

The Small Business Bash 2018 is a year filled with the promise of change

By: Jennifer Layman
jenn@ovbusiness.com

Most small business owners will be happy to bid goodbye to 2017.

As part of Canada's 150th anniversary of Confederation, the federal government decided to label business owners as tax cheats who use "loopholes" to get out of paying their fair share of taxes. Finance Minister Bill Morneau forgot to mention two things. First, the "loophole" was actually just the legal way of doing things. It was the legal way of doing things set up by the federal government in the first place. So, it was sort of like the government setting a speed limit at 80kph, and then getting upset with you for driving 80kph. The second thing Morneau forgot to mention was that he was using a "loophole" himself to try and hide money from his company. He hoped no one would find out about that, but someone did. After trying to avoid dealing with it, even having the Prime Minister step in for him, eventually the media wore him down and he had to admit he was the



same kind of tax cheat he had accused small business owners of being.

As a penalty for lying to the people and misleading the government, Morneau got to keep his job.

Moving to Ontario, as part of their 150th anniversary celebrations, they levied a summertime slam on employers that would see their costs of having employees skyrocket in a few months. The government's public relations staff took a page from their federal counterparts, labeling small business owners as greedy,

unfair and unrelenting employers who only exist to make people's lives miserable. The government had to save the employees of the province before employers destroyed them completely with unfair wages and perks.

There were, of course, many things wrong with this attack as well. First, employers were again following several rules in legislation that were established by the provincial government in how to manage employees, including the Employment Standards Act and the Occupational Health and Safety Act. Once again, the

government made rules and then criticized businesses for following them.

Second, the government couldn't give any lead time to implement these government changes. The province would simply collapse if people were not paid more and given more time off. But in their countless reasons as to why this simply couldn't wait, they forgot to mention that they will continue to take the same amount of money from an employee's pay cheque and more if the increased wages moved them into a new tax bracket. For a person earning \$42,000 annually, the government taxes 25.05 per cent of your pay. The more people make, the more the government takes, which helps them pay down the deficit in time for June - when there is coincidentally a provincial election.

A quick review of Ontario's \$128.4 billion budget (2015-16) shows that the government collects 80 per cent of their money from taxes - you and me! The most money they collect is from personal income tax!

Continued on Page 3



On behalf of our businesses and organizations in Downtown Pembroke, we wish you and your families a wonderful holiday season. Thanks for considering local business for your shopping, dining and professional services needs. We look forward to a wonderful 2018 of growing the heart of the City of Pembroke.

Ottawa Valley BUSINESS

ABOUT US

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

WHO READS US

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

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OVB's target audience is employers and employees. Advertising rates are as follows:

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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. Events that are not related to business should consider 101 Things to Do in the Valley. Email: 101things@travellourbackyard.com

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SOCIAL MEDIA

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Events

December 19, 2017

The annual Canada Summer Jobs grant application period is open from December 19, 2017 to February 2, 2018. The program provides funding to non profits, public sectors and small businesses (under 50 employees) to create summer jobs for those aged 15 to 30 years who are full-time students and returning to school. Find out more online here. Phone: 613-732-4404 cherylgallant@parl.gc.ca

January 5, 2018

Health Matters Winter Edition publishes - Ottawa Valley's most popular resource for local health information. This edition has a focus on fitness and workouts. Reserve free copies for your business. www.ovhealth.ca

January 8, 2018

Renfrew County National Farmers Union Meeting. Barrline. Contact Connie at 613-646-7753.

January 12, 2018

The Training & Learning Centre of Renfrew County is offering "Up Skills For Work:" a series of free workshops with a focus on soft skills. Workshop #1 is starting January 12th at 10:00am. Workshop is 60-90 minutes in length. Please contact Sue or Rachel: 613-628-1720 or traininglearningcentre@gmail.com

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January 16, 2018

Volunteer Management 101. How long do volunteers usually stay with your program? Do you struggle with keeping them interested, involved and engaged? This session will take you through planning, recruitment, orientation, supervision, and recognition. \$130. Volunteer Ottawa. 850 Industrial Avenue in Ottawa. Contact Maria Lahiffe at 613-736-5266 ext 114 or education@volunteerottawa.ca

January 17, 2018

Renfrew County Beef Annual Meeting. Cobden Ag Hall. 7:30pm. Contact Donna Campbell at 613-432-5568.

