

Please register for the programs,
activities and events offered.

Chapleau Cree First Nation

P.O. Box 400
828 Fox Lake Road
Chapleau ON
P0M 1K0
Phone: 705-864-0784
Fax: 705-864-1760
E-mail: reception@chapleaucree.ca

Life's Sacred Journey

P.O. Box 400
814 Fox Lake Road
Chapleau ON
P0M 1K0
Phone: 705-860-0003
Fax: 705-860-0004
E-mail: bandrep@lifessacredjourney.ca

Chapleau Cree Health Centre

P.O. Box 400
801 Fox Lake Road
Chapleau ON
P0M 1K0
Phone: 705-864-0200
Fax: 705-864-0206
E-mail: h.adminassist@chapleaucree.ca



 <https://www.facebook.com/groups/118989737892773>



For the week of:
**June 9, to
June 15, 2025**

Summer Hours:

**Monday - Thursday
8AM - 5PM**

**Friday
8AM - Noon**

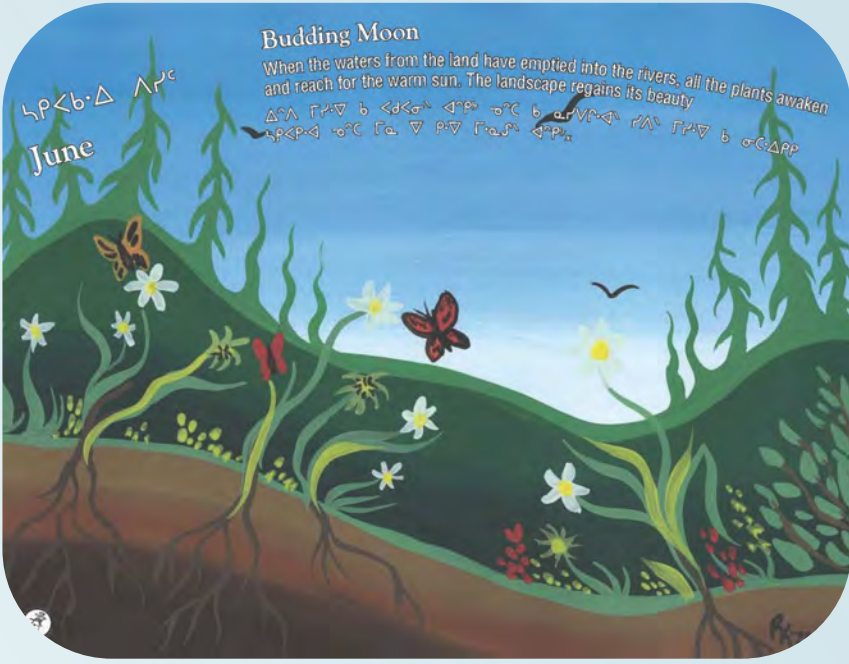
Participation and Feedback on
Activities/Events/Programs is
always welcomed

Please submit feedback to
Kyle Corston @ 705-864-0784 or
communityrelations@chapleaucree.ca



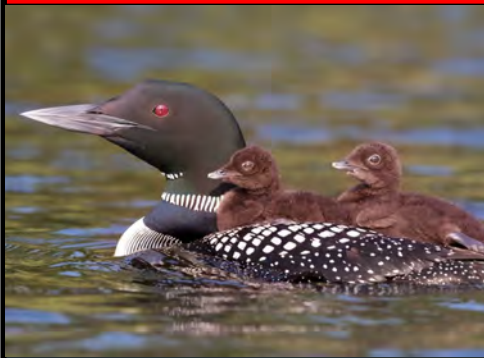
This Week's Highlights:

- Kids Bannock Making Class
- Chief and Council Meeting
- Community Haircut Day
 - Father's Day Dinner
 - CCFN ELECTION DAY!
 - Father's Day



