

**Great conditions.  
Great deals.**

**Tee Times:  
613-732-1665**

**Pembroke Golf Club**



**ovjobs.ca**  
This is where the jobs are.

# The Search For CAOs

## Renfrew County municipalities exploring options

**By: Jennifer Layman**  
**Jenn@ovbusiness.com**

Struggles of finding Chief Administrative Officers (CAO) continue in Renfrew County with the recent termination of Bryan Brown, CAO for Madawaska Valley. Deep River has also lost their CAO as she returns to her hometown to assume the top municipal job there. The struggle to find qualified employees is difficult with any job, and the municipal world is no different.

"It's a very challenging position," says Deep River Mayor Dave Thompson. "You are incredibly accessible working in the public service. And, keep in mind who is going to apply. If the job pays \$100,000, you are either going to have a young professional who is using the job as a stepping stone, or someone

looking to soon retire."

Thompson has a new plan for his municipality that may

"I don't think we will ever be even with the big cities on salaries and benefits and all

**"What you're looking for is a candidate who wants a lifestyle choice, or a compelling reason to come home."**

not even see the replacement of a CAO. Thompson says his council is thinking about a horizontal leadership team, where decision-making happens via consensus versus the hierarchical approach of most municipalities. For small municipalities, vertical leadership where everything funnels through the CAO "just slows things down," he says.

As for the challenge with hiring, Thompson thinks small municipalities should recruit locally and train those people to stay and grow with the municipality.

that," he says. "What you're looking for is a candidate who wants a lifestyle choice, or a compelling reason to come home."

Indeed, Mayor Thompson may have a point. According to location analytics with online job board OVJobs.ca, hits from Ottawa, Toronto and Montreal always make the Top-10 locations of people who are looking to work in this area.

On the flip side of the discussion is Arnprior CAO Michael Wildman, the import from the Ottawa area who is

celebrating a year in the Valley. From his view, with 25 years in public service, he was looking for something beyond an eight to four job.

"I was looking for a place where there was work to be done," says Wildman.

"Arnprior said they wanted change and they would support me through the change and so far they have done just that."

Wildman came from Edwardsburg-Cardinal, and prior to that was with the City of Ottawa where he had a staff of 120. He has enjoyed facilitating the changes in Arnprior, and seeing the "unharnessed potential" that exists in the eastern end of the County. In maintaining the vertical structure, Wildman says the Town was looking for leadership and a mentor for new staff.

*Continued on Page 8*

**If you're in health, this was created for you.**



Massage, chiropractic, dental, nutrition, physiotherapy, fitness, alternative medicine, feet, ears, mental health, wellness, health programs, health equipment, labs and more. The ultimate health care guide.

**Health Matters**  
A MAGAZINE FOR PREVENTATIVE HEALTHCARE

More information on page eight at [www.ovbusiness.com](http://www.ovbusiness.com),  
by email at [admin@ovbusiness.com](mailto:admin@ovbusiness.com) or call 613-732-7774.

## Ottawa Valley BUSINESS

Ottawa Valley Business (OVB) is a monthly publication covering business news and events throughout Renfrew, Lanark and Pontiac counties, as well as within the surrounding areas. OVB is published by Ottawa Valley Business Group.

### WHO READS US:

OVB is delivered twice a month via email to more than 3,400 businesses, government agencies and organizations.

### HOW TO SUBSCRIBE:

To receive OVB by email free each month, contact us at: [admin@ovbusiness.com](mailto:admin@ovbusiness.com).

### ADVERTISING

Various advertising options are available in OVB. If you're looking to reach the business community and the people who work for business, OVB provides a direct opportunity for that reach.

### CONTENT & SUBMISSIONS:

News, article suggestions, personnel hires, business event listings, tenders and letters to the editor are welcomed and encouraged. Content will be edited to fit the space available. We welcome press releases and news from our local business community to be published free of charge.