January 17, 2018

Renfrew County Plowmen's Meeting. Cobden. Contact Myles England at 613-582-3470.

January 18, 2018

The Training & Learning Centre of Renfrew County is offering "Up Skills For Work:" a series of free workshops with a focus on soft skills. Workshop #2 is starting January 18th at 10:00am. Workshop is 60-90 minutes in length. Please contact Sue or Rachel: 613-628-1720 or traininglearningcentre@gmail.com

January 22, 2018

Federation of Agriculture Meeting. Cobden. Contact Donna Campbell at 613-432-5568.

January 26, 2018

The Training & Learning Centre of Renfrew County is offering "Up Skills For Work:" a series of free workshops with a focus

on soft skills. Workshop #3 is starting January 26th at 10:00am. Workshop is 60-90 minutes in length. Please contact Sue or Rachel: 613-628-1720 or traininglearningcentre@gmail.com

February 5, 2018

Renfrew County National Farmers Union Meeting. Barrline. Contact Connie at 613-646-7753.

February 13, 2018

Today is the deadline to submit your listing for the March -April Edition of 101 Things to Do in the Valley. Listings are \$25 plus HST, or 5 listings for \$100 plus HST. A great edition for ST. Patrick's Day, March Break, Easter and Spring events. Edition publishes February 15.

101things@travellourbackyard.com
www.travellourbackyard.com

February 15, 2018

Renfrew County Beef Meeting. Contact Donna Campbell at 613-432-5568.

February 21, 2018

Renfrew County Plowmen's Meeting. Cobden. Contact Myles England at 613-582-3470.

February 23, 2018

The Pontiac Chamber of Commerce 6th Annual Business Achievement Awards Gala. Pontiac Conference Centre in Fort-Coulonge, Quebec. Starting at 6:00pm. Phone: 819-647-2312

February 26, 2018

Federation of Agriculture Meeting. Cobden. Contact Donna Campbell at 613-432-5568.

 Send us your business event to admin@ovbusiness.com



A heartfelt thanks to our local communities for their support of our pharmacy services this year.

We encourage everyone to be safe this season and to enjoy the time you have with people you love.



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www.conwayspharmacy.ca

The Small Business Bash (Continued)

What we can do moving forward in the New Year

Continued from Page 1

In 2017, they spent that personal income tax on a \$121,000 rubber duck, a \$30,000 black and white logo and an \$8 billion cap and trade program that will achieve less than 20% of emission targets. Oh, and then there is the constantly rising gas plant cancellation costs, now pegged north of \$1.1 billion.

Yes, these MPPs who are ever vigilant of saving employees from the big bad small business owners also managed to add \$15 billion in total taxation in just five years. In 2011-12, the government collected \$75.06 billion in taxes from us. Five years later, that number had ballooned to \$91.82 billion. While the small business owner put money in your pocket, it is actually the government who took more money out of your pocket.

Provincially MPP Ann Hoggarth gave a press conference

where she bashed small businesses who were struggling with the minimum wage increase. "If you're going to go out of business on the backs of your employees because you can't afford to pay them this, perhaps you should reassess whether you should be an employer," she said. MPP John Yakabuski (Renfrew-Nipissing-Pembroke) asked for Hoggarth to take those comments back.

"A member of this government thinks struggling business owners should just shut up and close their doors. Is that the official position of this government? Or will the Premier insist the member from Barrie apologize to all struggling business owners across the province?" he asked.

Neither Hoggarth nor the premier felt the comments should be retracted. Interestingly, both have made lifelong careers out off the backs of taxpayers. Yakabuski on the other hand ran

a hardware store.

And the trickle-down effect of this poor provincial and federal government behaviour also reaches municipal levels. Just last week, an employee of a local municipal government recently took to commenting on the decision of the provincial government to give \$60 million to the school bus operators to keep buses running. (When the school bus agreements were signed, the province hadn't thought of the minimum wage increase bill yet. When government changes the rules in the middle of the game, there is a cost to that. This one cost \$60 million.) She bashed the bus companies for "making money," and she bashed her own residents who pursued higher education to become teachers for making too much money. She felt bus drivers should be paid at least that much.

