

## No Fault, All Fault On Flooding

### Review focuses on better preparing for flooding

By: Jennifer Layman  
[jenn@ovbusiness.com](mailto:jenn@ovbusiness.com)

An independent review of the flooding events of 2019 has been conducted and the verdict is that the responsibility lies with Mother Nature.

Douglas McNeil, P.Eng., penned the report entitled An Independent Review of the 2019 Flood Events in Ontario. McNeil says that "based on an analysis of the information available for all of the systems that experienced flooding in 2019, nothing points to human error or the negligent operation of water control structures as the cause of the flooding." Instead, it was a combination of snow and rainfall that contributed to the flooding. McNeil says that "measures taken by water managers everywhere were effective in reducing the magnitude of flooding and associated damages throughout the drainage basins."

While the report says there was no "human error" involved, there appear to be human errors in decision-making that contribute



to the impacts of flooding. McNeil cites the permissions given to build in floodplains, the loss of wetlands and a lack of flood insurance as problems for which he offers the majority of his recommendations. As for future flooding, he says to just expect that it will continue to happen thanks to climate change (although he later reports that there is no proof climate change is causing the flooding.) If property owners don't want to be flooded out, they should move.

#### Ottawa River Notes

McNeil's report notes that Ontario Power Generation operates for dams and three reservoirs on the lower portion of the Ottawa River. While they have the legal ability to raise the water level to the limit allowed on their licence, under high flow conditions, they are not to do any more harm than what would occur under natural conditions.

McNeil makes a point to state that OPG facilities are not "run of river," a comment that has

been made repeatedly by organizations. "Run of river" means that facilities have no storage whatsoever, and OPG actually has storage capacity.

"Under normal operating conditions, outside of high flow or flooding events, OPG has significant control over the flows and levels to support power production," writes McNeil.

So what happened in 2019? Simply stated, there was more snow on the ground than usual, there was more precipitation was higher than usual (but not as high as 2017) and major rainfall events coincided with the peak of the snow melt.

#### Deux-Rivieres Dry River Bed

Seeing a dry riverbed at Deux-Rivieres (see photo) while areas upstream and downstream were flooded just didn't seem to make sense to people. McNeil tackled that explanation in his report as well.

*Continued on Page 3*

## Deadline: December 6th



We are now booking for the January 2020 issue of Health Matters. This issue covers information from January to early April.

Should you be in this issue? Health care providers, employment, healthy homes, winter activities, causes and events, mental health and more.

# HealthMatters

THE OTTAWA VALLEY'S HEALTH MAGAZINE

Phone: 613-732-7774 | [behealthy@ovhealth.ca](mailto:behealthy@ovhealth.ca) | [www.ovhealth.ca](http://www.ovhealth.ca)

# 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](mailto:admin@ovbusiness.com)

## ADVERTISING RATES

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

1/8 Page .....	\$75
1/4 Page .....	\$150
1/3 Page .....	\$175
1/2 Page .....	\$275
2/3 Page .....	\$325
Full Page .....	\$475

**Regular Advertising Special:** Run three ads for the price of two. Run the same ad twice and the third time you run the ad it's free!

Graphic design is included in the price of your ad. If you wish to submit artwork, please ask for our design dimensions.

## 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](mailto:101things@travelourbackyard.com)

## CONTACT US

Publisher.....Jennifer Layman  
 Email.....[admin@ovbusiness.com](mailto:admin@ovbusiness.com)  
 Phone.....613-732-7774  
 Online.....[www.ovbusiness.com](http://www.ovbusiness.com)  
[www.facebook.com/OVBusiness](http://www.facebook.com/OVBusiness)

## MAILING ADDRESS

2113 Petawawa Boulevard,  
 Pembroke, Ontario K8A 7G8

## Events

### December 3, 2019

Mississippi Valley Conservation Authority Open House for draft flood hazard mapping for the lower Mississippi River system. 4:30pm-7:00pm. MVCA Conservation Centre in Carleton Place. For information, call 613-253-0006 or [jprice@mvc.on.ca](mailto:jprice@mvc.on.ca)

### December 4, 2019

Mississippi Valley Conservation Authority Open House for draft flood hazard mapping for the lower Mississippi River system. 4:30pm-7:00pm. Stewart Community Centre in Pakenham. For information, call 613-253-0006.

### December 4, 2019

Bancroft's Economic Development Strategic Plan town hall meeting. 7:00pm. Train Station, 8 Hastings Heritage Way, Bancroft. For information contact Lianne Sauter at 613-332-3331 ext.206 or [lsauter@bancroft.ca](mailto:lsauter@bancroft.ca)

### December 5, 2019

Presentation on the role and value of business improvement areas (BIAs). 6:00pm-9:00pm. North Grenville Municipal Centre in Kemptville. Speaker is Kay Matthews of the Ontario Business Improvement Area Association. For information, call 613-258-9569 ext.401.

