



Ottawa Valley BUSINESS

The Region's Business Media. More than 3,400 subscribers.



Issue No. 126

Published by: Ottawa Valley Business Group

JANUARY 14, 2014

County Acquires Land With Business Model New 200-acre property added to forest system

By: Jennifer Layman
Jenn@ovbusiness.com

The County of Renfrew bought itself a Christmas gift before the holiday - a tract of land in North Alcona Wilberforce. They bought it from Harvey Reckzine, a former public works director for the Township of North Alcona Wilberforce. The cost: \$168,000.

It's not that Renfrew County was in dire need of forested land - according to their own documents they have 6,427 hectares of it, not including their recent acquisition of 200 more acres. So, why would they purchase private land for forestry when so many other things are vying for their finances?

Well, they did something municipalities rarely do - they bought it like a business.

The County of Renfrew's forestry division has been doing their land management part with their 6,427 hectares for several year. In that time, they have accumulated some money, called a "reforestation reserve" according to Paul Moreau, the

County's Director of Development and Property. It was that money, accumulated and saved, that purchased the

purchase and that the property had been listed on the open market for more than two years. "Over the past 10 years the

responsibility for its forest in 2000. The land was previously managed by the Ontario Ministry of Natural Resources under a Forest Management Agreement. Upon becoming the new "owners of the forested lands, the County obtained an operations plan which allowed them to see a sustainable operation of the 6,427 hectares.

In 2009, the County forests received certification under the Forest Stewardship Council, where oversight of the forests is provided to ensure that forests are being managed to an internationally recognized standard of environmental, societal and economic sustainability. These operations are what has allowed them to purchase additional land to add to their inventory.

Additional Reading

The report on the newly acquired property, and the 2011-2016 Forest Management Plan for Renfrew County Forest are both available from the County of Renfrew, or online at: www.ovbusiness.com/resources

"This parcel gives us a variety of harvesting options...It's a business approach to managing county forests."

PAUL MOREAU

Reckzine property, at some \$200 an acre less than the typical asking price. And, as it happens, the land is adjacent to other tracts of land they hold, making it efficient to access.

So, they saved their money and got a deal on land that will be efficient for them to harvest. That isn't often the story you hear from government.

"This parcel gives us a variety in harvesting options," says Moreau. "It's a business approach to managing county forests. It's a self-sustaining model."

Moreau said the County of Renfrew remained anonymous throughout the period of

Development and Property Committee and County Council have directed Development and Property staff to seek property with cleared land or abandoned fields that could be planted to add to the future value of the County Forest landbase," explains Moreau. "These criteria, and several others, were used to evaluate almost 4,000 acres of land. The property at 143 Sperberg Road was determined to be the most suitable for afforestation purposes."

County Forest History (a little bit of history)

The County of Renfrew assumed management



CHECK OUT OUR 2014 MODELS

SNOWMOBILE RENTALS!

WEEKDAYS AND WEEKENDS

7 CONSECUTIVE DAYS AND MORE!



Pete's Sales & Service
2107 Petawawa Boulevard
Phone: 613-735-3711
Toll Free: 1-888-706-6404
www.petessalesandservice.ca
www.facebook.com/Petes.Sales

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. OVB is published by Ottawa Valley Business Group.

WHO READS US:

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

HOW TO SUBSCRIBE:

Subscriptions are free. Email us at: admin@ovbusiness.com to subscribe at: www.ovbusiness.com/subscribe

ADVERTISING

OVB's target audience are employers and employees. Advertising is available from 1/8 page to full page, plus online. See www.ovbusiness.com/advertising for more information.

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 an impact to the business community to be considered.

CONTACT US:

Publisher.....Jennifer Layman
Administration.....Sandra Ventress
Email.....admin@ovbusiness.com
Phone.....613-732-7774
Online.....www.ovbusiness.com

2113 Petawawa Boulevard,
Pembroke, Ontario K8A 7G8

SOCIAL MEDIA



[@JennLayman](http://www.Facebook.com/OVBusiness) (Twitter)

Ottawa Valley BUSINESS
UPCOMING ISSUES

January 16
101 Things to do in the Valley
Winter Edition

January 28
Regular Edition of OVB

February 11
Regular Edition of OVB

February 20
Regular Edition of OVB

March 11
Regular Edition of OVB

Events

January 16, 2014

101 Things to do in the Valley: Winter Edition publishes. \$25 plus HST for a 50-word listing plus contact information. Distributed to over 3,000 individuals, posted on municipal and travel websites and more. For details call 613-732-7774 or email admin@ovbusiness.com

January 16, 2014

Destination Bancroft meeting. Meeting to discuss opportunities along the York River. Club 580. For information, contact the Town of Bancroft.

January 20, 2014

Health Matters January edition publishes. This is our second issue. To reserve copies for your office or health and safety committee, call 613-732-7774 or admin@ovbusiness.com

January 20-22, 2014

CERIC, the Canadian Education and Research Institute for Counselling, presents Cannexus a national career development conference designed to promote the exchange of information and explore innovative approaches in the areas of career counselling and career development. Ottawa Convention Centre. For information, call 613-563-1984 or www.cannexus.ca

January 22, 2014

Know the liquor laws. Free seminar for liquor sales licensees, management and staff. Held in Bancroft. For information call 800-522-2876 or visit www.acgo.on.ca

January 23, 2014

Carleton Place BIA Annual General Meeting. For details, contact Cathie McOrmond at cmcormond@carletonplace.ca

January 25, 2014

Upper Ottawa Valley Chamber of Commerce Annual Awards Gala. 6pm. Germania Hall in Pembroke. \$80 per person includes dinner and dancing. For information, call: 613-732-1492 or manager@uovchamber.com

January 28, 2014

Town of Deep River open house to provide residents the opportunity to review an Offer to Purchase the Keys Centre Property and to provide input. 6:30pm in the Council Chambers. Dieter von Fintel, owner of 773763 Alberta Inc. will be present and will entertain questions related to the Offer to Purchase. Documents are available on the Town website: www.deepriver.ca

January 28, 2014

Greater Arnprior Chamber of Commerce breakfast with Lindsay Wilson, economic development officer for the Town of Arnprior. Unveiling of the Town's new website. Kenwood Corporate Centre. \$12. 7:00am. RSVP by January 23 by calling: 613-623-6817.

