

**L**INDA HASENFRATZ (see Exchange, October 2006), CEO of Guelph-based **Linamar Corporation**, has been named **Wilfrid Laurier University's** 20th Outstanding Business Leader of the Year. Hasenfratz was selected for the award because of her demonstrated leadership in an entrepreneurial organization, global experience, and high level of community involvement. Since she assumed corporate-level responsibilities in 1999, Linamar sales have grown from \$800 million to more than \$2.2 billion. The corporation has also undergone significant change in terms of formalization, development, communication and execution of a vision and strategy for future growth, as well as development of communication, performance management and operating systems utilized throughout the company.



Linda Hasenfratz, Linamar Corporation

"We were very impressed by her overwhelming success in what has traditionally been a very difficult industry to master, and by her significant support of the local community," said **Ginny Dybenko**, Laurier's dean of business and economics.

Linamar designs, develops and manufactures precision machined components, modules and systems for engine, transmission and chassis systems primarily for the North American and European automotive marketplace. The company's industrial division is a world leader in aerial lift platform products. The company has over 11,000 employees in 36 manufacturing locations, five research and development centres and nine sales offices in Canada, United States, Mexico, Germany, Hungary, China, Korea and Japan.

Linamar recently received the **Ontario Chamber of Commerce Business Excellence Award for Large Business**.

**ANTHONY CAPUTO** has been named CEO of **ATS Automation Tooling Systems Inc.** Most recently, Caputo served as Corporate Vice-President and President and COO of **L-3 Communications** and prior to that as President and CEO of **Spar Aerospace**. **Neil Arnold**, Chairman of the Board of Directors, stated, "Retaining a permanent CEO has been a top priority of the new board of directors and we are delighted to have found somebody of Anthony's talent and experience to join us. Anthony has a proven record of delivering performance and enhancing shareholder value and we are confident that he will bring to ATS the leadership and focus that it needs to move forward in delivering value to its stakeholders."

Caputo replaces **John K. Bell** (Exchange, Nov./Dec. 2007) who has acted as interim CEO since the new board of directors was elected on September 13, 2007.

**BRICK BREWING CO. LIMITED** has completed its previously announced review of strategic alternatives available to the company to enhance shareholder value. The Board of Directors of **Brick Brewing** has determined that the company's current strategy of seeking profitable growth and driving cost efficiencies represents the preferable means of enhancing value for shareholders of Brick Brewing and the review has accordingly been concluded.

A statement noted, "In arriving at its determination the Board considered that Brick Brewing has attained numerous strategic goals over the past



Jim Brickman is interim CEO, Brick Brewing.

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several years, which have created a strong base for future growth. During this period, the company has experienced unprecedented growth, with its volumes and market share in the Ontario market more than tripling, primarily due to the success of the **Laker** brands in the growing value beer category. To deal with that growth, Brick Brewing has invested significantly in new facilities to seek to capture the efficiencies offered by increased volumes."

"These strategic accomplishments position Brick well for the future," said **Jim Brickman**, Executive Chairman and Founder. "Despite the near term realities of increased Ontario production taxes, the longer term prospects lead us to believe that we can successfully realize our future growth opportunities and achieve improved profitability. With the strategic review process behind us, we can now more fully concentrate, with renewed vigor, on the efficiencies offered by our expanded facilities and focus on a new streamlined operation which recognizes the current realities of the marketplace."

The Board also announced the resignation of Brick's President and CEO, **Doug Berchtold**. A sub-committee of the Board has been formed to evaluate potential internal and external candidates for the position of President and CEO. In the meantime, Brickman has been appointed interim President and CEO, to oversee day to day operations of the Company.

**LANDSCAPE ONTARIO'S WATERLOO CHAPTER** has demonstrated their support of **KidsAbility** and the local community by providing a donation of \$10,000. Proceeds were raised from the Waterloo Chapter's 1st Annual

Golf Classic held at **Rebel Creek Golf Club** in June, 2007.

**THE SECURE DOCUMENT** and Information Destruction business is growing. Continent wide demand for the Secure Document Shred trucks built by Kitchener based **AXO Shredders Corp.** has created an opportunity for AXO to double the size of their



Peter Viveen, AXO Shredders Corp.

current facility and move to a state of the art factory designed to build 150 to 200 SDS trucks per year. AXO is operated by three partners – **George K. Doerr**, **Charles A. Roy** (CFO) and **Peter Viveen**.

Director of Sales **Michael Oden** said, "We started up with one mission in mind, to change the industry's perception of what a mobile shred truck could be and to provide a choice to clients looking for trouble free maintenance and a lower total cost of ownership. We manufacture simplicity into every truck we build and simplicity is what operators need."