Oški-kīšikâw
MONDAY
Sakipakawi-Pisim
June 9

**Chief & Council
Meeting
6pm @ Band Office**



**Kids Bannock
Making Class**



3:30-5:30pm @Health



Nīso-kīšikâw
TUESDAY
Sakipakawi-Pisim
June 10

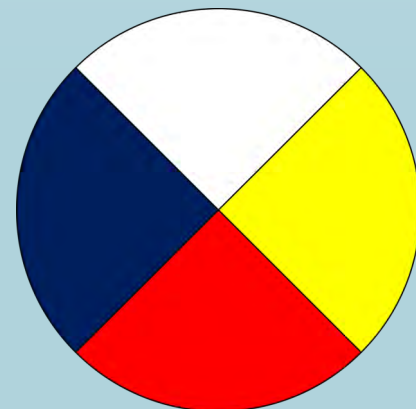


Town Run
10:00 a.m.
Call **Health** at
705-864-0200 before 9am
to get picked up

**COMMUNITY HAIRCUT
DAY**



10am-4pm @ Health



Apihtawan
WEDNESDAY
Sakipakawi-Pisim
June 11



Nêwi-kīšikâw
THURSDAY
Sakipakawi-Pisim
June 12



Town Run
10:00 a.m.
Call **Health** at
705-864-0200 before 9am
to get picked up



Father's Day Dinner



5:30-6:30pm@B. Office



Pahkwêšikani-kīšikâw
FRIDAY
Sakipakawi-Pisim
June 13



Not Receiving the
Weekly Pamphlet in a
timely manner?
Call **Kyle Corston** at the
Band Office 705 864 0784
and give your email—
you'll
receive the pamphlet
right to your inbox

Matinawe-Kisikaw
SATURDAY
Sakipakawi-Pisim
June 14

**CCFN ELECTION
DAY**



8am-6pm @ B. Office

Ayamihêwi-kīšikâw
SUNDAY
Sakipakawi-Pisim
June 15





Kids Bannock Making class

Location - Health Centre

Monday, June 9th , 2025

3:30pm - 5:30pm

10 participants only

ages 8 - 18

To register call Health Centre - 705-864-0200

For inquiries, call Nathalie - ext. 203





PLEASE JOIN US FOR A

FATHER'S DAY DINNER



JUNE 12



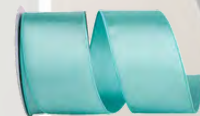
5:30PM @ BAND OFFICE

CALL OR EMAIL HEALTH TO REGISTER

PH: 705 864 0200

H.ADMINASSIST@CHAPLEAUCREE.CA





Adult Regalia Making Social

16+

Come work on your regalia,
socialize, learn , share
knowledge.

Mondays - June 16 & 30, 2025
6:30pm - 9:00pm

To register call health - 705-864-0200
For inquiries call Nathalie - ext. 203

10 participants only
Open to CCFN Band
members
Waitlist welcomed





ADULTS ONLY BEADING SOCIAL 16+

JUNE 3RD & 17TH, 2025
6:00PM - 9PM



TO REGISTER CALL HEALTH- 705-864-0200
FOR INQUIRIES CALL NATHALIE - EXT. 203

10 PARTICIPANTS ONLY
OPEN TO CCFN BAND MEMBERS
WAITLIST WELCOMED



BAND OFFICE

LET'S PLAY BINGO!

Chapleau Cree Health Services





Massage Day

with Kathleen Bouchard

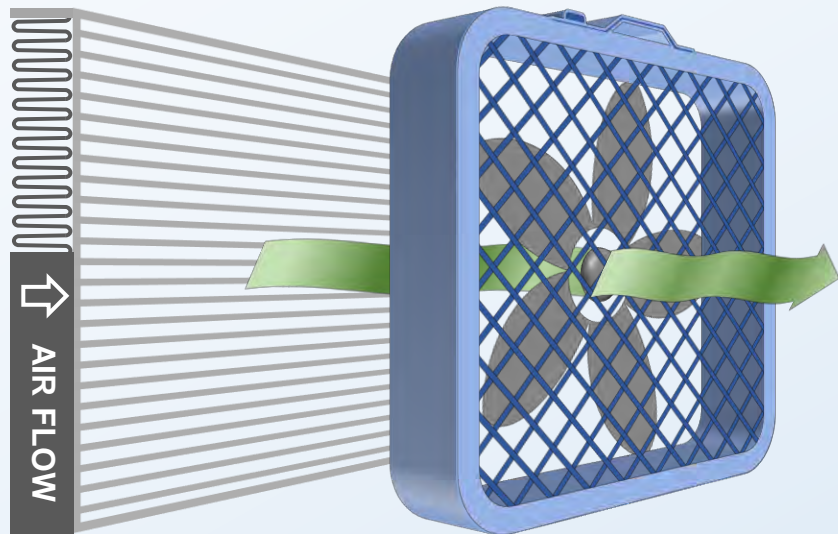
June 19, 2025
3:00 PM - 8:00 PM
at Health Centre.



