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QUARTERLY FALL 2017



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A TIMMINS CHAMBER OF COMMERCE PUBLICATION

## Chamber celebrates 68 years of success at Annual General Meeting

The Timmins Chamber of Commerce highlighted a year's worth of successes for the business community at the organization's 68th Annual General Meeting and President's Dinner on Sept. 12.

Hosted at the Porcupine Dante Club, the event allowed more than 100 attendees to hear from immediate past president Christine Bender, who outlined the many things the Chamber achieved through the 2016-2017 year as a result of the support of its 650 members.

This included many policy and advocacy victories on member-driven issues such as municipal procurement, natural resource-related infrastructure and permitting, Indigenous education, energy rates, workforce shortages, and more. This work has also involved partnerships with the Ontario and Canadian Chambers to tackle broader concerns like energy rates, minimum wage increases, federal tax changes, and cap and trade. To help share information on these and other issues, the Timmins Chamber also hosted nearly 60 informational and networking events, while offering more than 90 discounts to help members with their bottom line.

The year also saw the election of a strong 2017-2018 Board of Directors, which joined Chamber President Jamie Clarke of Tisdale Plumbing Heating & Electrical in being officially sworn in by Timmins' Mayor Steve Black as part of the evening's proceedings.

Coming from a range of business sectors and backgrounds, the six directors elected this year will now sit on the Chamber's 21-member board, providing direction and guidance to its policy, advocacy and programs on behalf of its 700-plus members.

The new additions to the Board include Donna Dorrington, senior counsel and owner of Dorrington and Associates Professional Corporation; and Chantal Magny, owner of

Narrative Interiors.

Four directors who served on the Board last year were also elected to return: Daniel Ayotte, president of PAIB Insurance Inc.; Frank Haasen, co-owner of Haasen Farms Limited; Jean-Pierre Nadon, director of Collège Boréal; and Jason Perratt, owner of Logikal Code. The annual general meeting also highlighted specific individuals that have made significant contributions to the Chamber and the business community.

The evening also served to celebrate certain individuals who have made significant contributions to the Chamber and the business community.

This year's Service Award was given to Jason Laneville of CTV Television, in recognition of his six years of dedicated service to the Chamber's board of directors -- the maximum amount of time someone can consecutively serve.

"Over the years, Jason has committed considerable time and energy to the Chamber, and to the members," said Bender. "He has been a valuable Board member, and his contributions have always been greatly appreciated."

Larry Gubbels of Wyatt Image Solutions was the recipient of this year's Alex Klimack Award, which serves to recognize an outstanding volunteer for their hard work and commitment not only to the Chamber but the community as a whole. As one of the Chamber's most determined and vocal volunteers, Gubbels is well known for his dedication, which was certainly on full display throughout 2016-2017, according to Bender.

"This individual has been a long-time Chamber champion, having served on the board for many years their dedication does not go unnoticed. The impact of the work that he has invested will be felt by the Chamber, our members, and the business community for years to come."

The Timmins Chamber also marked the evening by awarding an Honourary Lifetime Membership to past president Rick Gutcher. This official honour is reserved for individuals worthy of special recognition -- those who have demonstrated an unending desire to make Timmins the best possible place to live, work and play.

Rick's leadership and dedication to the Chamber has spanned decades, including 20 years as the lead organizer, head chef, and driving force of Evening in Italy. Before it came to a close in 2012, this annual event was one of the brightest nights on the Chamber calendar, thanking members for their support with a low-price, high-quality feast. Over the life of the event, Rick prepared more than 30,000 plates of food for what had become a homecoming of sorts for organizers and members alike.

His efforts have earned him many accolades, including the Alex Klimack Award in 2008, and the Volunteer of the Year Award from the province in 2009.

"Having served as a tireless volunteer long after his tenure as president in 1992-1993, Rick's countless contributions to the Timmins Chamber have deservedly given him a reputation for reliability," said Bender. "It is for his relentless and unwavering support of the Chamber and its goals that the Board was incredibly pleased to award him with this accolade."

Attendees of the Annual General Meeting were also able to learn about Timmins' growing potential as a "Music City," courtesy of the evening's keynote speaker Graham Henderson, president and CEO of Music Canada, and Chair of the Ontario Chamber of Commerce.