The new facility, at just under 20,000

square feet, houses engineering, manufacturing, sales and administration and offers the potential to grow with demand. Technical director Peter Viveen is excited about the prospects. "We now have the capability to increase production while controlling costs and quality all in one facility. We are the only SDS truck manufacturer that builds the entire truck, including body and frame, integration of driveline and power transmission as well as control systems and fabrication."

**CHRISTIE HAS ANNOUNCED** the appointment of industry veteran **Zoran Veselic** to vice president, **Visual Environments Group**. A driving force behind **Christie's** world-class reputation for product excellence during his 13 years with the company,



Gerry Remers, Christie Digital Systems Canada Inc.

Veselic's new role reflects Christie's increased commitment to strengthening its product lines and solutions, accelerating innovation in advanced visualization/3D, simulation, and control rooms, and developing global strategies to increase penetration into emerging mar-

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"Zoran is responsible for some of Christie's major developments in a wide range of markets. For example, he helped introduce the renowned "Roadie" series of powerful DLP(r) projectors that revolutionized the fixed installation and rental/staging markets," notes **Gerry Remers**, president and COO, **Christie Digital Systems Canada, Inc.** "As Christie's international initiatives continue to accelerate, and our company achieves new industry milestones, Zoran will be an integral part of our continued success aggressively pursuing new opportunities and establishing our leadership worldwide."

**OPENTEXT CORPORATION** has announced unaudited financial results for its first quarter that ended September 30, 2007. Total revenue

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for the first quarter was \$164.0 million, compared to \$101.2 million for the same period in the prior fiscal year. License revenue in the first quarter was \$44.3 million, compared to \$28.8 million in the first quarter of the prior fiscal year. "I am pleased with our performance in the quarter," said **John Shackleton**, President and CEO of Open Text. "We experienced strong sales in the pharmaceutical and energy sectors, meeting our profitability targets and generating strong operating cash flow. We are well on our way to meeting our objectives for fiscal 2008."

**ATRIA NETWORKS LP** has acquired the fibre-optic assets and related contracts of **PowerStream Inc.**, the electricity distribution company jointly owned by the **City of**



**Vaughan** and the **Town of Markham**. "We're excited about extending our network coverage and providing high-speed reliable data services for these local area businesses and look forward to servicing this community," said **Steve McCartney**, CEO of Atria Networks.

**MANULIFE FINANCIAL'S CANADIAN DIVISION** has been honoured with five best-of-show awards, plus seven other mentions for its marketing communications to individual and group clients and advisors across Canada in the annual **Insurance & Financial Communicators Association (IFCA)** competitions held in Dallas, Texas.

**GJA COMMUNICATIONS HAS ANNOUNCED** the addition of **Jordan Jocius** to its creative team. Jordan joins **GJA Communications** as a Web Designer and as part of the new business team. Jordan's previous experience in the world of marketing and advertising includes his role as a Flash Developer at **GJP Advertising** – one of Canada's leading independent agencies with offices in Toronto, Cincinnati and San Francisco. Now in its 30th year of business, GJA Communications is a full-service marketing communications firm based in Guelph.

**CLOSE TO 500 PEOPLE** from across North America heard messages of trust at the annual Business as a Calling convention of **Menonite Economic Development Associates** in Toronto. MEDA called on convention attendees to trust in a world of uncertainty and to act on that trust by investing in the poor around the world.

Delegates heard a slate of high-profile plenary speakers including **Eric Pillmore**, hired by **Tyco** to restore integrity and values to the company; **Rotman School of Management Dean Roger Martin**; **Graham Snyder**, who found grace through forgiveness in the face of the heartbreaking loss of his son, NHL player **Dan Snyder**, in a car crash; and **Debbie Sauder David**, a member of the third generation of leadership of the **Sauder Furniture** legacy.

Convention organizer **Howard Good**, MEDA vice president for North American operations and director of member services, notes, "the convention brings together Christian businesspeople and challenges them to be a source of salt and light in the corporate world. It provides opportunities to learn and discuss how they can live their faith every day of the week. Each year, our members look forward to coming to convention to learn new ways to integrate their faith and business, feed their soul and find renewal."

**KIDSLINK, A LOCAL NON-PROFIT AGENCY** serving children, youth and families affected by – or

at risk for – social, emotional and behavioural challenges, is gearing up to celebrate its 150th anniversary in 2008. Throughout its sesquicentennial year, kidsLINK will be hosting a variety of events and activities, and the organization is looking to get in contact with former clients, students, residents, teachers, employees, volunteers and board members – anyone who has been involved with kidsLINK in some way. Information is available at [www.kidsLINKcares.com](http://www.kidsLINKcares.com).

**SIX REMARKABLE ONTARIO NOT-FOR-PROFIT** organizations were honoured for the difference they have made in their communities at the **Ontario Trillium Foundation's** 25th Anniversary celebration in Waterloo, November 15, 2007. The evening was hosted by **Neil Aitchison** of Waterloo.

