



Paul Straus, Vice President and CEO of Home Hardware Stores Limited and Rob Shields, Vice President of Partnerships at Aeroplan

“A dynamic new partnership” between Home Hardware and Aeroplan

Paul Straus, Vice President and CEO of **Home Hardware Stores Limited** and **Rob Shields**, Vice President of Partnerships at **Aeroplan** were on hand to launch “a dynamic new partnership” between Home Hardware and Aeroplan. Straus and Shields were at the historic Home Hardware St. Jacobs, Canada’s first Home Hardware location, where they completed the first transaction to earn Aeroplan Miles while shopping at Home Hardware.

The exclusive multi-year partnership allows Aeroplan members to earn one Aeroplan Mile for every \$2 spent at the more than 1,000 Home Hardware, Home Building Centre, Home Hardware Building Centre and Home Furniture stores across Canada.

“To launch this important partnership with Aeroplan at the site of our first Home Hardware Store speaks to how far our company has come since our inception in 1964, and how far we will continue to go, as we build on our ongoing commitment to bring value to our customers shopping experience,” said Straus.

Home Hardware also marked the launch of the partnership with a one million mile donation to Kids’ Horizons, a partner in Aeroplan’s Beyond Miles program. **Kids’ Horizons** supports paediatric hospitals across the country including SickKids Foundation, one of Home Hardware’s three national charities. One million miles represents up to 66 flights for children in need of care, and their families.

STEPHANIE RATZA, CA, became CFO of **Descartes Systems Group**, a global on-demand software-as-a-service logistics solutions provider, effective April 2. Ratzka brings more than 12 years of finance experience

with public technology companies to Descartes. Since November 2005, Ratzka had served as CFO of IPICO Inc, a Burlington, Ontario-based company that designs, develops, manufactures and markets a broad range of radio frequency identification (RFID) solutions. Her other public company finance experience includes serving as VP, Finance for five years at Waterloo-based MKS Inc. and as Controller for more than three years at Open Text Corporation.



Stephanie Ratzka

“Stephanie’s credentials with leading Canadian public technology companies made her a natural choice to lead our finance organization,” said **Arthur Mesher**, CEO of Descartes.

Brandon Nussey, Descartes’ left the CFO post at Descartes effective April 1 to become CFO of Geosign, a private technology company based in Guelph.

LUKE KNOWLES has joined the **Exchange Magazine for Business** team as Account Representative, responsible for new client development. Luke is a native of Waterloo Region. Luke can be contacted at Exchange at 519-886-0298, or at: luke.knowles@exchangemagazine.com.



Luke Knowles

M&M MEAT SHOPS LTD., headquartered in Kitchener, has been named one of Canada’s “50 Best Managed Companies.” The program, established in 1993, recognizes excellence in Canadian-owned and managed companies with revenues over \$10 million. Program sponsors are **Deloitte**, **CIBC Commercial Banking**, **the National Post**, and **Queen’s School of Business**.



Joanne Rutherford (left), Joanne Rutherford Graphics, Barney Tracey, chamber board member, Garth Green, President of CW Chamber and Mary Lloyd, Ralph Basset Associates

CENTRE WELLINGTON’S REMINENCESE FESTIVAL took top honours in the Advertising Campaign Category when **The Ontario Economic Development Awards** were held in Toronto. **Mary Lloyd** (right) of **Ralph Basset Associates** and **Joanne Rutherford** of **Joanne Rutherford Graphics** (left) accepted the award on behalf of the Reminence Festival. The Reminence Festival has taken place the past three years each June, celebrating the magic music and memorabilia of the 50s, 60s, and 70s. The advertising efforts of the event were submitted by the **Centre**

GOLDEN TRIANGLE PRINTING INC.

- BANNERS (WITH STANDS)
- POSTERS
- POP-UP DISPLAYS
- BACKLIT SIGNS
- LITERATURE RACKS

135 Lexington Crt., Unit 6 • Waterloo, ON
sales@goldentriangleprinting.com
 TEL : 519-725-1414
 FAX : 519-725-2051

Hiring?

Why sift through piles of resumes when QuickSelect can do the work for you automatically!



Looking to increase the effectiveness and efficiency of your existing hiring efforts?

