was any support that they could provide with potential for expediting the visa application process? s.22
s.22 – if there is any support to help move these more quickly, it would certainly help us to reach our goal to have these individuals onboard ASAP in Vancouver.

Thanks Shannon,

Michael

From: Michael Alcorta (LCA)
Sent: Monday, August 18, 2014 2:53 PM
To: 'Renault, Shannon JTST:EX'; Diamond, Julia JTST:EX
Cc: Global Migration Canada; Jennifer Nees
Subject: RE: Annex - Rotation Batch of MS Candidates.

Hi Shannon –

Thanks for your e-mail. Yes, any support that CIC may be able to provide would be terrific. I appreciate your willingness to check-in with them in this regard.

Thanks,

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: Monday, August 18, 2014 2:50 PM

To: Michael Alcorta (LCA); Diamond, Julia JTST:EX

Cc: Global Migration Canada; Jennifer Nees

Subject: RE: Annex - Rotation Batch of MS Candidates.

Hi Michael,

Yes, these are tight timelines. The time frame in such circumstances was an issue we flagged as a part of the selection process timing. Unfortunately I am not aware of the potential to expedite the visa process – our role as a Province is only in the LMIA exemption process. However we can make inquiries of CIC in this regard. I will request a discussion with them this week and let you know what we find from them.

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]

Sent: Wednesday, August 13, 2014 10:00 AM

To: Diamond, Julia JTST:EX; Renault, Shannon JTST:EX

Cc: Global Migration Canada; Jennifer Nees

Subject: RE: Annex - Rotation Batch of MS Candidates.

Hi Julia –

Thanks for your assistance with the processing of these candidates. As we discussed with Shannon, Microsoft is targeting s.13,s.17 start in Vancouver for this class of rotational program candidates. Please let us know if there is any additional information needed to assist with this process.

Given the anticipated s.13,s.17 start in Vancouver, are you aware of any potential to expedite visa applications at Consular posts abroad, for those individuals that will apply for an entry visa after issuance of this approval letter from your team? Any support or guidance that you can provide would be much appreciated.

The team is very excited to get this first group into Vancouver!

Thank you both,

Michael

Michael Alcorta

Senior Attorney | Legal and Corporate Affairs

Global Migration

425 722 0294 / <http://globalmigration>

 Microsoft

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Withheld pursuant to/removed as

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Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, September 17, 2014 12:59 PM
To: Starkings.Suzanne
Cc: McNeill-McKinnell.Megan; Diamond, Julia JTST:EX
Subject: RE: mcicrosoft letters for 36 month employees

Great thank you. s.13
s.13

Thank you for your help on this

From: Starkings.Suzanne [<mailto:Suzanne.Starkings@cic.gc.ca>]
Sent: Wednesday, September 17, 2014 6:13 AM
To: Renault, Shannon JTST:EX
Cc: McNeill-McKinnell.Megan; Diamond, Julia JTST:EX
Subject: RE: mcicrosoft letters for 36 month employees

You are correct, Shannon. Those lines need updating now that the FW1 manual has been modernized to an online format.

I would change it, perhaps, to either:

TO THE IMMIGRATION OFFICER:

s.13

Suzanne Starkings
Senior Policy Program Advisor | Conseiller principal politique et programmes
NHQ - Operational Management and Coordination | AC - Gestion opérationnelle et coordination
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Suzanne.Starkings@cic.gc.ca
Telephone | Téléphone 613-437-7183
Facsimile | Télécopieur 613-952-5382
Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]
Sent: September 16, 2014 3:41 PM
To: Starkings.Suzanne
Cc: McNeill-McKinnell.Megan; Diamond, Julia JTST:EX

Subject: mcrosoft letters for 36 month employees

Importance: High

Suzanne,

In discussion with Megan on Thursday last week, we were asked to redraft the instruction box for the 36 month core employees, using more the generic template letter. Suzanne, I'm not sure if this is the more generic language that Megan was referring to, but can you please take a look and confirm that this is the language that should be in the instruction box at the end of the letter for 36 month staff. Thanks so much

s.13

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | **Fax:** (250) 387-6152 | **Email:** shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, September 17, 2014 3:59 PM
To: McNeill-McKinnell.Megan; Starkings.Suzanne
Cc: Diamond, Julia JTST:EX
Subject: RE: microsoft letters

Suzanne,

Julia and I were just looking at the CIC website and cannot see the section of the T13 exemption that would speak to or apply to the 36 month employees. The section on this page, as you've noted, articulates the project in relation to the rotational staff. Can you please direct us to the section that will provide instruction to immigration officers related to the 36 month employees. Is this in a different manual? We note the deletion of a reference to the FW1 manual section 5.27.