January 29, 2014

OTEC Service Excellence Trainer Orientation Webinar. 2:00pm to 3:00pm. As service needs and standards have evolved, so has OTEC's Service Excellence program. Service Excellence 2.0 now features new and important concepts such as the use of email, texting and social media in a professional context. If you're still training using the old Service Excellence, register for the upgrade webinar now. For more information, contact Claire Sullivan at 1-800-557-6832

Trades and Construction Training & Events

Construction and training events held by the Ottawa Construction Association are posted on the Events section of the website at www.ovbusiness.com/events. Two PDF files of the IHSA and OCA opportunities are available there and available for download. You do not have to be a member of the associations in order to attend the training.

Send your event to:
admin@ovbusiness.com
Business events are free.

Events are also updated on www.ovbusiness.com/events

Social Media Training

Facebook, Twitter, LinkedIn and more

Community Futures Development Corporation of Renfrew County

Ontario Trillium Foundation Fondation Trillium de l'Ontario

An agency of the Government of Ontario. Relève du gouvernement de l'Ontario.

Computers and Internet Access Provided

Kelley Lemenchick | 613.735.3951 ext.226 www.rccfdc.org klemenchick@bellnet.ca

Business News Around The Valley

Real Estate

FOR LEASE

169 Lake Street, Pembroke

Petawawa Town Centre
Petawawa

176 Len Hopkins Drive
Petawawa

FOR SALE

18391 Highway 17, Cobden

Lot 6, Ridge Road, Deep River

42265 Combermere Road
Barry's Bay

2224 Bonnechere Street
Eganville

176 Mackay Street, Pembroke

Ch. Sikorski

L'Isle-Aux-Allumettes, Outaouais

1036 Pembroke Street East
Pembroke

1294 Pembroke Street West
Pembroke

259 Mackay Street, Pembroke

654 Mackay Street, Pembroke

630 O'Brien Road, Renfrew

953 Gillan Road, Renfrew

1284 Highway 60, Renfrew

74 River Road, Arnprior

Stonecliffe Resort
Stonecliffe

To see information for the above listings, visit www.ovbusiness.com/real-estate and click on the listings that you wish to see.

Listings are available to realtors and non-realtors.

Election

\$200 to file for mayor. \$100 to file for council. Election day is October 27. Nominations close on September 27. Admaston-Bromley is moving to an election at large system (no wards). Horton and Greater Madawaska elect a mayor and four councillors, while Renfrew elects a mayor, reeve and five councillors.

Gated Parking at RVH

A new gated parking system is now in effect at the Renfrew Victoria Hospital. Visitors need to take a time-stamped ticket at the gate when they drive in. When business is done with the hospital, a pay machine will be inside the hospital (cash or credit card). A paid ticket is required to leave the parking lot. Rates are \$1 per hour to a maximum of \$5 per day. A 30-day pass is available for \$20. If you are only attending the hospital for 20 minutes, you do not have to pay.

Lockwood Joins Castle

The Lockwood Building Centre in Renfrew is leaving the Rona network to join Castle Building Centres. Owner Bob Lockwood felt the new franchise was "forward thinking" and is more suited to his needs. Lockwood is also the chair of the Lumber and Building Materials Association of Ontario. Lockwood's grandfather started the business in the 1930s.

License Fees Increase in Renfrew

License fees have increased in Renfrew. Fees for a chip wagon are now \$300, a mobile canteen is \$250, a taxicab owner's new licenses is \$500 and the taxicab owner's renewal fee is \$100. There is a fee of \$50 for a taxicab driver's licenses, which renews at a cost of \$25 annually.

MPP Opposes Fire Base Closures

MPP John Yakabuski has requested that Ontario Minister of Natural Resources, David Orazietto, postpone the fire base closures in Kirkland Lake and Pembroke for one year. Yakabuski wants an analysis of impacts to be completed.

Business Donation

JS Wilson Financial Management raised \$14,000 for the Renfrew Rotary Club with a late November dinner and LAFT event. The business donated all of the proceeds to the Rotary Club.

Municipal-Business Ski Program

The Township of Greater Madawaska is teaming up again with Calabogie Peaks to offer a ski program. Local residents will have a children's ski activity program available for \$60 per child. However, the family only pays \$20 per child and the municipality will pay \$40.

Highway Conditions

If you're wondering about highway conditions, there is a phone number and website to use for information. You can dial 511 and be connected to a road conditions update, or you can visit: www.ontario.ca/511.

Red Cross Strike Update

Canada's largest home-care agency was on strike after rejecting an increase to \$15 per hour as salary, and on significant improvement on travel cost reimbursement. The Canadian Red Cross personal support workers number 4,500 employees in Ontario, including local workers. They are part of the Service Employees International Union and went on strike on December 11. The workers resumed work on December 27, agreeing to arbitration in January.

Arnprior BIA Continues

The Arnprior Business Improvement Association will continue to exist thanks to attendance of 23 of the 150 members of the BIA area. The organization is strictly volunteer, and finding volunteers to manage the \$35,000 annual budget has been difficult. The Town of Arnprior is investing in the downtown with a community improvement plan and streetscape project.

Continued on page 4

keepanopenmind.ca

44% of employees have experienced a mental health issue.

An employer will save \$5,000 to \$10,000 per employee per year for those who get treatment for mental health issues.