- Instantly: **SEARCH** for candidates based on your criteria.
- RANK** candidates based on your criteria.
- COMPARE** candidates based on your criteria.
- COMMUNICATE** on-line, no paper.
- SCHEDULE** meetings and send notices at your discretion.
- ACCESS** QuickSelect™ anytime from anywhere in the world.



"It simplified life. It really minimized the amount of time and money and energy that I had to put into the hiring process."

Natalie Davis, Parachute



"That's what makes it such a time saver, you're only looking at those who have met your criteria... without it, it would be just a database of resumes."

Everton Wilmot, Wilmot Technologies



"What the QuickSelect product does is it quickly identifies the qualified candidates and eliminates those who are not qualified."

Bridie Mitchell, HR Consultant

All this for only \$50 a job! (and we'll throw in the first one for free!)

Visit www.quickselect.net to get started today!

**QuickSelect**.net™

Your on-line hiring tool.

CBC's Dragons' Den selection process now powered by QuickSelect.

Wellington Chamber of Commerce in the Tourism Category. Along with the top title in Advertising Campaign, Reminiscence Festival was runner up in the best Tourism Special Event Campaign.

A **WATERLOO COMPANY** called **LiveHive Systems** unveiled a new product at the **Fantasy Sports Trade Association** annual conference in Chicago. NanoGaming for Fantasy Baseball makes LiveHive the first company to introduce a true, interactive "predict-the-play" format for the rapidly growing fantasy baseball market. The fantasy sports market is now estimated at over \$1.5 billion (US), most of it in football and baseball. LiveHive was started two years ago by four young software engineers, two from **Queen's University** and two from the **University of Guelph**. LiveHive now employs 40 people and is seen as a leader in the two-screen (TV + Web, TV + Mobile) interactive entertainment industry. NanoGaming for Fantasy Baseball will be launched this spring for Major League Baseball, with other sports to follow.

GORE MUTUAL (Cambridge) has launched an identity theft product designed specifically for small business owners. A statement from the company said, "While identity theft protection is gaining a lot of attention, our belief is that we are the first insurance company to offer it on a commercial business basis. Finding product solutions and serving the needs of business owners is important to us."

In January it was announced that Gore Mutual was voted the Number One insurance company in Ontario by the IBAO (Independent Brokers Association of Ontario). Gore also holds the #1 position in British Columbia (IBABC).

CSB-SYSTEM INTERNATIONAL AG, headquartered in Geilenkirchen, Germany, is opening Canadian offices in Kitchener. "Waterloo Region presents a compelling story. Its central location to the hub of our Canadian clients; German heritage, multilingual, highly skilled labour force, and IT strengths, were all factors in our decision to open our Canadian offices in Kitchener," said **Patrick Pilz**, CSB's CEO, North American Division.

CSB-System International AG is a leading provider of innovative, platform independent, industry-specific software solutions for process manufacturers in the Food and Beverage, Pharmaceutical and Cosmetic, Chemical and Paint, and Retail Logistics sectors.

"The expansion of our Canadian initiative is to support our existing clients to the utmost ability, while reducing support cost, and allowing CSB to increase market share," Pilz adds.



Terry McCorriston

Terry McCorriston is CSB's Director of Business Solutions in Kitchener: "Providing expertise in manufacturing and process control has helped firms quickly receive the return on investment from technology implementations."

The Canadian office is working with a number of high-quality leaders in the food industry today including **XL-Beef, ACA Poultry, Denninger's, and Conestoga Meat Packers**. One of the latest customers to come on board was **Great Lake Specialty Meats**, in Mitchell, Ontario. The company employs approximately 450 people world-wide and has four employees in Kitchener with plans to grow their workforce.

ATS AUTOMATION TOOLING SYSTEMS INC. of Cambridge, in consultation with BMO Capital Markets and UBS Investment Bank, has withdrawn its IPO of shares in **Photowatt Technologies Inc.**

"Our primary goal in launching this IPO was to fund an accelerated expansion of Photowatt and generate value for ATS shareholders," said **Ron Jutras**, ATS President and CEO. "Unfortunately, due to market conditions, we were not able to complete an IPO on terms that were acceptable to us. Also factoring into our decision was that fourth quarter solar revenues were below expected levels. This was largely due to two shipments – totalling approximately 4 million Euros – originally scheduled to be made by Photowatt in late March that have now been postponed by the customers. This backdrop was not supportive of proceeding with the IPO."