The event was sponsored by Eastlink.

See P10 for further photos of the winners and the event.



The Timmins Chamber of Commerce's 2017-2018 Board was officially sworn in at the 68th Annual General Meeting on Sept. 12.



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## Looking back

With 2016-2017 Chamber Past President Christine Bender

**Q: Tell us a little bit about your background and how you got involved with the Timmins Chamber of Commerce.**

I am the campus manager at Northern College. I often attended Chamber events and was impressed by the passion, commitment and knowledge of the team hosting these events. I often thought that this was an organization that I would like to become more involved with and when I was encouraged to put my name forward to be a Board Member, I jumped at the opportunity and was flattered when I was elected.

**Q: Which of your accomplishments from your year as Chamber president are you most proud of?**

I am most proud of the work being done on policy development. The Timmins Chamber has a very strong voice built on a reputation of providing factual arguments and solutions to relevant problems facing businesses. Being present at the Canadian Chamber of Commerce Convention and witnessing our policies being presented and accepted by delegates from across the Country was truly exciting.

**Q: Are there any specific projects you were**

**glad to see come to fruition?**

The Timmins Chamber is very relevant in the work they do and I was pleased to see the formation of the Community Readiness Committee. It is absolutely essential that the business community has a forum to discuss the potential impact of the closing of our large businesses, and the Community Readiness Committee provided the opportunity for these conversations to take place.

**Q: What was the biggest challenge that you faced this year as Chamber President?**

I think the biggest challenge for me was not having the first-hand experience of a Business Owner. I have always worked in the public sector and did not have a full understanding of the various issues and obstacles that businesses have to contend with on a daily basis.

**Q: What advice do you have for incoming president Jamie Clarke?**

The best advice I would have for the incoming President is to experience this role to its fullest. The one year term goes by so quickly and for me it is really was a once in a lifetime, life-changing experience



## Looking ahead

With 2017-2018 Chamber President Jamie Clarke

**Q: Share a little bit about your background.**

I was born and raised in South Porcupine, and I'm married to Barb Clarke, and we recently celebrated our 25th anniversary. We have two children: Collin, who is studying business in Toronto; and Alexis, who's studying business in Guelph.

I took over our family business in 1987 and purchased it in 1991. From that time, we have built the business to employ approximately 30 employees. I started purchasing rental properties at the age of 18 in Timmins and have continued to expand my real estate portfolio within and outside the Timmins area. I have also been involved in other business partnerships over the years.

Our daughter Alexis will be joining the company in December of this year and is excited to begin her career and settle in Timmins. Our son Collin graduates in the Spring of 2018, and will set up his business plan at that time.

**Q: How and when did you first become involved with the Timmins Chamber of Commerce?**

Tisdale Plumbing & Heating has been a

Chamber member for as long as I can remember and will always continue to be. Also, I started on the Board in 2015 and very much enjoy the collaboration of all businesses and what we are able to do for Timmins as a group.

**Q: How do you feel your background has prepared you to be successful in your role as Chamber president?**

I have learned a lot from being the owner of several businesses over the years, and seeing the ups and downs in the economy and how it affects all businesses. Also, the wonderful staff and Chamber board are very knowledgeable and well versed in all business aspects that I can lean on.

**Q: What are you most looking forward to accomplishing during your term?**

My philosophy for this coming year is about collaboration between businesses, government and residents. We need positive collaboration where we create an environment with a common goal to come up with tools and solutions. When we work together, we all win which makes a positive impact on the survival and prosperity of our community.



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## More than 1,000 Timmins jobs at risk under Ontario's proposed labour law changes: report

Roughly 1,000 Timmins jobs would be at risk under the Ontario government's proposed changes to labour and employment laws, according to a new report released by the Keep Ontario Working Coalition (KOW), in partnership with the Timmins Chamber of Commerce and the Ontario Chamber of Commerce.

Representing 2.5 percent of Timmins' workforce, these potential losses are part of the 185,000 jobs projected to be at risk over two years throughout Ontario as a result of the province's proposed Bill 148, Fair Workplaces,

Better Jobs Act. Aside from increasing the minimum wage by 32 per cent over 18 months, the Act also proposes changes to "equal pay" provisions, vacation, scheduling, personal emergency leave, and unionization.