Mental health issues are defined as: excessive stress, anxiety, depression, burnout, addictions, substance abuse, mania, bipolar and other disorders. Employees with mental health issues range from senior executives (40%) to labour and production staff (52%).

The results are nearly identical for employers with less than 50 employees, and those with more than 500.

Keep an open mind about mental health and see how it can make a difference in the bottom line at your workplace. Visit: www.keepanopenmind.ca for information that can help your workplace.

Business News Around The Valley

Paramed Faces Strike Vote

Paramed home support workers and nurses in Renfrew County will face a strike vote on January 14. The workers are looking for improved wages and benefits. There are approximately 150 employees of Paramed, which is unionized by the Ontario Public Service Employees Union (OPSEU).

TransCanada

Purchases Solar Farm

TransCanada Corporation has purchased the Mississippi Mills solar plant, owned by Canadian Solar Solutions Inc., for \$61 million. TransCanada Corporation is the owner of the Keystone project and has become familiar with the Valley while promoting its EnergyEast project to convert gas pipelines to oil in the region.

Community Living 50th Anniversary

Community Living Renfrew County South is celebrating its 50th anniversary in 2014. The organization provides support and services to individuals with developmental disabilities in the Arnprior and Renfrew area. A special gala will be held in May, which is recognized as Community Living month.

New Pet Cemetery and Crematorium

Patrick and Sabine Couture have opened a pet business. The Coutures opened Resting Paws Pet Cemetery and Crematorium on Torbolton Ridge Road just outside of Arnprior. The business website is: www.pawsottawa.com

Development Expanding

The Petawawa Town Centre is expanding. The development has submitted an official plan amendment to allow for additional lands, being 3,885 square metres in area, to be re-designated from residential to commercial.

Municipality Denied Funding

The Township of Laurentian Valley will have to look elsewhere for funding as their application under the Small, Rural and Northern Municipal Infrastructure Capital Fund

Program was recently denied. The Program has \$100 million to disperse but Laurentian Valley was told they were not selected as other regions had more challenging economic conditions.

RVH Receives Award

Renfrew Victoria Hospital has received the highest possible award from Accreditation Canada - the Accreditation with Exemplary Standing. This means they have exceeded or met all of the 35 requirements of organizational practices to enhance safety and minimize risk.

Tender Awarded

The Township of Whitewater Region has awarded the invitational tender for two garage doors for the Haley Fire Hall to Gary Garage Door Installation Limited in the amount of \$9,605 including HST. Bancroft Continues Tender The Town of Bancroft has renewed its recycling contract with BFI for an additional year.

Janitorial Contract Extended

The Town of Deep River approved the extension of the janitorial contract for the Town Hall for one month at the current rate of \$1,335 per month and the janitorial contracts for the Deep River Library and the Deep River Community Pool for a period of one month at an increased rate of \$1,335 per month for the pool and \$1,800 per month for the Library starting December 1, 2013 and ending on December 31, 2013.

Partnership for AECL Announced

Babcock and Wilcox announced a partnership with Cavendish Nuclear and Battelle Memorial Institute in its bid to provide private management to Chalk River Laboratories. The consortium will develop an RFP for AECL, aligned with the best practices of Britain's nuclear project.

Continued on Page 5

It's A Fact

Renfrew County District School Board Stats

31	Number of schools
9,511	Number of students
5,788	Number of elementary students
3,723	Number of secondary students
606	Number of teachers (361 elementary; 245 secondary)
48	Number of principals and vice-principals
406	Number of administrative and support staff
20	Number of e-Learning courses offered to secondary school students for 2013-14
600	Number of credits to be earned by e-Learning for 2013-14
21	Number of registrants for the International Language Program for elementary students at Mackenzie Community School
36	Number of students with English as a Second Language (ESL) instruction in 2012-13
1,824	Number of students with individual education plans
\$118,653,679	Budget for the RCDSB for 2012-13
\$2,428,955	School generated funds in 2012-13

Source: Renfrew County District School Board

Carbon Monoxide Detectors Available.

For residential and commercial uses. Contact us today.

YOUR PROFESSIONALS IN:
Fire Alarms, Suppression Systems,
Fire Extinguishers, Employee Training,
Safety Equipment, Kitchen Systems,
Personal Protective Gear, and more.

Layman
FIRE AND SAFETY

www.laymanfireandsafety.com
 Phone: 613-732-5320 | Phone: 613-687-2896
joel@laymanfireandsafety.com

Business News Around The Valley

HCM Enters Contract

The United Townships of Head, Clara & Maria are entering into an agreement with Azgard Corporation for two Solar FIT projects. The first is a project at Mackey at 15% capital participation over 20 years, plus an ongoing 15% interest in 500 KW of solar projects without any risk or capital contribution on the municipality's part. The second is a project at Deux Rivieres at 15% capital participation.

Pastway Fire

A fire at Pastway Planing in Combermere destroyed a bagger on the property on January 3, 2014. The fire department was able to save the new dryer building, but losses will be significant.

Horton Building Permits

Horton Township has again surpassed the \$7 million mark in construction starts for a calendar year. With December's figures still to come, Horton's 2013 total is \$7,470,500 for work on 72 structures including 13 residences and 28 garages or storage buildings

Service at Scapa

Several employees of Scapa North America were honoured at the Renfrew company's annual service awards banquet. The longest serving of the group included Jeffrey Collins who has been with the company for 30 years and Stephen Brohart and Souriphan Phanthathirath each with 25 years.

Farmers' Union Assesses Trade Deal

The Renfrew County National Farmers' Union has met with MP Cheryl Gallant to express concerns regarding the European Trade Agreement and its potential impact on Canadian farmers. Renfrew County National Farmers' Union president Tony Straathof says that local farmers, businesses and consumers should assess the implications of the agreement to ensure fairness for all involved.