### December 5, 2019

Discussion on skilled trades shortages in Renfrew County. Best Western in Pembroke. 9:00am-12:00pm. Take-away lunch available. Hosted by the Labour Market Group of Renfrew-Lanark. RSVP to [renfrewlanark@gmail.com](mailto:renfrewlanark@gmail.com)

### December 5, 2019

Bookkeeping 101: What you need to know to run your business. 9:00am-12:00pm. \$20. Small Business Advisory Centre, 91 Cornelia Street West, Entrance B in Smiths Falls. [smallbusiness@smallbizcentre.ca](mailto:smallbusiness@smallbizcentre.ca) or 613-283-7002 ext.109.

### December 5, 2019

Starter Company Plus Orientation. 3:00pm. [smallbusiness@smallbizcentre.ca](mailto:smallbusiness@smallbizcentre.ca) or 613-283-7002 ext.109.

### December 6, 2019

Perth & District Chamber of Commerce Small Business Christmas Dinner. Farrell Hall, 186 Gore Street East in Perth. Entertainment by Texas Tuxedos. \$50 includes buffet dinner. RSVP to 613-267-3200.

### December 11, 2019

Taking the Mystery out of Municipal Meetings. Presentation by Amberley Gavel with Nigel Bellchamber and Fred Dean. Clarion Hotel, Pembroke. 8:30am coffee. 9:00am. \$325 includes lunch and snacks. Register by emailing [brenda@agavel.com](mailto:brenda@agavel.com)

### December 11, 2019

Doing Business with the Government of Canada.

10:00am-2:00pm. 7 Bayview Road, Ottawa. Office of Small and Medium Enterprises, National Capital Region. Phone: 819-953-7878.

### December 12, 2019

The Future AgriForce: Data, Strategies and Opportunities webinar. 10:00am-11:30am. Learn more about forecasted labour shortages and strategies to promote careers in the agri-food industry. Free. Register at [www.eventbrite.ca](http://www.eventbrite.ca)

### December 17-19, 2019

Radon Measurement Certification Course. Held at Pikwakanagan. Become certified under the Canadian National Radon Proficiency Program. Register by December 6 by calling 613-625-2800 ext.245.

### December 18, 2019

City of Pembroke Zoning By-law Review. Public meeting to consider revisions and provide input on the final by-law. 4:30pm. Council chambers at City Hall in Pembroke. For information, call 613-735-6821 ext.1301.

### January 7, 2020

City of Pembroke Zoning By-law Review. Public meeting to consider revisions and provide input on the final by-law. 6:00pm. Council chambers at City Hall in Pembroke. For information, call 613-735-6821 ext.1301.

-----  
 Send us your business event:  
[admin@ovbusiness.com](mailto:admin@ovbusiness.com)

## Need Meeting Space?

Rental Rates  
 \$40 half day  
 \$80 full day

A variety of meeting set-up options

Ground floor access with ample free parking

Boardroom for smaller meetings (10) or open area for larger groups



Inquire about the space you need and available dates by calling 613-687-5300

# Deux-Rivieres and Recommendations

## The dry river bed and communicating better

*Continued from Page 1*

He explained that when the Des Joachim dam was constructed, water upstream was artificially elevated to the natural high-water mark. This was done to maximize the potential for power generation. This has resulted in Deux-Rivieres serving as the reservoir for the Des Joachims dam.

If flooding occurs downstream (due to rainfall), water can be retained in the reservoir and released slowly. But, if the flow out of the north is more than 2,000 cubic metres per second, it cannot hold the water. The reason is because between the dam and Deux-Rivieres is a community called Klock. The river bed in Klock is full of narrow rapids that cannot pass the water through quickly enough when there is a high flow from upstream and a high water level downstream. In this case, backing up water in the reservoir (Deux-Rivieres) would not alleviate the issue of water getting through the Klock rapids. And, a full reservoir leaves no room for any additional rainfall.

### Additional Highlights

Some additional highlights of the report are as follows:

- The problem with a year like 2019 is that the natural events

(snow, rain) that caused the flooding were so much larger than what we have measured to be average, that the human inputs have had very little impact, positive or negative.

- Due to climate change (a responsibility of us all), floods will continue to happen.

- The development of the modern floodplain policy in Ontario, the watershed approach, the conservation authority model and the flood standards have been extremely effective at reducing flood risks.

- Although one cannot unequivocally say that climate change is causing the flooding, we do know that water levels and flows are affected by a combination of temperature, precipitation and solar inputs that affect changes in precipitation and evaporation.

### McNeil's

#### Recommendations

McNeil makes several recommendations on how best to move forward. Some of them are as follows:

1) That the Province consider adopting legislation that will require flood risk properties to be identified in some way that is publicly accessible, at the very least on the property title, to ensure that prospective buyers are aware.

2) That the Province support municipalities and conservation authorities to ensure the conservation, restoration and creation of natural green infrastructure during land use planning to reduce runoff and mitigate the impacts of flooding.

3) That the Province continues the dialogue with the Insurance Bureau of Canada and the federal government on making flood insurance more available.

4) That the International Joint Commission, the Ottawa River Regulation Planning Board, and Ontario Power Generation make detailed information about flood operations readily available on their respective websites.