### CONTACT US:

Ottawa Valley Business is part of the Forward Thinking Marketing Group. You can contact us via the following:

Publisher: Jennifer Layman  
Sales & Admin: Sandra Ventress  
E: [admin@ovbusiness.com](mailto:admin@ovbusiness.com)  
P: 613-732-7774

### Mailing Address:

Forward Thinking  
2113 Petawawa Boulevard,  
Pembroke, Ontario K8A 7G8

### SOCIAL MEDIA



**July 24, 2013**  
Boston Pizza in Pembroke is hosting a Dine Out To Help Out. From 5pm to 8pm, 10% of all proceeds go to Grandmothers To Grandmothers, Turning the Tide of AIDS in Africa!

**July 25, 2013**  
Grand Re-Opening of The Woodworking Factory. 1pm-3pm. 130 Belmont Street in Pembroke. Refreshments and tour of the facilities.

**July 27-28, 2013**  
First Aid and CPR Training. Presented by the Red Cross. Held in Pembroke. Register by calling 613-735-1157 or [www.redcross.ca](http://www.redcross.ca)

**July 30, 2013**  
BBQ fundraiser to benefit Children's Wish Foundation. Hosted by Chartwell Pembroke Heritage

Retirement Residence. Charity speaker is Janet-Lee Farris. 4pm. Donations accepted. RSVP to Leigh Costello at [lcostello@chartwell.com](mailto:lcostello@chartwell.com) or 613-635-7926 x 2201

**July 31, 2013**  
Recruitment and Board Development. 9:30am to 11:30am. This seminar takes participants through the importance of establishing policies and ways to evaluate policies currently in place. Register with Community Futures of Renfrew County by calling: 613-735-3951

**August 2, 2013**  
Deadline to book your space in Health Matters, the new health magazine promoting products, services and programs in the Ottawa Valley. Call 613-732-7774 or email: [admin@ovbusiness.com](mailto:admin@ovbusiness.com)

**August 5, 2013**  
Renfrew County National Farmers Union meeting. Barr Line Community Centre. 7:30pm.

**August 10-11, 2013**  
First Aid and CPR Training. Presented by the Red Cross. Held in Pembroke. Register by

calling 613-735-1157 or [www.redcross.ca](http://www.redcross.ca)

**August 15, 2013**  
Intermediate Facebook Hands-On Workshop. 9:30am to 11:30am. Renfrew County Community Futures. 2 International Drive, Pembroke. Contact Kelley Lemenchick to register: 613-735-3951.

**August 16, 2013**  
Greater Arnprior Chamber of Commerce Golf Tournament. Mountain Creek Golf Course. \$95 per person includes lunch, dinner, 18 holes, cart and prizes. 12pm lunch. 1pm shotgun start. For info: 613-623-6826 or [info@gacc.ca](mailto:info@gacc.ca)

**August 24-25, 2013**  
First Aid and CPR Training. Presented by the Red Cross. Held in Pembroke. Register by calling 613-735-1157 or [www.redcross.ca](http://www.redcross.ca)

**September 2, 2013**  
Renfrew County National Farmers Union meeting. Barr Line Community Centre. 7:30pm.

-----  
Send your event to:  
[admin@ovbusiness.com](mailto:admin@ovbusiness.com)

## This Is How You Reach Businesses



Ph: 613-732-7774  
[admin@ovbusiness.com](mailto:admin@ovbusiness.com)

Ottawa Valley  
**BUSINESS**

# Business News Around The Valley

## Municipality Stops

### Payments to Rec Centre

The Nick Smith Centre in Arnprior may have programs and employment in jeopardy with the decision from neighbouring municipality, McNab Braeside, to cease payments to the facility via taxes. Without municipal contributions to the Nick Smith Centre, McNab Braeside users will have to pay a fee to use the facility and programs involved.

### City Approves Sign Despite Bylaw

The City of Pembroke has approved a digital advertising sign on the KI Pembroke property, going beyond what their bylaw allowed in doing so. The sign, to be installed by Speedpro Signs of Petawawa, will be on the corner of Boundary Road and Paul Martin Drive.

### Breen Insurance Joins BrokerLink

Barry Breen Insurance has joined BrokerLink. The staff will join the business formerly known as O'Neil and Company at 39 Renfrew Avenue West. The change takes place July 29.

### Health Centre Changes In Cobden

The Whitewater Bromley Community Health Centre is now Lanark Renfrew Health

& Community Services. The new name represents a merger with the Lanark Health & Community Services organization, a group they have worked closely with since 2000. The facility in Cobden will undergo renovations. The tender for the construction was awarded to Freecon Construction.

