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Ottawa Valley BUSINESS

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FEBRUARY 25, 2014

Private Landowners Pay With Their Property Rural landowners carry the burden for Ontario

By: Jennifer Layman
Jenn@ovbusiness.com

In August 2013, Jeff Muzzi, Manager of Forestry Services, made a presentation to the Development and Property Committee for the County of Renfrew on the newly drafted general habitat description for the Blanding's Turtle (and other species). The impact of the implementation of the enlarged habitat is now being felt.

With the policies now in place, as enacted by the provincial government, lot creation, through either a consent or plan of subdivision, is not permitted within endangered species habitat. Habitat includes the 250m setback from a suitable wetland. In addition to the 250m setback, another 120m area is considered "adjacent lands." Lot creation may only be considered on the adjacent lands if an Environmental Impact Study (EIS) is prepared by a biologist who must demonstrate no negative impacts on the turtle or the wetland.

In the months of November and December, there were seven

consent applications for new lots which, through circulation to Ontario Ministry of Natural Resources (MNR), were

case by case basis. The applicant would need to hire a biologist to prepare a study. The County's experience is that this process

the near future and the areas of protected habitat are only going to continually grow.

Map Attempt

When commenting on an application, MNR will attempt to provide a map illustrating the protected habitat area.

Consulting With MNR

The County will consult directly with MNR on files that have been triggered by the MNR flagging layer and submit an information request. As the process takes three to five weeks, the County will indicate to the applicant that the property was flagged by the MNR as having the potential for the habitat of endangered or threatened species. The County submitted a request to MNR for relevant information as it pertains to your property.

Limiting MNR Comments

The County requested that MNR limit its comments to the information requested, and to not include comments about species of concern, aggregate, wetlands, woodlands, significant wildlife, or interpretation of "potential" habitat or part of the Act not relevant to the property.

The areas of protected habitat are only going to continually grow.

COUNTY OF RENFREW REPORT ON ENDANGERED SPECIES

determined to be located within habitat of Blanding's Turtle. The applicants for these seven consent applications have the following three options:

1. Withdraw the application for consent.
2. Request a decision from the County of Renfrew Land Division Committee at a hearing. Staff would recommend refusal as the application would not meet Planning Act requirements. The decision could be appealed to the Ontario Municipal Board.
3. Apply to the MNR for a permit (authorization under the Endangered Species Act) while the County holds the application in abeyance. MNR has the authority to amend habitat on a

generally takes over one year and the cost varies greatly. Success is not guaranteed and the application may not be successful.

Meeting with MNR Staff

In December 2013, County planning staff met with MNR Pembroke District staff to review the consent applications and to discuss the impact of the Endangered Species Act (ESA) on development. The following summarizes the County's take-away from the meeting:

ESA Will Grow

There is no flexibility within the Planning Act or the Provincial Policy Statement for planning staff to resolve endangered species issues. The Endangered Species Act is not changing in

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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. OVB is published by 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 an impact to the business community to be considered.

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Ottawa Valley BUSINESS UPCOMING ISSUES

March 11

Regular Edition of OVB

Deadline: March 4

March 20

101 Things to do in the Valley

Spring Edition

Deadline: March 13

March 25

Regular Edition of OVB

April 8

Regular Edition of OVB

Deadline: April 1

Events

February 25, 2014

Business Bistro at Neat Café in Burnstown. 5:30pm-8:00pm. For artistic individuals, business owners and managers, political leaders and technical innovators. RSVP to Craig at 613-735-0091.

February 26, 2014

Deadline to register for Women in Business Event. (See listing for March 6, 2014.)

February 27, 2014

General Meeting of the Pontiac & Area Chamber of Commerce. 6:30pm. Bateau Royal. MRC Director Remi Bertrand and Warden Raymond Durocher to speak on Vision 20/20. Also Score Financial Services and the Canadian Chamber of Commerce. \$25 members. RSVP by Feb. 24 to 819-647-2312 or bizdev@pontiacchamberofcommerce.ca

February 27, 2014

Twitter workshop. Learn how to establish a Twitter account, key page settings, tweeting, hashtags and more. Held at the Renfrew County Community Futures building, 2 International Drive in Pembroke. Seating is limited. Register with 613-735-3951 or klemenchick@bellnet.ca.

February 28, 2014

Membership fees for Renfrew County Farmers' Union due to AgriCorp. For information, call Tony Straathof at 613-587-4343.

February 28, 2014

Renfrew County Agricultural Wall of Fame induction ceremony. Renfrew Armouries. \$25/person to attend. Banquet at 7pm and evening begins at 8pm. For tickets, call Donna Campbell at: 613-432-5568.