Conducted by the Canadian Centre for Economic Analysis (CANCEA), the report indicates that Bill 148 also stands to have a \$23 billion impact on business over the first two years. This would primarily be felt in the manufacturing, accommodation and food services, retail trades, and wholesale trades sectors.

"Timmins businesses have said loud and clear that the changes proposed in the province's Fair Workplaces, Better Jobs Act are simply too much, too fast, and this report certainly confirms those fears," said Timmins Chamber President Christine Bender.

"We call upon the province to consider major changes to Bill 148, and slow down its implementation to avoid unintended harm and to protect Ontario jobs."

The CANCEA report also indicates that Bill 148 would result in significant increases to inflation, causing the cost of everyday consumer goods

and services to annually rise by an average of \$1,300 per household.

It will also put the province deeper into debt: the Ontario government would need to borrow \$440 million more to cover the increases in new costs from this legislation. This would increase further if the province moves to provide offsets or tax relief to businesses, as they have indicated.

The move would also pose additional challenges to municipalities, which will be forced to increase employee wages by \$500 million without additional offsetting revenues.

"Given the scale of impact and pace of change, it will be impossible for the provincial government to make businesses, even small businesses, whole through offsets," said Karl Baldauf, Vice President of Policy and Government Relations at the Ontario Chamber of Commerce and spokesperson for the Keep Ontario Working Coalition. "If the Ontario government chooses to proceed with these sweeping reforms too quickly, all of us will be affected, and the most vulnerable in our society chief among them."

Since Bill 148 was introduced in June, the KOW coalition has called on the government to conduct an economic impact analysis to fully understand how the legislation will change Ontario's economy. With the government unwilling to do so, the report released today represents the first and only independent economic impact analysis of this legislation.

In the coming weeks and months, the KOW coalition will release additional components to the economic impact analysis.

These findings were supported by the Financial Accountability Office of Ontario (FAO), an arm's length watchdog, who released a Sept. 12 report indicating that the move to a \$15 minimum wage within 18 months "will result in the loss of approximately 50,000 jobs, with job losses concentrated among teens and young adults." Moreover, the report goes on to suggest that the actual number of losses may be greater than the estimated total, as "Ontario's minimum wage increase is both larger and more rapid than past experience, providing businesses with a greater incentive to reduce costs more aggressively."

The FAO report goes on to suggest that firms relying heavily on minimum wage workers – agriculture and retail in particular – would face "significant" challenges, given the difficulty they have in raising prices due to competition from international imports and online retailers. Smaller employers would also have less flexibility than larger businesses in addressing these costs, it continued.

The report also suggests that the province's proposed legislation would not be an efficient means of tackling its stated goals: as the income gains would not be concentrated on low-income families, "raising the minimum wage would not be an efficient policy tool for reducing overall poverty."



Ontario's Bill 148, which proposes a range of changes to the province's labour and employment laws, will have a drastic impact on businesses, according to a recent report.

## Business groups unite to push Ottawa to drop federal tax changes

Thirty-five organizations from across the country have come together to form the Coalition for Small Business Tax Fairness—a unified voice to oppose the federal government's tax proposals that would dramatically change the way incorporated small businesses are taxed in Canada.

This summer, the federal government released a discussion paper on tax planning using private corporations. The proposals in this paper focus on three main areas: tax deferrals, income splitting and capital gains taxes. The complexity and rigidity of the proposed changes will not only add to the cumulative regulatory burden facing small businesses, it will also cost small business owners thousands of dollars and discourage business investment.

The government says these changes only target "the highest income earners" who have "unfair tax advantages", but in fact this will affect hardworking, honest business owners of all income levels.

"In 10 years at the Canadian Chamber, I've never seen an issue that has generated greater concern among our members," added Perrin Beatty, President and CEO of the Canadian Chamber of Commerce.

"To make matters worse, allotting only 75 days for comment in the midst of the summer holidays is not a consultation, it's a stealth attack on farmers and family businesses. The vast majority of our network's more than 200,000 members across Canada are SMEs. They will be contacting their MPs to say that these proposals must be scrapped and replaced with measures that support Canada's entrepreneurs."