New TD Bank Open

The TD Bank in Pembroke is now open at its new location at 1106 Pembroke Street East in Laurentian Valley. It was formerly located in Pembroke's Downtown.

Mall Offers Display for Arts

The Arnprior Shopping Centre is offering windows in vacant stores as free display spaces for local artists. Anyone interested in displaying their art can call mall superintendent Howie Lebrun at 613-623-4367.

Summer Company Applications Open

Young Entrepreneurs can get up to \$3,000 with Summer Company. Students between the ages of 15 and 20 may qualify for the program. Spaces are limited. Details are available at: www.ontario.ca/summercompany or by calling Enterprise Renfrew County at: 613-735-8224.

McNab Braeside Tenders

OnServe Inc. will supply IT services for the Township of McNab-Braeside's desktop and network computer system. The company won the tender with a quote of \$14,520. MIS Municipal Insurance Services will provide volunteer firefighter and AD&D insurance coverage for the township with a quote of \$3,823. Finally, JP Mulvihill and Son General Insurance's quote of \$72,848 won out for the

provision of general insurance coverage for 2014.

Pinto Valley Closing

Pinto Valley Ranch owners Ben and Tracey Jardine will be retiring on June 1, 2014. After 58 years, the ranch will turn into a private residence and farm. It will remain a boarding facility for many area horse owners.

Chamber Executive For 2014

The Greater Arnprior Chamber of Commerce welcomed its newest members on December 5. New directors, Maggie Fairfield, Rick Welch, Bill Connelly and Angela Scheps join returning president Wes Schnob, re-elected vice-president Murray Hughes, as well as returning directors Barry Blier, Gib McMullen, Julie Brown, Lynn Grinstead, Mark Nibourg, and Cathi Fairfield.

High Speed Internet Connections Coming to Eastern Ontario

The Eastern Ontario Wardens' Caucus (EOWC) has awarded contracts to expand high-speed fibre internet connections at more than 50 business parks and clusters across rural Eastern Ontario. The project is supported by federal, provincial, and municipal funding, and private sector investment. Six business communities in Renfrew County will benefit from the infrastructure: Town of Petawawa (Petawawa Industrial Park), Town of Renfrew (Renfrew Industrial Park), Township of Laurentian Valley (Highway 41 and 17 Cluster), Township of Madawaska Valley (Barry's Bay Business Park), Township of McNab-Braeside (Pine Grove Business Park) and two sites in the Township of Whitewater Region (Greenwood Road Area and Grants Settlement Road Area). Bell Alliant will provide the services to all but Whitewater Region developments, where Cogeco is the provider. A full list of locations and providers is available at: www.ovbusiness.com/resources

HealthMatters

THE OTTAWA VALLEY'S HEALTH MAGAZINE.



Latest edition on the streets: January 20th

If your workplace would like copies for customers, staff or health and safety committees, contact us at: behealthy@ovhealth.ca or 613-732-7774

The magazine is free for people to take and free for places to have available.

2014 issues publishing in May and September

facebook

[Facebook.com/OVHealth](https://www.facebook.com/OVHealth)

Comment Elections

'Tis the year of municipal elections. It is the time of year when we put our complaining to the test and decide if we're willing to throw our hat into the ring to help move our community in a new direction, or if we would rather just pass judgement on those who do.

If you're considering running for council, this year or in 2018 when we vote again, there is a good resource about what to expect as a councillor. It's called, "So You Want To Run For Council" and it is an online course available at: amo.skillbuilder.ca/home. The cost is \$24.95 and it will take 60-90 minutes of your time. It might be worth taking even if you don't want to run for council.

Whatever you decide, in October this year, you will be choosing people to lead your community through to 2018. That's nearly half a decade. It matters who sits at the council table and decides, on your behalf, how your municipality will work. That's worth some time and effort to choose the people you feel are best suited to look after your interests.

Ottawa Valley Business will be covering the election at: www.ovbusiness.com/election

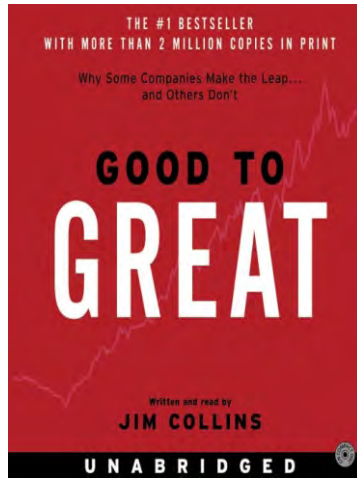
We will feature who is running, who is retiring and some added notes of reflection in between. We'll dig through our archives and pull out some news that took place in the last four years in the business world. We will even reach out to members of council and those running to get their input on some key concerns, so let us know if there is anything on your mind that you would like us to ask!

By: Jennifer Layman
jenn@ovbusiness.com

The comment section is open for submissions. Topics must be connected to business. 250 words.

Book Club: Good To Great

Why some companies make the leap and others don't



From the Publisher

Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning.

But what about the company that is not born with great DNA? How can good companies,

mediocre or bad companies achieve enduring greatness?

The Study

For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity into superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great?

The Standards

Using tough benchmarks, Collins and his team identified a set of elite companies that made the leap to great results and sustained those results for at least 15 years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in 15 years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck.

The Comparisons

The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good?

Over five years, the team analyzed the histories of all 28 companies in the study. After sifting through mountains of data, Collins and his crew discovered the key determinants of greatness: why some companies make the leap and others don't.

The Findings

The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. team was shocked to discover the type of leadership required to achieve greatness.



Looking For Something To Do This Winter?