Jutras said, "we fully expect to use the upcoming period to further develop and strengthen our solar business. In part, we intend to realize the benefits from now expanded capacity, while we further our key strategic initiatives and relationships related to R&D, metallurgical silicon usage and additional long-term silicon supply. Without financing available from the IPO, we are re-evaluating all of the capital needs of the solar group, including ongoing Spherical Solar development."

SYNNEX CANADA LIMITED, a subsidiary of **SYNNEX Corporation** is acquiring substantially all of the assets of **Redmond Group** of Companies including **AVS Technologies**, an independent distributor of consumer electronics.

"The acquisition of RGC will allow SYNNEX Canada to rapidly

Reiki
A Complimentary Healing Modality

for Good Health, Relaxation
& a Sense of Well Being

at **CIRCLE WORKS GALLERY** For Treatments, Readings & Classes call: (519) 884-2811

56 Regina St N
Waterloo

www.circleworks.net

CUSTOM HOUSE

Save time and money with Custom House, the foreign exchange experts.

- world class online services
- flexible and competitive forward contracts
- international wires and drafts

Contact our Waterloo office:
1202-20 Erb St.W.
Waterloo, ON N2L 1T2

T. 519.884.6006 F. 519.884.8220
C. 519.503.8249 TF. 1.800.242.3096
waterloo@customhouse.com

www.customhouse.com

Is booking corporate travel more arduous than first expected?

Avoid wasting valuable resources on line. Keep your team focused on the bottom line.

Call for more information
519-741-0770

Goliger's **travel plus™**
[corporate travel management]

gotravelplus.com

accelerate its consumer electronics distribution focus," said **Robert Huang**, President and CEO of SYNEX Corporation.

"This acquisition expands our depth and breadth in the consumer electronics industry and provides SYNEX Canada access to additional customers and product lines, including such popular lines like **Sandisk, Uniden, Cobra, Citizen and Electrohome**," said **Jim Estill**, CEO of SYNEX Canada Limited.

The purchase cost CDN \$45 million, including approximately CDN \$10 million of debt assumption.

SUN LIFE FINANCIAL INC. is integrating its brand strategy in Canada. As part of the strategy, it is retiring the **Clarica** name, introduced in 1999 as the new brand for **Mutual Life of Canada**.

PETRO-CANADA has donated \$1 million to establish the **Petro-Canada Emerging Leaders Awards Program** at the **University of Waterloo**, to help address Canada's shortage of skilled workers.

"We're investing in students because we rely on innovation, talent and technical expertise to support our business," explained Petro-Canada President and CEO **Ron Brenneman**.

THE EDUCATION CREDIT UNION, a locally-based financial institution, is opening a second, full-service branch in TechTown, a multi-service facility located in the **University of Waterloo Research and Technology Park** just off of Columbia Street in Waterloo. The new branch will replace the office now located in East Campus Hall at the University of Waterloo and compliment the main branch at the Education Centre in Kitchener. This year marks the credit union's 36th year of operation in the Waterloo Region.

GEOSIGN, an internet media company focused on online publishing and targeted search, located in Guelph, has received \$160M US in private equity funding from **American Capital**. The company reported that this is the largest single private equity investment in the Internet space in the last four years in the US or Canada. Geosign President **Ted Hastings** has announced **Brandon Nussey** will join the company as CFO. "Brandon comes highly recommended with



Brandon Nussey

a stellar resume having led a significant turnaround at his previous company," stated Hastings. "We are very excited to have him onboard as we look to continue our accelerated growth." Nussey spent seven years at Descartes Systems Group.

OPEN TEXT CORPORATION, the largest independent provider of enterprise content management (ECM) software and solutions, has announced that **Feld Entertainment**, the world's leading producer of live family entertainment, has selected Open Text's **Artesia Digital Asset Management** solution (Artesia DAM) to streamline business processes and manage all marketing and brand assets – such as photos, logos, posters and videos – worldwide within an intuitive Web-based system. "Feld Entertainment is taking a significant step to ensure the ongoing integrity of its valuable brands," said **Scott Bowen**, President of Open Text's Artesia Digital Media Group. "Gaining control over its corporate identity allows Feld Entertainment to focus on what's most important – providing their customers with quality entertainment."