Of course, nothing said about her own job that is paid for by

the taxpayers she just bashed.

So what choice do we have? Well, in 2018, we have the choice at two elections - a provincial one and a municipal one. The leadership of your town and the leadership of your province are being decided in the New Year. It might be time to get involved with those choices.

Interested in the elections? Here are the dates of the provincial and municipal election days:

Ontario Election Day:
June 7, 2018
www.elections.on.ca

Municipal Election Day:
October 22, 2018
www.mah.gov.on.ca



To the region's businesses, organizations and municipalities:

HAPPY Holidays
MERRY CHRISTMAS HAPPY NEW YEAR

It's because of a vibrant and active business community that we have something to write about twice a month! Congratulations to everyone on their achievements this year and may 2018 bring you even more success.

See you all in 2018!

Ottawa Valley BUSINESS
www.ovbusiness.com | admin@ovbusiness.com



Warm Wishes For Our Community

Each year we ask our community for support, and each year we are overwhelmed by your generosity. Thank you, so much, for keeping us in your hearts all year long.

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On The Move

Paul Jenkins

Paul Jenkins has been the acting mayor of Bancroft and is now assumed the role full time with the retirement of elected mayor, Bernice Jenkins.

Wayne Wiggins

Wayne Wiggins has filled the vacant council seat in the Town of Bancroft. Wiggins was previously on council, having served two previous terms, one as deputy mayor and one as councillor. Wiggins also served on more than 20 committees including the Quinte Health Advisor Committee.

Charles Mullet

Charles Mullet has accepted the position of deputy mayor in the Town of Bancroft. The position became open when Paul Jenkins assumed the role of mayor.

Marilyn Labow

Beachburg Public librarian Marilyn Labow has resigned after 22 years. Her last day is December 23, 2017.

Brad Runtz

Brad Runtz is the new President for the board for the Arnprior Fair. Runtz takes over from long-time member Jeff Desarmia.

Gary McRae

Gary McRae has been appointed the fire chief for the Town of Deep River.

Gerry Johnston

Gary Pardy

Gerry Johnston and Gary Pardy have been appointed deputy fire chiefs for the Town of Deep River.

Stephanie Redmond

Stephanie Redmond is the new Human Resources Officer for the Renfrew County District School Board. Redmond was previously in human resources with Arnprior Aerospace, a position she held there since 2012.

Julie Webster

Jen Russell

Julie Webster has been hired as a contract Administrative/Receptionist on a term contract of up to one year in the Municipality of Mississippi Mills. Webster replaces Jen Russell, the current full-time Administrative Assistant/Receptionist who is filling in for Jeanne Harfield, Deputy Clerk, when Harfield goes on maternity leave in early 2018.

John Fenik

John Fenik is the new warden for Lanark County for 2018. Fenik defeated Jane Torrance who was also nominated for the position. Fenik is the mayor of Perth.

Mark Schultz

Mark Schultz, the Chief Building Official for the City of Pembroke was recognized recently by council for his completion of four Ontario Building Officials Association courses.

Stacey McDonald

Stacey McDonald is the new Administrative Assistant, CNO Office at the Deep River & District Hospital. McDonald previously spent four years in finance at the hospital, and Four Seasons Lodge.

PCs Release Promise



By: MPP John Yakabuski
john.yakabusko@pc.ola.org

There is an old saying that you don't really miss something until it is no longer there. While I recognize it is of great importance for me to travel to Queen's Park and represent my constituents when the Legislature is sitting, I truly do look forward to getting home on weekends and spending time with my constituents as well as my family.

Recently, I missed two weekends in a row. For the first, I was in Toronto because the Legislature convened to pass back-to-work legislation so that our students could resume their studies in colleges across Ontario. While there are still things that need to be worked out between the faculty and the colleges, I felt it was necessary our students be back in class so as to not further jeopardize their semester or possibly, their entire academic year.