Get a copy of Travel Our Backyard's winter edition for all things to do in the Ottawa Valley and the Pontiac.

www.travelourbackyard.com

Winter activities, dining experiences, kids activities, shopping, accommodations, events and more. And, join us on Facebook where we update a weekly list of things to do. It's a little reminder to help you answer the question, "what am I going to do this weekend?"

facebook

Facebook.com/TravelOurBackyard

twitter

Twitter: @TravelBackyard

Wisdom

It's a lot harder to repair a train while it is rolling down the tracks, so get everything set up before you build momentum.

~ Gabriel Krajcek, BancVue

The brave may not live forever, but the cautious will not live at all.

~ Richard Branson

Expect the best. Prepare for the worst. Capitalize on what comes.

~ Zig Ziglar

One finds limits by pushing them.

~ Herbert Simon

On The Move

Jason Robinson

Jason Robinson has been named the City of Pembroke employee of the year. Robinson is a mechanic and an overall handyman with the Operations Department.

Dave Darch

The County of Renfrew's Public Works Director, David Darch, is staying in his position until spring and not retiring after all. Darch was to retire at the end of December, but will now stay on until the end of March 2014.

Jamie Holmes

Jamie Holmes has joined the team at Edwards Mazda in Pembroke. Holmes is from Renfrew and has worked in automotive service for 35 years.

Dr. Mohammad Nejad

Dr. Nejad is the newest member of the Arnprior and District Family Health Organization. Dr. Nejad lives in Labrador and will be relocating to the area. Dr. Nejad completed his residency in Arnprior in November.

Dr. Maureen Carew

Dr. Carew is the new medical officer of health for Renfrew County. Dr. Carew has been a public health physician and has worked with the Department of National Defence as well as having employment experience with First Nations.

Melissa Bishop

Eganville's Melissa Bishop is on the front cover of Canadian Running magazine. In her interview with the magazine, Bishop talks about her goals for 2014 and the next Olympic games.

Darcy Smith

Darcy Smith of Pembroke is Mr. October in the 2014 Faces of Farming calendar, published by Farm & Food Care Ontario. Smith was nominated by the Grain Farmers of Ontario. Smith has 50 cows and a 1,500 acre farm. Smith and his wife Lyndsay have four children.

Beth Ethier

Beth Ethier of the Upper Ottawa Valley OPP was presented with the Crime Stopper Coordinator Achievement Award.

Nancy Graves

Nancy Graves has been promoted to the position of Staff Sergeant for the Upper Ottawa Valley OPP detachment.

Douglas Tennant

Douglas Tennant is the new Fire Chief for the Town of Deep River. Tennant began his position with the municipality on December 11, 2013.

Tony Cobus

Tony Cobus has retired as an employee with the Town of Deep River.

Shelby Robison

Shelby Robison has been appointed as a Municipal By-Law Enforcement Officer for the Township of Madawaska Valley.

Ed Cochrane

Ed Cochrane has been appointed as a councillor by the Town of Deep River. Cochrane replaces Reverend Dr. Ruth Syme who passed away on November 27, 2013.

Bob Schreder

Bob Schreder has stepped down as chair of Renfrew County Catholic District School Board and will remain as a trustee. Mr. Schreder has submitted his candidacy for vice-president of the Ontario Catholic School Trustees Association.

Jeff and Tara Taylor

Jeff and Tara Taylor have taken over ownership of Margi's Restaurant in Renfrew. The previous owner, Margi Bond, will focus on her catering business.

Colin Slight

Slight has been promoted to inspector of the Renfrew OPP detachment. Slight has been an officer with the Renfrew County police since 1982, most recently as Renfrew's detachment commander since 2010.

Howie Lebrun

Lebrun is the new mall superintendent for the Arnprior Shopping Centre. He has experience in both maintenance and promotion being a retired disc jockey for Jesse's DJ Services. He also used to run his own maintenance business.

Renfrew County Committees

The following members of County Council will make up the appointments for various committees for 2014.

Finance & Administration:

Raye-Anne Briscoe, Don Eady, Peter Emon, Don Rathwell, Walter Stack, Bob Sweet, Janice Visneskie-Moore, Jack Wilson.

Operations: Walter Stack, Don Eady, Peter Emon, Audrey Green, Norman Lentz, Dave Shulist, Harold Weckworth.

Development & Property: Bob Sweet, Raye-Anne Briscoe, Mary Campbell, Peter Emon, Audrey Green, Jennifer Murphy, Dave Thompson.

Health: Janice Visneskie-Moore, Peter Emon, Norm Lentz, Jennifer Murphy, Richard Rabishaw, Tammy Stewart, Jack Wilson.

Social Services: Don Rathwell, Mary Campbell, Peter Emon, Richard Rabishaw, Dave Shulist, Tammy Stewart, Dave Thompson, Harold Weckworth.

Striking: Jack Wilson, Raye-Anne Briscoe, Peter Emon, Jennifer Murphy, Richard Rabishaw, Tammy Stewart.

AECL Environmental Stewardship: Audrey Green.

Board of Health: Peter Emon, Richard Rabishaw, Tammy Stewart, Jack Wilson.

County/City Liaison: Raye-Anne Briscoe, Peter Emon, Bob Sweet, Jack Wilson.

CP Rail: Raye-Anne Briscoe, Don Rathwell, Bob Sweet.

Eastern Ontario Regional Network: Bob Sweet.

K&P Management: Bob Sweet.

Land Division: Don Eady, Norm Lentz, Tammy Stewart.

Alternate: Jennifer Murphy.

MNR Forest Management Plan: Don Rathwell.

MNR Regional Advisory: Harold Weckworth.

Municipal Accessibility: Audrey Green.

Land Claim: Peter Emon, Richard Rabishaw, Dave Shulist, Bob Sweet.

OVTA: Audrey Green, Jennifer Murphy.