*Call Health to book your
appointment 705-864-0200
Priority CCFN Members.
Waitlist welcomed.*

DIY Air Cleaner to Reduce Wildfire Smoke Indoors

Materials



20" X 20" air filter

Suggested rating: MERV 13

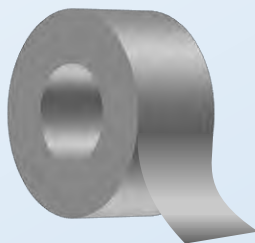
20" X 20" box fan

Only use certified fans with UL or ETL marking (2012 model or newer)



Clamps

or



Duct Tape

or



Bungee Cords

Assembly

1. Attach the air filter to the back of the box fan using either clamps, duct tape or bungee cords.
2. Check the filter for the direction of the air flow (marked on the side of the filter).
3. Replace filters when dirty.

Learn about box fan safety tips:

<https://www.epa.gov/air-research/research-diy-air-cleaners-reduce-wildfire-smoke-indoors#FAQ>

HOW TO BUILD A CORSI-ROSENTHAL BOX

The Corsi-Rosenthal Box is an affordable DIY air-cleaning system made with simple materials found in hardware stores. The box fan pulls air through the filters on the sides and blows out clean air. It is proven to reduce indoor exposure to airborne particles, including those containing the virus that causes COVID-19. The box can also decrease the levels of other particles in the air, such as dust or wildfire smoke.

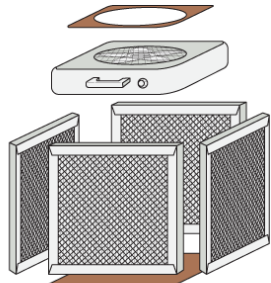
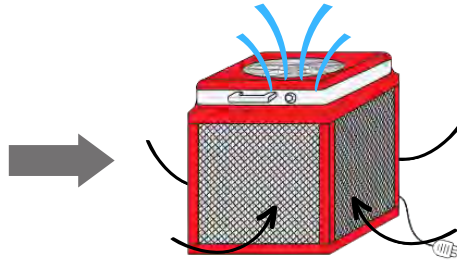