The second weekend I attended our party's Election Readiness and Policy Convention, also in Toronto. Following the largest grassroots consultative process in history, PC Leader Patrick Brown released our platform: The People's Guarantee. It contains a vision we will offer the people as an alternative to the failed Liberal government of the

last 14 years. It is a comprehensive document that contains five central commitments:

- 22.5 per cent lower income taxes for the middle class
- A 75 per cent refund of child care expenses
- 12 percent off your hydro bills
- The largest mental health commitment in provincial history
- + The first-ever Trust, Integrity, and Accountability Act

Our guarantee offers both tax relief and lower hydro bills. The refund for child care will give young families the break they need on one of their largest expenses. And Patrick Brown and the PCs will bring in the first Trust and Integrity Accountability Act, to restore confidence that Kathleen Wynne has squandered.

The entire platform can be view at: www.ontariopc.ca/peoples_guarantee.

Because of these commitments, I missed a lot of things going on in the community, including the Santa Claus parades. Speaking of Christmas, we are certainly looking forward to it in our home, partly because it will be the first time we have had the entire family together in almost a year. As many of you would know, our daughter Emily is in the Northwest Territories with her family and because of this we do not get to see them nearly enough - especially the little ones who grow up so fast.

On behalf of Vicky, and our entire family, I extend to each and every one of you our wish for a blessed and most Merry Christmas and best wishes for health and happiness in 2018.



Wishing a
Blessed and
Merry Christmas
to all.

MPP John Yakabuski
RENFREW-NIPISSING-PEMBROKE

84 Isabella Street, Unit 6, Pembroke
Phone: 613-735-6627 or 1-800-267-2515
john.yakabusko@pc.ola.org



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Prosperous 2018!

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Business News Around The Valley

Tech

App: SignEasy
Cost: Free

Available: iOS, GooglePlay

SignEasy is the simplest and fastest way to sign documents or getting documents signed from your iPhone and iPad. Trusted and loved by over 4 million users. SignEasy is perfect to sign and fill documents such as NDAs, Tax forms, Real estate contracts, Lease agreements, Invoices, Purchase orders, financial agreements, job offers, permission slips and work orders.

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- + Access all documents in one place by using your SignEasy account from iPhone, iPad and Web

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<http://getsigneasy.com>

Shooters Open Without Liquor Licence

Shooters Bar and Grill in Calabogie has decided to go alcohol-free at their restaurant. The business had its licence suspended pending an investigation connected to a vehicle accident that killed two youth. Allegedly, the restaurant had served the individuals. The restaurant remains open.

Celebrating 20 Years

R&R Electric is celebrating 20 years in business and they have moved into a new location to mark the occasion. The business, owned by Ray and Ron Cobus (brothers) is now located at 43A Garden of Eden Road in Horton Township.

Join Arnprior Chamber

Join the Greater Arnprior Chamber of Commerce for only \$125 and save \$25 when the price rises to \$150 on January 1, 2018! Check out our website www.gacc.ca for more information on why you should become a Chamber member. Early bird pricing ends December 31st, 2017. Have questions about joining? Call 613-623-6817 or email info@gacc.ca.

Celebrating 10 Years

Danny Mac's Pub & Eatery is celebrating 10 years in business. The business is located at 51 John Street in Arnprior.

Grant Applications Open

The Town of Renfrew is now accepting applications for Grants to Organizations for 2018. Applications forms and a copy of the municipality's policy are available online at: www.renfrew.ca,

or at the clerk's department or at Town Hall. All organizations requesting funding for 2018 must complete the application. Completed applications must be received by January 31, 2018 by 4:00pm to be considered for funding in 2018.

Renfrew Events For 2018

The Town of Renfrew is wanting to keep and let go of two of their annual events. First, the Town would like to see the SawTech Expo back in Renfrew for 2018. Second, the Renfrew Chamber of Commerce has indicated they will no longer run the Taste of the Valley event in Renfrew. The Town will advise the County of Renfrew if they intend to continue with the event for 2018.

Municipality Hires Planner

The Municipality of Mississippi Mills has retained JLR to provide a planner to work one day per week in the office to assist with the backlog of work currently in the department. The cost for this service is \$780 per day and includes transportation. This expenditure can be paid for from the savings of not paying a full-time planner at this time.

SRB Technologies

Wins Provincial Award

SRB Technologies in Pembroke has taken home an Ontario Export Award in the Consumer Products & Technology Category. SRB manufactures and exports self-powered emergency lighting for the aerospace, military, industrial and commercial products sectors. Its products use sealed glass capsules containing radioactive gas and its facility

is a Class 1B nuclear substance processing facility. They were among 10 businesses recognized across Ontario.