### New Café in the Bay

Bay Café in Barry's Bay is now under new ownership with a new name. Rose Shulist is the new owner of the eatery called The Grove on Main.

### Mill Music Recognized

Mill Music of Renfrew has earned a spot in the Top 100 Dealer Awards from the National Association of Music Merchants. In their profile, their award is due to do their experienced staff and ability to try instruments prior to purchase. They also contribute to the community and going the extra mile for customers.

### Municipality Going To OMB

A group of residents in McNab Braeside are taking their municipality to the Ontario Municipal Board over the approval of the Miller Paving asphalt plant. The group's issue is the property setback. The group believes the setback should be 300 metres from the adjacent property line, but the

municipality's bylaw is measuring from the house, as opposed to the property line. The group feels that the issue infringes on private property rights.

### Council Decision On Redevelopment

The Town of Renfrew was approached to waive fees for a major development in the municipality and has decided not to do so. Boefor Development Corporation had put forth a proposal to clean up abandoned and contaminated land in the municipality to use it for development. They wanted the municipality to waive some of the development fees, but the Town offered to do a study instead, if the developer was interested in that information. The developer had hoped to start work at the end of July, and a study would extend the timeline to get started. The plans for the properties include 74 affordable housing units, a hotel, spa and corporate office.

### OCWA Gains Client

The Township of Whitewater Region has hired the Ontario Clean Water Agency to manage their water and waste facilities. OCWA has several municipal contracts in Renfrew County. With staffing concerns on the horizon,

Whitewater Region feels this is the best opportunity for the municipality.

### Renfrew Restaurant Arson

The Shanloon Restaurant in Renfrew was the scene of arson earlier this month. The OPP have charged Doug Tachynsky with three counts of arson.

### Scam in Shawville

A company claiming to be selling advertising on behalf of the Valu-Mart in Shawville is part of a scam. The Valu-Mart denies they are seeking any advertising and does not know of the company, called Performance Promotions. A similar case happened in Simcoe when a company by the same name was selling advertising on placemats.

### Resignations and Releases

The Township of Madawaska Valley has some vacancies in their staff and council. Council terminated the contract of new CAO, Bryan Brown on July 10. On the same day, councilor Shaun O'Reilly resigned. Brenda Sabatine is the interim CAO for the municipality, while Council will appoint a new member of council instead of holding a byelection. The next municipal election is in 2014.

*Continued on Page 4*



## 101 Things To Do in the Valley

*Summer Edition*

NOW ONLINE AT:

[www.ovbusiness.com](http://www.ovbusiness.com)

[www.travelourbackyard.com](http://www.travelourbackyard.com)

# Business News Around The Valley

## Washout On Round Lake Road

A washout on Round Lake Road is causing a major transportation issue for local residents. The road has been washed out and will require a culvert and construction to fix the area of concern which is near the entry of Killaloe, Hagarty and Richards municipality. The washout is approximately 45 feet wide and 18 feet deep.

## Valley EFAP Receives Funds

Valley Employee and Family Assistance Program (Valley EFAP) has received funds from the Eastern Ontario Development Program (EODP) to help increase public awareness of their services. The announcement was made by MP Cheryl Gallant. The amount received was \$4,706.25. Valley EFAP provides an employee benefit program for employees, their families and retirees in order to maintain a healthy workplace.

## Municipality Receives Grant

The Township of Admaston Bromley has received a grant from the Joint Emergency Preparedness Program (J.E.P.P), administered by Public Safety Canada. The \$10,000 grant was used towards the purchase of a new fixed-site generator. The generator will be able to supply power in the case of a power outage to the municipal office and garage, which is the municipality's main emergency operations centre.

**New Business in Renfrew**  
Doug's Automotive Solutions is now open in Renfrew. The business offers full car and truck service for all makes and models and employs two Ford

trained technicians. The business is located at 470 O'Brien Road in Renfrew, across from John Burnett Ltd.

## Arnprior Airport Fly-in Cancelled

The annual fly-in at the Arnprior Airport will not happen this year. The event attracts upwards of 500. No reasons were given for the cancellation.