Thanks so much for your help in clarifying this item

<http://www.cic.gc.ca/english/resources/tools/temp/work/opinion/territories-provinces.asp>

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Renault, Shannon JTST:EX
Sent: Wednesday, September 17, 2014 2:34 PM
To: McNeill-McKinnell.Megan; 'Starkings.Suzanne'
Cc: Diamond, Julia JTST:EX
Subject: microsoft letters

Hello Suzanne Megan,

s.13

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, December 12, 2014 8:58 AM
To: Keenan, Jason GCPE:EX; Currie, David GCPE:EX
Cc: Godin, Keith JTST:EX
Subject: FW: media request MS

See CIC's timeline here. We can expect follow up to BC shortly afterwards.

From: Norton.Peter [mailto:Peter.Norton@cic.gc.ca]
Sent: Friday, December 12, 2014 8:50 AM
To: Renault, Shannon JTST:EX; McNeill-McKinnell.Megan
Cc: Fama.Melissa; Judge.Robert
Subject: RE: media request MS

In twelve minutes.

Peter Norton

Communications Officer | Agent de communications

NHQ - Communications | AC - Communications

Citizenship and Immigration Canada | Citoyenneté et Immigration Canada

365 Laurier Avenue West Ottawa ON K1A 1L1 | 365, avenue Laurier Ouest Ottawa ON K1A 1L1

Office | Bureau JETS C1976

Peter.Norton@cic.gc.ca

Telephone | Téléphone 613-437-7618

Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [mailto:Shannon.Renault@gov.bc.ca]
Sent: December 12, 2014 11:49 AM
To: Norton.Peter; McNeill-McKinnell.Megan
Cc: Fama.Melissa; Judge.Robert
Subject: RE: media request MS

Peter, when is CBC's deadline? Our communications staff will be reaching out to you shortly

From: Norton.Peter [mailto:Peter.Norton@cic.gc.ca]
Sent: Friday, December 12, 2014 8:21 AM
To: Renault, Shannon JTST:EX; McNeill-McKinnell.Megan
Cc: Fama.Melissa; Judge.Robert
Subject: RE: media request MS

Yes, based on our responses, the reporter might follow up with you.

Peter Norton

Communications Officer | Agent de communications

NHQ - Communications | AC - Communications

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Telephone | Téléphone 613-437-7618

Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [mailto:Shannon.Renault@gov.bc.ca]
Sent: December 12, 2014 11:16 AM
To: Norton.Peter; McNeill-McKinnell.Megan
Cc: Fama.Melissa; Judge.Robert
Subject: RE: media request MS

Many thanks. This looks to be easily handled. We will start with things on our end as well and coordinate.

From: Norton.Peter [mailto:Peter.Norton@cic.gc.ca]
Sent: Friday, December 12, 2014 8:12 AM
To: Renault, Shannon JTST:EX; McNeill-McKinnell.Megan

Cc: Fama.Melissa; Judge.Robert

Subject: RE: media request MS

The call is from Louise Elliott of the CBC. s.13

s.13

So I'm working on a story about temporary foreign workers. It seems Microsoft has been given a blanket exemption from LMIA in BC for TFWs in its new "centre of excellence" project:

<http://www.cic.gc.ca/english/resources/tools/temp/work/opinion/territories-provinces.asp>

Why was this exemption granted?

When was this exemption granted?

Is there a cap on the number of TFW this exemption will allow?

Do any of the 400 jobs mentioned here also go to TFWs?

Why are these training positions going to non-Canadians, since they are, after all, training positions?