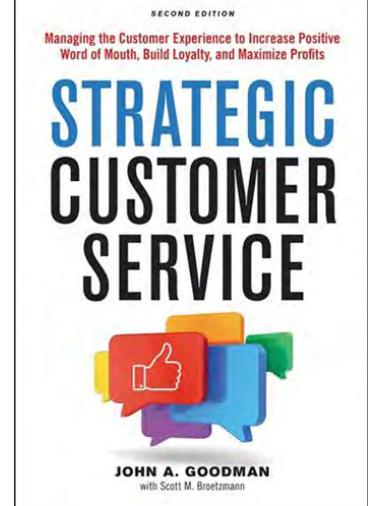
5) That everyone communicate better with the public.

6) That Ontario Power Generation create a dynamic illustration regarding the dry section at Deux-Rivieres that "walks" the observer through the changes in water levels during low to normal to high flows, with voice-over explanation of water level changes, and that this video be included on their website.

### Link To Report

A link to the full report is available on the home page of the Ottawa Valley Business website: [www.ovbusiness.com](http://www.ovbusiness.com)

## Book Club



Any organization can win more customers and increase sales if they would only learn to be more strategic with their customer service. This book draws on over 30 years of research from companies such as 3M, GE, and Chick-Fil-A to teach readers how to transcend a good business into a profitable word-of-mouth machine that transforms the bottom line.

When customers complain, employees respond. The typical service model is riddled with holes. What about people and businesses who never speak up...but never come back?

Learn to actively reach out, prevent problems and resolve issues in ways that boost loyalty. Transform customer service into a strategic function, and reap benefits far exceeding investments, often 10 to 20 times more.

Complete guidelines and case studies explain how to:

- Gather and analyze customer feedback
- Empower employees to fix problems
- Track your impact on revenue
- Generate sensational word of mouth
- Tap opportunities to cross-sell and up-sell

Updated sections help you forge bonds via social media, attract and retain great employees, and leverage the latest technology.

Why settle for passive service? Make a business case for ramping up operations - and get the tools for making it pay off.

## Fire, Safety and Electrical Services

In an effort to offer an increased service to our community, we are now providing electrical contractor services. The electrical component of our business allows 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.

**Layman**  
**ELECTRIC**

A division of Layman Fire & Safety | ECRA/ESA 7013823

Phone: 613-732-5320 | [joel@laymanfireandsafety.com](mailto:joel@laymanfireandsafety.com)

# Business News Around The Valley

## Beauman's Bought

Emterra Group has purchased Beauman's Recycling. Emterra is based in Burlington and has operations in Ontario, Saskatchewan, Manitoba and British Columbia and Michigan.

## Salvation Army Closures

On September 19, 2019 the Salvation Army store in Renfrew closed. This came following the closure of the Pembroke Salvation Army store which occurred in March 2019. The Salvation Army was a valuable resource for clients and provided numerous supports to the community including preparation of Christmas baskets for low-income families. At this time, other community agencies are working together to determine who can help fill the void left by the closure of this agency.

## County of Renfrew Earns Extra \$50K

The Association of Municipalities of Ontario (AMO) will distribute over \$12

million in surplus federal gas tax administration fees to municipalities. The County of Renfrew will receive \$51,332.60. This is in addition to the \$2,746,190.55 the County of Renfrew received in July as part of the one-time doubling of the fund, and the \$2,671,772.78 for the County of Renfrew's original 2019 amount.

## OPP Inspector Recognized

At the annual Lanark County Warden's Banquet, Warden Richard Kidd (Beckwith) and Councillor Sharon Mousseau (Beckwith) presented OPP Inspector Derek Needham with an award recognizing his leadership and positive impact on policing in Lanark County.

## CIP For Smiths Falls

### Restaurant

Udaya Arachchige has applied for funding under the Community improvement Plan (CIP) in Smiths Falls. Arachchige has taken over the tenancy of Norm's Restaurant and will be creating a new

restaurant focusing on Italian, Indian, Sri Lankan and Canadian food, at that location. The CIP funding will assist with a new sign for the restaurant, located at 27 Beckwith Street North in Smiths Falls. The restaurant hopes to open in December.

## New Dentist For Petawawa

Dr. Richard Mansour is opening a new dental office, Hometown Dental, in Petawawa. The property will be located at 3525 Petawawa Boulevard. The dental office will renovate an existing auto sales and auto body shop.

## Increasing Provincial Park

### Access in Whitewater

The County of Renfrew and Ottawa Valley Tourist Association have written a letter to MPP John Yakabuski asking for the Ottawa River Provincial Park to be open to the public. The suggestion is that the park would be a day-use park, accessible via Wilderness Tours. What is being suggested is an entrance area, toilet facilities and trails but not to allow

accommodations activities. Alastair Board, Manager of Economic Development and Tourism for the County of Renfrew, suggests a contract operation, similar to Driftwood Provincial Park, be put in place for the Ottawa River Provincial Park. According to the Ontario Parks website, "visitors should be highly skilled in wilderness trekking and white-water rafting." The park is classified as a waterway.

## Kenny's Store Celebrates 50 Years

Whitewater News is reporting that Kenny's Store in Westmeath is celebrating their 50th anniversary. The store was previously known as Conroy's Store until 1969. The business was started by June and Bryan Kenny and is now operated by Steve and Sharon Kenny and Paul and Cheryl Kenny.

*Continued on Page 5*



Christmas  
New Year's  
Winter Fun  
Valentine's Day  
Family Day  
& more!

