

A Lifestyle You Can Work With

New online job board for Eastern Ontario employers

By: Kallie Papkie
admin@ovbusiness.com

In 2008, Jennifer Layman created Ottawa Valley Jobs (www.OVJobs.ca) after hearing employers talk about how difficult it was to attract employees. Layman, who had moved back to her hometown in 2006 after living out of the region for 10 years, knew that many people wanted to return home, but didn't think there were good jobs in the area. Seeing an opportunity to bridge a gap in communication between employers and potential employees, OVJobs.ca was launched.

Today, OVJobs.ca records 95,000 hits a month on average. Local employers have embraced it as a way to reach all across Renfrew County for local employment needs, and reach individuals who are moving to the area due to spousal employment, returning home or looking for the right career. In the Fall of 2013, Layman realized that this challenge in finding employees was not only in the Ottawa Valley.

"I had a few opportunities to work with local employers who were wanting to market their

I had a few opportunities to work with local employers who were wanting to market their job opportunities outside of the region.

- JENNIFER LAYMAN, EASTERN ONTARIO JOBS

job opportunities outside of the region," says Layman, and I saw how they struggled with knowing where to place ads for the best result in a way that was affordable. Once I placed an order for over \$4,000 in advertising, I thought, "There has to be a better way than this."

Layman was encouraged by her website designer to create a national or even provincial job board, given the success of OVJobs.ca, though she felt she could fill a better niche in the market by focusing on Eastern Ontario. Her site is called "Eastern Ontario Jobs."

"It seems that Eastern Ontario is often overlooked in a number of ways when compared to the rest of the province," says Layman. "Government funding is really based around larger opera-

tions which are more do-able in Southern Ontario with the larger population, and, there are many subsidies for business in Northern Ontario. It seems that Eastern Ontario struggles more to build its economy."

So how does an online job board help?

"It does two things," says Layman. "First, it helps us market as a region instead of individuals towns and cities trying to do this on their own. Second, we have a lifestyle that is very, very attractive here, but most people can't be here unless they have employment."

Layman says there are about 48,000 commercial operations in Eastern Ontario, and almost half are located in Ottawa. That number does not include home-based businesses, of which Layman,

herself, counts as one. She has been working on a plan to market to those 48,000 enterprises since the Fall of 2013 and feels confident in the outcome.

"It's amazing how many regions in Eastern Ontario have this employment-attraction issue in common," she says. "It comes up in discussions about economic development, growth opportunities and business attraction all the time. I am looking forward to the impact Eastern Ontario Jobs will have in the region."

Layman says she pulled a great deal of information from six years of operating Ottawa Valley Jobs, which will continue to grow for the local market. She learned how people search for opportunities and how they are referred to the website. She has also gained information about the kinds of employment opportunities that attract the most interest from job seekers. All the information has helped Layman put together a marketing plan for this new venture, which launches officially on September 9th at the Ontario East Municipal Conference (OEMC) in Kingston.

Continued on Page 3

Weddings
Tradeshows
Business Meetings
Fundraisers



Meetings
& Event
Guide

Do you have meeting or event space to rent?
Do you offer catering services?
Do you provide decor, rental or other services?
Are you an accommodation provider?
Do you provide team-building opportunities?

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Deadline: September 22 | Contact Paige or Kallie
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Ottawa Valley BUSINESS

Ottawa Valley Business (OVB) is a twice-monthly publication covering business news and events throughout Renfrew, Lanark and Pontiac counties and the surrounding areas. OV B is published by the Ottawa Valley Business group.

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CONTENT & SUBMISSIONS:

News, article ideas, employee news, business events, tenders and letters to the editor are welcomed. Content will be edited to fit the space available. Submissions must have to impact the business community to be considered.

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Ottawa Valley BUSINESS UPCOMING ISSUES

September 15

Health Matters distribution begins. Reserve copies now.

September 18

101 Things to Do in the Valley
Deadline: September 15

September 23

Regular Edition of OV B
Deadline: September 16

October 7

Regular Edition of OV B
Deadline: September 30

Events

September 10, 2014

Local Immigration Partnership community development brainstorming event. Open to the public. 6:00pm to 7:00pm. Rural Outreach Employment Services. 240 Bridge Street in Eganville.

September 10, 2014

Canadian Anti-Spam Legislation with Constant Contact. What CASL is and guidelines required. Lisa Kember presenting. 7:30am in Pembroke (Marguerite Centre); 11:30am in Deep River (Bear's Den). \$15 members and \$20 guests of Upper Ottawa Valley Chamber of Commerce. For info: 613-732-1492 or manager@uovchamber.com

September 11, 2014

Meet and Greet Breakfast. Learn about business opportunities and resources in Tay Valley including mentoring, networking, promotion and funding. 7:00am for breakfast/networking. 7:45am for presentations by Valley Heartland, Small Business Advisory Centre, Chamber of Commerce and Tay Valley Township. RSVP by September 8th at 613-267-5353 or corporateassistant@tayvalleytwp.ca

September 12, 2014

Final day to put forth a nomination for municipal council or school board, or to withdraw one's name as a candidate in Ontario. Filing deadline is 2:00pm with your municipality.

September 12-14, 2014

Showcase in Petawawa. Held at the Petawawa Civic Centre. Free to attend. Vendor booths available. To exhibit, call Doug at 613-635-3569 or visit:

www.showcaseinpetawawa.ca

September 13, 2014

Renfrew County Plowing Match. 8:30am to 5:00pm. 55 Stoppa Road, off Highway 17, east of Cobden. \$7.50 adults. Ages 12 and under are free.

www.renfrewcountyploymen.ca

September 13-14, 2014

Red Cross First Aid and CPR Training. 8:30am to 5:30pm. \$140 per person. Held in Pembroke. Different levels of courses available. Please call 613-735-1157 for more details and to pre-register.