How does this square with Minister Kenney's many statements that suggest Canadians should come first?

s.13

Peter Norton

Communications Officer | Agent de communications

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Peter.Norton@cic.gc.ca

Telephone | Téléphone 613-437-7618

Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: December 12, 2014 11:07 AM

To: McNeill-McKinnell.Megan

Cc: Fama.Melissa; Judge.Robert; Norton.Peter

Subject: RE: media request MS

Yes absolutely. Was the media request in writing or by phone. If in writing can you please forward to me?

From: McNeill-McKinnell.Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]

Sent: Friday, December 12, 2014 7:35 AM

To: Renault, Shannon JTST:EX

Cc: Fama.Melissa; Judge.Robert; Norton.Peter

Subject: media request MS

Importance: High

Hi Shannon, please note that we got a media request yesterday, very likely going out today, on Microsoft. The questions focused on the role Canadians will have in the Centre, and why training positions are not for Canadians.

We have draft responses which I will share with you when I can. Will you be touching base with your comms. people?

Thanks, Megan

Megan McNeill-McKinnell

Senior Analyst/Analyste principale

Immigration Branch/Direction générale de l'immigration

Citizenship and Immigration Canada/Citoyenneté et Immigration Canada

New: 613 437-6683

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, December 12, 2014 9:00 AM
To: Keenan, Jason GCPE:EX
Cc: Currie, David GCPE:EX; Godin, Keith JTST:EX; MacDonald, Scott D JTST:EX
Subject: RE: media request MS

Agreed. Do you need us to fill in the xx details?

From: Keenan, Jason GCPE:EX
Sent: Friday, December 12, 2014 8:54 AM
To: Renault, Shannon JTST:EX
Cc: Currie, David GCPE:EX; Godin, Keith JTST:EX; MacDonald, Scott D JTST:EX
Subject: Re: media request MS

David will send out messaging

s.13

Sent from my iPad

On Dec 12, 2014, at 8:48 AM, Renault, Shannon JTST:EX <Shannon.Renault@gov.bc.ca> wrote:

Will check

From: Currie, David GCPE:EX
Sent: Friday, December 12, 2014 8:46 AM
To: Keenan, Jason GCPE:EX
Cc: Renault, Shannon JTST:EX; Godin, Keith JTST:EX; MacDonald, Scott D JTST:EX
Subject: Re: media request MS

Happy to do that.

Do we know when Cbc's deadline is?

On Dec 12, 2014, at 8:41, "Keenan, Jason GCPE:EX" <Jason.Keenan@gov.bc.ca> wrote:

I think it would be best if we connect with this person at CIC with our MS messaging. It should be comms to comms

David and I can reach out to the CIC comms person and provide our messaging.

Jason

Sent from my iPad

On Dec 12, 2014, at 8:19 AM, Renault, Shannon JTST:EX <Shannon.Renault@gov.bc.ca> wrote:

Just received this from the communications staff at CIC. This is the direct request. We have responses for these items prepared. Will get these together and share and will also pass forward CIC's response when they share it with us. The link provided in the request is to the CIC page providing instructions to officers on how to apply the LMIA exemption letters at border crossings.

The call is from Louise Elliott of the CBC. s.13

s.13

So I'm working on a story about temporary foreign workers. It seems Microsoft has been given a blanket exemption from LMIA in BC for TFWs in its new "centre of excellence" project:

<http://www.cic.gc.ca/english/resources/tools/temp/work/opinion/territories-provinces.asp>

Why was this exemption granted?

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Why are these training positions going to non-Canadians, since they are, after all, training positions?

How does this square with Minister Kenney's many statements that suggest Canadians should come first?

s.13

Peter Norton

Communications Officer | Agent de communications

NHQ - Communications | AC - Communications

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Government of Canada | Gouvernement du Canada

From: Renault, Shannon JTST:EX

Sent: Friday, December 12, 2014 8:15 AM

To: Godin, Keith JTST:EX; Keenan, Jason GCPE:EX; Currie, David GCPE:EX

Cc: MacDonald, Scott D JTST:EX

Subject: RE: media request MS

I've requested the specifics of the media inquiry from CIC and will advise if it is anything different from what we have already prepared.

