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The Fall edition is distributing the week of September 9th

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Municipalities Taxed With Tourism Choice

One way or another, they'll need to explain their decision

By: Jennifer Layman
jenn@ovbusiness.com

Councils of municipalities in Renfrew County will be making a decision on whether or not to proceed with requiring some roofed accommodations providers to levy a tax to their guests. Reviews on the tax have been mixed with some local accommodators in favour while others are opposed. The County of Renfrew requested that the municipally-funded Ottawa Valley Tourist Association (OVTA) present a position on the Municipal Accommodation Tax (MAT), which they did earlier this year. Their recommendation is a four per cent tax with half of the funds going to the municipality in which the accommodator is located and the other half going to the OVTA.

Locally, some of the accommodators impacted are not in favour of charging the MAT, and a group resigned their memberships with the OVTA in protest. Others, however, are supportive of it. In the end, it is the local municipal councils who will render the decision.

Ottawa Gatineau Hotel Association

In Ottawa, the Ottawa Gatineau Hotel Association (OGHA) was one of the organizations that helped negotiate the MAT at the provincial level. (The Ontario government has given municipalities the ability to apply the MAT if they so choose.) President Steve Ball explained that the OGHA assembled all the stakeholders together - the accommodators, the City of Ottawa and Ottawa Tourism - and produced a document of guiding principles to address what everyone wanted to accomplish with the tax. They already had a voluntary destination marketing fee of three per cent in place, so there was some precedent for those discussions which resulted in a four per cent MAT.

For Ottawa, the OGHA collects the fees. A digital reporting system takes monthly reports from accommodators and the OGHA reports to the City. Casual audits are also done. In Ottawa, the entire four per cent is remitted to the Association. The City of Ottawa made the Association its agent.

Ball continues to reference their guiding principles document that made everyone feel confident about the tax. The money goes to four categories that drive occupancy to hotels and boost tourism throughout the City of Ottawa.

"People don't travel to stay in hotels," says Ball. "We depend on the success of museums and galleries and such for rooms. Once you know the needs, then you can decide if the MAT works for you."

Ontario Restaurant, Hotel and Motel Association

Tony Elenis is the President and CEO of the Ontario Restaurant, Hotel and Motel Association (ORHMA). Initially, they were opposed to the MAT, but when they realized that municipalities were not going to turn it down, they decided to do what they could for members in helping regions in Ontario as they implemented the tax.

Continued on Page 3

Sunday, September 15th
Bacon breakfast sandwich on a fresh-baked biscuit with has browns and a fruit salad. Plus, coffee/tea and juice.

$15 Per Person

Taxes included. One type of breakfast each month.
Cash only please. Caterer: Maven Catering

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 Agency.

WHO READS US

Ottawa Valley Business is delivered via email. Our circulation is more than 3,600 people at local and regional businesses, government agencies and organizations.

HOW TO SUBSCRIBE

Subscriptions are free. Email us at admin@ovbusiness.com

ADVERTISING RATES

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

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CONTENT & SUBMISSIONS

We welcome submissions to business-related events, business news, people on the move and tenders. Article suggestions are also welcomed. Content will be edited to fit the space available. If you have an event to promote that is not business-related, please consider 101 Things To Do in the Valley at a cost of $25. 101things@travelourbackyard.com

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Pembroke, Ontario K8A 7G8

Events

September 5, 2019
Doing Business with the Government of Canada. Key information on how to sell to the Government of Canada. Webinar available. 10:30am-12:00pm PDT. For information: 1-866-602-0403 or osme-bpme-pac@tpsgc-pwgsc.gc.ca.

September 7, 2019
Head, Clara and Maria ublic open house to discuss the 2019-2022 strategic plan. 10:00am. Stonecliffe Community Centre, 15 Township Hall Road. Contact Crystal Fisher at 613-586-2526 or crystal@headclaramaria.ca

September 10, 2019
Bidding on Opportunities with the Government of Canada. For participants who are ready for a more detailed overview of the bidding process and provides key information to help you bid on opportunities. Webinar. 10:00am-12:00pm ADT. For information: 1-866-602-0403 or osme-bpme-pac@tpsgc-pwgsc.gc.ca.

September 11, 2019
How to Land a Federal Government Contract. Find out whether the Government of Canada buys your goods or services. 10:00am-12:00pm EDT. Bayview Yards, 7 Bayview Road, Ottawa. For information: 819-953-7878 or TPSGC.PARCNBPME-APNCROSME.PWGSC@tpsgc-pwgsc.gc.ca.