September 16, 2014

Renfrew County Local Food and Farming Forum. 9am-4pm. Cobden Agricultural Hall. Learn about the local food economy and participate in discussions. Karen Fischer of the Ontario Ministry of Agriculture and Food, and Jennifer Reynolds of Food Secure Canada will be on hand. Free registration includes lunch. Contact Anna at 613-735-3951 ext.225 or rcfcfd.registrations@bellnet.ca

September 18, 2014

Local Immigration Partnership community development brainstorming event. Open to the public. 6:00pm to 7:00pm. Columbekille Cathedral (rear entrance), 188 Renfrew Street in Pembroke.

September 19, 2014

Local Immigration Partnership community development brainstorming event. Open to the public. 6:00pm to 7:00pm. Renfrew Recreation Centre, 67 Argyle Street South in Renfrew.

September 19, 2014

Service Coordination Day. Workshop on bridges out of poverty strategies for professionals and communities. 8:30am to 3:30pm at the Pembroke Travelodge. \$25 per person includes lunch, refreshments and Bridges Out of

Poverty workbook. Register at: renfrewlanark@gmail.com or by calling 613-735-4308 ext.2898.

September 19, 2014

Service Coordination Day. Workshop on bridges out of poverty strategies for professionals and communities. 8:30am-3:30pm at Pembroke Travelodge. \$25 per person includes lunch, refreshments and Bridges Out of Poverty workbook. Register at: renfrewlanark@gmail.com or by calling 613-735-4308 ext.2898.

September 23, 2014

Renfrew County Veterinary Services Committee Annual meeting. 7:30pm. West Way Bar and Grill in Cobden.

September 26, 2014

Blogging For Business. How to use blogging to develop your business or organization. Presented by Cathy James of Cat's Cove Writing Services. 9:30am to 11:30am. \$10. Small Business Advisory Centre, 91 Cornelia Street West in Smiths Falls. Register at: smallbusiness@smallbizcentre.ca or by calling 613-283-7002 ext. 109

September 26, 2014

Beef Code of Practice Workshop. Snyder Livestock, 1097 Zion Line in Beachburg. 6:00pm free BBQ. 6:30pm BFO Dan Ferguson. 7:00pm hands on demo.

September 30, 2014

The Business of Art. Jennifer DeBruin talks about how to view art from a business perspective. 9:30am to Noon. \$10. Small Business Advisory Centre, 91 Cornelia Street West in Smiths Falls. Register at: smallbusiness@smallbizcentre.ca or by calling 613-283-7002 ext. 109

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627 Fortington Street, Renfrew

912 Doran Road, Petawawa

1946 Petawawa Boulevard,
Petawawa

FOR SALE

19465 Opeongo Lane,
Barry's Bay

400 Calabogie Road, Calabogie

14 Elgin Street, Arnprior

83 Little Bridge Street. #10,
Mississippi Mills

453 Ottawa Street - Almonte

51 B-Line Road - Rankin

19600 Opeongo Lane,
Barry's Bay

248 Raglan Street, Renfrew

887 Gillan Road, Renfrew

1284 Highway 60, Renfrew

1260 Grant Settlement Road
Renfrew

73 Plaunt Steet, Renfrew

224 Bonnechere Street West,
Eganville

1036 Pembroke Street East,
Pembroke

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Post your listing for \$49. The
listing stays online for 60 days.

Eastern Ontario Jobs, Continued

Continued From Page 1

"In our pre-launch work, we have already had a really, really positive response," she says. "We were live on September 2nd and in three days, we had over 4,000 hits to the as well as comments, likes on Facebook, and followers on Twitter. We've even had one person respond that they will definitely use us for their next job opening."

Layman applied for funding through three different agencies, but the project was refused all at every application as it didn't fit with anyone's goals. Ironically, that refusal prompted an even better business plan.

"Honestly, I was convinced

this was an excellent project for economic development funding," she says, "but after being turned down three times, it caused me to make some changes to the marketing strategy. In the end, those changes ended up costing less and have more impact than the original plan. It was probably the best thing that could have happened!"

Layman holds no resentment for not achieving funding, but hopes that those agencies will use Eastern Ontario Jobs for their employment opportunities, and forward it to others who could benefit.

"In the end the goal has always been for people to use it as a tool to help their business," she says, "and for some agencies, it will be

another marketing tool for their region."

About Eastern Ontario Jobs

Eastern Ontario Jobs is currently live online at www.ejjobs.com and www.ejjobs.ca. Employers can post a job anytime by using the online form or by emailing their position to work@easternontariojobs.com and it will be posted for them.

For the rest of 2014, a special rate is being offered of \$99 for an individual job posting, and \$455 for a package of five postings. On January 1, 2015, the regular price of \$175 will be in effect for individual postings. Other package rates are available for 10, 25 and 50 job postings.

Eastern Ontario Jobs is also on Facebook and Twitter.



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Business News Around The Valley

Our Mistake

In the August 26 issue of Ottawa Valley Business, we mistakenly listed Donald Mercer and Glenn MacPherson as candidates for Killaloe, Hagarty and Richards. They are, in fact, candidates for Greater Madawaska. We also missed adding David Dupuis and David Mayville as candidates for Killaloe, Hagarty and Richards.

New Businesses Open

Downtown Pembroke recently welcomed three new businesses. The Epic Cafe & Emporium opened in July. The business is owned by Emma and Curtis St. Pierre and is located at 157 Pembroke Street West. On August 28th, Sumo Sushi opened at 69 Pembroke Street West. The business is owned by Annie On. Finally, Chester Court Mounting, Antiques and Curiosities opened August 29th at 96 Pembroke Street West. The business is owned by Randy Chester.