## Business Opportunity For Event

The County of Renfrew has an opportunity for businesses to attend a unique event in October. Manufacturers and value-added service providers could receive 50% of their fees paid for Naturallia 2013, scheduled for October 28-30, 2013 in Sault Ste. Marie. Naturallia brings together businesses in mining, advanced manufacturing, value-added forestry products, and energy sectors.

Participants can set up 30-minute meetings with businesses to explore sales, technology transfer, representation and joint marketing opportunities. Thus far, there are more than 200 businesses from 14 countries participating. For information, contact Alastair Baird or Craig Kelley at the County of Renfrew at: 613-735-0091. The Naturallia event details are at: [www.naturallia.com](http://www.naturallia.com)

## Bank Moves Out Of Downtown Pembroke

The TD Canada Trust branch at 150 Pembroke Street West is moving to 1106 Pembroke Street East (near Home Depot). The official opening day of the new location is December 6, 2013.

Submit your business news, events and information to us at: [admin@ovbusiness.com](mailto:admin@ovbusiness.com)

## People On The Move

### Dr. Danielle Rioux

Dr. Danielle Rioux has taken over the dental practice of Dr. Al Macdonald in Renfrew. Dr. Rioux was born and raised in Eastern Canada. The business is located on Prince Avenue in Renfrew.

### Stuart Mason

Stuart Mason is taking over Meagan's Massage Therapy while Meagan is on maternity leave. Mason is from Renfrew and recently graduated with honours from the Everest College Massage Therapy Program. Mason previously worked in Ottawa and uses Swedish massage techniques.

### Brent McIntyre

#### Cathy Kyte

Brent McIntyre and Cathy Kyte will each have new roles as Superintendents for the Renfrew County District School Board. Kyte will be responsible for program services, and assisting in the

responsibility of early learning and operations. McIntyre will be responsible as the student success leader. The two replace the duties previously held by Debra Rantz as superintendent of education.

### Jodie Gervais

Jodie Gervais, who works with the County of Renfrew, has successfully completed her Human Resources Certificate (with honours) through Conestoga College.

### Anita Law

Anita Law is the new executive director for the Boys and Girls Club of Pembroke. Law is originally from the Cayman Islands and previously worked for the Labour Market Group of Renfrew and Lanark, for Meagram Consulting in Renfrew and for Bonnechere Manor in Renfrew.

*Send us your people news!*

## Spend the day with us.



A morning or afternoon along the Ottawa River at a picturesque golf course in the Valley awaits your foursome. Book with us for casual rounds and events, and enjoy your day in Petawawa.

Phone: 613-697-8294  
to book your tee time  
or for information.

*Petawawa  
Golf Club*

## Real Estate

### FOR LEASE

169 Lake Street, Pembroke

-----

Petawawa Town Centre  
Petawawa

-----

176 Len Hopkins Drive  
Petawawa

### FOR SALE

118 Raglan Street  
Renfrew

-----

M&M Meat Shops  
Arnprior

-----

Quizno's Sub  
Petawawa

-----

68 Queen Street  
Eganville

-----

Stonecliffe Resort  
Stonecliffe

-----

Watertower Apartments  
Barry's Bay

-----

250 Pembroke Street West  
Pembroke

Visit [www.ovbusiness.com](http://www.ovbusiness.com)  
and click on the real estate  
section for these listings.

Listings available to  
realtors and non-realtors.

## Ottawa Valley BUSINESS

Market to the business  
community with the region's  
business news. Your source  
for tenders, real estate,  
events and information  
impacting business in the  
Ottawa Valley.

Phone: 613-732-7774  
[admin@ovbusiness.com](mailto:admin@ovbusiness.com)

# Young Entrepreneur Camp

## Great opportunity for youth to explore business

Community Futures Development Corporation (CFDC) serving Renfrew County is again holding their Youth Entrepreneurship Camp on Golden Lake at Camp Lutherlyn. The camp is open to youth aged 9 to 13 who are interested in entrepreneurship and the next available camp is August 18-23.

During the week, campers explore and learn about entrepreneurship through a variety of activities. Participants learn about what

it takes to be an entrepreneur, how to write a business plan, finding suppliers and financing, and marketing their products.

