EXHIBIT 41
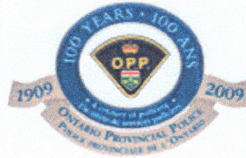
Ontario   Police
Provincial   provinciale
Police   de l'Ontario

Career Development Bureau
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Reference No/N° de dossier: 291

December 09, 2009

MEMORANDUM TO:

PROBATIONARY CONSTABLE JACK
PETERBOROUGH COUNTY, DETACHMENT

Re: Notice of Proposed Release from Employment

This memorandum will serve as notice to you that a recommendation has been made that you be
released from employment from the Ontario Provincial Police. You will be released from
employment pursuant to subsection 37 (2) of the Public Service of Ontario Act.

The recommendation for your release from employment is based on your failure to meet the
requirements of the position as a Probationary Constable based on unsatisfactory work
performance. On August 25, 2008, you acknowledged and signed the attached form,
Performance and Conduct Requirements of a Probationary Constable.

You have the opportunity to prepare a written submission or to meet with Chief Superintendent
Armstrong at Central Headquarters at 1330 hours on December 15, 2009, before a decision is
made. To assist Chief Superintendent Armstrong in his decision relating to your employment
status, I will provide him with a copy of this memorandum and attached documentation.

If the recommendation is accepted, you will be released from employment pursuant to subsection
37(2) of the *Public Service of Ontario Act*.

Please advise Staff Sergeant Colleen Kohen in writing, by 0900hours on December 14, 2009, as
to which option, if any, you wish to exercise. If you choose not to make a submission, the final
decision will be based on the information in this memorandum and the attached documentation.

You have the right to have a representative of the Ontario Provincial Police Association present
at the meeting.

Mary Silverthorn
A/Bureau Commander

c: OPPA
    C/Supt. Mike Armstrong, Regional Commander - Central Region