McNab Braeside Buys Local With Fire Truck Purchase

The Township of McNab-Braeside has awarded the contract to manufacture a Mini-Pumper to Arnprior Fire Trucks. The pumper is due to be delivered in Spring 2015.

Harris to Speak in Eganville
NDP Defence critic, Jack Harris, will speak in Eganville on September 17th at the Renfrew-Nipissing-Pembroke NDP annual meeting. For more information, contact either Chris Tanner at

613-584-9192 or Brian Dougherty at 613-622-0600.

Micro Brewery Up For Discussion

The Township of Mississippi Mills is discussing a proposal for a micro brewery on Deer Road near Pakenham. The planning department is identifying issues that may arise, including any impact to downstream water supply.

Paramed On Strike

Paramed workers in Renfrew County are on strike. They strike began September 2nd and Paramed operations indicate a contingency plan is in place to ensure patients are cared for as scheduled, or another provider will be used while the strike continues.

McNab Braeside News

The Township of McNab-Braeside has waived a \$53 fee for a copy of the Zoning By-law for the Sunset Lakes developer in hopes of encouraging development in the municipality. They also agreed to a contract with OnServe for email hosting at a cost of \$98.88 per month, and are moving forward with a \$275,000 loan from Infrastructure Ontario for 369 lights from Realterm XXP2.

Tubman Funeral Home Closes in Almonte

Tubman Funeral Home has decided that two rural funeral homes cannot compete successfully, and have closed their Almonte location. They have referred work

to C.R. Gamble Funeral Home. Phone lines and any pre-paid arrangements have also been transferred to C.R. Gamble.

Renfrew LED Discussion

The Town of Renfrew is anticipating a savings of over \$100,000 annually by converting their 1,108 municipal lights to LED. While the project will cost \$650,000, the program will be "cashflow positive from year one." Council also authorized the go-ahead for solar projects at the Ma-te-way Centre, water filtration plant and 1 Innovation Drive.

Metro Coming To Petawawa

On April 14, 2014, Novatech Engineering submitted a site plan application for Metro Ontario Inc. The application is for a large format retail centre (52,000 square feet) which is to be anchored by a retail food store (29,000 square feet.) The development is planned for the south side of Petawawa Boulevard, across from Moncion Grocers.

County Considering Purchasing CP Rail Bed

Petawawa Mayor Bob Sweet and Paul Moreau, Director of Development & Property for the County of Renfrew, recently toured the Canadian Pacific Abandoned Rail Corridor in Grey County and Hastings County. The County of Renfrew conducted the tour to view the trails that the municipalities purchased from CP Rail and to learn how they operate the trails as well as the processes

they went through to purchase the property. The County is considering purchasing a portion of the abandoned rail line from Smiths Falls to Mattawa (302km) in length, to be used as a multi-use trail and to promote tourism.

Public School Board Gets Track Facility

The Renfrew County District School Board has found a partner in the Town of Petawawa for its track and field facility at Valour School. The school board will invest \$725,000 for the design and construction of the facility and in exchange, they will only have to pay \$6,000 a year to have exclusive use the facility from 6:30am to 6:00pm on school days. Petawawa will be responsible for all operation and maintenance of the facility once constructed.

Aboriginal Doctor Visits

Dr. Stanley Vollant, the first Aboriginal surgeon in Quebec and only the second in Canada, will be visiting parts of the Ottawa Valley this Fall. On September 24th, he will stop in Deep River and on September 25th will be in Petawawa. The visit is part of the Meshkenu Project which has an objective to meet young people from Aboriginal communities and talk to them about healthy lifestyles, academic perseverance and cultural pride. For more information on this event, visit: www.uqac.ca

Continued on Page 6

101 Things *Fall Edition* To Do in the Valley

Our annual Fall edition of this popular list will publish on Thursday, September 18. Perfect for Fall events, sales, Thanksgiving and Hallowe'en. Also a great idea for Fall kids and adult programs that take place when school is back.

Book Now! Deadline is September 15th.

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It's A Fact

Renfrew County Candidates

171

Total number of candidates
42

Total number of candidates who are women
76% - 24%

Percentage of male and female candidates
19

Most candidates running in a municipality (Renfrew)
4

Least number of candidates (Head Clara Maria and Bonnechere Valley)
1

Race with only male candidates (Brudenell, Lyndoch & Raglan)
6

Most female candidates in a municipal race (Killaloe, Hagarty Richards)

Lanark County Candidates

97

Total number of candidates
22

Total number of candidates who are women
77% - 23%

Percentage of male and female candidates
15

Most candidates running in a municipality (Carleton Place)
6

Least number of candidates in (Drummond North/Elmsley)
0

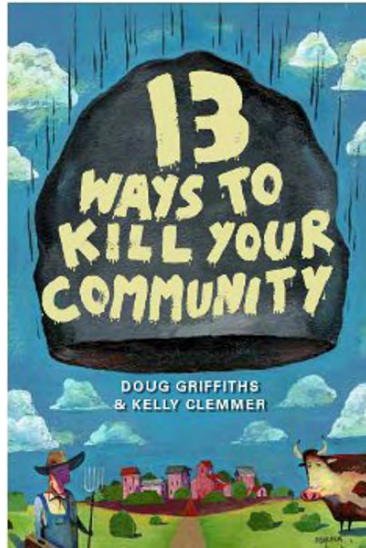
Races with only male candidates
4

Most female candidates in a municipal race (Mississippi Mills)

Source: Ottawa Valley Business

Book Club: 13 Ways To Kill Your Community

By Doug Griffiths and Kelly Clemmer



By: Doug Griffiths

From The Publisher

Let's suppose you have a really ambitious goal in life - you want to kill your community! You want to drive away people, eliminate jobs, undermine businesses, and you won't quit until the whole

place is in ruins. Don't know how to go about it? You're in luck - here is a handy manual, chock-full of proven ideas, for the up-and-coming town wrecker. This is the book for you!