March 1, 2014

Ottawa Valley Hereford Club GM and commercial beef seminars. Hybrid vigor with Nancy Noecker and OSPCA challenges. 12 Noon. Admaston Public School. Confirm lunch by calling: 613-612-0822. www.ottawaherefords.com

March 3, 2014

Renfrew County National Farmers Union AGM. 7:30pm. Barr Line Community Centre. Guest speaker is Duncan Noble who will be speaking on the Climate Reality Project. For information, call Tony Straathof at 613-587-4343.

March 6, 2014

Renfrew County Seed, Forage and Agri-Business Show. Renfrew Armouries. Doors open at 10:30am for viewing of exhibits and agri-business displays. Banquet and awards at 12:30pm. \$15 per person. For information, contact Ian McGregor at 613-432-2754.

March 6, 2014

Celebrating Women in Business. Best Western Pembroke Inn. 8:30am to 3:30pm. \$25 per person includes lunch. Presentations by Ann Max, productivity specialist, coach, consultant and professional speaker, and Jennifer Debruin,

author, entrepreneur and speaker. Register by February 26. Visit: www.enterpriserenfrewcounty.com or call 613-735-8224.

March 8, 2014

Raising poultry for home use workshop. 10:00am to 4:00pm. \$20 per person includes lunch. Register by emailing: donegalheritagefarm@gmail.com

March 12, 2014

Ontario Federation of Agriculture presents OFA Young Farmers Tailgate Forum. 6:00-8:00pm. Ottawa Valley Farm Show Meeting Room A. Register by February 28 to brian.hamilton@ofa.on.ca

March 18, 2014

GST/HST Seminar. For start-up businesses and for businesses dealing with cross-border issues. 91 Cornelia Street West, Smiths Falls. 9:30am-12:00pm. Free. For info: 613-283-7002 or cjames@cmallbizcentre.ca

March 21-23, 2013

myFM Radio Home and Leisure Show. Renfrew Armouries. Renfrew Chamber of Commerce members have discounted rates. Contact the Chamber for details. www.renfrewareachamber.ca

March 25, 2014

Intermediate Facebook Hands-on Workshop. 9:30 -11:30am 2 International Drive, Pembroke. Pre-registration required due to limited seating. Contact Kelley at klemenchick@bellnet.ca or phone 613-735-3951.

March 27, 2014

Operations & Financial Management for Boards. 9:30-11:30am. 2 International Drive, Pembroke. Pre-registration is required due to limited seating. Contact Kelley at klemenchick@bellnet.ca or phone 613-735-3951.

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 there and available for download.

Send your event to:

admin@ovbusiness.com

Business events are free.

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

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Petawawa Town Centre, Petawawa

176 Len Hopkins Drive, Petawawa

FOR SALE

269 Argyle Street, Renfrew

Norway Bay Golf Club

24 Elgin Street, Arnprior

19595 Opeongo Line

Barry's Bay

18391 Highway 17, Cobden

Lot 6, Ridge Road, Deep River

42265 Combermere Road

Barry's Bay

224 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

20594 Highway 60, Barry's Bay

Full listings are available at:
www.ovbusiness.com/real-estate

Post your listing here for \$49 plus HST. The posting stays online for 60 days.

Course Provides Insight Into Governance

By: Jennifer Layman
Jenn@ovbusiness.com

The Association of Municipalities of Ontario (AMO) offers a course for people who are interested in running for council. It is a good course for anyone to fully understand what to expect from their council as well.

In addition to talking about how council makes decisions, there is a focus on addressing issues of influencing or being influenced. Council must "ensure accountability and transparency" in municipal

operations, not only for elected officials, but for senior management of the municipality as well. As many candidates run for council on the issue of transparency and accountability, it is interesting to see that is an actual legal requirement.

Individually, councillors are considered public figures, and thus, almost everything they do is public knowledge. Under the Municipal Freedom of Information and Privacy Act, "the public has a right to access correspondence of council members" and this includes all email.

The end of the course focuses specifically on pecuniary interest and conflict of interest, both of which are often challenges for small councils. For conflict of interest, there is an actual handbook that has been created to address the issue for council members. The course even discusses court issues, criminal charges and insurance issues associated with members of council who may not adhere to conflict of interest situations.

The AMO course costs \$24.95 and takes about 1.5 hours.

For more information, visit: amo.skillbuilder.ca

We have had many staff share how they have had a positive impact from their experience with Valley EFAP. They often encourage their colleagues to connect with Valley when their loved ones may be seeking support. We are grateful to have such a compassionate team available in Renfrew County.

- Tammy Hehn
Director of Client Services, Access Healthcare
Workplace member of Valley EFAP



Our Employees Matter.