Illustration by Amanda Hu



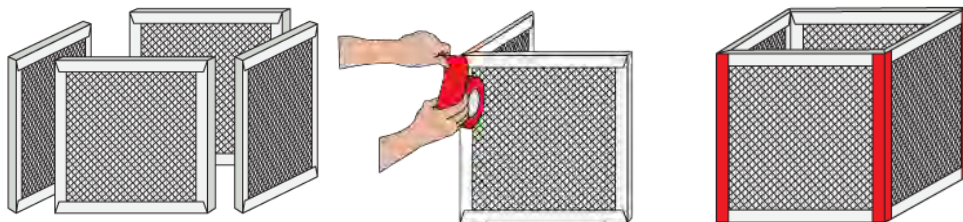
THE MATERIALS

- Filters can last up to a year
- Keep away from walls and corners

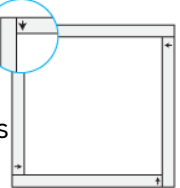


THE CUBE

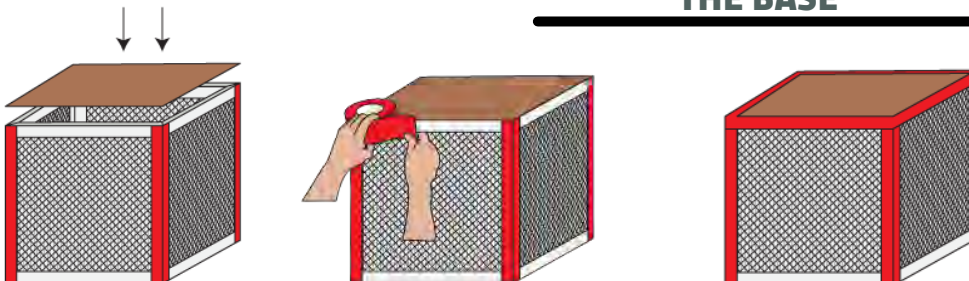
- 4 Filters: 3M MPR 1900 (20" x 20" x 1" or 20" x 25" x 1") or MERV 13 (20" x 20" x 2" or 20" x 20" x 1" or 20" x 25" x 2" or 20" x 25" x 1" [2-inch preferred])
- Lasko or Mainstays 20-inch Box Fan
- Scissors, Utility Knife, Duct Tape



- Arrange the filters to create a symmetrical structure
- Ensure the arrows are pointing inwards
- Duct tape the four edges
- Vertical orientation of the pleats is preferred



THE BASE



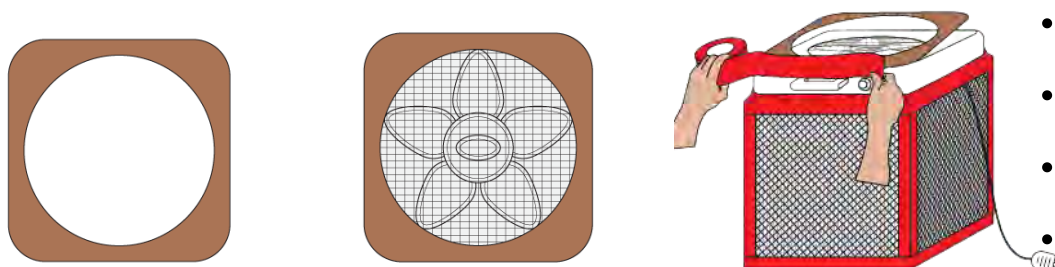
- Use one side of the fan's cardboard box
- Cut the cardboard to fit the base of the cube
- Duct tape it on all four sides

THE FAN



- Place the fan on top of the cube (air must blow upward)
- Seal all sides, including corners
- Ensure any holes on the side of the fan are sealed off with duct tape

THE SHROUD



- Cut the other cardboard sheet to fit the top of the fan
- Cut a circular hole (Diameter: 15" for Lasko and 16" for Mainstays)
- Place the shroud on the fan and tape it on all four sides
- The shroud increases efficiency and decreases the noise level

WILDFIRE SMOKE AND YOUR HEALTH

CCFH Health Centre
~ Summer Safety Series ~

STAYING SAFE DURING AIR QUALITY WARNINGS FROM WILDFIRES

As wildfires become more common and intense, the risk to air quality increases—often far from the fires themselves. Wildfire smoke contains tiny particles (PM2.5) and gases that can irritate the eyes, lungs, and heart, especially in people with underlying health conditions. Protecting yourself and your family during air quality warnings is essential to maintaining short- and long-term health.

What's in Wildfire Smoke?

Wildfire smoke is a mix of gases and fine particles from burning trees, plants, buildings, and other materials. The most harmful component is PM2.5, or fine particulate matter, which can deeply penetrate the lungs and even enter the bloodstream.

Health Symptoms to Watch For:

- Coughing or wheezing
- Shortness of breath or chest tightness
- Eye, nose, and throat irritation
- Fatigue or dizziness
- Worsening of chronic health conditions

If someone has trouble breathing, chest pain, or severe coughing, call 911 or seek immediate medical care.

Who's Most at Risk?

- Children & babies: Smaller lungs and faster breathing rates make them more vulnerable.
- Older adults: Especially those with heart or lung conditions.
- People with asthma, COPD, or heart disease
- Pregnant individuals
- People with an existing illness or chronic health conditions, such as cancer or diabetes
- Outdoor workers and people experiencing homelessness
- Indigenous and rural communities with limited access to healthcare

Check in on neighbours, friends and family, especially those who are more likely to be impacted by wildfire smoke.



Staying Safe During Air Quality Warnings from Wildfires



Reduce Your Exposure to Wildfire Smoke Outdoors

During heavy smoke conditions, it's extremely important that you take actions to protect your health.