\$25 per listing  
5 listings for \$100

# 101 Things To Do in the Valley

JANUARY-FEBRUARY ISSUE

Covering events from December 13 to mid-March.

Give people something to do this winter and list your event in 101 Things to Do in the Valley.

101things@travelourbackyard.com | Phone: 613-732-7774

## FESTIVAL OF Outdoor Rinks AND WINTER FUN!



We know the snow isn't here yet, and we're not trying to rush it or anything, we're just reminding you that

when winter comes, you have the Festival of Outdoor Rinks (and winter fun) to look forward to!

Keep in touch with us!

[www.facebook.com/outdoorrinks](http://www.facebook.com/outdoorrinks)  
[maria@festivalofoutdoorrinks.com](mailto:maria@festivalofoutdoorrinks.com)

# Business News Around The Valley

*Continued from Page 4*

## Container Stores Funding Pursued in Petawawa

The Town of Petawawa's business advisory group (PBAN) is looking for funding from the Rural Economic Development program to complete the next steps of the container market. The project would see stores open in containers or boxes and placed throughout the municipality in areas such as the Petawawa Point. Another option would be rail box cars near the Algonquin Trail. myFM reported that Economic Development Officer, Christine Mitchell, notes that while brick and mortar buildings cost \$150-\$250 per square foot, containers would be only \$20-\$100 per square foot. Mitchell said this would encourage business growth in the community.

### Sumo Sushi

#### Coming To Petawawa

Sumo Sushi restaurant is coming to Petawawa, moving into the

former Kim's Convenience store location. The restaurant will be located at 3483 Petawawa Boulevard.

### Local Seniors' Associations Receive Funding

The Government of Ontario has released funding for local seniors' associations and centres. The following organizations will receive \$52,777: Centre Lajoie des ainé(e)s francophones de Pembroke, Community Resource Centre in Killaloe, Eganville and District Seniors, Grover Arnprior, Opeongo Seniors, Renfrew & Area Seniors and Pembroke 50+ Active Living Centre. Silver Threads of Petawawa will receive \$39,027.

### Nurse Receives \$10K Grant

Jennifer Brunet, a registered practical nurse at Almonte General Hospital, has received a grant of \$10,000 to explore the way nurses in Almonte can work up to their full scope of practice. Almonte General Hospital is the first hospital in Ontario to benefit from this research project.

Brunet was one of four RPNs in Ontario to have a proposal accepted through the RPN Innovation and Impact Challenge.

### PRH Recognized

Pembroke Regional Hospital (PRH) is one of three hospitals in Ontario to be recognized for their efforts in promoting organ and tissue donation. The recognition was provided by the Trillium Gift of Life Network, which the hospital joined in 2013. For 2018-19, there were 13 tissue donors made possible from the hospital.

### Teachers On Strike

High school teachers (public) will be walking off the job on December 4 as part of their strike action. According to The Canadian Press, the Government of Ontario says the main issue is compensation and that the union's pay increase would result in a cost of \$1.5 billion to the province; the government is offering a \$750 million increase. The union representing the

public high school teachers acknowledges that the walk-out "will cause short-term disruption in the lives of students and parents" but feels they cannot stand by and do nothing.

### Shawville Business Moves

Jolie Folie, a women's clothing store in Shawville, has moved into the former location of Boutique Gwendolyn, 338 Main Street in Shawville. The move marks the fourth women's clothing store in the building. The clothing store is also a depot for dry cleaning and Purolator.

### Arnprior Parking Restrictions

The Town of Arnprior's overnight winter parking restrictions are now in effect. Regardless of weather conditions, there is no parking on municipal roadways or in municipal parking lots between the hours of 2:00am and 7:00am from December 1 to March 31.

*Continued on Page 6*

## 7 Opportunities To Promote In Health Matters



# HealthMatters

THE OTTAWA VALLEY'S HEALTH MAGAZINE

Phone: 613-732-7774 | [behealthy@ovhealth.ca](mailto:behealthy@ovhealth.ca)  
Current and back issues online at: [www.ovhealth.ca](http://www.ovhealth.ca)

- 1) Winter walking and fitness programs available at rec centres, arenas and more.
- 2) Workshops, seminars and training available on health-related issues (mental health, First Aid, healthy eating)
- 3) Healthy home options: air cleaners, furnace cleaning, maintenance services.
- 4) Special event connections: nutrition month, heart and stroke month, International Women's Day.
- 5) Tie in promotions to Valentine's Day, Family Day, March Break, St. Patrick's Day and Easter.
- 6) Introduce a new healthcare product or service that you have available.
- 7) Promote the healthy aspects of working at your business, from social events to benefits.

Talk over your advertising options with us! Ad design is included in the cost of the ad!

Deadline to book into the magazine: December 6th | Distribution begins January 3, 2020.  
Ad rates starting at \$135 plus HST. 15,000 copies (Lanark County, Renfrew County, Mattawa, Bancroft)

## News 10

How well do you know federal cabinet ministers?

1) He was the #1 ranked Canadian middleweight boxer in 1983. He is the minister of northern affairs.

2) He is a retired Lieutenant-Colonel in the Canadian Armed Forces and former police officer with the Vancouver PD. He is the minister of national defence.