Building a mentally healthy workplace is important to retaining and attracting employees. Valley Employee and Family Assistance Program (Valley EFAP) can be a key part of achieving a healthy workplace. We provide mental health support to employees and their families on an unlimited basis. Being able to resolve issues that may impact work productivity helps everyone. Valley EFAP is located here in the community, and that becomes important when someone reaches out for help.

We're right here.



Valley Employee and Family Assistance Program

info@valleyefap.com | Phone: 613-735-2116

Business News Around The Valley

Correction

OVB mistakenly reported that Horton Township had inked a deal with Tim Hortons for rink advertising. In fact, it was the Town of Renfrew who had inked that deal.

Renfrew Makes Progress On Tax Arrears

The Town of Renfrew might have more than \$1 million owing in taxes and unpaid sewer and water bills, but compared to previous years, they are moving in the right directions. The past three years have seen outstanding debt in the areas of \$1.3 to \$1.4 million.

Local Consultant Judges International Competition

For the last two years, Rich Hale of the Delfi Group has been one of the finalist judges of the Queen's University Entrepreneurs' Competition. This event is recognized as the foremost international business plan competition in Canada. Teams compete for more than \$30,000 in prizes. The Top 18 teams travel to Kingston, with six chosen for the finals. 2014 participants came from Australia, India, Hong Kong, India, Duke, Rhode Island, Chicago, Northeastern and many other North American schools.

United Way Fundraising

United Way had a goal of \$500,000 and they raised

\$400,000. The Renfrew County United Way campaign was led by Dr. Bob Walker of AECL, a business that raised \$130,000 themselves through employee donations this year. AECL was one of 25 workplaces who donated towards United Way.

Contract Continued

The Town of Arnprior has approved the extension of Street and Traffic Light Maintenance Contract #PW-2010-15 with R.W. Electric on a monthly basis up to September 30th, 2014, for a monthly fee of \$2,400.

Health Unit Budget

The Renfrew County District Health Unit is funded by three levies which will total \$1,661,731 for 2014. The Township of South Algonquin pays 1.22%, the City of Pembroke pays 13% and the County of Renfrew pays 86%.

Minister Has No Time for Warden

Charles Sousa, the Minister of Finance, has told the County of Renfrew his schedule doesn't allow time for a meeting. Warden Peter Emon had made a request for a meeting to discuss the Ontario Municipal Partnership Fund allocation. The Minister suggested that the Warden could meet with his staff instead. Warden Emon suggested that correspondence be sent again to request a meeting.

Sullivan's Launch Book

M. Sullivan and Sons of Arnprior have launched a book called "A Hundred Years on a Handshake." A book launch is set for February 28 at 4:00pm at the O'Brien Theatre, 147 John Street in Arnprior. The Sullivans will be in attendance as well as the author. For information, call 613-623-6584.

Keys Development Comes To Halt

The Town of Deep River has decided not to accept a proposal to share service costs in order to develop the Keys Property into residential condos. Council did remain open to further discussions with the developer if he wished to bring forward an alternative proposal.

CP Rail Appraisal

The CP Rail property will be appraised by Antec Appraisal Group after the company won a tender process with a bid of \$69,000. The County of Renfrew raised \$40,000 to help fund the study, and will contribute \$21,170 along with \$5,600 from Lanark County and \$2,230 from Papineau-Cameron to complete the funding. The amount of funding for each of the parties is based on the number of kilometres of rail that exists in reach region.

Continued on Page 5

It's A Fact

Net Worth

44.5%

The increase in median net worth of Canadian families from 2005 to 2012.

\$243,800

The average net worth of Canadian families. Net worth is the amount left after selling assets and paying all debt.

\$137,000

The average net worth of Canadian families in 1999.

\$533,600

Net worth among families where the highest income person was 55 to 64 years old.

\$182,500

Net worth for families where the highest-income person was between 35 and 44 years old.

\$37,000

Single parent families net worth.

33%

The principal residence accounts for one-third total value assets.

46.6%

The increase of the median value of a home from 2005 to 2012.

70%

Families with employer pension plans and RRSPs.

75%

Percentage of debt of Canadian families attributed to mortgages.

\$1 Trillion

Total mortgage debt owed by Canadian families.

25%

Percentage of Canadian families with a line of credit.

\$144.9 Billion

Total line of credit debt owed by Canadian families.

\$14.21

Canadians carry a debt load of \$14.12 for every \$100 in assets.

Source: The Globe and Mail

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Business News Around The Valley

Building Department Fee Changes Meeting

The Township of McNab-Braeside will hold a public meeting on March 4, 2014 at 6:00pm at the Township Municipal Office to consider proposed fee changes for the Building Department. Any person may attend the public meeting and/or make written or verbal representation.