- Check local air conditions using the Air Quality Health Index (AQHI), InfoSmog (Quebec), & special air quality statements or air quality advisories to determine whether smoke is impacting your area.
- Limit time outdoors. Listen to your body. If you experience symptoms of wildfire smoke exposure, consider reducing or stopping strenuous outdoor activities.
- If you must spend time outdoors, a well-constructed, well-fitting and properly worn respirator type mask (such as a NIOSH-certified N95 or equivalent respirator) can reduce your exposure to the fine particles in the smoke. Even though exposure may be reduced, there can still be risks to health.
- Maintain good hydration with drinking lots of water.

Staying Safe During Air Quality Warnings from Wildfires



Reduce Your Exposure to Wildfire Smoke Outdoors

- Consider the level and type of activity involved, as well as the needs of participants and spectators when deciding whether to re-schedule or reduce activities.
- As smoke conditions can vary considerably from hour to hour, it's important to be prepared for changing conditions and stop activities if necessary.
- If you need to work outdoors, check with your provincial occupational health and safety organization or your local health authority. They can provide guidance on how to reduce your exposure while working outdoors during wildfire smoke events.
- Individuals can reduce the amount of smoke in their vehicles by keeping the windows and vents closed, and, if available, operating the air conditioning in “recirculate” mode.

Staying Safe During Air Quality Warnings from Wildfires



Protect Your Indoor Air From Wildfire Smoke

It's important that the air indoors is as clean as possible, especially if you have to stay inside due to wildfire smoke events.

- Keeping windows and doors closed as much as possible.
- Properly seal any areas with drafts.
- When there's an extreme heat event occurring with poor air quality, prioritize keeping cool.
 - If your home isn't air-conditioned, consider going to a public place (library, recreation centre) that is air conditioned or a family member/friend's home.
- Use a clean, good quality air filter in your ventilation system.
 - Change the filters of your ventilation system and portable air cleaner regularly during wildfire smoke events. Clogged filters aren't effective at removing smoke.
- Using a certified portable air cleaner that can filter fine particles
- Use a Do-it-yourself (DIY) air cleaners may be an economical option for some communities and homes.
 - A quality DIY air purifier that's been tested and recommended by public health experts is the Corsi-Rosenthal Box.

Staying Safe During Air Quality Warnings from Wildfires



Protect Your Indoor Air



- If you use a wood stove or fireplace, take steps to reduce the impacts of wood smoke, such as choosing a low-emission stove and burning wisely.
- Avoid smoking or vaping inside your home, as well as minimize use of scented air products like candles, incense, and scent warmers.
- Limit vacuuming (which stirs up particles).

Tips for Families:

- Create a “clean room” with filtered air for kids and elders.
- Keep extra medications on hand.
- Have an emergency kit ready in case of evacuation.

If you would like to know more about your health risks in relation to air quality warnings and how to protect your health, you can either Call the Nurse at the CCFN Health Centre or talk to your Primary Care Provider
CCFN Health Centre 705-864-0200

Energy Affordability Program

FREE HOME UPGRADES

**LET US HELP YOU
SAVE ON YOUR
ENERGY BILLS**

FREE
insulation upgrades

FREE
replacement
appliances

NEW

FREE
cold climate air
source heat pumps

"With the free upgrades from
this program, I am seeing
improvements in my energy
bills and home comfort."

Linda Daybutch,
Mississauga First Nation





The **Energy Affordability Program** is here to help you stay comfortable and save on energy year round. Replace old, inefficient appliances, upgrade insulation, eliminate drafts and air leaks—all at no cost. Qualify online in minutes based on your household income or the government assistance you receive.



READY TO START SAVING?

There is no catch. See if you qualify for FREE upgrades today to reduce your energy bills and increase your home comfort.

FREE

insulation,
air sealing,
replacement
appliances and more.

IT'S EASY TO APPLY

Start saving today!

1-844-770-3148
SaveOnEnergy.ca/EAP



© 2023 Independent Electricity System Operator. All rights reserved.

™Trademark adopted and used by the Independent Electricity System Operator.