The government wants to neutralize the

"tax deferral advantage" associated with making passive investments through a private corporation. Business owners can leave income in a corporation (where it is taxed at a lower rate than personal income) so that they can reinvest that income and help their business grow. Keeping income in a corporation also allows businesses to cope with fluctuating businesses cycles. The government wants to eliminate any advantages from this practice by eliminating certain refunds and restricting eligibility for certain tax rates. These proposals stand to undermine legitimate investment practices and discourage business growth.

The federal government is also proposing changes to income splitting taxation. Any individual who receives split income that determined to be unreasonable will be taxed at a higher rate. An amount would be considered unreasonable to the extent that it exceeds the average sectoral salary. This proposal neglects the unofficial functions that many individuals receiving split income perform in small businesses. For example, a spouse of a small business owner may perform several business-related tasks outside of their job title which explains their higher-than-average salary.

Changes to income splitting and tax deferrals are not the only changes under consideration. The federal government's sweeping proposals include additional reforms such as a restriction on the lifetime capital gains exception.

As a whole, these proposed changes would impact all Canadians who own and operate private companies, including family businesses and incorporated professionals. Ultimately, these proposals would increase the complexity of the tax rules applicable to private corporations and reverse many of

the tax policies which have fostered business growth for decades. The government says they are targeting "the highest income earners" who have "unfair tax advantages", but that is simply not true: these changes stand to affect hardworking, honest business owners of all income levels.

"These proposals, while intended to target the wealthy, will hurt middle-class business owners from every sector of the economy," added Dan Kelly, President of the Canadian Federation of Independent Business (CFIB) and member of the Coalition. "These are shop owners, farmers, doctors, financial planners, homebuilders and trades in all sectors—the entrepreneurial families who are the backbone of the economy and responsible for the majority of the job creation in Canada. Our coming together highlights the urgency of combatting these proposals which, if legislated, would signify the biggest changes to the business tax system in decades."

If implemented, the proposals will restrict small business owners from sharing income with family members; limit certain forms of saving in the business, making the firm more vulnerable in bad economic times and less able to innovate and grow; and change capital gains rules which could make it more difficult for business owners to transfer their business to the next generation.

The 35 business groups—on behalf of the hundreds of thousands of members they represent—have presented a letter to Finance Minister Bill Morneau asking the government to take these proposals off the table and instead meet with the business community to address any shortcomings in tax policy affecting private corporations.



The federal government's proposed changes to corporate taxation would have a dramatic impact on small business.

## News from the Chamber network

Ontario Chamber of Commerce appoints new incoming President and CEO Rocco Rossi



### Ontario Chamber of Commerce appoints new incoming President and CEO Rocco Rossi

Bringing decades of experience in business, leadership and advocacy, Rocco Rossi has been appointed as the Ontario Chamber of Commerce's (OCC) new President and Chief Executive Officer (CEO), effective January 2, 2018.

"I am extremely excited for the opportunity to join Ontario's leading advocate for business and look forward to leading such a talented team as we work to continue to provide and create value for business across the province," said Mr. Rossi. "In the coming months, I look forward to getting to know the local chambers and our corporate members to ensure Ontario businesses are not only heard, but their issues are sufficiently addressed in the work that we do."

Rossi currently serves as the President and CEO at Prostate Cancer Canada; prior to that, he held roles at Advanced Material Resources, Heart and Stroke Foundation of Ontario, The Boston Consulting Group, Torstar, Labatt/Interbrew and

MGI Software.

### Ontario Chamber of Commerce report finds businesses struggling to find qualified staff

According to a report released by the Ontario Chamber of Commerce (OCC), 82 per cent of Ontario businesses who sought to hire staff in 2016 experienced a challenge in finding someone with the proper qualifications.

The report, Talent in Transition: Addressing the Skills Mismatch in Ontario, revealed that similar concerns about the growing skills mismatch are being felt by those seeking employment as well, expressing worries that their skillsets will be less valuable in the next decade.