Tattoo Parlour Restriction Exceeded in Pembroke

The City of Pembroke decided in 2010 that they would not allow a tattoo parlour to be a permitted use in their commercial zones. If new tattoo parlours wanted to exist in commercial zones, they would need to be rezoned and allow adjacent landowners the opportunity to provide concerns. Dog House Ink was grandfathered into their location at 96 Pembroke Street West, however, they want to move to 55 Pembroke Street West, and thus, the new policy would kick in. City Planner Colleen Sauriol noted that the move was not consistent with the planning decisions, but the Planning Advisory and Adjustment Committee, led by Councillor Terry O'Neill, decided to allow the move without issue.

Seedy Sunday 2014

Seedy Sunday is taking place on March 2, 2014 at Fellowes High School in Pembroke. This event

features gardeners, seed savers and vendors, local food producers, horticultural societies and more to exchange and purchase seeds. There are also presentations throughout the day. The event runs 10am to 3pm. For information, contact Claire at clair42@hughes.net

Vereyken Earns Honour

Adrian Vereyken, President of the Beachburg Agricultural Society has been named the 2013 Canadian Fair Champion by the Canadian Association of Fairs and Exhibitions. In recognizing the achievement, Whitewater Region Mayor Jim Labow said that Vereyken's "contributions to the Beachburg Community and the Beachburg Fair help support the economy of the Township of Whitewater Region and set an example of the importance of "Community Champions."

Dyer Speaking at Algonquin

Gwynne Dyer will be speaking at Festival Hall on March 24 at 7:00pm on the topic of the First World War. Dyer is a freelance journalist, columnist and broadcaster. Proceeds raised will go to Algonquin College in Pembroke.

Accommodations Wanted

Fleming College's Sustainable Building Design and Construction program will be undertaking the building of a new Youth Enterprise Centre in

Bancroft in the Spring of 2014. As many as 26 students will be looking for accommodation in the Bancroft area from April through August. If you have accommodation that you would be willing to make available to a student, please contact the College with rent specifics. These could include homes, cottages, apartments, bed and breakfast businesses, rooms or other options. Contact Ted Brandon at 705-457-1680 or at: ted.brandon@flemingcollege.ca

Tourism Increasing In Renfrew County

The Ontario Ministry of Tourism, Culture and Sport recently provided the regional tourism profile for Renfrew County for 2011. The key numbers show an increase in visitation and visitor spending over 2010 and a change in the number of overnight and same day trips. Total visitation grew by 22%, visitor spending increased by 22%, overnight trips dropped by 11% and same day trips increased by 42%.

County Foresters Nominated

Manager of Forestry Services, Jeff Muzzi has the County of Renfrew's support for his nomination as a councillor for the Ontario Professional Foresters Association. The Association represents 900 professional foresters in the province and plans to be more

active in an advocacy role. The County also approved Lacey Rose's nomination to Chair the Algonquin Sector of the Canadian Institute of Forestry (CIF). The CIF represents forestry professionals across Canada and has been an active and effective advocate for the forest industry.

Paramedic Vehicles Sold Without Tender

Five operational paramedic service vehicles have been sold by direct sale, saving the County time and money in a tendering process. One vehicle was sold to Algonquin College (Woodroffe Campus) Paramedic Program and the other four were sold to a privately owned business, Priority Patient Transfer. The direct sale of the vehicles was decided as advertising had not produced desired results in the past. The vehicles were offered for sale to local municipalities prior to being sold via direct sale.

Paramedicine Receives \$90K Funding

The County of Renfrew will receive \$90,000 to develop a toolkit for Community Paramedicine. The toolkit will standardize best practices among paramedics in referring 911 callers with unmet needs to additional home care and community supports. It will also set a foundation of collected data to develop a database from paramedic services across Ontario, and enable linkages to other provincial data bases.

County Supports New Day Care

The County of Renfrew has approved a \$50,000 request from Leaps & Bounds child care to establish a licensed child care centre at St. Thomas the Apostle school in Renfrew. This is in partnership with the Renfrew County Catholic District School Board. The County of Renfrew has \$91,334 in provincial funding available for this type of use.

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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.

Comment

The Last Word

10 years go, I was involved in a private land use issue where a conservation group wanted to preserve a treed area on a parcel of private land. The landowner had made a development application, and the group opposed it as they didn't want to lose the treed area for a number of reasons. A battle before the Ontario Municipal Board and Divisional Court ensued and the development was not approved.

So, you would think the conversation group won, right? While this was going on, a neighbour to the property, who was considering a farm retirement lot, cut his trees. He didn't have the time or money to pursue his rights at hearings, so he just used the rights he had. While the group was outraged, there was nothing they could do as they didn't own the property. In the case of the developer, yes, they stopped his development, but they couldn't take away his right to cut his trees either.