Harassment Investigation

At a special council meeting on December 4, 2017, Tay Valley Township Council received a confidential report from solicitor, John Curtis, who was retained to conduct an investigation in response to allegations of workplace harassment. The investigation stems from incidents that occurred in 2016 and 2017. Allegations of workplace harassment were made against three individuals; two members of the public and one member of council. The investigation included conducting interviews and reviewing documents, audio and video recordings and various media reports. Each of the three individuals was advised in writing that they were respondents in a workplace harassment investigation and that the investigator would be in contact to arrange an interview. Prior to interviewing each of the respondents, an individual written summary of the specific allegations against them was provided to clarify the precise nature of the allegations. Mr. Curtis determined that the alleged conduct constituted harassment in the workplace under the Occupational Health and Safety Act, the township's Respect in the Workplace Policy, and in the case of the complaints against the councillor, a breach of the Councillor Code of Conduct.

Continued on Page 6



The Ottawa Valley's Outdoor Rink Festival!

February 9-11, 2018

Watch our website and Facebook page to see the list of participating rinks and fun events planned for this year's Festival of Outdoor Rinks.

www.festivalofoutdoorrinks.com | www.facebook.com/outdoorrinks

Business News Around The Valley

Continued from Page 7

Lanark County Committee Members Elected

Lanark County Council approved the following councillor appointments for boards and working groups for 2018:

- Archives: Klaas Van Der Meer
- Lanark County Municipal Trails Corporation Board: Brian Campbell, Brian Stewart
- Eastern Ontario Trails Alliance: Brian Campbell

- Lanark County Housing Corporation: John Fenik

- Community Forest Working Group: Richard Kidd, John Hall
- Agricultural Advisory Working Group: Richard Kidd, Klaas Van Der Meer

- Lanark County Municipal Trails Corporation: Ian Edwards, Tess Steenberge, Cherry Perry

Pontiac Welcomes Winery
Little Red Wagon Winery, a new winery in Shawville, has opened. The business is located

at 165 Calumet Road West, and is owned by Scott Judd and Jennifer Dale.

Town Invests in Cycling On CP Rail Corridor

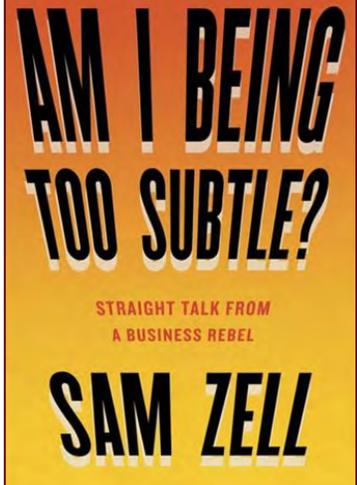
The Town of Petawawa has received just over \$90,000 with its application to the Ontario Municipal Commuter Cycling Program. The Town will proceed with constructing “commuting enhancements” to the CP Rail Trail between Airport and Murphy Roads.

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Book Club



The traits that make Sam Zell one of the world’s most successful entrepreneurs also make him one of the most surprising, enigmatic, and entertaining mavericks in American business.

Self-made billionaire Sam Zell consistently sees what others don’t. From finding a market for overpriced Playboy magazines among his junior high classmates, to buying real estate on the cheap after a market crash, to investing in often unglamorous industries with long-term value, Zell acts boldly on supply and demand trends to grab the first-mover advantage. And he can find opportunity virtually anywhere—from an arcane piece of legislation to a desert meeting in Abu Dhabi.

“If everyone is going left, look right,” Zell often says. To him, conventional wisdom is nothing but a reference point. Year after year, deal after deal, he shuts out the noise of the crowd, gathers as much information as possible, then trusts his own instincts. He credits much of his independent thinking to his parents, who were Jewish refugees from World War II.

Am I Being Too Subtle? takes readers on a ride across his business terrain, sharing with honesty and humor stories of the times he got it right, when he didn’t, and most important, what he learned in the process.