But suppose you have a different goal - you want to save your community. You want to promote growth, ensure prosperity, build for the future. Well, you too can benefit from 13 Ways. All you have to do is follow the advice in reverse, and before you know it, you and your neighbours will have built a thriving, successful community that's the envy of everyone.

About the Author

Doug Griffiths has a passionate interest in promoting the well-being of Canada's prairie communities. Co-author of the Rural Alberta: the Land of Opportunity report, at one time the youngest MLA in Alberta, now serving his third term in government, he has visited most of the 422 communities in the province to learn

first-hand about the special challenges that confront small and not-so-small communities in the 21st century. 13 Ways is the summary of eight years of experience gained through intense involvement with towns from one end of the province to the other.

Kelly Clemmer is a prize-winning journalist with The Wainwright Review and The Wainwright Star Chronicle, past Vice President of the Writers Guild of Alberta, and has been widely recognized for his contributions to enhancing the quality of life in rural communities.

OVV Note:

Thanks to Warren Laroque for suggesting this book. Warren purchased enough copies for any candidate running for election and provided them free of charge to those candidates!

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Wisdom

Insanity: Doing the same thing over and over again and expecting different results.

- Albert Einstein

Winners have simply formed the habit of doing things losers don't like to do.

- Albert Gray

Success is simple. Do what's right, the right way, at the right time.

- Arnold H. Glasgow

Moderation is a fatal thing. Nothing succeeds like excess.

- Oscar Wilde

Conversations Regarding Employee Behaviour

**By: Shelley TerMarsch
Administrator, Valley EFAP**

If you manage people, care about colleagues, or work in human resources, you have no doubt needed to conduct difficult conversations. Inciting issues such as inappropriate or unprofessional dress attire, flirtatious behaviours bordering on sexual harassment, tardiness, or inappropriate language, require responsible feedback. These steps will assist you in setting a framework for these difficult conversations.

1. Seek permission for providing the feedback, regardless of

whether you are the manager or boss to the employee. Start with stating you have some feedback that you wish to share, and ask if it's a good time, or if they would prefer to select another time and place (within reason).

2. Begin the conversation with a "soft entry." Tell the employee that you need to provide feedback that is 'difficult' or that you are 'uncomfortable.' This is typically the case when needing to address inappropriate dress or personal habits.

3. Do not succumb to temptations to amplify the feedback (ie: stating that a number of coworkers have complained).

This heightens personal embarrassment and impedes the recovery of the person receiving the feedback.

4. Keep the feedback simple and straightforward.

5. Identify the positive impact of having the individual change their behaviour. Emphasize that the choice to "do nothing" will affect their career and job.

6. Be open to hearing the employees point of view. Acknowledge that you have heard them, have taken it under advisement, yet, reiterate your position (ie: in keeping with the policy of the company or for the success of the organization such behavior must

cease.)

6. Reach an agreement about what action the individual will take, and within what time frame.

7. Follow-up. Monitor, anticipate backsliding may be possible thus requiring further clarification.

8. Care enough to hold the difficult conversations. Avoidance perpetuates strained relationships between manager and staff, as well as hinders morale amongst employees collectively.

Shelley TerMarsch is the Administrator and Counsellor at Valley Employee and Family Assistance Program in Renfrew County. Her column appears monthly.

Business News Around The Valley; Construction Updates

Hastings County Moving Forward

Andrew Redden, Economic Development Officer for Hastings County, says things are looking good in the 14-municipality region. Redden says that more than 100 jobs have been created from 2009-2012 and the County enjoyed a 14% increase in the number of businesses in that time. Redden wants to continue to support agriculture, attract new entrepreneurs and investment, including those who would enjoy the quality of life in this area, and provide one-on-one assistance for businesses to help them grow or establish.

Honour To Arnprior Business M. Sullivan & Son Ltd. is getting a huge honour with the Town of Arnprior. Council has passed a resolution to have M. Sullivan & Son Ltd. Day on September 13th, and will also name a park in honour of the business. The park is located at the intersection of Moe Robillard Street and Spuce Crescent.

County Requests "Seat at the Table"

The County of Renfrew is requesting to be one of the partners at the table when it comes to making decisions about the future of AECL operations. Warden Peter Emon and County of Renfrew Economic Development Manager Alastair Baird have been making rounds throughout

the County, talking to local councils about what they hope to see happen. Some of the things they hope to have input on are: creating a national science laboratory in Chalk River, a new research reactor, a business incubator and tourist information booth, and for bidders to buy locally.

CONSTRUCTION UPDATES

County Road 6 (Gillan Road/ Lochwinnoch Road).

The rehabilitation of Gillan Road/Lochwinnoch Road from Highway 60 to Whitton Road and from Highway 17 to Goshen Road is expected to continue until mid-October. The road will remain open to traffic but will be reduced to one lane at times.

County Road 69 (Dunn Street) Madawaska Valley

The reconstruction of Dunn Street from Queen Street to Highway 60 will commence September 10th. Dunn Street will be closed to through traffic between Highway 60 and Queen Street. Detours will be posted via Bay Street and Queen Street.

Wilno North Culvert Madawaska Valley

The replacement of the Wilno North Culvert located on Wilno North Road will continue until the end of September. The road will be closed to two-way traffic with detours posted via Paugh

Lake Road and Peplinski Homestead Road.