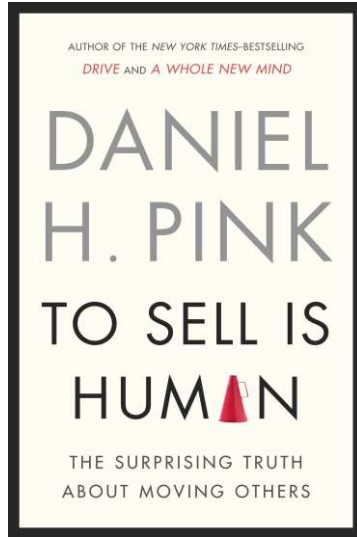
Some victory. And herein lies the situation with the Endangered Species Act and the provincial government's decision to require private landowners to protect habitat for all of Ontario (or Canada) by trying to legislate them out of their rights. When you make a landowner choose between the value of his land or protecting a turtle, you don't really give him much choice. You can't expect people to choose an animal over their own financial well-being. Certainly, those in our built-up and ever-expanding urban centres didn't.

The Endangered Species Act is another provincial gas tax issue: urban growth on the backs of rural people.

By: Jennifer Layman
jenn@ovbusiness.com

The comment section is open for submissions. Articles must be on a business topic and be 250 words.

Book Club: To Sell Is Human
Surprising truth about moving others



From The Publisher

From the best-selling author of Drive and A Whole New Mind comes a surprising--and surprisingly useful--new book that explores the power of selling in our lives.

According to the U.S. Bureau of Labor Statistics, one in nine

Americans works in sales. Every day more than fifteen million people earn their keep by persuading someone else to make a purchase.

But dig deeper and a startling truth emerges:

Yes, one in nine Americans works in sales. But so do the other eight.

Whether we're employees pitching colleagues on a new idea, entrepreneurs enticing funders to invest, or parents and teachers cajoling children to study, we spend our days trying to move others. Like it or not, we're all in sales now.

To Sell Is Human offers a fresh look at the art and science of selling. As he did in Drive and A Whole New Mind, Daniel H. Pink draws on a rich trove of social science for his counterintuitive insights. He reveals the new ABCs of moving others (it's no longer "Always Be Closing"), explains why

extraverts don't make the best salespeople, and shows how giving people an "off-ramp" for their actions can matter more than actually changing their minds.

Along the way, Pink describes the six successors to the elevator pitch, the three rules for understanding another's perspective, the five frames that can make your message clearer and more persuasive, and much more. The result is a perceptive and practical book--one that will change how you see the world and transform what you do at work, at school, and at home.

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Wisdom

You can't just ask your customers what they want and then try to give that to them. By the time you get it built, they'll want something new. - Steve Jobs

If we wait for the moment when absolutely everything is ready, we shall never begin. - Ivan Turgenev

If the other guy is getting better, then you had better be getting better faster than the other guy is getting better...or you're getting worse. - Tom Peters

Election Update

Renfrew County

Arnprior

Councillor- Dan Lynch
Councillor - Doug Smith

Bonnechere Valley

Mayor - Jennifer Murphy
Councillor W1 - Jackie Agnew
Councillor W3 - Bob Peltzer

Deep River

Mayor - David Thompson
Reeve - Glenn Doncaster

Greater Madawaska

Councillor W3 - Mark Tomlin

Head, Clara & Maria

Reeve - Jim Gibson

Horton

Councillor - Margaret Whyte

Killaloe, Hagarty & Richards

Mayor - Janice Visneskie-Moore
Councillor W3 - Kathy Marion

Laurentian Hills

Mayor - Dick Rabishaw
Councillor W1 - Bruce Boucher
Councillor W3 - Jamie Rabishaw
Councillor W3 - Brenda Blimkie
Councillor W4 - Dennis Hyde
Councillor W4 - John Hoyle

McNab Braeside

Mayor - Tom Peckett
Mayor - Ardene Styles
Dep. Mayor - Brad McIlquham

North Algona Wilberforce

Councillor - Lorenz Kelo
Councillor - Dave Plumb

Pembroke

Mayor - Ed Jacyno
Mayor - Dan Callaghan
Councillor - Garland Wong
Councillor - Ron Gervais
Councillor - Les Scott

Petawawa

Mayor - Bob Sweet

Renfrew

Mayor - Callum Scott
Mayor - Tom Anderson
Reeve - Kate Windle
Councillor - Robert Debeau

Whitewater Region

Mayor - Jim Labow
Councillor - Daryl McLaughlin
Councillor - Howard Winters

Lanark County & Bancroft

Beckwith

Dep. Reeve - Sharon Mousseau
Councillor - Geoffrey Montreuil
Councillor - Tim Campbell
Councillor - Faye Campbell

Carleton Place

Councillor - Lorey Miller

Montague

Deputy Reeve - Pat Dolan
Councillor - Vince Carroll
Councillor - Jim Abbass

Note: We have asked municipalities for information regarding who has filed, but candidates are welcome to let us know as well.