It's A Fact Snowmobiling In Canada

50,000+

Number of user-pay memberships/pass/trail permits sold annually in Canada

610,000

Number of registered snowmobiles in Canada

1.5 Million

Number of family members snowmobiling in Canada

50,752

Total number of new snowmobiles sold in Canada (4.1% increase year over year)

8+ Billion

The Canadian economic engine of snowmobiling for the 2013/14 season that occurs mostly in rural Canada

\$58+ Million

Individual user pay fees paid by snowmobilers for the rights to membership and organized trail access in Canada

729

Snowmobile clubs in Canada managed by volunteers providing winter tourism to rural Canada

44

Average age of a snowmobiler

70% / 30%

Percentage of men and women actively participating in the recreation of snowmobiling

Source: CCSO Snowmobiling by the Numbers May 2016 (PDF)

*As of May 2016

Bricks & Mortar vs. Clicks & Mobile

We prefer physical stores but online shopping grows

It's been a rough couple of years for retail giants. Even as the economy booms, Sears Canada and other large chains are going bust. The culprit? There are several, but the biggest one by far is the continued growth of online shopping.

"Ecommerce" - as economists often call it - has been up significantly in Canada this year, and new polling data from the Angus Reid Institute suggests that most Canadians expect this trend to continue.

65 per cent of Canadians say they expect to do a greater proportion of their shopping online in the next year or two, and 19 per cent expect to soon be making the majority of their non-food purchases on the internet - if they aren't already.

That said, 74 per cent of Canadians say they still prefer to shop in brick-and-mortar stores if given the choice, a preference that extends to every product category canvassed except entertainment media.

More Key Findings:

- Roughly half of all Canadians (48%) report making purchases online at least once per month, including 11 per cent who do so once a week or more. The rest buy online less often (46%) or not at all (7%).



- Age is a significant driver of online shopping behaviour. Younger respondents are more likely than other age groups to shop online and more likely to express a preference for web-based stores over physical ones.

- 60 per cent prefer to buy their entertainment (books, music, etc.) on the internet; but larger majorities prefer to buy electronics (67%), clothing (82%), and tools (82%) in physical stores.

If given a choice, 60 per cent of people would prefer to buy entertainment online, but electronic devices are much preferred to be purchased at a store (67 per cent). Clothing and appliances/tools are both preferred in-store purchases at 82 per cent, while groceries are preferred in-

store at 95 per cent.

As a percentage of the total retail sector, ecommerce is still a relatively small - though rapidly growing - force in Canada today. Online sales made up an estimated 6.5 per cent of all retail sales in 2016, but that proportion is projected to reach 10 per cent by 2020. The growth of online retail is rooted in convenience - online stores are always open, rarely out of stock, and easy to access from anywhere. That said, physical stores have their strengths as well: they make it easier for customers to try products before buying, and they can facilitate personal connections with the people who made a product - or at least have expert knowledge about it.



Wishing our local employers all the best in 2018.

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Tender Results Around The Region

Replace Flooring in Lounge. Defence Construction Canada. Awarded to John Mackay Painting and Flooring of Pembroke, in the amount of \$27,056.50.

Design to Upgrade Roof at Building X-101. Defence Construction Canada. Awarded to Architecture49 Inc. of Ottawa, in the amount of \$28,433.05.

P118 Upgrade AC Unit CPS. Defence Construction Canada. Awarded to Jp2g Consultants Inc. of Pembroke, in the amount of \$10,963.92.

Steam Vault Reconfiguration. Defence Construction Canada. Awarded to Irvcon Limited of Pembroke, in the amount of \$15,550.00.

Make Up Air Unit Replacement. Defence Construction Canada. Awarded to Irvcon Limited of Pembroke, in the amount of \$172,413.00.

Electrical Upgrades at Blackbear. Defence Construction Canada. Awarded to Panke Electric of Petawawa, in the amount of \$209,000.00.

PW-14-2017 - Sale of Surplus - 2002 International Tandem Dump Truck/Snow Plow. Town of Petawawa. No bids were received. Tender was re-issued as PW-16-2017 with a reserve bid of \$15,000.

PW-16-2017 - Sale of Surplus - 2002 International Tandem Dump Truck/Snow Plow. Town of Petawawa. Awarded to Hec Cloutier & Sons in the amount of \$19,130.00.