September 11, 2019
Bidding on Opportunities with the Government of Canada. For participants who are ready for a more detailed overview of the bidding process and provides key information to help you bid on opportunities. Webinar. 10:00am-12:00pm EDT. For information: 1-800-668-5378 or ont.osme-bpme@pwgsc-tpsgc.gc.ca

September 11, 2019
Bidding on Opportunities with the Government of Canada: One-on-One Webinar. For participants who are ready for a more detailed overview of the bidding process and provides key information to help you bid on opportunities. Webinar. For information: 1-800-668-5378 or ont.osme-bpme@pwgsc-tpsgc.gc.ca

September 11-13, 2019
Ontario East Municipal Conference. NAV Centre in Cornwall. www.oemc.ca

September 12, 2019
Finding Opportunities on www.buyandsell.gc.ca. An overview and demonstration of the buyandsell.gc.ca website's key features and functions. Webinar. 10:30am-12:00pm PDT. 1-866-602-0403 or osme-bpme-pac@tpsgc-pwgsc.gc.ca.

September 17, 2019
Mayor's Business Breakfast with Petawawa Mayor Bob Sweet. Hosted by Upper Ottawa Valley Chamber of Commerce. 613-732-1492 or manager@uovchamber.com

September 18, 2019
Perth Chamber of Commerce After 5 networking event at The Perth Cheese Shop. 64 Gore Street East, Perth. 5:00pm-7:00pm. Phone: 613-267-3200 or welcome@perthchamber.com

September 18, 2019
Ontrac Women in Business. St. John Parish Hall, Arnprior. $30. Phone: 613-623-4680 or arnprior@getontrac.ca

September 18, 2019
Supplying Professional Services to the Government of Canada. Key information to help you bid on professional services opportunities. Webinar. 10:00am-12:00pm EDT. For information: 1-800-811-1148 or ont.osme@pwgsc-tpsgc.gc.ca.

September 18, 2019
Supplying Professional Services to the Government of Canada: One-on-One Webinar. A session for 30 minutes only is available on a first registered, first served basis. For information: 1-800-668-5378 or ont.osme-bpme@pwgsc-tpsgc.gc.ca

September 19, 2019
Doing Business with the Government of Canada. Key information on how to sell to the Government of Canada. Webinar available in French only. 10:00am-12:00pm PDT. For information: 819-953-7878 or TPSGC.PARCNBPME-APNCROSME.PWGSC@tpsgc-pwgsc.gc.ca.

September 19, 2019
Business After Hours, hosted by the Canadian Cancer Society. 5:00pm-7:00pm. 169 William Street, Pembroke.

September 20, 2019
7th Annual Heritage Symposium. Hosted by the Municipal Heritage Committee of Smiths Falls. How to make best use of heritage assets to promote community building and downtown revitalization. 9:00am-3:00pm. $20. $10 per student. Catered lunch included. The Station Theatre, 53 Victoria Street. Register with kgrenke@smithsfalls.ca

September 22, 2019
Doing Business with the Government of Canada. Key information on how to sell to the Government of Canada. Bayview Yards, 7 Bayview Road, Ottawa. For information: 819-953-7878 or TPSGC.PARCNBPME-APNCROSME.PWGSC@tpsgc-pwgsc.gc.ca.

September 24, 2019
Current Employment Standards Information Session. Tyerman & Daughters, Eganville 9:00am-11:30am session and 1:00pm-3:30pm session. Delivered by Jason Bouchard of the Ontario Ministry of Labour. To register call 613-628-1700 or tyerman1@nrtco.net

September 25, 2019
Obtaining Security Clearance. How to apply for security clearances. Webinar. 10:00am-12:00pm. Register before September 23. For information: 1-800-811-1148, 1-800-668-5378 or ont.osme@pwgsc-tpsgc.gc.ca.

October 2, 2019
Business at Breakfast with the Perth Chamber of Commerce. Mex & Co., 55 Gore Street East, Perth. 7:30am-9:00am. $20 for members. $25 for non-members. Phone: 613-267-3200 or welcome@perthchamber.com

October 8, 2019
Google Analytics and Google Advertising. 1:00pm-3:00pm. $20. Small Business Advisory Centre, 91 Cornelia Street West, Entrance B in Smiths Falls. For info: 613-283-7002 x109 or smallbusiness@smallbizcentre.ca

The Tourism Tax

Is it the right decision for Renfrew County?

Continued from Page 1

Elenis cites a group of accommodators in Huntsville who successfully negotiated 70 per cent of the MAT for tourism and the remaining 30 per cent to municipalities needing to be put towards product development that supports tourism.

"You have to have a plan," says Elenis who has consulted with the implementation of the MAT in various regions in the province. "If there's no plan, how can you spend the money effectively?"

The Local Arguments

Locally, a group of accommodators who are speaking out against the MAT were not available for an interview. They did invite Ottawa Valley Business to attend a September 3 council meeting in North Algona Wilberforce, but the meeting took place after we were publishing the article. Ottawa Valley Tourist Association President, Chris Melmoth, did not return requests for an interview.

Several tourism attractors were contacted for comment and three returned our request.