Gail E. Hamilton has been elected to the board of directors of Open Text Corporation. Hamilton is the former executive VP of Symantec and has over 20 years experience growing leading technology and services businesses in the enterprise market.

AS PART OF NATIONAL CO-OP WEEK activities, **Conestoga College** recognized the outstanding college co-op student of the year. **Marisa Havens** of Guelph, a co-op student in Conestoga's baccalaureate Architecture - Project and Facility Management program, was honoured for winning the \$500 award from **Education at Work Ontario** as the province's college co-op student of the year and the \$1,000 **Emery-Dufault Award from the Canadian Association for Co-operative Education** as Canada's outstanding college co-op student.

Havens has completed co-op terms with Bruce Power in Tiverton, as a facilities and services specialist, and with Sun Life Financial Canada in Waterloo, as a space design and planning coordinator. With her third work-term employer, Aecon Industrial of Cambridge, she coordinated a project involving construction of a used fuel dry-storage facility at the Bruce A nuclear plant.

WHEN CANADA'S BUDGET PLAN was tabled March 19, reference was made to **Perimeter Institute for Theoretical Physics** in Waterloo, as a leading centre of scientific research and educational outreach excellence, fostered through public-private partnership.

ORBIS
PROPERTY
MANAGEMENT
DIVISION OF I-A-C INC.

PROFESSIONAL MANAGEMENT
SPECIALIZING IN:

- ◆ MULTI-RESIDENTIAL
- ◆ COMMERCIAL
- ◆ INDUSTRIAL
- ◆ PROJECT MANAGEMENT

LOCALLY BASED - ON CALL 24 HRS.
Website: www.orbis.ca

(519) 824-4780

76 DAWSON ROAD, GUELPH
Fax: (519) 824-2471

Lovett Signs

The Complete Sign & Service Company. Period.

28 Industrial Street, Guelph ON
tel: 519-822-9558 fax: 519-822-2075
www.lovettsigns.com since1936@gmail.com

Park Capital Inc.
Real Estate Brokers

Serving Local & Offshore Investors
Website: www.parkcapital.ca

PCI
Park Capital Inc.
Commercial **(519) 824-9900**

Professional Real Estate Services Specializing In:

- ◆ Industrial/Commercial Sales & Leasing
- ◆ Investments
- ◆ Consulting
- ◆ Mortgage Financing

76 Dawson Road, P.O. Box 923
Guelph, Ontario N1H 6M6
Tel: (519) 824-9900 Fax: (519) 824-2471
Website: www.parkcapital.ca
E-Mail: info@parkcapital.ca

In his address to Parliament, **Federal Finance Minister James Flaherty** said: "...in addition to creating a future generation of leaders, we are also investing in leading research institutions like ... the Perimeter Institute in Ontario."

The budget report states: "The value of the centres of excellence is highest where there is coordinated approach that brings together research institutions, governments and the private sector to set priorities and share resources. The Perimeter Institute for Theoretical Physics ... is an example of such a world-renowned research institute... Budget 2007 provides \$50 million to the Perimeter Institute in 2006-07 to support its leading research, education and public outreach activities." **Howard Burton**, Executive Director of Perimeter Institute, said "The Institute warmly receives this strong endorsement of its past accomplishments and future plans from the Government of Canada and looks forward to continuing its growing tradition of research and outreach excellence in the years to come."



Howard Burton

THE FIRST-EVER EXCELLENCE IN URBAN DESIGN AWARDS have been presented in Guelph by **Mayor Karen Farbridge** to five winners in four award categories. The winners were selected by a five-person selection jury consisting of City staff members and industry representatives. In the Residential category, **Village by the Arboretum**, a project of **Reid's Heritage Homes** and **The University of Guelph**, was recognized. **The AgriCentre**, owned by **Ontario Agricentre Ltd.**, was chosen in the Industrial-Commercial-Institutional category. Winner, Environmental Innovation category was **Guelph Hydro Administration and Service Centre**. The Heritage-Adaptive Reuse-Infill category honoured two winners. **Graystone Residences** involved the conversion of the historic **Guelph Street Railway** car barns; **Old Quebec Street** involved the adaptive reuse of the mall portion of the former Eaton Centre.