Renfrew County Agricultural Ec Dev: Raye-Anne Briscoe

Renfrew County Forestry and Wood Processing: Janice Visneskie-Moore

Shaw Woods: Harold Weckworth

Warden's Advisory: Peter Emon, Raye-Anne Briscoe,

Jennifer Murphy, Richard Rabishaw, Don Rathwell, Bob Sweet, Dave Thompson, Janice Visneskie-Moore



Charitable giving through investment.

COMMUNITY
foundation
 Pembroke | Petawawa | District

Phone: 613-635-2256 | www.givingthatgrows.com

UOVCC Awards Finalists Gala set for January 25

Chamber Awards Finalists

The Upper Ottawa Valley Chamber of Commerce has announced the finalists for its upcoming Achievement Awards Gala to be held January 25, 2014.

The finalists are:

New Business:

Ottawa Valley Driving Academy, The Holiday Inn Express and Warm N Cozy.

Young Entrepreneur:

Pembroke Crossfit, Valley Property Shop and Warm N Cozy.

Small Business:

Gallant Media, Oil Changers and Valley Property Shop.

Medium Business:

Frisco's Steak & Seafood, Integrated Health Centre and GearHeads.

Large Business:

Butler Chev, Deep River & District Hospital, KI Pembroke LP, City of Pembroke and Town of Petawawa.

Skilled Trades Employers:

Butler Chev Service Department, County of Renfrew Emergency Services and Cut-Rite Family Hairstyling

Citizen of the Year:

Dr. Robert Walker, Mike Wright and Larrie Tomson

Farm Enterprise: Mapleside Sugar Bush, CMcB Holsteins and Darcy Smith

Community Organization:

Robbie Dean Family Counselling Centre, Festival Hall/Valley Arts Council and the Pembroke Regional Hospital Foundation

The Lifetime Business Achievement Award will go to Eileen Malette, Custom Draperies, Blinds, Bedding & Home Décor.

Tickets for the Gala are available by contacting the Chamber office at: 613-732-1492 or by email to: manager@uovchamber.com

Hiring Employees Who Work Permanently Off-Site Is it an option in attracting talent?

Submitted by: OVJobs.ca
employers@ovjobs.ca

An article in the Globe and Mail by Wallace Immen discussed a situation that is growing in popularity in workplaces: off-site managers. This is when the manager is physically not at the office, but is working and communicating from a home office.

The benefit to the company is being able to hire talented individuals who are not willing to make the geographical move to where the company is located. The benefit to the individual is a work-from-home situation where the appropriately motivated person can be an excellent worker. The work-from-home manager has all the capabilities of keeping in touch with video-conferencing, social media, email and instant messaging - the tools of the trade for more technology-savvy organizations.

However, such an arrangement does come with some drawbacks.

First, even though you could participate in meetings by video-conferencing, you miss body language, expressions and other hints as to how the meeting members truly feel. Perhaps some employee are not comfortable expressing themselves in the meeting setting, but a manager who notices the cues could meet with

the employee afterwards and hear the concerns. Another communications gap comes in casual chats and meets that often occur in the workplace, or out of the workplace. Those casual discussions that occur at coffee break or in the lunchroom can often yield great ideas or allow for employees to discuss a concern. An off-site manager would not be able to benefit from those nuances.

From the off-site manager's perspective, being able to be committed to working from home and not being distracted is a key element of making this type of situation a success. The day you decide to go to work in your pajama's will be the day an emergency video-conference will happen. Working from home requires discipline from the manager to make it successful.

This type of work arrangement is one that is trending in popularity, and which certainly allows for a greater recruitment region for positions that may be difficult to fill. The right individual, matched with the right attitude of the company, can make it work.

Note: OVJobs.ca is not a human resources firm, however, we do receive a lot of questions and feedback from employers and employees about work-related issues. This column is a focus on these issues.



Looking for a place to develop your business?
Take a look at land lease and build opportunities
at the Pembroke & Area Airport.

Open land available (Expo 150 grounds),
inside the airfield property, and property at the
entrance to Petawawa's Industrial Park.



www.flycyta.ca | Phone: 613-687-5300

Can't find staff? You should be posting with us.

Let us help you write a job description that will help attract the type of candidate you want to fill your position.

Contact us today.
We can help.



Phone: 613-+732-7774 | employers@ovjobs.ca

Tender Results Around The Region

PW-M-02-2014-14-E0 Catch Basin and Manhole Cleaning. County of Lanark.

Xsite Enterprises Inc. - \$2,483.25
Clean Water Works Inc. - \$4,395.00
Aqua Drain Sewer - \$4,596.15
JWK Utilities - \$31,540.00
Awarded to Xsite Enterprises Inc.

PW-M-01-2014-16-E2 Roadside Brushing. County of Lanark.

Crains' Construction Ltd
A: \$119,700.00, B: \$119,700.00
Tor Mac Tree Service Ltd
A: \$151,886.00, B: \$151,886.00
C: \$29,004.00

Thomas Cavanagh Construction
A: \$186,960.00

Don Cordingley Gradall Rental
A: \$197,660.80, B: \$197,660.80
Schedules A and B awarded to Crains' Construction. Schedule C awarded to Tor Mac Tree Service.

Sale of Land. Township of Tay Valley. No bids were received.

Concession Booth Operation.

Township of Lanark Highlands.
Awarded to Kariann Bell and Sonya Nichols in the amount of \$3,412.50.

Contract #PW 2013-21 Supply and Installation of Municipal Signs. Twp of Lanark Highlands.

Heritage Signs Plus
Sign \$1,500.00 | Crib \$800.00
Install \$650.00
Golden Triangle
Signs \$500-\$550 | Crib - \$1,200.00
Install \$960.00
Motion Creative Printing
Sign & Crib \$1,650.00
Install \$450.00
Awarded to Golden Triangle.

Sale of 1982 Ford Step Van.
Township of Lanark Highlands.
Robert Skelly - \$3,100.00
Joan Sharpe - \$4,129.00
Awarded to Joan Sharpe.