Claudia Van Wijk of OWL/MKC rafting is in favour of the MAT. In addition to their whitewater experience, they have roofed accommodations at both of their businesses (OWL Rafting and Madawaska Kanu Centre) that Van Wijk says would likely be required to levy the tax. She says "every other tourism destination in Ontario and across Canada has been benefiting from room tax monies" and that "travelers are used to seeing it." She continues that part of traveling is paying fees, whether it is an airport tax, fuel surcharge or roofed accommodations tax.

"The benefit is that our region will have money to market itself, beyond our immediate border," she says. "Our competition are all the other destinations that have money behind their campaigns."

Logos Land is not in favour of the MAT being applied to their guest stays. In addition to the waterpark, they too have roofed accommodations impacted by the tax. Co-owner Grant Hackner says they would need to absorb the cost because they feel they could not add successfully charge an additional four per cent on the customer's bill.

"Our pricing already reflects what the market will bear," says Hackner. "We are still attempting to adjust to the minimum wage increase that went into effect last year. We have zero confidence that the MAT will do anything to boost accommodation stays."

Hackner says when he first started Logos Land in 2002, there was an "amusement tax" that was levied on all waterpark guests. The tax was eventually abolished. Hackner says that in order for tourism to grow, a tourism-focused organization is required as opposed to the OVTA efforts to be "everything for everyone." He notes the Camping in Ontario focuses on camping, period, and that Logos Land has continuously seen positive results from their membership in that organization.

Chris Hinsperger is the owner of Bonnechere Caves, with no accommodations on site. He is also Past President of the OVTA and is supportive of the MAT implementation. Hinsperger raises the point that the OVTA has taken some heat for not gathering the accommodators together, but as it is a municipal decision, he feels that responsibility rests on the municipalities.

One issue that has come up is a potential conflict of interest with municipalities deciding if they will levy a tax from which they directly benefit. However, Steve Sellers with the Ontario Ministry of Municipal Affairs and Housing noted that conflicts of interest are for personal issues and no individual councillor would be personally benefiting from levying the tax. Municipalities pass by-laws to levy charges as a regular part of municipal business, he explains, the council doesn't benefit, the municipality does.

The decision on the MAT is one of the most significant decisions in economic development that municipalities will face. Which way will they go and why?

Mississippi Valley Conservation Authority

WANTED: Advisory Committee Members

The MVCA is developing a Watershed Plan and you are invited to sit on the Public Advisory Committee (PAC). Apply now to have a seat at the table.

Purpose/Scope: The Watershed Advisory Committee will meet at least five times over the course of the project to review, comment and advise on issues facing the watershed and how they could be addressed.

Membership: We are looking for representation from across the Mississippi River watershed and a cross-section of landowners and businesses including:

Aggregates/Mining	Environmental Groups	Lake Associations
Agriculture	Hydro Producers	Local Commerce
Developers	Forestry	Watershed Ratepayers

Apply by Friday, September 8, 2019: Applicants are asked to provide a brief submission describing their experience and ability to offer perspectives related to one ore more of the interests listed above, and their experience and affiliation with other groups or committees.

For committee selection criteria and other information, please visit our website at www.mvc.on.ca/watershedplan or call 613-253-0006.

Book Club

Are you an entrepreneur?

Entrepreneurs are their own breed, unique individuals with very specific character traits and mindsets. In *Self-Employed*, Joel Comm and John Rampton detail 50 different qualities that personify those who could do well as entrepreneurs. These 50 qualities provide a framework for those already working or about to enter their careers so they can decide if they might make it in business on their own.

Not sure if the entrepreneurial lifestyle is for you? Or do you want to double-check on yourself to see if the business you have already started is congruent with who you are? This book is for you! Written by two successful entrepreneurs, this book will inspire you to follow your dreams and create your own entrepreneurial success!

About the Authors

John Rampton is an entrepreneur who has started and sold a number of successful businesses and currently operates Due, an online invoice and payments company.

Joel Comm is an author, speaker, consultant and entrepreneur with 12 published books. These books include *The AdSense Code, Click Here to Order: Stories from the World's Most Successful Entrepreneurs, KaChing: How to Run an Online Business that Pays and Pays* and *Twitter Power 2.0.* He has also written over 40 ebooks.

Business News Around The Valley

Power Interruption September 8

Weesoe Community Communication Technologies (WCCT) announced on their Facebook page that on Sunday, September 8, Ontario Hydro will be doing routine maintenance between 6:30am and 10:30am and that the power will affect service. Hydro has notified WCCT in advance so they can prepare their customers for this service interruption.

County Recommends Propane Extension

The County of Renfrew Operations Committee is recommending that the proposed amended contract submitted by Superior Propane in the amount of approximately $175,000 for a five year term be approved.

Mayor Speaks on Need For Airport Dollars

City of Pembroke Mayor Mike LeMay visited with provincial government officials at the Association of Municipalities of Ontario conference in Ottawa. He met with Associate Minister Prabmeet Sarkaria, Ministry of Small Business and Red Tape Reduction. They discussed funding for businesses, the need for funding for the Pembroke and Area Airport to help with economic development and the need for reduction of red tape for businesses and municipalities.