"If improvements are not made, we will find ourselves in a situation where there are 'people without jobs and jobs without people,'" said Richard Koroscil, interim-President and CEO, Ontario Chamber of Commerce. "Our latest report identifies opportunities to improve alignment of skills, education, career opportunities."

The report also recommends changes as to how Ontario approaches the skilled trades and urges the modernization of the apprenticeship system.



### Canadian Chamber invites the Minister of Finance to consult with over tax changes

The Canadian Chamber of Commerce (CCC) is offering to provide 25 forums across Canada and requests that Finance Minister Bill Morneau attend to explain the government's tax reform proposals to small businesses and hear their concerns.

The current proposed tax changes will restrict small business owners from sharing income with family members, limit certain forms of saving in the business and change capital gains rules. The CCC feels that the participation of Chambers in federal government is crucial in order to maintain the Minister's goal of tax fairness.

"I believe the Minister when he says that his goal is tax fairness," said the Hon. Perrin Beatty, CEO and President of the Canadian Chamber. "That is our goal, too. And I believe it is the goal of the over 200,000 businesses represented by the Canadian Chamber network. Legitimate small business owners want to be treated with respect by their government, and certainly have no interest in subsidizing people who are simply trying to avoid

carrying their fair share of the burden.

For more information about the proposed federal tax changes, see the related story on page 4.

### Canadian Chamber went to Texas to secure its \$35.1 billion trade relationship

As a series of trade missions, the Canadian Chamber of Commerce (CCC) went to Texas in late August to promote the \$35.1 billion trade relationship the state has with Canada.

"The timing of our mission couldn't be more important," said the Hon. Perrin Beatty, CEO and President of the Canadian Chamber. "With NAFTA negotiations underway and business uncertainty on both sides of the border, we wanted to reach out to our American partners to highlight how our regional economies benefit from this long-standing agreement."

The mission was organized in partnership with the U.S. Chamber of Commerce and the Texas Association of Business. The mission began in Austin, where the delegation met with the state's Economic Development team and sat down with the Texas Association of Business. Next, the delegation will be in Dallas to host bilateral meetings with local businesses.

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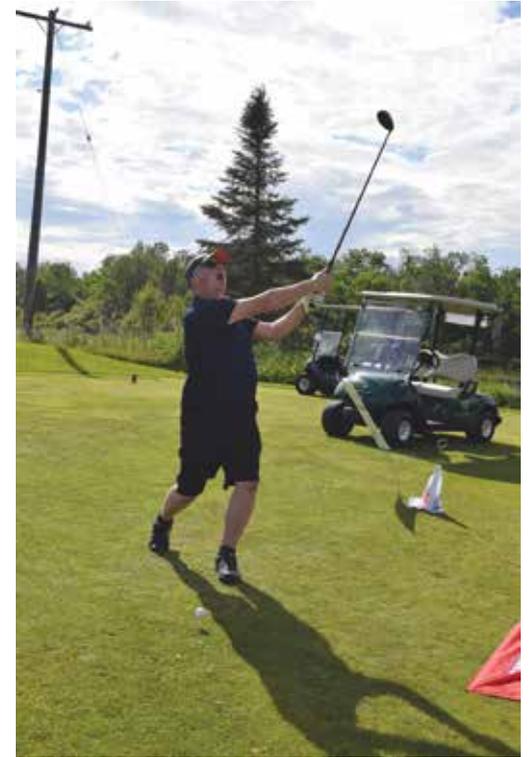
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## Chamber golfers hit the links for Annual Member Golf Tournament

Having sold out its 160 spots nearly a month in advance, the Timmins Chamber of Commerce's Member Golf Tournament, hosted in partnership with J&B Cycle and Marine, proved once again to be one of the organization's most successful events of the year.

Held July 13 at the Spruce Needles Golf Club, the event saw 40 teams compete across the 18-hole course, and included fantastic door prizes, raffles, and achievement-based prizes. The day closed off with a delicious meal at the Spruce Needles Clubhouse. While a specific few were celebrated for their achievements on the links, every player walked away with prizes in hand as a "thank you" for taking part.

Thanks to all participants, volunteers and sponsors for coming out and making this event such a success!