County Road 8 (Cobden Road) Admaston-Bromley

The rehabilitation of Cobden Road from Kings Highway 60 to Barr Line, approximately 5km will continue until the end of September 2014. The road will remain open but traffic may be reduced to a single lane at times.

County Road 512 (Foymount Road). Bonnechere Valley

The rehabilitation of Foymount Road from 0.5 km north of Spring Creek Road to 0.1 km east of Sand Road will continue until mid-September. The road will remain open to traffic but may be reduced to one lane.

County Road 55 (Paquette Road). Petawawa

The rehabilitation of Paquette Road from Petawawa Boulevard to Highway 17 is nearing completion. The road will remain open to traffic but may be reduced to one lane at times.

County Road 34 (Whelan Road). Admaston/Bromley

The reconstruction of Whelan Road from Pucker Street to English Road will continue until the end of September. The road will remain open but traffic may be reduced to one lane at times.

County Road 64 (Opeongo Road). Bonnechere Valley

The rehabilitation will resume on Opeongo Road between McConnell Road and Highway 41.

Centennial Lake Bridge Greater Madawaska

Construction on the Centennial Lake Bridge on Centennial Lake Road will continue until fall of 2014. Traffic is single lane.

Completed Projects

The rehabilitation of Lookout Road from Lapasse Road to Westmeath Road is complete, and the construction on Bonnechere Bridge located on Bonnechere Road is now complete.



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Election Update for Renfrew & Lanark County; Bancroft

RENFREW COUNTY

Admaston Bromley

Mayor - Michael Donohue
 Mayor - Jack Kelly
 Councillor - Michael J. Quilty
 Councillor - Robert Douglas Dick
 Councillor - Robert Hall
 Councillor - Kevin LeGris

Arnprior

Mayor - David Reid
 Reeve - Walter Stack
 Councillor - Dan Lynch
 Councillor - Doug Smith
 Councillor - Ted Strike
 Councillor - Lyle Anderson
 Councillor - Lynn Grinstead
 Councillor - Frank Dugal
 Councillor - Art Smith
 Councillor - Daniel Martin

Bonnechere Valley

Mayor - Jennifer Murphy
 Councillor W1 - Jackie Agnew
 Councillor W3 - Bob Peltzer
 Councillor W4 - Mervin Buckwald

Brudenell, Lyndoch & Raglan

Reeve - Garry Gruntz
 Councillor W1 - Gerald Resmer Jr.
 Councillor W1 - John Rutledge
 Councillor W2 - Sheldon Keller
 Councillor W2 - Trevor Lidtkie
 Councillor W2 - Richard Voldock

Deep River

Mayor - David Thompson
 Mayor - Joan Loughheed
 Reeve - Glenn Doncaster
 Councillor - Leon Landry
 Councillor - Terry Myers
 Councillor - Robert John McLaren
 Councillor - Michael E. Stephens
 Councillor - Gary McAnulty
 Councillor - Ronald Desrochers

Greater Madawaska

Mayor - John Pratt
 Mayor - Glenda McKay
 Councillor W1 - J.R. Easton
 Councillor W1 - Donald Mercer
 Councillor W2 - Harold Murphy
 Councillor W3 - Mark Tomlin
 Councillor W3 - Glen MacPherson

Head, Clara & Maria

Reeve - Jim Gibson
 Reeve - Tammy Stewart
 Councillor - Dave Foote
 Councillor - Bob Reid

Horton

Mayor - Bob Kingsbury
 Mayor - Margaret Whyte
 Councillor - Lane Cleroux
 Councillor - Robert A. Johnston
 Councillor - David Bennett

Killaloe-Hagarty-Richards

Mayor - Janice Visneskie Moore
 Mayor - Isabel O'Reilly
 Mayor - Linda Gavin
 Councillor W1 - Carl Kuehl
 Councillor W1 - Ted Browne
 Councillor W1 - April Hudder
 Councillor W1 - David Dupuis
 Councillor W1 - Dave Mayville
 Councillor W2 - Stanley Pecoskie
 Councillor W2 - Debbie Peplinskie
 Councillor W3 - Kathy Marion
 Councillor W3 - John Jeffrey
 Councillor W3 - Brian Pecoskie

Laurentian Hills

Mayor - Richard Rabishaw
 Mayor - John Reinwald
 Councillor W1 - Bruce Boucher
 Councillor W2 - Anne Giardini
 Councillor W2 - Richard Legere
 Councillor W3 - Jamie Rabishaw
 Councillor W3 - Brenda Blimkie
 Councillor W4 - Dennis Hyde
 Councillor W4 - John Hoyle

Laurentian Valley

Mayor - Steve Bennett
 Reeve - Debbie Robinson
 Councillor - George Hodgkinson
 Councillor - Allan Wren
 Councillor - Jennifer Gauthier
 Councillor - Keith Watt
 Councillor - Joe Brazeau
 Councillor - Dan Mazur
 Councillor - Darcy Roggie
 Councillor - Jim Sheedy
 Councillor - Bill Siebarth
 Councillor - Brian Hugli

Madawaska Valley

Mayor - Kim Love
 Mayor - David Schulist
 Councillor - Carl Bromwich
 Councillor - Linda Neuman
 Councillor - Ernie Peplinski
 Councillor - Ted Bialy
 Cllr - Elser Lee Faith Archer
 Councillor - Audrey Kaminski
 Councillor - Bob Kulas
 Councillor - Shelley Maika
 Councillor - Mark Willmer