REDUCE ENERGY COSTS AND BOOST COMFORT **YEAR ROUND**

PROFESSIONALLY INSTALLED IMPROVEMENTS AT

NO COST TO YOU

Your home may be eligible for:



- Energy-efficient refrigerators and freezers
- Energy-efficient window air conditioners
- ENERGY STAR® certified LED light bulbs

YOUR HOME AND BUDGET WILL BENEFIT



Enhanced comfort in every season



Lasting energy savings



A happier, healthier home

If your home is heated by electricity, you may also be eligible for:

- Cold climate air source heat pumps
- New attic, wall and basement insulation
- Smart thermostats
- Draft-proofing around doors and windows



DO YOU QUALIFY?

You're eligible if:

You're a resident of an eligible Social Housing property

OR

You received one of the following types of assistance:

1

Your annual household income does not exceed the following limits:

Number of people in the home	Before-tax household income*
1	\$42,437
2	\$60,014
3	\$73,501
4	\$84,872
5	\$94,890
6	\$103,947
7+	\$112,275

* Eligible household income levels are adjusted annually to reflect inflationary increases.

2

Received one of the following types of assistance in the past 12 months:

- Allowance for the Survivor
- Guaranteed Income Supplement
- Allowance for Seniors
- Ontario Works
- Ontario Disability Support Program (ODSP)
- Healthy Smiles Ontario Child Dental Program

3

You received a Low Income Energy Assistance Program (LEAP) grant or were part of the Ontario Electricity Support Program (OESP) within the last 12 months

4

You qualified to participate in a natural gas income-eligible demand side management (DSM) program during the past 12 months.



READY TO START SAVING?

There is no catch. See if you qualify for FREE upgrades today to reduce your energy bills and increase your home comfort.

FREE

insulation,
air sealing,
replacement
appliances and more.

IT'S EASY TO APPLY

Start saving today!

1-844-770-3148

SaveOnEnergy.ca/EAP





Your community **needs** you!

A survey is being deployed by Mushkegowuk Council
to ensure we all have access to nutritious and traditional food.
Your insights are invaluable! Help us shape a better future for our food system.



- How food secure is your community?
- How can we improve access to our traditional food?
- How do we transfer that heritage to our youth?



*To help improve food security in your
community, we kindly invite you to share
your input by filling out this survey.*

Scan me



June 2025

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
2 Alicia NP – 814 Fox Lake Clinic Angie RPN – 814 Fox Lake Clinic Kasey RPN – 814 Fox Lake Clinic Melody – Virtual/Phone Jackie – Wawa	3 Alicia NP – 3 Maple Clinic Angie RPN – 814 Fox Lake Clinic Kasey RPN – 3 Maple Clinic Melody – Virtual/Phone Jackie - Wawa	4 Alicia NP – 814 Fox Lake - AM Angie RPN – 3 Maple Clinic - AM Kasey RPN – 814 Fox Lake - AM Melody – Virtual/Phone Jackie - Wawa	5 Alicia NP – BHFN Clinic Angie RPN – BHFN Clinic Kasey RPN - BHFN Clinic Melody – Virtual/Phone Jackie - Chapleau	6 Angie RPN - 814 Fox Lake Clinic Kasey RPN – 814 Fox Lake Clinic Melody – Virtual/Phone Jackie - Wawa
9 Alicia NP – 814 Fox Lake Clinic Angie RPN – 814 Fox Lake Clinic Kasey RPN – 814 Fox Lake Clinic Melody – Chapleau Jackie - Wawa	10 Alicia NP – 3 Maple Clinic Angie RPN – 814 Fox Lake Clinic Kasey RPN – 3 Maple Clinic Melody – Chapleau Jackie - Wawa	11 🍓 <div>Clinic Closed for Professional Development</div>	12	13
16 Team Wellness AM Alicia NP – 814 Fox Lake - PM Angie RPN – 814 Fox Lake - PM Kasey RPN – 814 Fox Lake - PM Melody – Virtual/Phone Jackie – Wawa	17 Alicia NP – 814 Fox Lake Clinic Angie RPN – 814 Fox Lake Clinic Melody – Virtual/Phone Jackie – Wawa	18 Alicia NP – 814 Fox Lake Clinic Angie RPN – 3 Maple Clinic Melody – Virtual/Phone Jackie - Wawa	19 Alicia NP – BHFN Clinic Angie RPN – BHFN Clinic Melody – Virtual/Phone Jackie - Wawa	20 National Indigenous Peoples Day (June 21 st)
23 Josee – 814 Fox Lake - LLP Alicia NP – 814 Fox Lake - AM Angie RPN – 814 Fox Lake - AM Kasey RPN – 814 Fox Lake - AM Melody – Chapleau Jackie – Chapleau	24 Josee – 814 Fox Lake - LLP Alicia NP – 814 Fox Lake - AM Angie RPN – 814 Fox Lake - AM Kasey RPN – 814 Fox Lake - AM Melody – Chapleau Jackie – Chapleau	25 Josee – 814 Fox Lake - LLP Alicia NP – 814 Fox Lake - AM Angie RPN – 814 Fox Lake - AM Kasey RPN – 814 Fox Lake - AM Melody – Chapleau/Wawa Jackie – Chapleau	26 Josee – 3 Maple - LLP Alicia NP – 3 Maple Angie RPN – 3 Maple Kasey RPN – 3 Maple Melody – Wawa Jackie – Chapleau	27 Angie RPN – 814 Fox Lake Clinic Kasey RPN – 814 Fox Lake Clinic Melody – Virtual/Phone Jackie - Chapleau
30 Alicia NP – 814 Fox Lake Clinic Angie RPN – 814 Fox Lake Clinic Kasey RPN – 814 Fox Lake Clinic Melody – Virtual/Phone Jackie – Wawa				