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# Timmins Chamber Celebrates 68<sup>th</sup> Annual General Meeting

## Alex Klimack Award given to dedicated volunteer



Larry Gubbels of Wyatt Image Solutions (left) was presented with the Alex Klimack Award by Past President Chris Bender (right) at the Timmins Chamber's Annual General Meeting on Sept. 12 at the Porcupine Dante Club. The award serves to recognize an outstanding volunteer for their hard work and commitment not only to the Chamber but the community as a whole.

## Service Award given to Jason Laneville



The Timmins Chamber's annual Service Award was given to Jason Laneville of CTV Television, in recognition of his six years of dedicated service to the Chamber's board of directors -- the maximum amount of time someone can consecutively serve.

As he could not attend the AGM, Laneville (left) was presented with the award on Sept. 13 by Chamber CAO Keitha Robson (right).

## Honourary Lifetime Membership awarded to Rick Gutcher



The Timmins Chamber also marked the Annual General Meeting on Sept. 12 by awarding an Honourary Lifetime Membership to past president Rick Gutcher (left), as presented by Past President Christine Bender (right).

Rick's leadership and dedication to the Chamber has spanned decades, including 20 years as the lead organizer, head chef, and driving force of Evening in Italy, serving 30,000 plates of food for what had become a homecoming of sorts for organizers and members alike.

## Timmins hears about potential as a Music City



Attendees of the Annual General Meeting were also able to learn about Timmins' growing potential as a "Music City," courtesy of the evening's keynote speaker Graham Henderson, president and CEO of Music Canada, and Chair of the Ontario Chamber of Commerce.

Henderson outlined how the recent growth of music-related experiences in Timmins, such as Rock on the River, and Stars and Thunder, is one step in taking advantage of the industry's economic strength.

## Passing the gavel



Jamie Clarke, 2017-2018 Timmins Chamber President, accepts the ceremonial gavel from outgoing Past President Chris Bender at a special media event hosted at the Chamber on August 31. This motion was made official at the Chamber's annual general meeting on Sept. 12, when Clarke was sworn in alongside the 2017-2018 Board of Directors. For more information, please see P1.

## Lacroix Plumbing celebrates 70 years in Timmins



This year, Lacroix Plumbing & Heating is celebrating its 70-year anniversary of operating in Timmins. To honour this achievement, Chamber CAO Keitha Robson (right) presented owner Pete Lacroix with a Member Milestone plaque on June 9.

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## Full Beard Brewing celebrates 100th batch



On Sept. 14, Chamber member Full Beard Brewing Company celebrated the making of its 100th batch of beer since its January 2017 opening at its 219 Wilson Ave. location.

Full Beard is Timmins' first craft brewery, and helped to mark this landmark achievement by also launching its inaugural line of canned products: Five O'Clock Shadow Pale Ale; Aussie Aussie Aussie Eh Eh Eh Australian Ale; and Bearded Prospector Cream Ale.

## Anti-Hunger Coalition celebrates grand opening



Chamber member Anti-Hunger Coalition celebrated the grand opening of its new office at its 97 Pine St. S, Unit 5 location on Sept. 6 with a ribbon/carrot-cutting. The Anti-Hunger Coalition is a volunteer-driven, charitable organization committed to increasing access to local, healthy and affordable food.

From left to right: Timmins Mayor Steve Black; Michelle Goulet, executive director, Anti-Hunger Coalition; Eleanor Baccega, chair, Anti-Hunger Coalition; and Marie-Josée Gauthier Dumas, Good Food Box Program Assistant.

## SMALL BUSINESS WEEK 2017 SCHEDULE

™ BDC SMALL BUSINESS WEEK IS A TRADEMARK OF THE BUSINESS DEVELOPMENT BANK OF CANADA (BDC).



To view the most up-to-date schedule, visit: [www.timminschamber.on.ca](http://www.timminschamber.on.ca)

Please note: This schedule is subject to change and is accurate as of print date only.