What To Look For

Recognizing mental health issues in the workplace

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

Statistical data suggests that 44 percent of employees will have a mental health issue in their lifetime. The challenge of recognizing an employee or co-worker as having a mental health issue is exacerbated by the fact that sufferers go to great lengths to hide their struggle at the workplace.

Here are some signs that an employee may be struggling with a mental health issue:

- Consistently late or frequently absent
- Lack of cooperation towards colleagues
- Decreased productivity
- Increased accidents or safety risks
- Frequent complaints of fatigue
- Difficulty concentrating or making decisions
- Poor memory retention
- Making excuses for missed deadlines
- Decreased interest, or detachment from work
- Excessive overtime for prolonged periods
- Displays of anger or blaming others

Differentiating Between a Bad Day and an Issue

People have a bad day, a bad week, or are working through a particular difficult time that is temporary, but patterns that continue for longer periods

could indicate an underlying mental health problem. It is the employer's responsibility, to both the individual and to the organization to reach out if they suspect an employee may be suffering from a mental health issue. It provides opportunity to the employee to get support, professional help and workplace accommodations.

Approaching People

Approaching the subject with a staff member as it relates to work performance can be a delicate task. Preparation for the meeting could include knowledge of resources your organization can offer the employee in distress, familiarization with organization accommodation policies and processes, and direct linkages with your Employee Assistance Program. The meeting should focus on the employee's strengths and value, and a desire to collaborate in the goal of returning the employee to their previous level of functioning. Setting realistic, achievable goals may help motivate the individual to seek treatment.

A pre-emptive approach to removing barriers to access service, entails having a visible and responsive Employee Assistance Program in the workplace. Awareness and approachability breaks down barriers and assists in removing any associated stigma.

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



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Tender Results Around The Region

PW-C-07-2014-14-EO Surface

Treatment. Lanark County.

Smiths Construction - \$285,960.00
Greenwood Paving - \$295,530.00

Awarded to Smiths Construction Co.

PW-C-08-2014-14-EO Road

Rehabilitation. Lanark County.

Crains' Construction - \$311,057.50
Arnott Brothers - \$311,532.50
G. Tackaberry & Sons - \$317,589.00

Awarded to Crains' Construction.

PW-C-14-2014-14-EO Road

Rehabilitation. Lanark County.

Crains' Construction - \$629,239.00
Arnott Brothers - \$672,725.00
Thomas Cavanagh - \$716,091.59

Awarded to Crains' Construction.

PW-C-16-2014-14-EO Road

Rehabilitation. Lanark County.

Crains' Construction - \$565,140.00
Thomas Cavanagh - \$573,966.39
Smiths Construction - \$635,063.80

Goldie Mohr Ltd. - \$657,972.00

Awarded to Crains' Construction.

PW-C-17-2014-14-EO Warm Mix

Resurfacing. Lanark County.

Coco Paving Inc. - \$675,315.00
Karson Konstruction - \$737,000.00
R.W. Tomlinson - \$747,680.00

Cruikshank Const. - \$754,600.00

Thomas Cavanagh - \$760,908.00

G. Tackaberry & Sons - \$809,760.00

Awarded to Coco Paving Inc.

PW-C-18-2014-14-EO The

Placement of Stress Absorbing Membrane Interlayer on County Road #10. Lanark County.

Norjohn Contracting - \$390,949.00
Miller Paving Limited - \$510,427.00

Awarded to Norjohn Contracting.

PW-C-19-2014-14-EO Micro-

Surfacing. Lanark County.

Miller Paving
\$1,007,002.00 (Schedule A-F)
\$98,887.00 (Schedule G)

\$16,466.25 (Schedule H)

Duncor Enterprises Inc.

\$1,492,425.20 (Schedule A-F)

\$143,732.60 (Schedule G)

\$20,662.05 (Schedule H)

Awarded to Miller Paving.

PW-C-24-2014-14-EO Culvert

Replacement. Lanark County.

Crains' Construction Limited

\$203,985.00 (Schedule A)

\$55,760.00 (Schedule B)

AWD Contractors

\$220,375.94 (Schedule A)

\$66,003.72 (Schedule B)

Arnott Brothers Construction

\$246,030.00 (Schedule A)

\$55,555.00 (Schedule B)

Ryan's Maintenance Inc.