"The Great Grants Awards recognize the vision, commitment and energy of Ontario's volunteers and community organizations," said **Don Bourgeois**, Grant Review Team Chair for Waterloo, Wellington, Dufferin. "This is our 25th year of strengthening communities and we're celebrating by holding 16 award events across the province. We look forward to meeting community members in the Waterloo, Wellington, Dufferin area who help make Ontario a great place to live."

The Foundation presents the Great Grants Awards every two years. The award winners were selected by volunteers who serve on the local Grant Review Team. In Waterloo, Wellington, Dufferin, six organizations were chosen for their outstanding achievements in the Arts and Culture, Sports and Recreation, Environment and Human and Social Serv-

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ices sectors: Arts and Culture: **Multicultural Theatre Space (the MT Space)**; Sports and Recreation: **Run for Life**; Environment: **Wellington County Community Forestry Initiative**; Human and Social Services: **Waterloo Region Immigration Employment Network**; Grant Review Team Chair's Award - for exemplary volunteerism: **Headwaters Communities in Action**; 25th Anniversary Award - for remaining a leader in the not-for profit or charitable sector by consistently delivering on the Foundation's granting priorities: **Wings of Discovery c/o Let's Talk Science**.

**CONSTRUCTION OF THE COM DEV** Indoor Soccer Park, a year round air-supported structure, has begun at the Fountain Street location in Cambridge. The initial investment of approximately \$1.8 million delivers the membrane, soccer field with artificial turf which includes an area for drills and skills training. The next steps will include facilities for an administration club house and outdoor mini-field slated for completion in

late 2008. Overall project costs are estimated at \$2.5 million.

**John Keating**, CEO, **COM DEV International**, says his company stepped up to support the project because it is so important for youth to have valuable communi-

ty based fitness activities. "We are pleased this initiative has crossed the goal line and will be available to the community in the coming months. COM DEV believes in community building and supporting the leaders of tomorrow through sports like soccer that offer team building."

**COM DEV AND GATEHOUSE A/S** of Aalborg, Denmark, have signed a strategic alliance agreement to combine their respective skills and capabilities to enable **COM DEV's** space-based AIS (Automatic Identification System) data to be collected, stored, managed and displayed thus providing a global turnkey AIS solution for a range of user groups.

Global AIS coverage, which can be achieved from space, will extend the reach and utility of the existing AIS infrastructure. COM DEV is focused on developing an end to end system capability, which will support four key maritime areas - Search and Rescue, Environmental Monitoring and Protection, Vessel Traffic Management and Maritime Surveillance.

Current AIS solutions have limited physical coverage and generally, AIS ship to ship and ship to shore communications is restricted to 50 nautical miles. AIS coverage from space enables detection and collection of AIS data from a vessel at any point on the Earth.

**JUNK GENIE HAS BEEN NOMINATED** for the **Greater Kitchener Waterloo Chamber of Commerce** 2008 Environment Award. The nomination recognizes the outstanding effort that the local junk removal company provides to divert residential and commercial waste from our landfill and transfer stations, by driving metal to scrap metal yards, re-usable building materials to **Habitat for Humanity** and donatables to local charities! **George Da Rosa** said, "Some clients think I should change the name from Junk Genie to Junk Genius!"

**THE UNIVERSITY OF WATERLOO'S** school of accountancy now will be known as the school of accounting and finance. The new name reflects recent changes and the school's strategic direction, which is to serve both the accounting and finance professions.

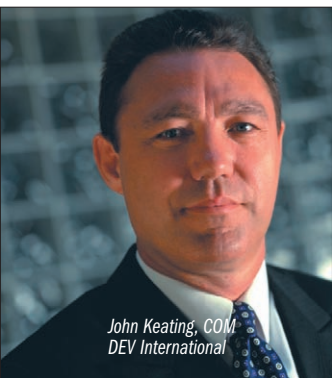
"Our new school name reflects our core objective of providing students with the competencies, professionalism and

practical experience they need to be leaders in the fields of accounting and finance," says **Jim Barnett**, director of the school.

**SUPERIOR ALLOY TECHNOLOGY (SAT)**, a specialty metals distributor and processor, has acquired **Symtec Laser Processing** of Guelph, Ontario. SAT has taken a significant step towards its plans of penetrating the Ontario market and as a result, enter into the market of supplying specialty metal parts. "Our investment in Guelph is a win-win situation for Boucherville and Southwestern Ontario. Our Boucherville facilities will have access to new markets. The Guelph facility will benefit from a significant capital investment in new equipment. It also means manufacturers in Southwestern Ontario will have a local supplier," said **Rick Daigle**, President of SAT. SAT's sales office in Toronto will be joined with Symtec's offices in Guelph.