**FUTURE-PROOF YOUR BUSINESS: ADAPTING TO TECHNOLOGY AND DEMOGRAPHIC TRENDS. #SBW2017**

MONDAY, OCTOBER 16	TUESDAY, OCTOBER 17	WEDNESDAY, OCTOBER 18	THURSDAY, OCTOBER 19	FRIDAY, OCTOBER 20
<p><b>Technology: Changing the Nature of Work AND Tips for Choosing the Right Technology for Your Business - hosted by NEOnet</b>  <b>Speakers:</b> Christine Bedard, Bedard Bookkeeping and Creig Lamb, Policy Advisor for the Brookfield Institute for Innovation &amp; Entrepreneurship  <b>Where:</b> College Boreal  <b>When:</b> 9:30 a.m. - 11:30 a.m.  <b>Cost:</b> FREE  <b>To reserve your seat, email <a href="mailto:swb2017@neonet.on.ca">swb2017@neonet.on.ca</a> or call (705) 360-1353 x 36</b></p> <p><b>Value in Good Bookkeeping - hosted by The Business Enterprise Centre</b>                      Participants will better understand the financial details and requirements of their business. Both existing and new start-up businesses will find this workshop useful.  <b>Speakers:</b> Lynne Groulx, Your Professional Business Solutions (YPBS)  <b>Where:</b> Timmins Economic Development Corporation, 130 Spruce Street South- Suite 1  <b>When:</b> 6:00 p.m. - 8:30 p.m.  <b>Cost:</b> No cost  <b>To reserve your seat, e-mail <a href="mailto:ross.macdonald@timmins.ca">ross.macdonald@timmins.ca</a> or call (705) 360-2600 ext. 7092</b></p> <p><b>Do You Know the Value of Your Business? - hosted by Collins Barrow SNT</b>                      This presentation will provide information on determining the value of your company today and how to achieve future goals and plans. Including how value is determined using business risks and other factors. As well as how to maintain your asset base by identifying problem areas and opportunities.  <b>Speakers:</b> Roland D. Lefort, CPA, CA, CBV  <b>Where:</b> Senator Hotel  <b>When:</b> 2:00 p.m.  <b>Cost:</b> No cost  <b>To reserve your seat, please email <a href="mailto:marketing@cbst.ca">marketing@cbst.ca</a> or call 705.560.5599 ext. 252.</b></p>	<p><b>Cyber Security - hosted by MNP</b>                      Join MNP's Cyber Security specialist Tom Beaupré on to hear about the latest trends in attacks, who is being targeted, the typical weaknesses he sees and how to build up your cyberdefence. This practical morning seminar will help you better understand how cyber attacks work, determine if your programs and systems are strong enough to withstand them and present solutions to address the main risks.  <b>Speaker:</b> Tom Beaupré  <b>Where:</b> Holiday Inn  <b>When:</b> 9:00 a.m. - 10:30 a.m.  <b>Cost:</b> No cost  <b>To reserve your seat, e-mail <a href="mailto:Marla.Henderson@mnp.ca">Marla.Henderson@mnp.ca</a> or call (807) 625-4854</b></p> <p><b>Labour Relations Act and Employment Standards changes - hosted by HRPANEO</b>                      Join employment lawyer Carly Stringer to hear about upcoming changes to the Labour Relations Act and the Employment Standards Act. From increasing vacation, to clarifying overtime calculations, to enhanced leave provisions. Learn how the evolving framework will impact your business.  <b>Speaker:</b> Carly Stringer  <b>Where:</b> Dante Club  <b>When:</b> 11:30 a.m. - 1:30 p.m.  <b>Cost:</b> \$15 for members \$25 for non members  <b>To reserve your seat visit, <a href="http://www.hrpaneo.ca">www.hrpaneo.ca</a></b></p> <p><b>Quickbooks and Sage 50 - hosted by The Business Enterprise Centre</b>                      Participants will learn how to use these accounting programs to better manage their business finances and understand how to create useful financial statements.  <b>Speakers:</b> Lynne Groulx, Your Professional Business Solutions  <b>Where:</b> Timmins Economic Development Corporation, 130 Spruce Street South- Suite 1  <b>When:</b> 6:00 p.m. - 8:00 p.m.  <b>Cost:</b> No cost  <b>To reserve your seat, e-mail <a href="mailto:ross.macdonald@timmins.ca">ross.macdonald@timmins.ca</a> or call (705) 360-2600 ext. 7092</b></p>	<p><b>Mayor's State of the City - hosted by the Timmins Chamber of Commerce and Northern College</b>                      Mayor Steve Black will deliver his State of the City Address on Timmins' challenges, new opportunities, and good news stories.  <b>Speaker:</b> Mayor Steve Black  <b>Where:</b> The Senator Hotel  <b>When:</b> 11:00 a.m. - 1:00 p.m.  <b>Cost:</b> \$40 + HST Chamber members, \$55 + HST general admission, lunch included  <b>To reserve your seat, register online at <a href="http://www.timminschamber.on.ca">www.timminschamber.on.ca</a>, email <a href="mailto:info@timminschamber.on.ca">info@timminschamber.on.ca</a> or call (705) 360-1900</b></p> <p><b>Insurance and Benefits Considerations for Small Business - hosted by the Business Enterprise Centre</b>                      Participants will learn about various types of insurance coverage and small group health benefit plans specific to small business  <b>Speaker:</b> Troy Vaillancourt, PAIB Insurance Inc. and Marc Lapalme, Al Poulin &amp; Associates Financial Services  <b>Where:</b> Timmins Economic Development Corporation, 130 Spruce Street South- Suite 1  <b>When:</b> 6:00 p.m. - 8:00 p.m.  <b>Cost:</b> No cost  <b>To reserve your seat, email <a href="mailto:stephane.gallant@timmins.ca">stephane.gallant@timmins.ca</a> or call (705) 360-2600 ext. 7084</b></p>	<p><b>Employers Guide to the Employment Standards Act - hosted by The Venture Centre</b>                      This presentation will cover a variety of topics related to labour laws including; what documentation must be kept and for how long, vacation pay, leaves of absences, how to effectively terminate employees and much more.  <b>Speaker:</b> Jacqueline Morrish, Employment Standards Officer  <b>Where:</b> Senator hotel  <b>When:</b> 11:30 a.m. - 1:30 p.m.  <b>Cost:</b> \$10  <b>To reserve your seat register with Suzanne Viel by email, <a href="mailto:suzanne@venturecentre.on.ca">suzanne@venturecentre.on.ca</a> or 705-360-5800 x 230</b></p> <p><b>Celebrating Your Downtown Timmins - hosted by Downtown Timmins BIA</b>                      The evening will celebrate the opening and revitalization of numerous businesses in the past year in the BIA. This unique event will showcase our amazing restaurants in the Downtown area. A casual business event that starts at 6pm, it will showcase the food of the downtown, refreshments will be served and awards will be distributed.  <b>Where:</b> Senator hotel  <b>When:</b> 6 p.m. - 8 p.m.  <b>Cost:</b> \$20/ticket (includes a bar beverage)  <b>Tickets are available by calling (705) 264-8733 or via email <a href="mailto:samanthagoulet@downtowntimmins.com">samanthagoulet@downtowntimmins.com</a></b>  <b>Tickets must be registered by Friday, October 13</b></p>	<p><b>Twitter Basics Workshop - hosted by the Timmins Chamber of Commerce</b>                      Chamber members are invited to learn all the basics and best practices of Twitter.  <b>Where:</b> Chamber Boardroom  <b>When:</b> 10:30 a.m. - 12 p.m.  <b>Cost:</b> No charge for chamber members  <b>To reserve your seat, register online at <a href="http://www.timminschamber.on.ca">www.timminschamber.on.ca</a>, email <a href="mailto:info@timminschamber.on.ca">info@timminschamber.on.ca</a> or call (705) 360-1900</b></p> <p><b>Innovation Forum - hosted by Productivity &amp; Innovation Centre (PIC)</b>                      Attendees will learn about funding and programming to support allied research, commercialization and business innovation  <b>Speakers:</b> PIC, Materails Joining Innovation Centre, NEOnet, Northern Ontario Angels and Northern College  <b>Where:</b> Porcupine Dante Club- upstairs lounge  <b>When:</b> 11 a.m. - 1:30 p.m.  <b>Cost:</b> No cost, lunch provided, limited to 25 people  <b>To reserve your seat, e-mail <a href="mailto:ross.macdonald@timmins.ca">ross.macdonald@timmins.ca</a> or call (705) 360-2600 ext. 7092</b></p>

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