\$276,995.00 (Schedule A)

\$70,700.00 (Schedule B)

Karson Konstruction

\$295,000.00 (Schedule A)

\$85,000.00 (Schedule B)

Thomas Cavanagh Construction

\$303,407.75 (Schedule A)

\$83,240.73 (Schedule B)

Smiths Construction

\$368,201.00 (Schedule A)

\$81,151.50 (Schedule B)

Premier North Ltd.

\$392,830.00 (Schedule A)

\$95,200.00 (Schedule B)

Bonnechere Excavating Inc.

\$418,221.19 (Schedule A)

\$92,996.14 (Schedule B)

O. Bettschen Construction Ltd.

\$520,860.00 (Schedule A)

\$143,136.00 (Schedule B)

Dalcon Enterprises Inc.

\$522,740.00 (Schedule A)

\$144,230.00 (Schedule B)

Fidelity Engineering & Construction

\$862,816.52 (Schedule A)

\$275,038.48 (Schedule B)

C.A.C.E. Construction (1991) Ltd.

\$890,168.00 (Schedule A)

\$252,102.00 (Schedule B)

Awarded to Crains' Construction

(Schedule A) and Arnott Brothers

Construction (Schedule B).

PW-M-15-2014-14-EO Supply and

Place Shoulder Gravel. Lanark

County.

G. Tackaberry & Sons

\$194,350.00 (Schedule A)

No bid (Schedule B)

Smiths Construction

\$194,550.00 (Schedule A)

\$158,090.00 (Schedule B)

Arnott Brothers Construction

\$195,090.00 (Schedule A)

\$132,860.00 (Schedule B)

Thomas Cavanagh Construction

Limited - \$197,060.00 (Schedule A)

\$184,258.00 (Schedule B)

Crains' Construction Limited

\$201,675.00 (Schedule A)

\$137,135.00 (Schedule B)

Karson Konstruction

\$211,000.00 (Schedule A)

\$175,000.00 (Schedule B)

Awarded to G. Tackaberry & Sons

Construction (Schedule A) and

Arnott Brothers (Schedule B).

#2014-06 Supply & Installation of

Hot Water Heating Boilers.

Renfrew County District School

Board.

Plan Group Inc. - \$223,550.00

Harrington Mech. - \$244,800.00

Thompson Boiler - \$246,900.00

VCI Controls Inc. - \$294,823.00

Awarded to Plan Group Inc.

Tenders

- Mill Street Construction

School Clothing, Gym Uniforms,
Gym Wall Padding

Hot Water Heating System

MRI Addition & Renovation Pre-
Qualification of Contractors

Creation of Logo

Delivery of School Bus Rider
Safety Training Program

Consultant Review of
Transportation Model

Opeongo Road Reconstruction

Sale of Land: Renfrew

Sidewalk Construction

1991 International Single Plow
Truck

1991 International Single Plow
Truck

Reconstruction of Rantz Road

Supply and Delivery of Bulk
High Performance Cold Mix

Heating, Ventilation and Air
Conditioning Units

Supply, Delivery & Installation of
Appliances

Supply, Delivery & Installation of
Signage and Wayfinding

Roof Replacement

Environmental Monitoring &
Reporting at Waste Sites

Prepare and Tender Collection
and Transportation of Sourced
Separated Solid Waste

Solar Roof Mount Tie
Installations

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Motor Grader

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On The Move

Patti Farr

Patti Farr is the new Social Program Coordinator at Arnprior-Braeside-McNab Seniors at Home Program Inc. Farr first joined the team in May of 2013 as a volunteer receptionist, and in her role of supporting seniors, she was successfully considered for the position of Social Program Coordinator.

Wendy Hue

The Delfi Group is pleased to announce the addition of Wendy Hue (Halton Hills) to the company. Wendy has 30+ years of experience in business development, coaching, leadership and sales training to the team, as well as workplace assessments. She is bilingual.

Bernie Sander

Bernie Sander joins The Delfi Group as an international consultant, author and workshop leader. He has worked with Fortune 500 organizations and brings 25 years of expertise in Lean, CIP (Continuous Improvement Process), idea management processes, group facilitation and problem solving.

Chris Felskie

Chris Felskie has been hired by the Town of Petawawa as a probationary firefighter.

Rachel Grein

Rachel Grein has achieved her Registered Kinesiologist status. Grein has been working at Active Chiropractic since May 2013 as a Chiropractic Assistant and offering personal training and instructing bootcamps.

Mark Kaden

Mark Kaden is the new deputy fire chief for the Township of Laurentian Valley. Kaden replaces Tim Sutcliffe who was promoted to fire chief.

Dan Scissons

Dan Scissons is the new Chief Administrative Officer (CAO) for the Town of Petawawa as of July 1, 2014. Scissons has been with the Town of Petawawa since 1991 and became Deputy CAO in 2010. Scissons replaces Mitch Stillman, the current CAO, who is retiring.