McNab/Braeside

Mayor - Aldene Styles
 Mayor - Tom Peckett
 Mayor - Mary Campbell

Deputy Mayor - Brad McIlquham
 Deputy Mayor - Len Chapeski
 Deputy Mayor - Christine Blimkie
 Councillor - Heather Lang
 Councillor - Scott Brum
 Councillor - Lou Laventure

North Algona Wilberforce

Mayor - Deborah Farr
 Mayor - Kevin Clarke
 Mayor - John R. Kuehl
 Mayor - Harold Weckworth
 Councillor - Lorenz Kelo
 Councillor - Dave Plumb
 Councillor - Clay Bingley
 Councillor - Glen Videto
 Cllr - Debra Cameron-Marshall
 Councillor - Ruth Schoenfeldt
 Councillor - Melvn Berndt
 Councillor - Stephen Crozier

Pembroke

Mayor - Mike Lemay
 Mayor - Ed Jacyno
 Mayor - Dan Callaghan
 Councillor - Ron Gervais
 Councillor - Les Scott
 Councillor - Lynn Lavery
 Councillor - Andrew Plummer
 Councillor - Christine Reavie
 Councillor - Pat Lafreniere
 Councillor - Terry Demers
 Councillor - Bob Hackett

Petawawa

Mayor - Bob Sweet
 Councillor - Wayne Bando
 Councillor - James Carmody
 Councillor - Frank Cirella
 Councillor - Chris Clouthier
 Councillor - Tom Mohns
 Councillor - Murray Rutz
 Councillor - Theresa Sabourin
 Councillor - Gary Serviss
 Councillor - Doug Armstrong
 Councillor - Dominic Grosleau
 Councillor - Treena Lemay
 Councillor - Ann McIntyre

Renfrew

Mayor - Callum Scott
 Mayor - Tom Anderson
 Mayor - James Miller
 Mayor - Don Eady
 Reeve - Audrey Green
 Reeve - Peter Emon
 Councillor - Robert Debeau
 Councillor - Zenaida Raboy
 Councillor - Gregory Lewis
 Councillor - Arlene Jamieson
 Councillor - Clint McWhirter
 Councillor - Jeff Taylor
 Councillor - Bill Ringrose
 Councillor - Donna Falcon

Councillor - Doug Brookes
 Councillor - Kate Windle
 Councillor - Andrew Evans
 Councillor - Tom Sidney
 Councillor - Mike Coulas

Whitewater Region

Mayor - Jim Labow
 Mayor - Joey Trimm
 Mayor - Hal Johnson
 Reeve - Donald Rathwell
 Councillor - Howard Winters
 Councillor - Daryl McLaughlin
 Councillor - Cathy Regier
 Councillor - John Felix Cull
 Councillor - Doug Shields
 Councillor - Donna Burns
 Councillor - Allen Dick

Renfrew County DSB

Barbara Basso, Glenn Miller
 Wendy Hewitt, David Kaiser
 Dave Shields, Jennifer Godin
 Susan Humphries, Bryon Morris
 Elwyn Behnke

Renfrew County Catholic DSB

Andy Bray, Anne Haley (Smith)
 Bob Michaud, Marlene Borutski
 Bob Schraeder

Conseil des écoles publiques de l'Est de l'Ontario

Colette Stitt, Andre Yonkeu

LANARK COUNTY

Beckwith

Reeve - Richard Kidd
 Dep. Reeve - Sharon Mousseau
 Councillor - Geoffrey Montreuil
 Councillor - Tim Campbell
 Councillor - C. Faye Campbell
 Councillor - Brian Dowdall
 Councillor - Joy Hodgkinson
 Councillor - Evelyn A. Campbell

Carleton Place

Mayor - Wendy LeBlanc
 Mayor - Louis Antonakos
 Deputy Mayor - Rob Probert
 Deputy Mayor - Jerry Flynn
 Councillor - Lorey Miller
 Councillor - Gary Strike
 Councillor - Carolyn Gerbac
 Councillor - Doug Black
 Councillor - Gordon Brazeau
 Councillor - Sean Redmond
 Councillor - Brian Doucett
 Councillor - Theresa Fritz
 Councillor - Francois Maltais
 Councillor - Doug Snedden
 Councillor - Andrew Tennant

Election Update Continued

Drummond/North Elmsley

Reeve - Ted Arthurs
 Reeve - Aubrey Churchill
 Reeve - Adrian St. Pierre
 Cllr (Drummond) - Gail Code
 Cllr (Drummond) - Steve Fournier
 Cllr (Elmsley) - Ray Scissons

Lanark Highlands

Mayor - Peter McLaren
 Mayor - Brian Stewart
 Deputy Mayor - Bob Mingie
 Deputy Mayor - John Hall
 Councillor W1 - Linda Hansen
 Councillor W2 - Arno Graefe
 Councillor W2 - Steven Roberts
 Councillor W3 - Peter Rodger
 Councillor W4 - Clarence Mahon
 Councillor W4 - Bill King

Mississippi Mills

Mayor - Shaun McLaughlin
 Mayor - Garry Dalgity
 Mayor - John Levi
 Cllr (Almonte) - Jane Torrance
 Cllr (Almonte) - Bernard Cameron
 Councillor (Almonte) - Alex Gillis
 Cllr (Almonte) - Jill McCubbin
 Cllr (Almonte) - Rickey Minnille
 Cllr (Ramsay) - Paul Watters
 Cllr (Ramsay) - Sietze Praamsma

Cllr (Ramsay) - Val Wilkinson
 Cllr (Ramsay) - Christa Lowry
 Cllr (Pakenham) - Denzil Ferguson
 Cllr (Pakenham) - Duncan Abbott