PW-17-2017 - Sale of Surplus Equipment - 2006 Ford Econoline 1 Ton Cargo Van. Town of Petawawa. Bowers Mobile - \$855.00
Bee-Line Wreckers - \$450.00
Awarded to Bowers.

RFP - Municipal Insurance. Lanark Highlands. Awarded to Halpenny Insurance Brokers for the policy term commencing January 1st, 2018.

Municipal Insurance. Municipality of Mississippi Mills. Awarded to Halpenny Insurance (Jardine Lloyd Thompson) for the Municipality's insurance requirements effective January 1, 2018 for a period of three years.

RFP CS-2017-03 - Indoor Pool Accessible Change Room. Town of Perth. Norwood Masonry - \$111,957.03
Robert Con. - \$131,518.44
Trans Provincial - \$124,978.00
Awarded to Norwood.

ES-2017-10 - Sanitary Sewer Cleaning. Town of Perth. Hydro Cam - \$15,739.00
Clean Water Works - \$20,921.00
Sewer Technology - \$45,891.00
Awarded to Hydro Cam.

Tender No. 17-23 - Motor Grader. Municipality of Mississippi Mills. Only one bid was received. Awarded to Nortrax Canada in the amount of \$372,309.31.

Replace Hallway Flooring. Defence Construction Canada. Awarded to Kent Construction of Petawawa, in the amount of \$18,552.00.

Perth Water Treatment Plant Residue Management - Phase 2. Town of Perth. Louis Bray - \$2,745,939.55
JC Sulphur Con. - \$2,395,671.19
Thomas Fuller - \$2,748,474.10
Awarded to JC Sulphur.

2017-02 - Request For Proposal - Pylon Sign Replacement. County of Renfrew. Speedpro Signs - \$65,100.00
Expographiq - \$62,045.00
Signarama - \$58,815.00
Awarded to Speedpro.

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Heather Salovaara
Economic Development Officer
Phone: 613-735-6821 ext.1500
hsalovaara@pembroke.ca

Tender Results Continued

RFQ No. AP-2017 - Perth Works Roof Replacement. Town of Perth.

Only one bid was received. Awarded to RBS Roofing in the amount of \$123,150.00.

Request for Proposal - Council Chambers Microphones. Lanark Highlands.

Awarded to Nova Visual Products in the amount of \$25,500.00.

FIN-2017-12 – Insurance Request for Proposal. Tay Valley Township.

Awarded to Aon Reed Stenhouse for the policy term commencing December 31, 2017, for the next three years.

Swinging Bridge Interim Repairs. Town of Renfrew.

Corington - \$152,439.26
Greyleith - \$160,633.80
H&H Con. - \$170,223.20
Recommended award to Corington Engineering.

RFQ - Snow Removal/Ice Control and Sweeping At Various RCCDSB Locations.

+ St. Mary's & St. Anthony's awarded to Mitchell's Contracting.
+ Our Lady of Lourdes, Bishop Smith, Holy Name, Cathedral, Board Office and Shop awarded to G.P. Splinter.
+ St. Francis of Assisi & Our Lady of Sorrows awarded to H&H Construction.
+ St. John Bosco & George Vannier awarded to Yantha Backhoe.
+ St. John XXIII & St. Joseph's awarded to Castleford Excavating.
+ St. Michael's awarded to Michael Donohue.
Complete results with all bidders, and hourly rates on our website: www.ovbusiness.com

For full tender results, and tenders with results pending, please visit our website at: www.ovbusiness.com

Current Tenders

REQUEST FOR PROPOSALS

Integrity Commissioner

Engineering Services for the Lime Kiln Road Drainage Plan

REQUEST FOR QUOTATIONS

Triple Combination Pumper

Tenders and results are posted online at: www.ovbusiness.com

A Note About Tenders:

Ottawa Valley Business contacts municipalities once a week for any active tenders they have available. We also visit their websites to provide these tenders and we contact municipalities

for results as soon as the tender expires. If there is a tender or result you do not see posted with us, please let us know.

Attention Municipalities:

Increase awareness of your tender opportunities by sending them to Ottawa Valley Business. We publish over 300 tender opportunities throughout the year and it's FREE for municipalities. Just send your tenders to us and we'll post them for you - it's as simple as that. Ottawa Valley Business wants municipalities to get the best value for their residents, and we want local businesses to know about opportunities available for quoting. It's a win-win situation so add us to the list of places that can promote your bidding opportunities. Email us at: admin@ovbusiness.com and we will include your tender in our next edition.