Tom Sidney

Tom Sidney, a counsellor with the Robbie Dean Centre in Pembroke, has been awarded accreditation by the American Association of Suicidology. Sidney is one of only seven counsellors in Ontario to achieve the accreditation as a Suicide Prevention Specialist for Youth, Schools and Community.

Mark Reinert

Mark Reinert, the Parks & Recreation Facilities Manager for the Town of Petawawa, has been presented with the Doug Moore Ambassador Award. The award is presented by the Ontario Recreational Facilities Association to a member, in recognition of their promotion to others of the benefits of membership in the association.

Jeff Leavey

The Algonquin Forestry Authority's Board of Directors has recently selected Jeff Leavey as General Manager of the organization. Effective January 31, Mr. Leavey replaced Danny Janke who retired after 37 years with the organization. Leavey brings over 30 years of experience to the job.

Shirley White

Shirley White is back on council at the City of Pembroke. The former councillor was approached and accepted the opportunity to fill the position previously held by Colonel Towriss. White was a member of council for 22 years and will formally take her seat on April 15, 2014.

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Have A Strategy

If you want to make good decisions, you need to follow your own strategy



MARKETING

By: Jennifer Layman
jenn@fwdthink.net

Several years ago, I worked with an engineer on a golf course development project. He was the “go to” guy for answers to all things. One day, I asked him about something trivial we had discussed previously, and he couldn't remember that we had talked about it. “You don't remember that?” I explained in disbelief. “I can't believe you don't remember that.” His response was priceless: “I have so much useless information in my head that the really useless information I try to get rid of.”

I have always wanted to use that line at some point, but have not yet reached the point of getting rid of any of the useless information I might be hanging on to. It might be an entrepreneur thing we heard ideas and information in case we might use them one day. Interestingly, it is my job in

marketing to help wade through the ideas that business owners or organizational leaders have to focus on the things that are most likely to yield results.

Focus on Focusing

Being able to focus is something that is critical to success in nearly any part of a business, and maybe even more so in marketing. There are so many things you can do to promote your business, that if you don't have a strategy on what you are going to do, your efforts can be scattered and unproductive. There are many things you can do, and you don't have to, nor should you make the decision to, do them all.

The key to making good decisions in marketing is the same thing that helps you make decisions in other aspects of your life. If you want to book a vacation with your family, you don't just take the first suggestion that someone gives you you have some criteria that need to be met to help you make a good choice. What is the weather like? How much does it cost? What extra costs are there? What can I do there? And so on. In marketing, you want to go through a similar checklist.

Will this reach my customers? How much does it cost? What will it cost to be sustainable? What kind of return should I expect? Why should I choose this option over something else?

I handled a call for a client the other day from Edmonton, Alberta where a call centre was selling ads in a book that was distributed “in our area.” After about three questions, I learned that the agency considered “our area” to be Toronto. When I provided a small geography lesson, the response in return was, “Look lady, it's only \$100, why don't you just buy the ad?” I laughed and thanked him for his time. But, I'm sure that someone, a business without a strategy, probably bought into that spiel.

Take the time to have a focused strategy to follow. You will save time handling promotional requests, and you will see how good decisions impact the bottom line.

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

Strengthening Immigration In Ontario

The province of Ontario has introduced legislation to allow for an increase in its provincial-nominees allocation from 1,300 to 5,000 to support the workforce. Ontario is the number one destination for newcomers to Canada. Newcomers make up 30% of Ontario's labour force. Over the next 25 years, immigration will account for all of the increases in Ontario's working age population.

Developer Sues For Bias in Bidding Process

A Brampton developer, the Inzola Group, is suing the City of Brampton for \$28.5 million, claiming that city staff were biased in their involvement in a bidding process for a development opportunity.

The Inzola Group was disqualified from bidding on the proposal after refusing to sign a “secrecy agreement” that the company was asked to sign after they submitted their bid. The tender was awarded to The Dominus Group in the amount of \$94 million, almost \$30 million more than what The Inzola Group claims was their bid.

Included in the lawsuit is the allegation that The Dominus Group influenced the mayor by contributing to her campaigns and private events, something that The Inzola Group chose not to do once the Request for Proposal was issued. The mayor cast the deciding vote in favour of The Dominus Group.

The lawsuit also alleges that there was no impartial oversight in the process as the advisor retained to report to council as a neutral body consulted with the City's administration in advance.

The City of Brampton has been adamant that they have done nothing wrong, and that the mayor is also clear of any improper conduct. The allegations have not been proven in court.

You can go anywhere if you have a plan to get there.

Marketing is about giving your business choices of how to get places. There is more than one way to where you want to be.

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