Montague

Reeve - Bil Dobson
 Reeve - Gary Doyle
 Deputy Reeve - Pat Dolan
 Deputy Reeve - Bonnie Burson
 Deputy Reeve - John MacTavish
 Councillor - Vince Carroll
 Councillor - Jim Abbass
 Councillor - Molly King
 Councillor - Karen Jennings
 Councillor - Jeffrey Carroll
 Councillor - Ian Straight

Perth

Mayor - John Fenik
 Deputy Mayor - John Gemmell
 Councillor - Judy Brown
 Councillor - Jim Graff
 Councillor - Edward McPherson
 Councillor - Jim Bolt
 Councillor - Michael Mosher
 Councillor - Riq Turner

Smiths Falls

Mayor - Ken Graham
 Mayor - Benjamin DuHamel

Mayor - Rob Peters
 Mayor - Shawn James Pankow
 Cllr - Anthony John Humphrey
 Councillor - Bryan Wiltse
 Councillor - John Maloney
 Councillor - Lorraine Allen
 Councillor - Roger Dupuis
 Councillor - Jay Brennan
 Councillor - Dawn Quinn
 Councillor - Joe Gallipeau
 Cllr - Christopher Cummings
 Councillor - Sheldon Giff

Tay Valley

Reeve - Keith James Kerr
 Deputy Reeve - Brian Campbell
 Councillor (Bathurst) - Bill Avery
 Cllr (Bathurst) - Jennifer Dixon
 Cllr (Bathurst) - Fred Dobbie
 Cllr (Bathurst) - Wayne Jordan
 Cllr (Bathurst) - Jim McCann
 Cllr (Burgess) - Greg Hallam
 Councillor (Burgess) - Judy Farrell
 Cllr (Sher.) - RoxAnne Darling
 Cllr (Sher.) - Mark D. Burnham

Upper Canada DSB

Bruce Monteith, Donald Cram

Catholic DSB

of Eastern Ontario

Nancy Kirby, Robin Reil

Le conseil des écoles publique de l'est de l'Ontario

Colette Stitt, Andre Yonkeu

Le conseil des écoles catholiques de langue française du centre l'est

Anouk Tremblay

HASTINGS COUNTY

Bancroft

Mayor - Bernice Jenkins
 Cllr (Dung.) - Wayne Wiggins
 Cllr (Dung.) - Charles Mullett
 Cllr (Dung.) - Bil Kilpatrick
 Cllr (Ban.) - Don Koppin
 Cllr (Ban.) - Peter Whitehead
 Cllr (Ban.) - Paul Jenkins

School Board Trustee English Public North Hastings Ward

Lucille Kyle, Judy Edgar

The deadline to file a nomination is September 12th. Full results will be updated on www.ovbusiness.com once all municipalities have filed final nominations.

Launching September 9th

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Tender Results Around The Region

BV14-02 Gravel "M."

Township of Bonnechere Valley
Cavanagh - \$63,920
Selle - \$66,800
Clouthier - \$74,000
Awarded to Cavanagh.

BV14-03 Winter Sand.

Township of Bonnechere Valley
Thomas Cavanagh - \$46,080
Splinter \$31,392
RJ Selle - \$31,632
RGT Clouthier - \$39,552
Awarded to Splinter.

BV14-04 Jane Street Widening.

Township of Bonnechere Valley
InterCity Paving - \$412,792.72
Eastway - \$426,213.97
Thomas Cavanagh - \$406,593.84
Smiths - \$379,043.81
H&H - \$379,499.44
Greenwood - \$347,475.57
B.R. Fulton - \$375,244.75
Awarded to Greenwood Paving.

PW-2014-04 Screened Winter Sand. McNab/Braeside.

RGT Clouthier - \$30,809.45
Smiths Construction - \$32,628.75
B.R. Fulton - \$33,617.50
Thomas Cavanagh - \$47,460.00
Awarded to RGT Clouthier.

2014-05 - Westshore Drive Reconstruction. Township of Drummond/North Elmsley.

Arnott Bros. - \$388,268.28
Crains' - \$423,454.62
Cavanagh - \$383,954.99
Karson - \$499,686.00
G. Tackaberry - \$413,562.49
Awarded to Thomas Cavanagh.

RFP 2014-04 - Installation of Water Line. Township of Killaloe, Hagarty and Richards.

Zuracon - \$13,537.40
C.C. Construction - \$21,733.29
Eastway - \$22,033.87
Awarded to Zuracon Inc.

PW-2014-01 Duncan Drive Reconstruction. McNab Braeside

Awarded to Walsh Contracting & Equipment Rentals in the amount of \$523,363.68.

PW-E-59-2014-14-E0, Cab and Chassis with Tandem Snow Plow. Lanark County

There was only one bidder on this project. Awarded to ELP at a cost of \$189,514.81.

Tri-Axle Trailer (Float).

Admaston Bromley
Elliot Farm - \$29,436.61
Capital Tech. - \$43,253.50
Trailer's Plus - \$29,606.00
J&J Trailer's - 35,143.00
Awarded to Trailers Plus.

Office Roof Work.

Horton Township
Only one tender was received.
Submitted by Garnet Headrick in the amount of \$15,783.84.

PWC-2014-25 Rehabilitation of County Road 69 (Dunn Street)

County of Renfrew
RGT Clouthier - \$935,977.57
H&H Construction - \$977,260.52
Smiths Const. - \$1,051,842.70
Awarded to RGT Clouthier.

PWC-2014-08 Contract Extension. County of Renfrew

That the extension of the contract submitted by B.R. Fulton be approved in the amount of \$135,000.

PW-17-2014 Petawawa Water Treatment Plant Upgrades

Town of Petawawa
H&H Construction - \$760,477.10
Do-All Const. - \$949,222.00
Harrington Mech. - \$922,400.00
Awarded to H&H Construction.