BINGEMANS, owner and operator of **Bingemans FunworX**, one of the largest indoor playlands in south western Ontario, has announced a major expansion ready for June 1, 2007. Just weeks after the announcement of the addition of four new giant waterslides at **Big Splash**, Bingemans is adding over 10,000 sq. ft to the existing 25,000 sq. ft. **FunworX Indoor Playland**. The addition will include an

observation space overlooking FunworX and new attractions and that will give kids even more things to do year-round, Hole-in-Fun glow-in-the-dark mini golf, the Ropes Course and an expanded Arcade.

"These new attractions will now give kids of all ages the chance to enjoy year-round excitement at FunworX. We're on the road to making FunworX and Big Splash one of the largest family entertainment destinations in Ontario," says Bingemans General Manager **Mark Bingeman**.

LINAMAR CORPORATION, of Guelph, is adding 100,000 sq. ft. of space to its existing Linamar Gear facility to accommodate new and future gear manufacturing programs resulting from investment in gear product and process innovations.

Linamar will perform advanced gear processing development work in the expanded space in conjunction with its new R&D and training centre, to be announced later this year, and comes on the heels of the Federal Government's announcement of a repayable loan specifically for gear technology.

"We are thrilled to announce this 100,000 square foot addition to our Linamar Gear facility to accommodate business won based on our proven gear capability and new gear technology advancements," said **Linda Hasenfratz**, Linamar CEO. "Ultimately we would expect additional employment for Linamar Gear of up to 300 people in this new space."



Linda Hasenfratz

The expansion of Linamar Gear is supported by investments from **Linamar Corporation**, the **Federal Government** through **Technology Partnership Canada**, and the **Provincial Government** through the **Ontario Automotive Investment Strategy**.

Construction of the Linamar Gear facility begins this spring and is expected to be completed by the end of the year.

PROGRAMMED INSURANCE BROKERS INC. of Elmira has made a \$100,000 donation to the **Woolwich Recreational Facility Foundation's "Fit for the Future"** campaign. PIB has targeted its donation specifically to the new Youth Centre being built in the Woolwich Memorial Centre.

"This is a local and logical extension of the support our company has provided for youth over the years," says PIB CEO **Bruce Burnham**. X



Innovative Solutions for Corporate Gifts & Reward Programs

eldon gallery
uptown waterloo

14 King Street North, Waterloo
(519) 886-0886
bkheldon@rogers.com

Where go-getters go to get things done.

- Copy & Digital Print Service
- Document Finishing Services
- Worldwide Courier Services
- Packaging Services and Supplies
- Mailbox Services, Postage
- Mail Receiving Services
- Rubber Stamps while you wait
- And so much More!



The UPS Store

55 Northfield Dr. E. | Waterloo, ON N2K 3T6
T: 519.884.4012 | www.theupsstore.ca/195

It can strip off its top in 25 seconds.



Eos
Volkswagen's first hard-top convertible.



Volkswagen Waterloo
550 Weber Street North, Waterloo, ON
Tel: (519) 884-7470 info@vwwaterloo.com
www.vwwaterloo.com

continued from page 46

dent it will be very successful.

Mary D'Alton, President and Managing Director of the Waterloo Inn and Conference Centre, is an enthusiastic booster of the program for both personal and professional reasons. "The fact that I am an immigrant myself combined with the being an employer of over 200 people in the hospitality industry makes me an enthusiastic supporter," D'Alton emphasized. "I am really pleased that we have been chosen to have a pilot project here in Waterloo Region. We have a wonderfully diverse community that is continuing to expand. We need to assist the integration of our new Canadians into life here both for their sake and our own."

D'Alton is on the Steering Committee of OTEC that oversees the program and she is also a director of the Hospitality Industry Training Organization of Ontario. She sees great potential in the program for participants as well as for employers in the industry. "This program gives newcomers the opportunity to understand Canadian culture and the nuances of language and behaviour in the workplace. It will save employers training time, reduce misunderstandings in the workplace and enhance the career paths of those who graduate," she notes.

D'Alton also feels that the contribution of


the tourism and hospitality industries to the economy of our region is often underestimated. Larry Blundell of K-W Oktoberfest agrees. He told Exchange that, based on Statscan information from 2004, \$281 million was spent in Waterloo Region on tourism and hospitality. D'Alton indicated that the current figure is close to \$350 million.