Northern Clinic Team
Alicia Castonguay Nurse Practitioner
Dr. Anjali Oberai
Kasey Bissaillon RPN, Diabetes Nurse Educator
Angela Fletcher RPN, Advanced Foot Care
Jackie Tangie-Roy,
Cultural and Wellness Worker
Melody Hawdon,
Mental Health & Wellness Worker
Emily Pirano, Art Therapy Student
Christine Stoycheff, Client Care Coordinator



Clinic Hours:
Monday to Friday
8:30 am to 4:00 pm
(Closed for Lunch)
Appointments: 1-833-564-2726 or 705-856-8282
Your call is important, if we are unable to answer please leave a detailed message & we'll call you back ASAP



P.O. Box 400 ♦ Fox Lake Reserve ♦ Chapleau, Ontario ♦ P0M 1K0

Ph (705) 864-0784 ♦ Fax (705) 864-1760

reception@chapleaucree.ca

SUMMER STUDENT EMPLOYMENT OPPORTUNITIES

Summer Positions

The Chapleau Cree First Nation is seeking highly motivated students for various positions as noted below.

Students must be currently enrolled in school and returning to school in the fall.
Students must meet the guidelines of the funding agencies as listed below.

Retail Sales Associate

- Student must be:
 - Between the ages of 15 and 29;

Health Administration Support

- Student must be:
 - Between the ages of 15 and 29;
 - A registered status member or have a parent of one of the seven First Nations within Mushkegowuk Tribal Council.

Administrative Support

- Student must be:
 - Between the ages of 15 and 29;
 - A registered status member or have a parent of one of the seven First Nations within Mushkegowuk Tribal Council

Maintenance Worker

- Student must be:
 - Between the ages of 15 and 29;
 - A registered status member or have a parent of one of the seven First Nations within Mushkegowuk Tribal Council.
- CSA approved safety boots are required.

Maintenance Worker

- Students must be:
 - Between the ages of 15 and 29;
 - First Nations or Inuit;
 - Ordinarily a resident on reserve or in recognized communities

Duration: June 30-August 22, 2025
Hours: 40 hours/week
Wage: Minimum Wage

To apply please submit a resume or application to:
Edith Larocque, Band Administrator
Chapleau Cree First Nation
P.O. Box 400
Chapleau, ON P0M 1K0
bandadmin@chapleaucree.ca

Deadline: June 25, 2025

Indigenous System Navigator – New Position**Location:** Lady Dunn Health Centre and Chapleau Health Services**Permanent Full-Time:** 37.5 hours per week (flexible hours)**Salary Range:** \$58,795 - \$88,581 (based on discipline)

The Opportunity – Maamwesying North Shore Community Health Services is seeking a dedicated **Indigenous System Navigator (ISN)** to join our Home and Community Support Services Team. This role supports members of our four partner First Nations in the Chapleau and Michipicoten area by providing advocacy, care coordination, and hospital discharge planning to ensure a safe and supported transition from hospital to home.