To all the locals who traveled their backyard this year, thanks for your continued support of our local tourism community.

May you have a safe and happy Christmas. Travel safely.

Travel Our Backyard

www.travelourbackyard.com | travel@travelourbackyard.com

Layman FIRE AND SAFETY

Wishing our community the best of the holiday season.

www.laymanfireandsafety.com | Ph: 613-732-5320

Sorting Out The Good Ideas

A “forward-thinking” process you can use



MARKETING

By: Jennifer Layman
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My favourite day of the year is New Year's Eve. It is a motivating time of year because while all the bad stuff is in the past, so are all the achievements and accomplishments, meaning that you have to set goals and strive for more in the New Year. Yes, I'm a bit of an achievement junkie.

My list of what I want to do is always longer than the list I can actually achieve. I put everything on that initial list - even bringing back goals from the past year. Everything that pops into my head makes it on the list.

My next step is to go through my list and prioritize the goals that mean the most to me. It could be because they have the most income potential, they offer the best customer experience or they are most achievable in the time I have available to do them. I usually drop a good one-third of my ideas at this point. As this is the first cut, I spend the

most time on this part. If an idea doesn't make it past the first cut, it doesn't get any more of my time to flush it out, so making good choices at this stage is important. If I find myself wobbling about cutting an idea, it comes forward to the next round. There's a reason I'm holding on to it, so let's investigate that.

With my pared down list of ideas, it's time to make the pros and cons list. I spend about 2-3 minutes on each idea, writing down the best parts about it and the challenges that come with implementing it. I go over the ideas a few times because sometimes a strength or a challenge on one idea is also applicable to another. The process is complete when I can't think of any more strengths or challenges.

I make the second cut totally different than I make the first cut. If it's not crystal clear as a good idea, it doesn't move forward. It's a little more ruthless at this stage.

What I have left are the best of the best ideas and now they compete with each other. How much impact will it have? Is it entrepreneurially-driven? Who will I need to make it successful? How much time will it take? And finally, how much will it cost? (There is no point costing some-

thing out if the other criteria aren't strong enough.)

Through this process, the ideas become “ranked” for opportunity. However, some opportunities are time-sensitive, which is a factor that can change how ideas rank in terms of what gets implemented. I have had ideas that were not on the top five list, but which became the number one idea to implement due to timing. I also have ideas that were on the top five list seven years ago, and remain on that list today.

When I lead this process with businesses or groups, there is always a time in the process when a clear winning idea comes forward, and it is usually not what was expected. Two weeks ago I was in a discussion where the winning idea was the one that everyone had decided in advance was “off the table.” It was interesting to see how it crept back in to the discussion by meeting all of their requirements. In the end, they were excited about it and started seeing the potential.

May you all live up to your full potential in 2018. Wishing everyone and their families a safe, healthy and happy Merry Christmas.

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

Deadlines

OTTAWA VALLEY BUSINESS

January 9, 2018
Deadline: January 2, 2018

January 23, 2018
Deadline: January 16, 2018

February 6, 2018
Deadline: January 30, 2018

101 THINGS TO DO IN THE VALLEY

January-February Issue has published, see it online: www.travelourbackyard.com

March-April Edition
Deadline: February 13, 2018
Publishes: February 15, 2018

HEALTH MATTERS

Winter Edition
Deadline: December 8, 2017
Publishes: January 5, 2018

Spring/Summer Edition
Deadline: April 13, 2018
Publishes: May 4, 2018

Fall Edition
Deadline: August 10, 2018
Publishes: August 31, 2018

New Year. New Goals.

Let's get started on them.

How can you get more customers coming through your door this year? Is your website built to market your business? Have an anniversary coming up?

Give us a call to get started on reaching your goals.

forwardthinking
MARKETING AGENCY

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Wisdom

Long-term consistency trump short-term intensity.
- Bruce Lee

Blowing out someone else's candle doesn't make your shine any brighter.
- Unknown

The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.
- Ronald Reagan

We rise by lifting others.
- Robert Ingersoll