Community Registration Evening

The Town of Deep River is having a community registration and information evening on September 4, 2019 from 6:30pm to 8:30pm. 28 clubs with both adult and child activities are registered. The event takes place at Mackenzie Community School in the double gym.

Local Business Becomes Alcohol Retailer

Round Lake Centre Food Market is becoming an alcohol retailer. More details to follow.

$3.1 Million For Paugh Lake Road

The federal government has approved the application for the rehabilitation of 11.7 km of Paugh Lake Road which was identified by the Township of Madawaska Valley as a priority in a grant application for the Investing in Canada Fund. This is a $3.1 million dollar joint project with funding from the federal, provincial and municipal governments.

Joint Recreation Master Plan Proceeding

Lanark Highlands, Drummond-North Elmsley, Tay Valley and Perth have started the process of creating a joint Recreation Master Plan. One of the initial steps is to hold a public session to explain the process and the goal of the project, and to gather input from the public about the strengths and weaknesses of the provision of recreation for the four municipalities. A public session is being held Thursday, September 19, starting promptly at 6:00pm at the Lanark and District Civitan Club, 2144 Pine Grove Road in Lanark Highlands just north east of Lanark Village. This is an important step in creating a plan for future recreation in the area. For more information contact Chelsea Dawes at recreation@lanarkhighlands.ca or 613-259-2398.

Inquest Into Wilno Murders

Dr. David Cameron, Regional Supervising Coroner for Inquests, announced on August 28 that an inquest will be held into the deaths of Carol Culleton, Anastasia Kuzyk and Nathalie Warmerdam. Ms. Culleton, 66; Ms. Kuzyk, 36; and Ms. Warmerdam, 48, were killed on September 22, 2015, in their homes in Hastings and Renfrew Counties, by a man who was known to them. The inquest will examine the circumstances surrounding their deaths. Details regarding the date and location will be provided at a later date when the information becomes available.

Continued on Page 5

People on the Move

Josie Marquardt
Glen Davis
Ian Giles

Josie Marquardt, Glen Davis and Ian Giles are new employees with the Township of Madawaska Valley. Marquardt has been hired as the Facilities Cleaner, Davis has been hired as the Facilities Attendant and Giles has been hired as the Waste Site Attendant.

Have you hired someone new to your business or organization? Let everyone know by submitting to People on the Move. Submissions are free and can be sent by email to admin@ovbusiness.com

Business News Around The Valley

Continued from Page 4

Local Backdrop For Film at TIFF

In 2018, an independent film was shot in Barry's Bay and area and that movie is not premiering at the Toronto International Film Festival on September 11. The movie is called The Manhattan Project and its writer and director is Matthew Campanile. The movie's premise is that when a small-town cocktail-enthusiast decides to kill himself after being diagnosed with a terminal illness he must deal with the repercussion his choice has on his son and his community. For information, see www.manhattanproject-movie.ca

Business Clarifies Their Operations

Four And Twenty, a six-month old business in Renfrew, is a smoking accessories shop, but they have had to clear the air on what they do not supply. Recently on their Facebook page, the business clarified that they are a "19+ shop" and that no one under the age of 19 will be permitted in the store. They do not sell cannabis products of any kind and have no intention of becoming a cannabis dispensary. They are also not a vape shop and ask that no vaping or smoking occur within nine metres of their property.

Business Takes Over Waste Management in Pontiac

Campbell's Bay Ciment will be taking over the waste management contract for MRC Pontiac. Campbell's Bay Ciment bid $258.48 per ton while Location Martin Lalonde bid $364 per ton. The contract was previously held by Tom Orr Cartage but the service became unreliable and the contract was broken by the municipality.

Young Entrepreneurs Symposium Sponsorship

The Algonquins of Pikwakanagan will sponsor four members to attend the Young Entrepreneurs Symposium (YES) 2019 in Vancouver BC. The event is held November 18-21, 2019. Applicants must be between the ages of 19 and 30 and be a member of the Algonquins of Pikwakanagan First Nation. Interested applicants should submit a 500-word essay describing why they should be chosen. Applications should be submitted by September 20 to Christine Hutchinson, Employment Development Officer at 1657A Mishomis Inamo, Pikwakanagan K-0J 1X0 or employment.officer@pikwakanagan.ca. For more information, call 613-625-2800ext.253.

Community Safety and Well-Being Plan Group

The Township of Killaloe, Hagarty and Richards has approved a joint initiative between themselves and Madawaska Valley, South Algonquin, Brudenell, Lyndoch, Raglan and North Algona Wilberforce to form a committee to share costs associated with the development of a Community Safety and Well Being Plan. The plan must be developed and in place by January 1, 2021.