3) She won three Paralympic and four World Championship medals as a visually-impaired athlete. She is the minister of employment, workforce development and disability inclusion.

4) He spent a decade as the host of Canada AM on CTV. He is the minister of natural resources.

5) She founded a reforestation company that planted over 1 billion trees. She is the minister of digital government.

6) He worked as a federal prosecutor and handled the Toronto 18 terrorism case. He is the minister of immigration, refugees and citizenship.

7) She is a graphic designer and author of the Implementation Panel for the Thunder Bay Drug Strategy. She is the minister of health.

8) He was the first Canadian astronaut to fly in space. He is the minister of transport.

9) He served 39 years with the Toronto Police Force including 10 as chief. He is the minister of public safety and emergency preparedness.

10) As a physician, she authored *Kill or Cure? How Canadians Can Remake Their Health Care System*. She is the minister of crown-indigenous relations.

Answers on Page 10

# Business News Around The Valley

Continued from Page 5

## Lanark County Requests Meetings

At its November 27 meeting, Lanark County council passed a motion requesting delegations at the Rural Ontario Municipal Association Conference in January 2020. One is to meet with the Ministry of Children, Community and Social Services regarding cuts to Lanark County Interval House stabilization funding and the impact this has on rural communities. Another is to speak to the Ministry of Natural Resources and Forestry regarding the status of Ontario's Sustainable Bait Management Strategy. Finally, they have requested to meet with the Ministry of Health regarding

increased funding for mental health nurses to continue and enhance the current partnership between the Lanark County OPP and Lanark County Mental Health for crisis response, as well as cross border billing for ambulance service calls.

## Andrewsville Bridge Closure

The annual temporary closure of Andrewsville Bridge in Lanark County is scheduled to take place from December 1, 2019 to March 31, 2020. No detour signage will be in place. For information, contact public works at 613-267-1353.

## Northern CFDCs

### Fund Women Businesses

Throughout Northern Ontario, a funding program is available for women who are looking at

starting or expanding their business. The program, called Northern Ontario Women (NOW) is in place from Fall 2019 to Spring 2023. Interested applicants can contact their local Community Futures Development Corporation for an application or to find out more. Information is also available by email at [now@lambac.org](mailto:now@lambac.org).

## Tay Valley Winter Parking

Tay Valley Township is reminding drivers that from December 1, 2019 to March 31, 2020 there is no parking on all township roads and municipal parking lots from 2:00am to 7:00am. Fines are \$50.

## OPP Detachment Updates Killaloe, Lanark County, Renfrew and UOV

The Killaloe-Whitney OPP had 82 calls for service from November 18-24. There were 10 motor vehicle collisions. The OPP also has acquired approved drug screening equipment which can detect cannabis and cocaine in a driver's saliva.

The Lanark County OPP had 407 calls for service from November 18-24. There were 59

motor vehicle collisions, 8 domestic incidents, 2 break and enters, 5 thefts, 6 mischiefs, 8 frauds, 1 Liquor Licence Act charge and 7 mental health incidents among others.

The Renfrew OPP had 215 calls for service from November 18-24. There were 6 domestic disputes among other calls.

The Upper Ottawa Valley OPP

is investigating a break-in at Brum's Dairy. Two cash registers containing an undisclosed amount of money were stolen by two persons. Also, Colborne's Fish and Chips was the target of a break-in. An undisclosed amount of cash was stolen.

11  
YEARS

Connecting  
employers  
to employees

## What is your job ad doing for you?

Looking for a legitimate online job board that actually delivers real candidates to your job postings?

**ovjobs.ca**

Free job ad writing assistance.

Easy end-of-the-month invoicing.

Your posting is shared with our Facebook community.

OVJobs reaches 3,000 people every single day!

No account required. Simply email us your job ad and we will get it posted for you!



[employers@ovjobs.ca](mailto:employers@ovjobs.ca) | Phone: 613-732-7774

# CNL Is Top-100 Employer

## Volunteer time, benefits, fitness room for employees

Canadian Nuclear Laboratories (CNL) has been named one of Canada's Top 100 Employers.

Canada's Top 100 Employers project is a national competition to determine which employers lead their industries in offering exceptional workplaces for Canada's Top 100 Employers their employees. Employers are evaluated using eight criteria: physical workplace, work atmosphere and social, health, financial and family benefits, vacation and time off, employee communications, performance management, training and skills development and community involvement. Employers are compared to other organizations in their field.

Some of the highlighted reasons why Canadian Nuclear Laboratories was selected as one of Canada's Top 100 Employers (2020) are as follows:

### Employee Morale Fund

Canadian Nuclear Laboratories maintains a unique employee morale fund that allows senior personnel to reward employees with meals, gifts or help with planning celebrations, and has



recently introduced a new SEED program to reward and recognize innovative science and technology projects.