There are also plenty of other camp activities at the Youth Enterprise Camp, in addition to learning about entrepreneurship. Facilities include a beautiful beach which is supervised by a certified lifeguard, comfortable cabins, a dining hall, covered outdoor space, and washrooms with showers.

The camp offers a 24-hour on site nurse, a small counselor/camper ratio, and trained professional staff.

The cost to attend is \$299 and you can reserve your spot by contacting Katie Burchart, Youth Entrepreneurship Coordinator, CFDC at 613-735-3951 ext.230 or [kburchart@bellnet.ca](mailto:kburchart@bellnet.ca). For more information on the program, visit [www.yep-pej.ca](http://www.yep-pej.ca)

# Tourist Centres Change Names

## Visitor information now adventure information

The Ottawa Valley Tourist Association (OVTA) has changed the name of their tourist information centres to better reflect the branding of the association.

The Visitor Information Centres will now be known as Adventure Information Centres, but will operate the same way. As of July, these

centres are now officially open, though many have been open since the Spring. The July and August operation of the centres is primarily done by student tourism ambassadors.

Lauren McIlffaterick, the OVTA Communications Coordinator, noted that the centres are a vital point of

access for tourism information with "hundreds of thousands" of tourists visit the region every year. There are 10 Information Centres located throughout Renfrew County including Arnprior, Calabogie, Renfrew, Cobden, Pembroke, Petawawa, Eganville, Killaloe and Barry's Bay.

# One Call For Fire Safety.

FIRE ALARMS | SUPPRESSION SYSTEMS | EXTINGUISHERS  
EMPLOYEE TRAINING | SAFETY EQUIPMENT  
KITCHEN SYSTEMS | FIRE PLANS AND MORE

When it needs to be done right the  
first time, contact Layman Fire & Safety.

[www.laymanfireandsafety.com](http://www.laymanfireandsafety.com)  
Ph: 613-732-5320  
[joel@laymanfireandsafety.com](mailto:joel@laymanfireandsafety.com)

**Layman**  
**FIRE AND SAFETY**

www.travelourbackyard.com

# Backyard Events

**July 19-28**

Under the Pines music festival. Coronation Hall. www.coronationhall.com

**July 24**

Artists at Petawawa Heritage Village. See and purchase art. www.petawawaheritagevillage.com

**July 26-28**

Visit Whitewater Region for the Beachburg Fair. www.whitewaterregion.ca

**July 27**

Childrens' Art Workshop. 11am-2pm. Heritage Village. www.petawawaheritagevillage.com

**July 30**

Social Evening Paddle. Free rentals. 6:30pm. Reserve. Phone: 613-687-5678

**August 3**

Hugli's Blueberry Ranch pancake breakfast. 8-11am. www.blueberryranch.ca

**August 4**

Deep River Traithlon. Must be 14+. Contact Gearheads. www.gearheads.ca

**August 9-11**

Petawawa Heritage Village Settlers Festival. \$7 adults. \$5 kids. Children under 5 free.

**August 10**

Round Lake Flotilla. 7pm. Held at St. Casimir launch. www.khrtownship.ca

**August 11**

Party in the Park. 11am-3pm. Live music, cards, vendors +. www.khrtownship.ca

**August 11**

Bonnechere Caves fossil hunting adventures. Call 613-628-2283

**August 12-16**

Fellowes High School basketball camp. Ages 7-14. childerhosep@renfrew.edu.on.ca

**August 15-24**

An Irish Gathering. 10-days of all things Irish. Schedule at: www.khrtownship.ca

**August 16-18**

Kitchissippi Music Festival at Wilderness Tours. www.wildernesstours.com

**August 16-18**

Class Axe Guitar Blues and Ribfest at Calabogie Peaks. www.calabogieblues.com

**August 17**

Full Moon Getaway at Eco-Odyssee. Limited seating. www.eco-odyssee.ca

**August 17-24**

An Irish Gathering In Killaloe. Loads of fun for the family. www.khrtownship.ca

**August 18**

Tour de Bonnechere Bike Rally. 50km or 100km course. www.gearheads.ca

**August 18**

Spirit Walk in Killaloe. Join Rachel for a ghostly tour. 7pm. www.khrtownship.ca

**August 18-23**

Youth Enterprise Camp. A camp for ages 9-13. www.yep.pej.ca

**August 22-25**

Cobden Fair. 4-H, livestock shows, exhibitors, kids events, crafts, live music and more.