From: Godin, Keith JTST:EX

Sent: Friday, December 12, 2014 8:11 AM

To: Keenan, Jason GCPE:EX; Currie, David GCPE:EX

Cc: MacDonald, Scott D JTST:EX; Renault, Shannon JTST:EX

Subject: FW: media request MS

Importance: High

Thanks Shannon.

Jason, David – FYI. I believe we already have an issues note for this but please let us know if it needs updating.

From: Renault, Shannon JTST:EX

Sent: Friday, December 12, 2014 8:08 AM

To: Godin, Keith JTST:EX

Subject: FW: media request MS

Importance: High

FYI – see below

BC use of annex for TFW to be in media today. Have asked Megan to send forward the direct media request and we will start the response from here as well

From: McNeill-McKinnell, Megan [<mailto:Megan.McNeill-McKinnell@cic.gc.ca>]

Sent: Friday, December 12, 2014 7:35 AM

To: Renault, Shannon JTST:EX

Cc: Fama.Melissa; Judge.Robert; Norton.Peter

Subject: media request MS

Importance: High

Hi Shannon, please note that we got a media request yesterday, very likely going out today, on Microsoft. The questions focused on the role Canadians will have in the Centre, and why training positions are not for Canadians.

We have draft responses which I will share with you when I can. Will you be touching base with your comms. people?

Thanks, Megan

Megan McNeill-McKinnell

Senior Analyst/Analyste principale

Immigration Branch/Direction générale de l'immigration

Citizenship and Immigration Canada/Citoyenneté et Immigration Canada

New: 613 437-6683

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, December 12, 2014 9:15 AM
To: Keenan, Jason GCPE:EX
Cc: Currie, David GCPE:EX; Godin, Keith JTST:EX; Diamond, Julia JTST:EX
Subject: RE: MS Excellence centre media response

Great, thank you

From: Keenan, Jason GCPE:EX
Sent: Friday, December 12, 2014 9:13 AM
To: Renault, Shannon JTST:EX
Cc: Currie, David GCPE:EX; Godin, Keith JTST:EX
Subject: Re: MS Excellence centre media response

s.13

Their messaging is with their minister now.

Thanks for this - will use if the request comes to us.

Sent from my iPad

On Dec 12, 2014, at 9:09 AM, Renault, Shannon JTST:EX <Shannon.Renault@gov.bc.ca> wrote:

s.13

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, December 17, 2014 10:16 AM
To: Godin, Keith JTST:EX
Subject: FW: Canadian Hires at MEC

s.21

Shannon Renault

Director, Immigration Policy

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]
Sent: Wednesday, December 17, 2014 10:04 AM
To: Renault, Shannon JTST:EX
Cc: Diamond, Julia JTST:EX; Dennis Lopes (LCA)
Subject: RE: Canadian Hires at MEC

Hello Shannon –

s.21

Happy holidays!

Michael

Michael Alcorta

Senior Attorney | Legal and Corporate Affairs

Global Migration

425 722 0294 / <http://globalmigration>



From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: Monday, December 15, 2014 4:39 PM

To: Michael Alcorta (LCA)

Cc: Diamond, Julia JTST:EX

Subject: RE: Canadian Hires at MEC

Brilliant, thank you Michael

From: Michael Alcorta (LCA) [<mailto:malcorta@microsoft.com>]

Sent: Monday, December 15, 2014 4:38 PM

To: Renault, Shannon JTST:EX

Cc: Diamond, Julia JTST:EX

Subject: RE: Canadian Hires at MEC

Hi Shannon –

Thanks for your email. Yes, I am aware of these recent reports on the MS Centre.

I have reached out to my contacts to gather this information for you regarding the numbers of Canadians hired for the centre, as well as the breakdown of the Foundry students. As soon as I receive this information, I will forward to you immediately. I hope to have the information by end of day tomorrow.