### Volunteerism

Canadian Nuclear Laboratories encourages employees to get involved in the community with paid volunteer time -- the organization's charitable program focuses on meeting local needs in the communities where employees live and work, with a specific focus on initiatives that support health and safety, as well as science, technology, engineering and mathematics

### New Parents Leave

Canadian Nuclear Laboratories supports its new moms with generous maternity and parental leave top-up payments (to 93 per cent of salary for 17 weeks, followed by 75 per cent of salary for 35 weeks) and extends this

benefit to new dads and adoptive parents (to 75 per cent of salary for 35 weeks)

### Additional Perks

Additional perks that the company offers include: online car pool sign-up, free parking, rural, forested setting for the campus, employee lounge, onsite cafeteria, onsite fitness facility, variety of employee clubs, many social events, company newsletter, new employee referral bonus, experience discounts (Ottawa Senators, Canada's Wonderland, etc.), in vitro fertilization benefits, performance reviews every 12 months, in-house training and tuition is 100% covered.

For more information, visit [www.canadastop100.com](http://www.canadastop100.com)

Find Us On **facebook**

Ottawa Valley Business

[www.facebook.com/ovbusiness](http://www.facebook.com/ovbusiness)

Health Matters Magazine

[www.facebook.com/healthmattersmag](http://www.facebook.com/healthmattersmag)

Ottawa Valley Jobs

[www.facebook.com/ovjobs](http://www.facebook.com/ovjobs)

## It's A Fact

### Algonquin College (Pembroke)

**235**

Students from Pembroke-Laurentian Valley

**90**

Students from Petawawa

**36**

Students from Whitewater

**19**

Students from Renfrew

**17**

Students from the Pontiac Region

**16**

Students from Bonnechere Valley

**14**

Students from Barry's Bay

**12**

Students from Deep River

**10**

Students from Killaloe, Hagarty, Richards

**7**

Students from Laurentian Hills

**6**

Students from Arnprior

**547**

First year students

**275**

Students from out of town

**150**

Students coming directly from high school

**134**

Students over age 25

**20**

Full-time programs offered

**6**

Number of Deans in the College's history

Source: Algonquin College

## CIP Matching Loan

Helping you take advantage of CIP matching program

## Prêt CIP Réciproque

Nous pouvons vous aidez à profiter de notre programme de réciprocité



Société d'aide au développement des collectivités du comté de Renfrew

[www.rccfdc.org](http://www.rccfdc.org)  
[info@rccfdc.org](mailto:info@rccfdc.org)  
613-431-3951



Community Futures Development Corporation  
Renfrew County

## People On The Move

### Brian Campbell

Brian Campbell (Tay Valley Reeve) is the new warden for Lanark County. Campbell replaces Richard Kidd (Beckwith Reeve). The inaugural meeting for council takes place December 3 at 11:00am.

### Jamie Glofcheskie

Jamie Glofcheskie is a new full-time Maintenance Person at the County of Renfrew with the administration building. Glofcheskie commenced his employment on October 28. Glofcheskie has a carpenter-tradesman background and has been working with a private contractor servicing institutional, commercial and private clients.

### Barry Jackson

Barry Jackson is the new Public Works Supervisor for the Town of Mattawa. Jackson began his position on November 13.

### Katrina Coulas

Katrina Coulas is being recommended as a new probationary fire fighter for the Township of Madawaska Valley.

### Annette Gilchrist

Annette Gilchrist is the new Chief Administrative Officer-Clerk-Treasurer for the Township of Bonnechere Valley. Gilchrist will start her position in January 2020 and comes to the municipality from the Township of Admaston Bromley where she was the Clerk-Treasurer for seven years and Treasurer-Deputy Clerk for three years. She is also a volunteer for the Association of Municipal Clerks & Treasurers Ontario for Zone 6.

-----

Send your people news to  
admin@ovbusiness.com

# Tender Results Around The Region

### General Insurance and Risk Management Services Award. Town of Arnprior.

Cowan-Mulvihill - \$249,574.68  
BFL Canada Risk - \$419,980.60  
Mun. Ins. Serv. - \$269,341.96

### 2003 International Cab, Chassis and Tank. Beckwith Township.

Recommending accepting quote #19-2256 from Battlesfield Industries Limited in the amount of \$143,300.00.

### Barrett Chute Streetlights. Township of Greater Madawaska.

Yemen Electric - \$77,649.96  
AuCoin's Electric - \$85,675.47

### 2021 Freightliner with Plow, Wing and Salt Unit. Town of Renfrew.

Recommended purchase from Francis Canada Truck Centre in the amount of \$281,366.40

### RFQ 2019-25 for Janitorial Services. Township of Whitewater Region.

Only one tender was received. Recommended award to Generations Janitorial Services in the amount of \$15,600.00.

### Paint Offices at Z-105. Defence Construction Canada.

Awarded to 168012 Canada Inc. of Gatineau in the amount of \$8,950.00.

### Design to Repair Switchgear. Defence Construction Canada.

Awarded to Architects DCA Inc. of Ottawa in the amount of \$22,433.36.

### 2019 Dual Axle Galvanized Custom Bill Landscape Trailer. Town of Renfrew.

Recommended purchase from Stittsville Trailers in the amount of \$10,622.34.

Send your job opening across Eastern Ontario.

# Eastern Ontario Jobs

Post your job for \$132.75 for 60 days.

[www.easternontariojobs.com](http://www.easternontariojobs.com)  
[www.facebook.com/easternontariojobs](https://www.facebook.com/easternontariojobs)

Ready to post? Send your jobs to [work@easternontariojobs.com](mailto:work@easternontariojobs.com)

# Buy 2 Ads Get 1 Free!

Graphic design is included in the price of your ad.