CUPW Contacts Municipalities

The Canadian Union of Postal Workers has sent a letter to some local municipalities asking them to question political parties on their intentions for Canada Post. The letter, written by Jan Simpson, National President, notes that the Liberal government decided to maintain the door-to-door delivery and immediately stop the rollout of community mailboxes, however, "there is nothing to stop a new government from bringing those plans and other service cuts, back into play."

Hospitals Earn Accreditation

Almonte General Hospital (AGH) and Carleton Place & District Memorial Hospital (CPDMH) have both been awarded Accreditation with Exemplary Standing from Accreditation Canada. This is the highest level of Accreditation and is awarded to organizations that go beyond the requirements and demonstrate excellence in continuously improving patient and resident care. The two hospitals are part of the Mississippi River Health Alliance.

Sport Hosing Program Funding Available

Ontario Sport Hosting Program funding is helping to bring the 2020 Canada Cup Freestyle Ski to Greater Madawaska. From January 16 to January 19, 2020, Greater Madawaska will bring together athletes and coaches, and generate approximately $75,000 for the local economy. On August 23, it was announced that applications for the program's second intake are now being accepted. The Intake II application period runs from August 23 to September 30. For information, see www.mtc.gov.on.ca/en/sport/sport/hosting_program.shtml

Admaston Bromley CIP Grants Now Available

The Township of Admaston Bromley invites applications for Community Improvement Plan (CIP) grants. The categories are Agriculture Value-Added Grant, Building Facade and Property Improvement Grant and Signage Improvement Grant. The deadline for applications is September 27, 2010. If projects have already commenced or have already been completed you are still eligible. For information, contact Annette Gilchrist at 613-432-2885 or info@admastonbromley.com

IPM May Not Be Pursued For 2021

The Development and Property Committee of the County of Renfrew is recommending that the County not pursue hosting the International Plowing Match (IPM) in 2021. The Committee feels there is not substantial time or investment to make it work. They will look at hosting the IPM again in 2025.

Continued on Page 6

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News 10

1) This CEO has told people who don't smoke not to use his product. Who is the CEO, what is the name of his company and what product does the company produce?

2) The Ontario Supreme Court found that the federal price on carbon is constitutionally sound. What was the Government of Ontario's reaction?

3) What is the Farmer's Almanac predicting for the upcoming winter weather?

4) This U.S. agricultural commodity is forecasted to process a record 43.3 billion pounds of meat for 2019. What is the commodity?

5) This company recently withdrew from bidding on the $19-billion contract to build 88 new fighter jets to replace the CF-18s in Canada. What company is it?

6) Prime Minister Justin Trudeau has vowed to help with the Amazon fires. What has he pledged?

7) Air Canada was ordered by a court to pay $21,000 to a Canadian couple for violating language laws. What did they do?

8) The NDP has candidates in 175 ridings for the upcoming October federal election. How many ridings are there in Canada?

9) The OPP is concerned about another drug that is leading to a significant increase in overdoses causing death. What is the new drug?

10) What was the origin of Labour Day in Canada?

Answers on Page 10

Business News Around The Valley

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Local Cannabis Producer Receives Licence

GlassHouse Botanics has received its Cultivation and Processing Licence from Health Canada, allowing them to become part of the medicinal cannabis industry. Once fully built out, the GlassHouse facility will be comprised of 520,000 square feet of greenhouse and headhouse with a production capacity of over 60,000kg annually. GlassHouse Botanics International Limited set up operations in Malta over six months ago to fulfill its long-term business plan of obtaining a cannabis license in that country. The license will allow the company to carry out research and development, extraction and processing of medicinal cannabis in a Malta EUGMP certified facility for sales in the European market. GlassHouse Botanics Inc. is a privately-held Canadian corporation in the business of cultivation and processing of pharmaceutical-grade medicinal Cannabis flower and derivatives. The company's facility is located in Whitewater Region. GlassHouse Botanics International Limited is a privately held company incorporated located in Malta.

Funding Opportunity to Assist Local Businesses to Install

Electric Vehicle Charges

A new funding program from the federal government is offering assistance to purchase and install 20 Electric Vehicle chargers within Lanark County and Smiths Falls. This program may be of interest to business owners in the area who would welcome having electric vehicle drivers stop at their location for 1-3 hours while charging using a Level 2 charger. The chargers must be placed on parking areas that are intended for public use. The parking areas can be publicly or privately owned and operated. This could include, for example, service stations, restaurants, arenas, libraries, malls, downtown centres, medical offices, park and rides, and on-street and curbside parking. Tay Valley has identified Susan Brandum, as the first point of contact. Please contact Susan at 613-285-7945 by September 5, 2019 if interested. Lanark County has offered to make the grant application on behalf of municipalities and businesses throughout the County once a minimum of 20 locations for the Electric Vehicle chargers have been identified.