Cleaning and Janitorial Services. Township of Lanark Highlands.

Helen Campbell Cleaning
2014: \$19,350.00, 2015: \$19,818.00
2016 - \$20,300.04

Eco-Dalfin
2014: \$13,000.00, 2015: \$13,260.00
2016 - \$13,525.00

Bosman Property Maintenance
2014: \$14,328.00, 2015: \$14,544.00
2016 - \$14,757.00

Palmer & Associates
2014: \$10,880.00, 2015: \$11,300.00
2016 - \$11,720.00

Awarded to Palmer & Associates.

RFP #2014-03 External Auditing Services. Renfrew County Catholic District School Board.

There were two bidders - Welch LLP and BDO Canada. Awarded to Welch LLP. No more information is forthcoming.

RFI #2014-07 Grade Assessment Software. Renfrew County District School Board.

Bids were submitted by: Pearson, PCG Canada, SRB Education, and Maplewood Computing. No more information is forthcoming.

RFI #2014-04 Integrated Library Management Software. Renfrew County District School Board.

Bids were submitted by: Insignia Software, MondoIn, The Library Corporation, L4U Library Software, OCLC Canada, and Follett Int'l. No more information is forthcoming.

T-13-18 Sale of Brush and Wood Grindings. City of Pembroke.

The person who bid the highest price, purchased this item from the City. No more information is forthcoming.

T-13-16 Sale of Surplus Police Vehicles & Ice Resurfacers. City of Pembroke.

The person who bid the highest price, purchased the item from the City. No more information is forthcoming.

Q-13-02 Rail Crossing Restoration. City of Pembroke.

H&H Construction \$13,906.99
Greenwood Paving \$24,750.00
Awarded to H&H Construction.

T-13-19 Supply & Delivery of One (1) 2013 Model Year Articulated Four-Wheel Drive Front End Loader. City of Pembroke.

Elliott Farm - \$152,629.52
Nortrax Canada Inc - \$159,544.00
Toromont CAT - \$166,577.00
Strongco Limited - \$170,800.00
Reis Equipment - \$171,331.05
Awarded to Nortrax Canada Inc.

Surplus Public Works Equipment for Sale. Township of McNab/Braeside.

1995 Ford Model LT9000
Ed's Salvage - \$6,650.00
Barry Johnston - \$5,100.00
Awarded to Ed's Salvage.
1993 GMC 1500 Half Ton Truck
Awarded to Ed's Salvage - \$720.00
22hp Poulan Pro Lawn Mower
Ed's Salvage - \$432.00
Stephen Pattinson - \$370.00
Wesley Beimers - \$200.00
Awarded to Ed's Salvage.

PW-B-03-2014-18-E2 Janitorial Services. Lanark County.

Palmer & Associates - \$219,922.20
Jani King - \$222,159.65
Klaas Van Der Meer - \$417,725.00
DOW Building - \$710,021.00
Awarded to Palmer & Associates.

Outdoor Rink Maintenance. Township of McNab/Braeside.

Mr. G. Tripp - \$6500.00
Mr. D. Leblanc - \$4850.00
Awarded to Mr. D. Leblanc.

Waste Management Services. Town of Deep River.

The Town of Deep River chose to extend the two contracts currently with the Town.

Tenders

Senior Snowplowing

Various Tenders
(Lanark County)

Emergency Generator

List Your Tender

There is no cost to post your tender with us. Send them to: admin@ovbusiness.com
All tenders are posted in full at www.ovbusiness.com

Tender Results

Ottawa Valley Business contacts all organizations who have posted tenders to ask for results. In most cases, those results are provided. In some cases, the organization chooses not to provide the information. All public agencies are required to release their tender results. If you are looking for results to a specific tender, please feel free to make the inquiry, or ask us about it.

Tender Postings for 2013

Ottawa Valley Business posted more than 300 tenders for 2013, all for opportunities in Renfrew and Lanark Counties and the Bancroft region.



If an employee broke her arm, you wouldn't think twice about getting her some help.

But when an employee is suffering from depression, stress or anxiety, it may not be as obvious. Valley Employee and Family Assistance Program provides unlimited counselling services for employees and families of local businesses, organizations and municipalities. The cost is just \$60 per employee, per year and can be paid by the employer, or shared between the employer and the employee. It's worth a call.



Valley Employee and Family Assistance Program

Unit 3, 84 Isabella Street, Pembroke | Phone: 613-735-2116 or 800-661-0340
www.valleyefap.com | info@valleyefap.com

Opportunities With Us!

Publishing schedule for Ottawa Valley Business, Health Matters, Travel Our Backyard, OVJobs.ca and 101 Things to Do in the Valley

Ottawa Valley Business

Ottawa Valley Business Publishing dates are listed first with deadline to book editorial content or to book advertising shown in parenthesis. Editorial content and advertising is due the Tuesday prior to publication.

- January 28**
(Deadline: January 21)
- February 11**
(Deadline: February 4)
- February 25**
(Deadline: February 18)
- March 11**
(Deadline: March 4)
- March 25**
(Deadline: March 18)
- April 8**
(Deadline: April 1)
- April 22**
(Deadline: April 15)
- May 6**
(Deadline: April 29)
- May 29**
(Deadline: May 13)
- June 3**
(Deadline: May 27)
- June 17**
(Deadline: June 10)
- July 8**
(Deadline: July 2)
- July 22**
(Deadline: July 15)

- August 12**
(Deadline: August 5)
- August 26**
(Deadline: August 19)
- September 9**
(Deadline: September 2)
- September 23**
(Deadline: September 16)
- October 7**
(Deadline: September 30)
- October 21**
(Deadline: October 14)
- November 4**
(Deadline: October 28)
- November 18**
(Deadline: November 11)
- December 2**
(Deadline: November 25)
- December 16**
(Deadline: December 9)

101 Things to Do in the Valley

- January 16, 2014**
Winter Edition
(Deadline: January 13)
- March 20, 2014**
Spring Edition
(Deadline: March 17)
- June 26, 2014**
Summer Edition
(Deadline: June 23)

September 18, 2014 Fall Edition (Deadline: September 15)

You can book editions in advance and provide content for each edition as it comes time for deadlines.