Let general contractors know you're available for subcontracting work

Remind businesses, municipalities and organizations about the services you provide

Get in front of organizations as they plan budgets for 2020

Promote your municipality as a good place to do business

Let businesses know about employee plans, discounts for bulk purchasing and more

3,600 subscribers every issue throughout the local and surrounding regions and communities

Sign up your staff to make sure they're aware of the latest business news

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

# Tender Results Around The Region

## **PWC-2019-51 – Request for Quotation – Supply of Rock & Select Sub-Grade Material – B203 (Petawawa River Bridge). County of Renfrew.**

The request to quote was sent to six suppliers: Do All construction, GP Splinter, Greenwood Paving, H&H Construction, RGT Clouthier construction and Smiths Construction.

### Armour Stone/Large Rocks S&DD - Supply & Delivery

#### SO - Supply Only

H&H Construction

\$49,440.00 (S&D)

\$31,840.00 (SO)

Do All Construction

No Bid (S&D)

\$32,800.00 (SO)

R.G.T. Clouthier Construction

No Bid (S&D)

\$33,200.00 (SO)

Smiths Construction

No Bid

### Rock Shatter Fill (Shot Rock)

H&H Construction

\$404,600.00 (S&D)

\$250,600.00 (SO)

Do All Construction

\$420,000.00 (S&D)

\$294,000.00 (SO)

R.G.T. Clouthier Construction

No Bid (S&D)

\$255,500.00 (SO)

Smiths Construction

No Bid

### Select Sub-Grade Material

Smiths Construction

\$32,500.00 (S&D)

\$20,000.00 (SO)

R.G.T. Clouthier Construction

\$40,000.00 (S&D)

\$24,850.00 (SO)

H&H Construction

\$51,750.00 (S&D)

\$30,500.00 (SO)

Do All Construction

\$135,000.00 (S&D)

\$90,000.00 (SO)

## **Vehicle Tender Award. Ottawa Valley Waste Recovery Centre.**

Recommended purchase of two

2019 Dodge Ram 1500 Classic

XT Crew Cab 4x4 trucks at a

cost of \$42,467.66 each and one

2019 Dodge Silverado 2500

4WD truck at a cost of

\$61,714.95 from Lapointe

Chrysler.

## **G25 Trailer Generator. Town of Renfrew.**

Recommended purchase from

Battlefield Equipment in the

amount of \$29,663.04.

## **Geotechnical Investigation. Defence Construction Canada.**

Awarded to Gemtec Consulting

Engineers of Petawawa in the

amount of \$31,085.00.

## **Upgrade Valves at P49. Defence Construction Canada.**

Awarded to McNolty

Mechanical of Wendover in the

amount of \$45,590.00.

## **Replace Side Doors at Building P105 and P106. Defence Construction Canada.**

Awarded to Wade General

Contracting in the amount of

\$23,750.00.

## **Non-Penetrating Guardrail System. Defence Construction Canada.**

Awarded to Nsafe Engineering

of Etobicoke in the amount of

\$31,500.00.

## **Replace Roof Top HVAC Units. Defence Construction Canada.**

Awarded to Valley Refrigeration

of Pembroke in the amount of

\$472,400.00.

## **Replace Primary Transformers. Defence Construction Canada.**

Awarded to Architecture49 Inc.

of Ottawa in the amount of

\$162,544.19.

## **Flush Heating System at G104. Defence Construction Canada.**

Awarded to VCI Controls of

Pembroke in the amount of

\$36,800.00.

## **Electrical Distribution Switchgear. Defence Construction Canada.**

Awarded to Architects DCA of

Ottawa in the amount of

\$33,637.51.

## Tenders

### EXPRESSION OF INTEREST

APN – Petawawa Construction Program for FY 2019-20

Marketing-Advertising Consulting Services

### REQUEST FOR PROPOSAL

#2020-04 Provision of Photocopier Equipment, Maintenance and Supplies

Engineering Design and Contract Administration Services For Townline Lift Station – Forcemain Upgrades and Generator Replacement RFP No. P-19-11

ADM-2019-01 Operational Review

### TENDERS

Tender for Purchase of Plant Materials for Parks Tender #19-CS-006

Roofing at Various RCDSB Locations RFT #2020-05

Fire Pumper

Supply & Delivery of School Supplies, Toner & Ink

Website Redesign

### REQUEST FOR QUOTATION

2020-2022 Mechanical Street Sweeping

For full tenders and results, visit [www.ovbusiness.com](http://www.ovbusiness.com)

## Fire, Safety and Electrical Services

In an effort to offer an increased service to our community, we are now providing electrical contractor services. The electrical component of our business allows 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.

**Layman**  
**ELECTRIC**

A division of Layman Fire & Safety | ECRA/ESA 7013823

Phone: 613-732-5320 | [joel@laymanfireandsafety.com](mailto:joel@laymanfireandsafety.com)

### Subscribe for Free!

An easy way to be current with local business news.