According to information provided by OTEC there are 400 different occupations in the tourism and hospitality industry employing 611,900 people province-wide. It is expected that 397,000 new jobs in this field will be created nationally in the next 10 years.

The Ready to Work Program: Tourism

and Hospitality Careers for Newcomers is striving to help staff this anticipated growth. Dave Thomas at the Working Centre is keen to connect with employers to offer them trained workers. Program grads like Anbrin Naqvi are eager to prove themselves in a new field. Together, they are making a difference in a growing sector of our region's economy.

Readers wanting more information about the Ready to Work Program: Tourism and Hospitality for Newcomers can contact Dave Thomas at The Working Centre at 519-743-1151 ext. 289 or e-mail davet@theworkingcentre.org. X



STONECROFT + PARTNERS

Connecting Business
Buyers, Sellers & Investors

Maximize the value of your business.

Minimize the demands of an otherwise complex and intense task.

Businesses for Buyers, Buyers for Businesses.
Merger & acquisition strategies and procedures.

For a complimentary, no obligation consultation, call today.
(519) 585-1515

www.stonecroftsolutions.ca



The best sportscars.



The best wine.



The best lobster.



The best carpet.

You just have to know where to look.

STAINMASTER ULTRA LIFE® carpet is simply the finest carpet you can buy. And there is only one place to find it: Your **STAINMASTER Flooring CenterSM**. The latest styles. The freshest colours. And the best warranty in the business – up to **20 years of stain and soil resistance**. So when you want the ultimate in luxury and performance, you know where to go.

STAINMASTER
ULTRA LIFE[®] carpet



Sarmazian Bros Ltd.
Complete Quality Flooring Centre
*"Where customers send their friends"
- Since 1970 -*

The region's exclusive
STAINMASTER Flooring Centre

CAMBRIDGE: 519-624-1499
GUELPH: 519-837-2120
www.sarmazian.com
email: flooring@sarmazian.com

GETTING READY TO WORK

Innovative program prepares immigrants for employment in our growing tourism and hospitality industry



Dave Thomas, Employment Liaison Officer, the Working Centre and Anbrin Naqvi.

by BRIAN HUNSBERGER

Like generations of immigrants before her, Anbrin Naqvi found it necessary to take a job well below her capability level when she arrived in Canada as an immigrant from Pakistan in 2005. She settled first in Brampton and found a job working in a greenhouse. The work was physically demanding and was not her first love but it served to get her a start in her new country.

Naqvi is an experienced teacher who loves working with children. When she arrived here she soon learned that there were significant licensing and accreditation barriers to entering her chosen profession in Canada.

She moved to Kitchener in September 2006 intent on finding employment that was more satisfying and better fit with her skills. While doing research on her employment prospects, Naqvi happened upon information about a three-week program called the Ready to Work Program: Tourism and Hospitality Careers for Newcomers. It sounded appealing and since she had good skills working with people, she decided to apply.

Naqvi's extroverted personality and enthusiasm quickly bubbled to the surface as she chatted animatedly in The

Working Centre's café on Queen Street South in Kitchener. "My friends thought I would not be accepted because I had no previous experience working in tourism," she said. "I set it as a personal challenge to prove them wrong! I was very excited when I was accepted," she added. Her goal is to find employment working with children again, perhaps in the recreation or tourism fields.

As a former teacher, Naqvi was quick to award an "A" grade to the instructors of the program. "They have done an excellent job of bringing a diverse group of 22 people from all over the world together very quickly," she noted. "They use humour and appeal to different learning styles very effectively. Learning is much easier when you are enjoying yourself."

The Ready to Work Program is hosted by The Work-

"They have done an excellent job of bringing a diverse group of 22 people from all over the world together very quickly."

- ANBRIN NAQVI

ing Centre and is one of three test sites across Ontario. The program goal is to connect local employers in the tourism and hospitality sector with a pool of trained immigrants. Pilot programs are also operating in Toronto and Ottawa.

The program is offered through the Ontario Tourism Education Corporation (OTEC) with funding from the provincial Ministry of Citizenship and Immigration. Dave Thomas, Employment Liaison Officer at The Working Centre explained, "OTEC provides the training while The Working Centre offers meeting space, recruits and screens participants, provides employment supports and cultivates connections with prospective employers."