Health Matters Magazine

Week of January 17
(Deadline to book: December 16, 2013)

Week of April 6
(Deadline to book: March 13, 2014)

Week of September 7
(Deadline to book: August 15, 2014)

While the magazines will remain relatively the same for 2014, some changes may occur from issue to issue. You are welcome to book in advance for issues.

Magazines are free for people who wish to pick them up and are distributed throughout Renfrew County with some copies beyond the area.

Travel Our Backyard Magazine

Summer 2014 Edition
Week of May 25.
Deadline to book: May 2, 2014.
Deadline to submit content: May 9, 2014.

Winter 2014-15 Edition:
Week of December 7. Deadline to book: November 10, 2014.
Deadline to submit content: November 14, 2014.

OVJobs.ca

No deadlines - we can post your position anytime.

Postings cost \$75 plus HST per individual posting, and packages are also available for those agencies that hire 10 or more individuals throughout a year/season.

Information on all promotional opportunities is available at: Wy.w.ovbusiness.com/Advertising

Your ad here for just \$200 for three months!

Business Services

A listing of professional services available in the Ottawa Valley. Booked for 3, 6, 9 or 12 months.

Months	Issues	Cost	Ad Changes
3 Months	6 Issues	\$200	Changes can be made at three-month intervals.
6 Months	12 Issues	\$385	
9 Months	18 Issues	\$555	
12 Months	24 Issues	\$700	

Only 22 spaces available for this year-long promotion.

Your ad here for just \$700 for 12 months!

Your ad here for just \$555 for nine months!

Starting in the January 28 edition of Ottawa Valley business.

Your ad here for just \$385 for six months!

Should I Or Shouldn't I?

Everyone is telling you to have a profile on LinkedIn or Facebook, but should you really?



MARKETING

By: Jennifer Layman
jenn@fwdthink.net

My parents used to tell me that just because everyone else was doing it didn't mean I had to do it too! In advertising though, sometimes when everyone else is doing it, it might be a darn good idea. Then again, it might not be. How do you know?

Each promotional opportunity offers different benefits and the key is finding something that is most likely to work for you. What this means is that your friend, the bakery owner might get a lot of value from advertising in one place, but you the electrician might not get the same value advertising in that same place. What's good for one business may not be good for another. Here's why:

The Internet

When there were fewer choices for promoting your business, most consumers gathered around the traditional

media (television, radio and newspaper) in order to find out what was going on. The Internet changed all of that and now offers instant feedback and communication that traditional media can only do if they publish it on their own website or Facebook page. And, many do just that. So, even the media themselves have adapted to the use of the Internet to assist in growing their business.

The Customer

The key to finding a good fit with promotional spending is to match what you have to say with the medium that will carry the message to the people you want to reach. You have to be more specific about how you target people today than you have been in the past, because people are choosing to find different pieces of information, differently. For example, the two topics that people go online for more than anything else are health and travel. We publish health and travel magazines, but they have their own websites, Facebook pages and content. Even though people go online for both, they don't want both at the same time, so we have to carve out a niche online to direct people to

the appropriate place that will provide them with the information they are looking for.

Social Media

Social media is a consideration to people who are not on social media platforms. Is it going to change your business - no. Is it going to help your business - maybe, but not as much as other targeted marketing can accomplish.

Social media is about creating another network, one where you don't actually have to spend the energy to meet anyone in person. The benefit is that you can add more people to your network. The drawback is that the value could be lost if you don't work that social media stream on a regular basis. The most powerful connection is a personal one, where you are talking, seeing, hearing and sensing the situation. On the computer, it's about pushing buttons and your only form of communication is a keyboard.

My advice is to explore all of your options and spend some time figuring out if you should go with the flow or not!

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

News Extra

CPP Increase

Federal, provincial and territorial finance ministers did not reach an agreement to increase Canada Pension Plan (CPP) and Quebec Pension Plan premiums. The Canadian Federation of Independent Business (CFIB) is urging provinces to let the new pooled registered pensions have a chance to work as a majority of provinces have announced plans to launch them in 2014.

Ontario Sport and Recreation Communities Fund

The 2014-15 Ontario Sport and Recreation Communities Fund (OSRCF), available for non-profits (incorporated) and municipalities, is open for applications until February 20, 2014. The OSRCF is a grant program that supports a vision of getting and keeping Ontarians active in community sport, recreation and physical activity. More information at: www.grants.gov.on.ca

Ministry of Labour New Training Required

The Ministry of Labour has a new regulation that will require health and safety awareness training for every worker and supervisor under the Occupational Health and Safety Act. Employers will have until July 1, 2014, to comply with the new regulation. Information at: www.labour.gov.on.ca

Ministry of Labour Working at Heights Training

The Ontario Ministry of Labour (MOL) has released a provincial standard on working at heights training. This standard will lay out minimum learning outcomes for working at heights training programs for Ontario workplaces and trainers in 2014. More information at: www.ihsa.ca

Carbon Monoxide Detectors Required

All residents and businesses in Ontario are required to have a working carbon monoxide detector. Fire departments will be responsible for enforcing the new requirements.



Someday doesn't exist.
Neither does oneday or anotherday.

If you have been putting off spending some time on your marketing strategy, you now have 351 days left to get it done this year.

Choose one. Call us. Get started.
We'll take care of making sure you get finished.

forwardthinking
MARKETING AGENCY

Reputable marketing you can build your business with.

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