Brush Cutter. Horton Township

Elliot Farm 1 - \$23,982.23
Elliot Farm 2 - \$46,074.16
Elliot Farm 3 - \$32,545.97
Nortrax Canada - \$55,364.35
Strongco - \$49,155.00
Awarded to Nortrax.

Mini Pumper. McNab Braeside

Awarded to Arnprior Fire Truck Corporation in the amount of \$255,887.00.

Pavement Preservation.

Town of Mississippi Mills.
Awarded to Smiths Construction at a cost of \$161,629.80.

Granular M. Horton Township

Cavanagh Const. - \$63,347.80
B.R. Fulton - \$60,206.40
RGT Clouthier - \$50,300.82
Awarded to RGT Clouthier.

PW-M-2014-17-E2 . Combination Tandem Plow Truck and Operator for Winter Maintenance. Lanark County

Thomas Cavanagh - \$199,060.80
Nedow Const.- \$213,344.00
Cruikshank Const.- \$289,099.20
Crains' Constr.- \$357,984.00
Awarded to Thomas Cavanagh.

Winter Sand. Horton Township

Cavanagh Const. - \$30,850.13
B.R. Fulton - \$19,492.50
RGT Clouthier - \$13,514.80
Awarded to RGT Clouthier.

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Ottawa Valley
BUSINESS

HealthMatters

THE OTTAWA VALLEY'S HEALTH MAGAZINE.

The September issue of Health Matters will be distributing the week of September 15th. If your workplace would like copies, please let us know by September 12th.

Health Matters is a great addition to employee wellness initiatives.

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BEHEALTHY@OVHEALTH.CA

Tenders

Accessibility Upgrades
Waba Cottage Museum

Supply of Maintenance Gravel

Supply of Winter Sand

Asphalt Paving - Hillcrest Drive

Supply and Installation of HVAC
Unit at Arnprior High School

Campbell Bridge Renewal

Professional Real
Estate Services

Renovation at Killaloe
Fire Hall

Roofing Membrane
Beachburg Arena

Long-Term Financial Plan

Road Needs Study

Renovation at
Municipal Yard Road

Architectural Services for Ren-
frew OPP Facility

Preferred Contractor Listings:
Renfrew County Housing
Corporation

Sale of Land - Killaloe

Muskrat River Watermain

Emergency Power Generator

Winter Maintenance

CCTV Maintenance Flush

Full listings of current tenders,
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it free of charge.

Non-Profit Rescue

Common challenges in marketing



MARKETING

By: Jennifer Layman
jenn@fwdthink.net

I had a brief chat the other day with a non-profit agency employee who was frustrated that people were not aware of the services the organization provided. Despite their efforts, they just can't find what is needed for the organization to "get the word out" about information they feel the community should know about.

In the eight years I have been in this business in the Ottawa Valley, the most common challenge that faces non-profit organizations is how they present themselves to the public. In most cases, the focus is more on the organization than what the organization can do for the public. While this may not be the intention, it is often the case. For example, does the first page of your website, the first impression someone may have of your organization, talk about when you incorporated, how your board operates and how long you have been in the community? Or,

does it talk about how the public can benefit from your organization? The visitor's immediate impression is either that you are focused on yourself, or that you are focused on helping them.

Which do you think is better in terms of marketing your message?

The next common element I notice that is more prevalent with non-profits is in the materials used for promotion. Often, the website, brochure, business card or flyer looks as though it was created by someone other than a professional. Image is really, really important to create the right impression of your organization. If you look "amateurish" then the presumption is that you operate that way as well. Now I can hear everyone saying, "But Jennifer, we don't have the budgets to pay for professional design."

First, do you actually know how much it would cost to have items professionally created? Second, what budget items are ranking ahead of marketing? Marketing is what brings the clients to the door, so if it sees a small amount of your budget dollars, do you need to look at your budget again? Finally, what decisions could you make differently to allot more opportunity for marketing spending? It might

be interesting to know if there is anything you could do more effectively, to help your organization be more impactful to your audience.

Some time ago I wrote a column about how non-profits could employ some business thinking to help them grow. There is a movement afoot now called "social enterprises" whereby non-profits can run businesses to contribute to their own revenues. This is helpful because it allows an organization to take on the responsibility of generating its own revenues - something that is also a challenge. The responsibility of generating your own revenues is often stressful. However, there could be a social enterprise option that could work for you and it might be worth checking out.

Non-profits and for-profits do what they do excellently. They are knowledgeable in their field of chosen work. That doesn't necessarily mean they know how to market themselves. That may require an additional professional's opinion. And how much will that cost?

Well, it might be worth finding out.

Jennifer Layman is the president of Forward Thinking Marketing Agency. Her column appears every issue.

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Neat Stuff

Every 20 minutes, 1,851,000 statuses are updated on Facebook

In 1994, IKEA became the first company to feature a gay couple in a commercial

In 2000, Japan named Instant Noodles their best invention of the 20th century

The Mercedes-Benz motto is "Das Beste oder Nichts" which means "the best or nothing"

Movie theaters markup the price of popcorn by an average of 1,275%

Porsche also builds tractors

MasterCard was originally called MasterCharge

40% of McDonald's profits come from the sales of Happy Meals

Iceland consumes more Coca Cola per capita than any other country

The first product to have a barcode was Wrigley's gum

Orange Fanta is the 3rd largest selling soft drink in the world

The dollar values on the board game Monopoly have been the same since 1935

The Colgate toothpaste company started out making starch, soap, and candles

Cheerios cereal was originally called Cheerioats

There are about 210,162,000,000 Girl Scout Cookies sold every year

Source: Uberfacts