**August 27**

Social Evening Paddle 2013. Free rentals. 6:30pm. Reserve. Phone: 613-687-5678

**August 21-24**

Bristol Summer Theatre. I'll Get My Man by Philip King. www.coronationhall.com

**August 23-25**

White Pines Festival. Music, car show and events. Www.arnpriorwhitepinefestival.c



## Travel <sup>our</sup> Backyard

### Where Do I Get A Copy?

Copies available at all participant locations. Visit our website and click on the Index page to see where to access your copy. Guides also available at tourism booths throughout Renfrew County and the Pontiac.

### What's Inside?

Things to do, places to visit, kids' camps, golf course guide, farmers' markets, festivals and events and more.



Visit our Facebook Page for News and Reminders On Local Travel.

#### LOOKING FOR GUIDES:

If you require guides for your business or event, or if you have run out of your guides, please let us know and we will do our best to source some for you.

#### WINTER EDITION:

For those interested in receiving information about our winter edition guide, please send us an email and we will send you the publication details when they are ready. Our email is: admin@ovbusiness.com

*Follow our Facebook Page for these event details!*



Search Travel Our Backyard!

# Tender Results Around The Region

## Sale of Tanker

The Town of Petawawa approved the sale of the 1987 Superior Tanker, single axle fire truck to the Township of Whitewater Region in the amount of \$21,500 plus HST.

## In Place Processing & Paving

The Town of Petawawa approved the award of the tender for the Plum Tree Lane 2013 In-Place Processing and Paving to H&H Construction in the amount of \$60,802.83 plus HST.

## Winter Sand

The Town of Petawawa approved the award of the Winter Sand tender to W.W. Siegel Sand & Gravel in the amount of \$10,710 plus HST.

## HVAC Equipment

The Town of Petawawa approved the award of tender PW-06-2013 for the supply, delivery and installation of HVAC equipment at the OPP Station to Oakridge Heating and Cooling in the amount of \$5,862 plus HST.

## Municipal Tractor

The Town of Petawawa approved the award of the quotation for supply and delivery of a multi-purpose municipal tractor to Joe Johnson Equipment in the amount of \$146,472 plus HST.

## HVAC System for the Petawawa Civic Centre.

Town of Petawawa. Irvcon (\$112,077.92)  
Temp-Tech (\$54,081.80)  
Awarded to Temp-Tech

## Tandem Truck with Snow Plow & Combination Spreader and Dump Body.

Town of Petawawa  
Cornwall Freightliner (\$247,379.60)  
Francis Canada (\$258,189.48)  
Francis Canada (\$251,275.84)  
Larochelle Equipment (\$224,757.00)  
Valley Truck & Spring (\$247,020.26)  
Valley Truck & Spring (\$240,111.44)  
The Larochelle tender did not meet the specifications required.  
Awarded to Valley Truck & Spring in the amount of \$247,020.26.

## Contract Extended

The County of Renfrew entered into a contract with Greenwood Paving for surface treatment and granular works on County Road 34 in the amount of \$160,000. Under the contract, \$96,000 of the work was completed in 2012, leaving \$67,000 remaining. Staff elected to increase the limits of the 2012 contract and defer a portion of the 2012 work (\$67,000). The 2013 budget allowed \$500,000 for the same road to Pucker Street, and opted to add surface treatment to the work. Council extended the 2012 Greenwood Paving contract to include the 2013 surface treatment, estimated at \$106,000.

## Community Centre Roof

The City of Pembroke has approved a new roof for the Pembroke and Area Community Centre at a cost of \$42,000. The winning bid was submitted by J.G. Fitzgerald and Son's Limited.

## Multiple Tenders

Killaloe, Hagarty and Richards considered four different roadwork tenders. Greenwood Paving of Pembroke had the lowest bid for each of the four tenders, underbidding H & H Construction and Pecarskie Paving. The municipality also had two bids to replace the heating system at the Killaloe fire hall. John T. Jenkins of Round Lake Heating and Air Conditioning submitted the lowest bid of \$20,340, while Beacon Construction from Bancroft bid \$28,928.