Lanark County Community Grants Program Extended

The Lanark County Community Grants Program deadline is being extended to September 20, 2019. The grants are for taxpayer-levied funds given to third-party organizations that do not have a signed contract for service with Lanark County. $45,000 in funding is available for the 2020 taxation year. For information, contact Leslie Drynan at 613-267-4200 ext.1502 or ldrynan@lanarkcounty.ca

Municipality Updates Website

The Municipality of Mississippi Mills is proceeding with a website update from their current website provider, eSolutions. The estimated cost is $30,000-$50,000 depending on training, forms, directories and other items that the municipality may wish to have. The new website is anticipated to be prepared in 19 weeks from the initiation of the project.

CURRENT EMPLOYMENT STANDARDS

INFORMATION SESSION

LOCATION: TYERMAN & DAUGHTERS INC.
240 BRIDGE STREET EGANVILLE

TUESDAY, SEPTEMBER 24, 2019

SESSION 1: 9:00 AM - 11:30 AM
SESSION 2: 1:00 PM - 3:30 PM

DESCRIPTION

Delivered by Jason Bouchard, an employment standards officer from the Ministry of Labour. The presentations will cover the employment standards act with emphasis on topics including minimum wage, hours of work, public holidays, leaves of absence and more.

*** Space is limited to 50 registrants per session ***

TO REGISTER: CALL 613-628-1700 OR EMAIL tyerman1@nrtco.net

Community Futures Development Corporation Renfrew County

Rural Outreach Employment Services
Delivered by Tyerman & Daughters Inc.

Ledger Lady Inc.
Bookkeeping Services & Consulting

Ontario

EMPLOYMENT ONTARIO

Canada

Tender Results Around The Region

2019-14 Cameron Street Engineering Design. Whitewater Region.
Jp2g Consultants - $23,694.83
McIntosh Perry - $29,230.55

2019-13 Crawford Street Engineering Design. Whitewater Region.
Jp2g Consultants - $28,436.85
McIntosh Perry - $24,071.34

2019-21 Screen Sanding & Pit Overburden Stripping. Whitewater Region.
Buchanan's - $37,086.60
H & H Const. - $92,174.10
R.G.T. Clouthier - $76,026.40
Bonnechere Ex. - $109,808.88
McCrea Equip. - $ 52,793.60

RFP 2019-11 for Detailed Design for the Cobden Astrolabe Arena Renovation and Addition. Whitewater Region.
There were four bidders on the RFP: Architecture49 Inc., Civitas Architecture Inc., Cole + Associates Architects Inc. and J.L. Richards & Associates Limited. The bid amounts, which were listed in order of expense were: $192,043, $197,750, $232,780 and $272,236. The recommended bid award is to Architecture49 at a cost of $178,050.12 after HST rebate.

Paul J. Yakabuski Community Centre Canteen Tender 2019-2020. Madawaska Valley.
Datsa Tasty Street Eats - 96%
Mad Dogs - 72%

Tender MV 2019-09 Supply, Delivery and Stacking of Winter Sand. Madawaska Valley.
Bonnechere Ex. - $156,301.60
R.G.T Clouthier - $105,044.80
R.J. Selle - $105,361.20

RFP MVF-2019-07 Pumper Truck. Madawaska Valley.
Carrier Trucks - $447, 603.82
Fort Garry Fire Truck - $501,700

Tender PW-12-2019, Winter Sand. Petawawa.
Eastway Cont. - $11,200.00
H&H Const. - $31,000.00
RGT Clouthier - $14,280.00

Development Charges Background Study and By-law. Tay Valley Township.
Only one proposal was received.
Watson & Assoc. - $33,340.00

PW-2019-11 Miner's Point Road Widening. Tay Valley Township.
Crain's Const. - $49,825.00
Arnott Brothers - $65,537.50
Cavanagh Const. - $87,785.00

RFP 2019-10 for the Village and Hamlet Growth Study. Whitewater Region.
JL Richards - $32,628.75; 84 pts
WSP Can. - $39,222.30; 86 pts

MV2019-10 Construction Demolition Grinding. Madawaska Valley.
Only one tender was received.
National Grinding - $24,295.00

PW-11-2019 Culvert Supply and Installation - Barryvale Road. Greater Madawaska.
Smiths Const. - $197,750
H&H Const. - $201,228.56
Valley Landscape - $207,973.68
BR Fulton Const. - $215,988.20
RGT Clouthier - $224,000
Crains Const. - $226,976.32

UXO Clearance in Support of Breaching. Defence Construction Canada. Awarded to Gemtec Consulting of Fredericton, NB in the amount of $8,122.68.

UXO Clearance at CC-125. Defence Construction Canada. Awarded to Gemtec Consulting of Fredericton, NB in the amount of $6,788.53.

S118 Replace Heating System. Defence Construction Canada. Awarded to Architecture 49 of Ottawa in the amount of $42,285.33.

Rewire and Reinsulate Various RHUs. Defence Construction Canada. Awarded to Wade General Contracting in the amount of $1,671,750.00.