Ottawa Valley  
**BUSINESS**

[www.ovbusiness.com/subscribe](http://www.ovbusiness.com/subscribe)

# The Palace's PR Disaster

## Communicating is not a DIY project



**By: Jennifer Layman**  
[jenn@ovbusiness.com](mailto:jenn@ovbusiness.com)

It always amazes me when organizations that appear to be smart and well-structured make very poor communication choices. Recently, Buckingham Palace was one of those organizations. With all the good headlines that have come from Meghan, Harry, William and Kate, in 49 minutes, it was all wiped out by Prince Andrew as he sat for the interview with BBC on his relationship to Jeffrey Epstein.

Epstein was (he eventually committed suicide) a convicted sex offender. For weeks, the media had been talking about the relationship he had with Prince Andrew as details about the prince staying at Epstein's houses made their way to the press. Finally, Prince Andrew decided it was time to go on the record and he hired a public relations consultant to help him figure out how to do that.

According to media reports, the consultant wanted Prince Andrew to sit down with print media to discuss the media reports and had laid out his reasons why that would be best. The prince, however, wanted to do a live television interview, and one of the prince's staffers "went round" the consultant and eventually led to the consultant parting ways with the prince. Prince Andrew got his way and did the interview. Millions of people watched what has become known as "a master class in PR disasters."

Nothing worse could have happened in those 49 minutes. When it was over, you were left with the feeling that Prince Andrew and Epstein were very close friends and that the prince likely knew very well that inappropriate things were going on in those houses. Even when the interviewer tried to throw him a lifeline, the prince ignored it and further incriminated himself. Sadly, at no point did Prince Andrew think he was saying the wrong thing.

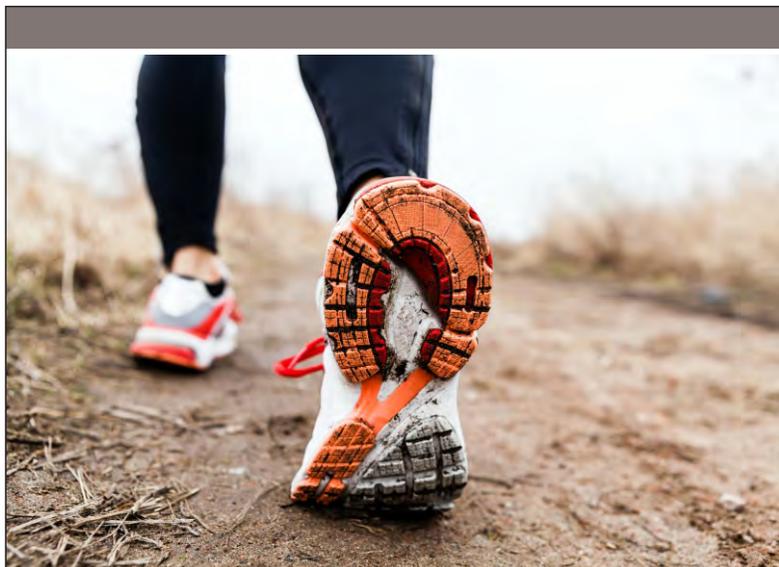
All of this disaster, and the fallout that continues weeks later, could have been avoided if the advice of the public relations professional was heeded. His job was to create the best strategy given all the pieces he had to

work with. He knew the prince's strengths and weaknesses and the public perception of the issue. The prince and his staffer paid attention to none of that and the prince's ego took over. He has been in the public eye for six decades, what's a little TV interview?

It's not uncommon that people look at jobs and say, "that's not hard, I can do that." If you decide to build a shed or paint your house and it goes badly, the only thing that is hurt is your pride in that the task wasn't as easy as you initially thought. But when you mess up communicating to the public, it's not so easy to repair your reputation. Even if you're not a prince, for a small business, reputation means a lot. And as with most things, the cost to repair the damage is substantially more than the cost of preventing it in the first place.

It would be worthwhile to watch the BBC interview with Prince Andrew to see how someone who has lived his entire life in the public eye got it so wrong. Consider that when you're about to approach the public.

*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

## Deadlines

### OTTAWA VALLEY BUSINESS

Publishes: December 17, 2019  
 Deadline: December 10, 2019

-----  
 Publishes: January 7, 2020  
 Deadline: December 30, 2019

-----  
 Publishes: January 21, 2020  
 Deadline: January 14, 2020

### 101 THINGS TO DO IN THE VALLEY

January-February 2020 Edition  
 Publishes: December 12, 2019  
 Deadline: December 9, 2019

-----  
 March-April 2020 Edition  
 Publishes: February 13, 2020  
 Deadline: February 10, 2020

### HEALTH MATTERS

Winter 2020 Issue  
 Publishing: January 3, 2020  
 Deadline: December 6, 2019

-----  
 Spring 2020 Issue  
 Publishes: April 9, 2020  
 Deadline: March 20, 2020

-----  
 Summer 2020 Issue  
 Publishes: July 10, 2020  
 Deadline: June 19, 2020

## News Answers

- 1) Dan Vandal
- 2) Harjit Sajjan
- 3) Carla Qualtrough
- 4) Seamus O'Regan
- 5) Joyce Murray
- 6) Marco Mendicino
- 7) Patricia Hajdu
- 8) Marc Garneau
- 9) Bill Blair
- 10) Carolyn Bennett