## Reconstruction of Queen Street

Bonnechere Excavating (BEI) of Renfrew has won the contract for the reconstruction of Queen Street, even without being the

lowest bidder. The Town of Renfrew accepted BEI's bid of \$1,014,034.96 after having allotted \$1.5 million for the project. Seven bids were received ranging from \$965,622 to \$1.3 million. BEI was the second lowest bid. Consulting Engineering will do the construction management work for just under \$80,000.

## PW 2013-03 Winter Sand

Township of Horton  
RGT Clouthier Construction \$17,017.80  
Barr Sand & Gravel \$26,238.60  
BR Fulton Construction \$21,526.50  
Awarded to RGT Clouthier.

## Propane Furnace

Township of Horton.  
W.O. Stinson & Son Ltd. (\$5339.25)  
North Country Heating (\$4633.00)  
Awarded to North Country Heating.

## PW 2013-04 Granular A

Township of Horton.  
R.G.T Clouthier Construction \$84,026.80  
B. R. Fulton Construction \$60,003.00  
Awarded to B.R. Fulton.

## Municipal Insurance

The Township of Killaloe, Hagarty and Richards accepts the only quote from Municipal Insurance Services (MIS) for municipal insurance coverage from July 1, 2013 to July 1, 2014 in the amount of \$47,593.

*Tender results are posted free of charge. If you are looking for certain results, let us know.*

# Tenders

- Surface Treatment
- 
- One Sidewalk Plow Unit
- 
- Supply & Delivery of Bulk Coarse Highway Road Salt
- 
- Replacement of County Structure C049 (Rook Culverts)
- 
- Ceiling Tile, Floor Tile, Melamine and Paint
- 
- Labour & Equipment Rates
- 
- Asphalt Repairs
- 
- Winter Sand
- 
- Cab and Chassis 4x4
- 
- Waste Management Services
- 
- Asset Management Plan
- 
- Supply & Delivery of Bulk Water Truck Filling Station
- 
- Grinding of Construction, Demolition, Wood and Other Waste
- 
- Winter Roads Maintenance
- 
- Provision of Plow Trucks and Operators
- 
- Sale of Surplus Equipment

*There is no cost to post your tender with us. We encourage municipalities to send us their tenders to include in Ottawa Valley Business. Email tenders to: admin@ovbusiness.com*

*All tenders are posted at www.ovbusiness.com and results are updated as they are obtained. If you have tender results, feel free to send them to us.*

## Lease or Sell Commercial Real Estate to people who already have an interest in business.



\$49 for a 60 day listing.  
www.ovbusiness.com/real-estate

Ottawa Valley  
**BUSINESS**

# CAOs And Municipalities

## Continued from Page One

“They were fairly direct and clear with what they wanted,” says Wildman.

When it comes to attracting talent, Wildman feels that jobs in the public service could see an influx of qualified applicants due to economic changes.

“When the economy is strong it is hard to hold on to good people because the private sector pays so much more,” he explains. “But I think you’re starting to see people come back to the public service after layoffs from the federal government and some of the private sector struggles.”

The best option for municipal leadership seems to vary from municipality to municipality. Whether the leadership team is collective or led by a CAO, the challenge is finding the best fit for the goals of the municipality. For Michael Wildman, he sees the next decade as growing residential growth and attracting the right commercial tenants to support the residential component.

“The mix of commercial development is challenging for us,” he says. “We’re half way between Ottawa and Renfrew, both of which have commercial development

already established.”

On the other side of the County, Deep River Mayor Dave Thompson is looking for someone to grow with the municipality over the long-term as they have been through four CAOs in the past six years.

In Madawska Valley, the latest municipality to part ways with the CAO, nothing has been decided yet and Mayor Shulist opted not to speak to us on the issue. In any event, it seems there are good ideas in our own backyard to consider on the best way forward.

## The Promotion of Health.

For businesses and organizations involved with health in the Ottawa Valley, this new magazine is for you.