Reporting to the Director of Home and Community Support Services, the ISN will assess individual care needs and eligibility, connect clients to community resources, and collaborate with families, caregivers, and health care providers to deliver integrated, culturally safe, and patient-centered care. This position plays a lead role in enhancing access to services and improving continuity of care for Indigenous clients.

Who You Are – You are a motivated and compassionate professional with a strong interest in supporting Indigenous health within an interdisciplinary team environment. Your work is grounded in the Seven Grandfather Teachings of Wisdom, Love, Respect, Bravery, Honesty, Humility, and Truth, and you bring these values into your relationships with clients, colleagues, and communities. You draw on both professional knowledge and lived experience to support wellness, healing, and efficient care coordination. You bring a positive, relational, and solutions-focused approach to helping others navigate complex health systems and return home with confidence and care.

Who We Are – Maamwesying is a recognized leader in Indigenous health, guided by the principle of Indigenous Health in Indigenous Hands. We deliver a wide range of services, including Primary Health Care, Traditional Healing, Mental Wellness and Addictions, Home and Community Support, and Health Promotion and Disease Prevention. Our work supports community members from the seven First Nations of the Mamaweswen North Shore Tribal Council, urban Indigenous clients through the Baawaating Family Health Team and the SSM Indigenous Friendship Centre, as well as our four First Nation partners in the Chapleau and Michipicoten area through the Maamwesying Northern Clinic.

In 2023, Maamwesying was approved by the Ministry of Health as the first Indigenous-led Ontario Health Team (OHT), a milestone that reflects our long-standing leadership and innovation in delivering integrated, culturally grounded care. Through the OHT model, we are deepening partnerships across providers and communities to improve access, enhance service coordination, and ensure Indigenous health care continues to be shaped by Indigenous voices and values.

Why Work with Us?

- Competitive salary based on experience
- Paid Extended Health Benefits
- HOOPP (Healthcare of Ontario Pension Plan)
- 3 weeks vacation for the first year
- 15 Personal leave days annually
- \$1,800 Professional development allocation annually
- 10 days professional development leave
- Five cultural days
- Technology amenities provided (i.e., laptop, cellphone)
- All travel expenses covered

- High staff satisfaction rated work environment, priority on provider and client experience
- Access to cultural and traditional teachings of the Ojibwe people

What you need to bring with you.

- Membership, in good standing, with the applicable regulatory body:
 - College of Nurses of Ontario
 - Ontario College of Social Workers and Social Service Workers
- Recent experience in community health or a related field
- Knowledge of the health care delivery system and community support resources
- Cultural competency with knowledge of the health issues affecting Indigenous people
- Experience working with diverse patient groups, e.g., multicultural, homeless, palliative, acquired brain injury (ABI), mental health, geriatrics, paediatrics
- Excellent interpersonal, communication, assessment problem-solving, and decision-making skills
- Effective time management, prioritization, and organizational skills, with the ability to work independently and co-operatively in a busy multidisciplinary environment
- Established ability to accurately complete required documentation, reports, and forms
- A valid driver's licence and access to a reliable vehicle
- Proficient in Microsoft applications
- A clear vulnerable sector criminal reference check is a condition of employment.
- Ability to speak Ojibwe is a definite asset.

What to expect – Given the traditional practices of Indigenous people, from time-to-time exposure to smoke from the burning of sacred medicines such as tobacco, sweet grass, sage, or cedar may occur.

- Accommodations for the disabled will be available upon request
- An offer of employment will be conditional upon an acceptable vulnerable sector police records check.
- Hiring of Indigenous People will be given preference, as allowed under Section 14 of the Ontario Human Rights Code – Special Programs

Qualified individuals are invited to submit a cover letter along with a current resume, certificates, diplomas, along with three current work-related references to the link in BambooHR. Please ensure that "Indigenous System Navigator" appears in the subject line.

<https://maamwesying.bamboohr.com/careers/184>

Posting Deadline – Monday, June 16, 2025 at 4:00 p.m.

Thank you in advance to all who apply, however only those selected for an interview will be contacted.