The Township of Brudenell, Lyndoch and Raglan has accepted Tender BLR 2019-01 Construction, Demolition and Bulky Waste Processing from National Grinding Inc. in the amount of $ 12,910.25 including HST.

UXO for Orange Road. Defence Construction Canada. Awarded to Gemtec Consulting of Fredericton, NB in the amount of $9,594.25.

19-PW-010 Purchase of Articulated Front End Loader. Smiths Falls.
CAT - $329,960.00
Nortrax - $315,884.72

Culvert Replacements - PW-C-09-2019-19-EO. Lanark County.
Arnott Brothers
Schedule A - $144,692.00
Schedule B - $169,726.00
Tackaberry
Schedule A - No Bid
Schedule B - $160,500.00
W.H MacSweyn
Schedule A - $214,900.00
Schedule B - $295,900.00
Goldie Mohr
Schedule A - $151,481.30
Schedule B - $171,625.50
Bonnechere Excavating
Schedule A - $190,269.91
Schedule B - $236,589.33
Cavanagh Construction
Schedule A - $189,258.49
Schedule B - $249,064.59
Crain's Construction
Schedule A - $163,317.50
Schedule B - $240,152.50

RFQ 2019-03 Two Culvert Replacements. Whitewater Region.
Bonnechere Ex. - $91,850.00
RGT Clouthier - $65,770.00
McCrea Equip. - $89,798.00

Layman Fire & Safety Has Expanded!

In an effort to offer an increased service to our community, we are now the region's newest electrical contractor. The electrical component of our business allowed us to provide fire alarm services more efficiently, and service general electrician needs. A full-time master electrician is now on staff and we look forward to expanding our services for the benefit of the community.

Layman FIRE & SAFETY
Think of fire before it starts.

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Tender Results Around The Region

PW-2019-02 Small Roof Replacements. Arnprior.
Headrick Const. - $51,556.38

RFQ 2019-04 One Culvert Replacement. Whitewater Region.
Bonnechere Ex. - $68,150.00
RGT Clouthier - $54,885.00
McCrea Equip. - $74,143.95

2019-07-24 DST Grant Settlement Road. Whitewater Region.
Smiths Const. - $215,000.00
Greenwood - $158,600.00

RFQ 2019-05 Paving of the Entrance and Parking Lot at the Forests Falls Library. Whitewater Region.
Greenwood - $11,638.20
H&H Const. - $13,566.00

2019-09 Fire Services Half Ton Truck. Whitewater Region.
Blue Mountain - $48,122.18
Calvacade Ford - $48,929.00
Lapointe Chrysler - $49,159.15
Butler GM - $54,075.02

Asphalt in Depth Sealing - PW-C-12-2019-19-EO. Lanark County.
Smiths Const. - $136,326.40
Superior Road - $180,432.00

Supply and Place Shoulder Gravel - PW-C-11-2019-19-EO. Lanark County.
Arnott Brothers
Schedule A - $43,290.00
Schedule B - $85,470.00
Tackaberry
Schedule A - $41,181.00
Schedule B - No Bid
Cavanagh Construction
Schedule A - $47,619.00
Schedule B - $93,506.40
Crain's Construction
Schedule A - $52,836.00
Schedule B - $105,672.00

3-Cable Guide Rail and Steel Beam Guide Rail Maintenance - PW-M-2019-20-E2. Lanark County.
Peninsula Const. - $233,185.00
Hughson Fencing - $186,735.00
Crain's Const. - $190,525.00

Placement of a Stress Absorbing Membrane Interlayer on County Road #4 (Roger Stevens Drive) and County Road #10 (Richmond Road) - PW-C-10-2019-19-E0. Lanark County.
Miller Paving
Schedule A - $203,688.00
Schedule B - $203,688.00
Norjohn Contracting
Schedule A - $214,450.00
Schedule B - $214,450.00

Roadside Weed Spraying - Contract PW-M-26-2019-19-E0. Lanark County.
Davey Tree Expert
Lanark County - $33,211.00
Perth - $1,639.13
Montague - $3,063.56
Mississippi Mills - $11,289.84
Wagar & Corput
Lanark County - $29,800.00
Perth - $1,495.00
Montague - $2,538.00
Mississippi Mills - $9,182.00

PWO-2019-02 – Manhole and Catch Basin Cleaning. County of Renfrew.
Clean Water Works - $21,760.16
Xsite Enterprises - $28,124.00
Drain-All - $220,624.00

2019 Articulated Four Wheel Drive Front End Loader-Contract # 19-PW-010. Smiths Falls.
Nortrax - $315,884.722
Toromont CAT - $329,960.002

2019 Sidewalk Grinding Program - Contract # 19-PW-07. Smiths Falls.
10504408 Canada - $21,334.40
Safe Sidewalks - $11,300.00