**Health Matters**  
A MAGAZINE FOR PREVENTATIVE HEALTHCARE.

Health Matters magazine is publishing in September and January. The goal is to build awareness of health supports in the region and those who provide them. 20,000 printed copies will be produced, and the magazine will be available online - in full and per page - for easy download and forwarding.

**Is This Publication For Me?** This publication is best suited for businesses and organizations who are looking to build awareness of what they offer in programs, products and services related to positive health.

Editorial and advertising features available.

**Deadline for September issue is August 2, 2013.**

You can download the information package from [www.ovbusiness.com](http://www.ovbusiness.com) or request it to be sent to you via email. You can reach us at: [admin@ovbusiness.com](mailto:admin@ovbusiness.com) or call 613-732-7774.

## It's A Fact

### What Boomers Plan To Do In Retirement

- 97% Use the Internet
- 93% Socialize With Friends
- 83% Cooking
- 80% Travel
- 69% Movies, Plays, Etc.
- 66% Gardening
- 64% Reading & Book Club
- 60% Volunteer
- 57% Cards and Board Games
- 52% Babysit Grandchildren
- 51% Photography
- 33% Paint or Other Art
- 26% Knit and Sew

Source: Ipsos Reid

## Wisdom

“Successful people are always looking for opportunities to help others. Unsuccessful people are always asking, “What’s in it for me?”

~ Brian Tracy

# Changing Perceptions on Health

## What people think of health supports in our region



MARKETING

By: Jennifer Layman  
jenn@fwdthink.net

In this column, I write a lot about perceptions - what people think about something, whether or not it is true. I would like to share some insight on health perceptions, as we are producing a new health magazine.

Our research determined that this publication was a perfect fit: health providers were struggling with making people aware of their programs and services, and consumers felt there were no health programs and services available to them.

### Unawareness

There are a few reasons we have found that have led to

why consumers are not aware of what is available to them in terms of health information.

### Immediate Region

First, most businesses and organizations advertise and promote their services in their immediate region. Renfrew organizations promote in Renfrew, Pembroke businesses promote in Pembroke, and so on. The reality is that consumers go outside of their immediate region. Renfrew residents work in Deep River, Pembroke kids play sports in Arnprior, Petawawa businesses have clients in Killaloe. This matters because, as an example, a consumer might choose a massage therapist that is on her way home from work because the timing is easier to accommodate. The ability to reach beyond the immediate area is important for health services.

### Communication

The second reason for unawareness is that health information is often difficult to disseminate. In researching for the magazine, we called several places searching for health information. We spent more than two hours trying to locate one organization, and in some cases, we simply gave up trying to reach others. When health information is not easy to connect with, consumers translate that into health supports not being available. When people are in need of supports, and they gain the courage to make the contact, that process should operate seamlessly for the best results. Often, that is not the case. Organizations may not be aware of this simply because they *know* how to obtain supports. But as the person who is not familiar, the experience is very different.

### The "Free" Issue

There is a long-standing belief by many organizations, both for-profit and non-profit, that all things health should be free. Interestingly, I haven't met a for-profit or non-profit enterprise yet that operates without a budget. Regardless of the organization, there are always costs. Also, you can list in Health Matters for \$95, which actually works out to being free: \$0.00475 per person (we are printing 20,000 copies of the magazine!)

I am proud to say that we contacted over 300 health people in the Ottawa Valley. While we didn't convince everyone to promote with us, those who are on board have some great resources that will go a long way to improving the perception of our healthcare here.

*Jennifer is the president of Forward Thinking Marketing in Petawawa. Her column appears every issue.*

If you want to explore new places,  
you have to leave the shore.

It is always easier to be comfortable with change when you have a plan of how you will get there. That's what we help with.

forwardthinking  
MARKETING AGENCY

Reputable marketing  
you can trust.  
More than 15 years  
of experience.

www.fwdthink.net  
Ph: 613-732-7774  
jenn@fwdthink.net

Ottawa Valley  
**BUSINESS**

**UPCOMING  
ISSUES**

August 2, 2013  
Deadline to book space in  
Health Matters magazine.  
Contact us for details.

-----  
August 6  
Regular Edition of Ottawa  
Valley Business  
Deadline: July 31, 2013

-----  
August 20, 2013  
Regular Edition of Ottawa  
Valley Business  
Deadline: August 14,  
2013