The Working Centre screens applicants using a tool developed by OTEC. Participants need to be fluent in English, demonstrate interest and commitment, understand employer needs and have skills that are transferable to the tourism and hospitality sector.

Graduates of the program receive certification in five key areas: Tourism Essentials; Service Excellence; Smart Serve (responsible alcohol service); Workplace Hazardous Materials Information System (WHMIS) Training; and National Food Safety Training Certification.

Vocations in the tourism and hospitality sector are diverse and include jobs in the food and beverage area, the travel trade, tourism services, accommodations, recreation, attractions, event and conference coordination and transportation.

Peter McFadden is the Executive Director of the Waterloo Region Immigrant Employment Network (WRIEN), a multi-sector agency whose purpose is to promote immigrant employment locally. McFadden noted that "Tourism is a very important industry in Waterloo Region. One of the main barriers to its growth is a shortage of skilled labour. This program is extremely valuable because it is tailored to the hospitality sector with the goal of removing that barrier." Although the program is still quite new, McFadden says he is confi-

continued on page 45

Our Libraries. Connected.



Back-up and recovery services with Atria Networks provide the confidence and constant security that our public library needs to protect its data.

Cathy Matyas, Chief Librarian
Waterloo Public Library

Atria

NETWORKS
www.atrianetworks.com

DAVE KNOWS REPORTING



Centre in the Square asked.

Dave knew.

The Centre In The Square is one of Canada's premiere multi-purpose live performing arts venues. The Centre In The Square is widely considered by artists and patrons alike to be a world-class performance space primarily due to the outstanding acoustics. With the largest stage surface in Canada, The Centre is able to present the most innovative and imaginative programming for the community at large through the 10 different and varied performance series. The Centre In The Square serves as both a presenter of its own series as well as a rental facility for professional presenters, non-profit and local organizations – everything from touring Broadway productions to corporate meetings and events.

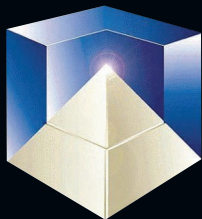
When Sharon McMorran, Assistant General Manager and Director of Finance, needed a new financial solution to provide enhanced reporting, drill down capability and fund management, she chose Second Foundation Consulting. "We need an application that allows us to drill down into our GL to be able to analyse detail right to a specific show on a specific night. We have to manage each of our shows to a budget, and we need to see how profitable we are on a performance by performance basis."

"To address the unique reporting needs and specific fund management requirements of The Centre in the Square, Second Foundation recommended Microsoft Dynamics™ NAV," states Dave Popowich. "The flexibility offered by using the dimensions functionality with Dynamics™ NAV, allows for a much cleaner chart of accounts while providing much more detailed reporting."

"Being a not for profit organization we also receive donations and sponsorships that we have to manage. It was critical for us to find a solution that would accurately and efficiently manage the source of our funds and allow us to allocate them to the right accounts," says Tina Monteiro, Junior Accountant.

Second Foundation was able to draw upon their extensive experience over the past 12 years in the area of not for profit and provided implementation support, training and report development, and has helped The Centre in the Square to access the information they need to manage their business more effectively.

When you need better visibility to your organizational data and have specific reporting needs that aren't being met by your current solution, just ask Dave. Call Second Foundation Consulting today.



**SECOND
FOUNDATION**
CONSULTING

519-885-2040
www.second-foundation.com

Microsoft
GOLD CERTIFIED
Partner

ERP AND ACCOUNTING SYSTEMS:

Financial Management

- Foreign Currency
- General Ledger
- Accounts Payable
- Accounts Receivable
- Cash Management
- Consolidations
- Fixed Assets

Administration

- HR/Payroll
- Document Management

Supply Chain

- Purchasing & Receiving
- Order Processing & Shipping
- Inventory & Warehousing
- Bar-Coding
- Serial/Lot Tracking

Executive Reporting

- Business Analytics
- Executive Dashboards

Manufacturing

- Make to Stock
- Make to Order
- Engineer to Order
- Job Shop
- Project Costing

Professional Services

- Remote Time Entry
- Remote Expense Entry
- Project Billings
- Project Scheduling
- Multi-Site/Company/Currency