Thanks Shannon,

Michael

From: Renault, Shannon JTST:EX [<mailto:Shannon.Renault@gov.bc.ca>]

Sent: Monday, December 15, 2014 2:35 PM

To: Michael Alcorta (LCA)

Cc: Diamond, Julia JTST:EX

Subject: Canadian Hires at MEC

Importance: High

Hello Michael,

As you know there has been a few media reports recently on the MS Centre. On that, I wonder if you might be able to verify how many Canadians have been hired to date for the centre. We of course have the breakdown of core vs rotational international employees that have received LMIA exemption letters from BC – but would like to know the Canadian hires.

This would be similar information that you provided in September, when we put the bullet point below in an update to the Minister. (see blue)

s.21

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Wednesday, December 17, 2014 10:59 AM
To: Currie, David GCPE:EX
Cc: Godin, Keith JTST:EX; Diamond, Julia JTST:EX; Greek, Kendra GCPE:EX
Subject: RE: Canadian Hires at MEC

s.13,s.17

From: Currie, David GCPE:EX
Sent: Wednesday, December 17, 2014 10:46 AM
To: Renault, Shannon JTST:EX
Cc: Godin, Keith JTST:EX; Diamond, Julia JTST:EX; Greek, Kendra GCPE:EX
Subject: RE: Canadian Hires at MEC

This is really helpful Shannon. Thank you.

s.13,s.21

From: Renault, Shannon JTST:EX
Sent: Wednesday, December 17, 2014 10:39 AM
To: Currie, David GCPE:EX
Cc: Godin, Keith JTST:EX; Diamond, Julia JTST:EX
Subject: Canadian Hires at MEC

David, I just received and update this morning from Microsoft on the number of Canadians that have been hired since July 1, 2014. A summary of the staffing component is below for your reference.

s.13,s.21

To note, but perhaps not publically, is that the arrangement with Microsoft included a commitment to hire at least 10% of its core staff as Canadians at the outset of the project, so at this point they are significantly ahead of that marker – though there is more hiring to be done. However, it is a marker for us to keep an eye on.

Shannon Renault

Director, Immigration Policy

Labour Market and Immigration Division

Ministry of Jobs, Tourism & Skills Training

Phone: (250) 356-9827 (NEW) | Fax: (250) 387-6152 | Email: shannon.renault@gov.bc.ca

Smith, Julia JTST:EX

From: Renault, Shannon JTST:EX
Sent: Friday, December 19, 2014 4:12 PM
To: Diamond, Julia JTST:EX
Subject: RE: IN_TFW Microsoft.docx

Perfect thank you

From: Diamond, Julia JTST:EX
Sent: Friday, December 19, 2014 2:33 PM
To: Renault, Shannon JTST:EX
Subject: RE: IN_TFW Microsoft.docx

Shannon, I spoke to Dennis Lopes (Legal & Corporate Affairs Director; works closely with Michael Alcorta) and he has confirmed that MS is ok with releasing the numbers included in the IN but requests that GCPE contact him directly (delopes@microsoft.com) prior to issuing any written or public statement. I've inserted a comment in the IN note to this effect.

Julia

From: Diamond, Julia JTST:EX
Sent: Friday, December 19, 2014 12:23 PM
To: Renault, Shannon JTST:EX
Subject: RE: IN_TFW Microsoft.docx

Revised and further comments here: [G:\Immigration Policy Unit\COMMUNICATIONS\GCPE IN Updates\TFWs Microsoft\IN_TFW Microsoft Dec 19 2014.docx](#)

From: Renault, Shannon JTST:EX
Sent: Friday, December 19, 2014 11:36 AM
To: Diamond, Julia JTST:EX
Subject: IN_TFW Microsoft.docx

Please see attached. Can you also review and make any appropriate comments – will then send to Keith. I'm not sure he wants to talk about the project requirements in detail.

Would you like to connect with Michael and see if he is okay with us using the numbers he provided the other day in a public statement?

By the by – I have no LAN, so once you have reviewed can you please file this in the GCPE file in COMMUNICATIONS? I'll show you where it is if you can't find it. Please also rename as others are.

Thanks

Shannon Renault
Director, Immigration Policy
Labour Market and Immigration Division
Ministry of Jobs, Tourism & Skills Training
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