2019 Beckwith Street Reconstruction - Contract # 19-PW-001. Smiths Falls.
Ottawa Greenbelt Construction - $9,524,770.00

Full tender listings are available at www.ovbusiness.com. Ottawa Valley Business posts tenders and tender results free of charge. To submit your tender, email us at: admin@ovbusiness.com

Tenders

FOR SALE

Sale of Land in Brudenell, Lyndoch and Raglan

REQUEST FOR PROPOSAL

Parks & Recreation Rental Rates and Non-Resident Fee Review – Proposal No. P-19-05

REQUEST FOR QUOTATION

PBIA 2020 Summer Flowers Contract

PBIA 2020 Maintenance Contract

RFQ-2019-09 Deck Stairs Replacement and Exposed Wood Maintenance

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RFQ-2019-12 Pre-cast Steps Replacement (Almonte)

RFQ-2019-07 Window Replacement – 171 Munro Street, Carleton Place

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PW-E-31-2019-20-E0 Snow Plow Blades

TENDERS

19-PW-013 Multi-Use Trail Paving

CS-03-19 Centennial Park and Millennium Trail Repairs

Contract No. ES-2019-18 – Catch Basin Insert Technology

Contract No. 19027-02 River Road Watermain Construction

T-19-15 Gazebo Construction – Riverside Park, Lea Street Park

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Municipal Audit Services

No. 03-19 Culhane Road Culvert Replacement

Telephone System and Installation – LVFIM-2019-01

Grinding of Construction, Demolition, Wood and Other Waste at the Arnprior Waste Disposal Site

For full tenders and results, visit www.ovbusiness.com

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Decision-Maker Psychology

Fast isn't always best when it comes to marketing

By: Jennifer Layman
jenn@ovbusiness.com

Marketing is very much about understanding how people think and make decisions. Most of the time, I talk about human psychology as it relates to customers. Today, I want to talk about it as it relates to you - the business or organization decision-maker.

People are not difficult to figure out; they generally want the fastest way to an answer. As an example, your printer is low on ink and you need a new cartridge. The fastest way to solve that issue would be if the office supply store in town carries that ink cartridge. You call but the line is busy, so you ask a co-worker if they think the store would carry that cartridge. They respond, "I'm sure they do." So, you go to the store to pick up the cartridge, only to find out that they don't have it. You got the answer quickly, but it was the wrong answer. The person you asked didn't know for sure, but they wanted to be helpful so they gave you an answer. You wanted a fast solution so you took their "guess" as accurate.

While this seems like a menial example, think of the time you have wasted in obtaining the fast answer from someone who didn't know the real answer. Had you pursued speaking to the office supply store, you would have found out that they don't carry that ink cartridge, and you would have saved yourself the time to go there, and then go somewhere else. Now imagine what happens when you put money into marketing without knowing the truth.

I have had the experience of seeing businesses and organizations make marketing decisions based on fast answers instead of truthful information. Millennials are lazy, people only care about the price, a blogger said my website hits are too low - they are all fast answers but they are not the truth.

The *truth* is that millennials are not lazy. They just want different things from their careers than you want from yours. If you want to hire them, find out what they want and determine if you can give it to them. If not, don't hire Millenials.

The *truth* is that people do not only care about the price. Every person does not put the same value to the same things. If you sell cars - the person who just wants a car to get around puts a different value to their car than the person who needs their vehicle to carry work supplies and pull a trailer.

The *truth* is that website hits do not determine if you are a successful business. Just because someone invented a counter for your website doesn't mean they have unleashed the secret of business achievement! Are you also counting the number of people who walk through your door or the number of phone calls you receive and applying some sort of blogging logic to that? It's information, not a strategy.

Acting fast might make you feel as though you are accomplishing something, but having to re-do a task sure doesn't feel that way.

Be mindful of acting on fast-answer information. You are programmed to give fast answers and you are programmed to seek them out. Hold out for the truth when it really matters.

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

In order to reach your marketing goals, you need to take the first step.

forwardthinking
MARKETING AGENCY

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

Deadlines

OTTAWA VALLEY BUSINESS

September 17, 2019
Deadline: September 11, 2019

October 1, 2019
Deadline: September 25, 2019

October 15, 2019
Deadline: October 9, 2019

November 5, 2019
Deadline: October 29, 2019

101 THINGS TO DO IN THE VALLEY

November-Decemebr 2019 Edition
Publishes: October 10, 2019
Deadline: October 8, 2019

HEALTH MATTERS

Fall 2019 Edition
Distributing the week of September 9th
Pick up your copies at your local healthcare providers

News Answers

1) Kevin Burns, CEO of Juul, a vaping company
2) They are appealing to the Supreme Court of Canada
3) The potential for 60 cm snow dumps and -40 C temperatures
4) Chicken
5) Airbus
6) $15 million and water bombers
7) The word "lift" was on a seatbelt in English but not in French
8) 338
9) Carfentanil; it is 100 times stronger than Fentanyl
10) It originally gave workers the chance to campaign for better working conditions or pay.