**KITCHENER CENTRE MPP JOHN MILLOY** has been appointed **Minister of Training, Colleges and Universities** in the new provincial Cabinet, named to the post by Ontario Premier **Dalton McGuinty**.

**HIS WORK CAN BE FOUND** in the **National Gallery of Canada** and the **Art Gallery of Ontario**. Now, **Stephen Cruise** is bringing his visual art to the New Cam-



John Keating, COM DEV International



John Keating, COM DEV International

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bridge City Hall. The Montreal-born artist is the winner of the Public Art Competition. Cruise's sculpture, "indigena domain" has been commissioned for permanent display in front of the New City Hall building located at 50 Dickson Street.

**A \$100,000 DONATION** to Kitchener-based **Conestoga College Institute of Technology and Advanced Learning** from **TD Bank Financial Group** will allow the college to offer new student bursaries, an annual award to recognize outstanding effort on the part of clinical training facilities, contribute to creation of the Conestoga Centre for Interprofessional Learning for Health Care and annual faculty events to showcase innovation in health care education.

"Accessibility to funds for continuing education is often one of the biggest hurdles for students and practicing professionals. By improving the funding available, TD can play an important role in developing health care professionals for our communities," said **Frank McKenna**, Deputy Chair, TD Bank Financial Group. "Conestoga College has a reputation for producing enthusiastic and bright thinkers and we hope our contribution to the college will help to continue this tradition."

**ALSO AT CONESTOGA** – when it comes to renovations, nobody cares more or demands a higher level of excellence than **Mike Holmes**. He has even established a foundation to promote quality in the skilled trades and to aid individuals victimized by unscrupulous contractors.

Conestoga College is dedicated to



much-needed renovations at three not-for-profit agencies in Cambridge, Ontario.

Mike Holmes visited and toured the project sites in November, and stated his hope that the Conestoga initiative could serve as a model for other, similar initiatives involving The Holmes Foundation across Canada.

Each project involved meeting an identified need at each agency. At **Lisaard House**, a hospice facility, the initiative was a washroom for use by guests and visitors. At the **Cambridge Self-Help Food Bank**, the project entailed renovations to create a large meeting room/training room with accompanying office space. At **Argus Residence** for troubled teens, the Conestoga-Holmes Foundation partnership resulted in creation of a quiet room/study area to assist residents with efforts to complete their schooling.

**FOR THE THIRD QUARTER**, **Co-operators General Insurance Company** reported consolidated net income of \$30.3 million, compared to \$18.0 million for the same quarter in 2006. The improvement was due to stronger underwriting performance. Earnings per common share were \$1.44 for the third quarter compared to \$0.83 for the same period last year.

"We are pleased with our results this quarter, which have improved significantly over the same period last year, reflecting continued positive auto claims development from prior accident years," commented **Kathy Bardswick**, president and CEO of The Co-operators.

**ST. LOUIS ADULT LEARNING** and Continuing Education Centres (the Adult Education arm of the **Waterloo Catholic District School Board**) is offering an English language training course focused on the professional transport industry. The program –

excellence in teaching trade skills. So, Conestoga and **The Holmes Foundation** have joined forces, with the assistance of local contractors and suppliers, to carry out

provided in collaboration with employers and community networks and organizations – will prepare English-as-a-second-language learners with the technical language and communication skills required of truck drivers and others working in the transportation sector, including those interested in employment in fleet maintenance or docks and warehouse operations. Funding for the program is provided by the Government of Ontario.

Classes start in January, 2008 at the St. Louis Adult Learning Centres St. Joseph (Kitchener) Campus.

**COM DEV INTERNATIONAL LTD.** has appointed **James C. Adamson** to its Board of Directors, as well as the Board's Human Resources and Compensation Committee. Adamson is a former **NASA** astronaut and U.S. Army Colonel (Ret.) who has held a number of senior corporate roles. Since 2001 he has been a consultant with his own company, **Monarch Precision, LLC**, which specializes in strategic business development and risk management for technology companies contracting with the U.S. Government.

During a 23-year career in the U.S. Army, Adamson held commands in Europe, Vietnam and the United States, including commanding the Army Space Flight Detachment at **Johnson Space Center**. At NASA from 1981 to 1992, Adamson held leadership positions in management and operations. He flew on two Space Shuttle missions, logging over 334 hours in space. "Jim's track record speaks for itself, and he is a welcome addition to our board," said **Keith Ainsworth**, Chairman of the Board of Directors. "Expansion into the U.S. gov-



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ernment and military space markets is a key strategic priority for us and there are few people who can match Jim's breadth of experience, contacts and industry knowledge."

**WILFRID LAURIER UNIVERSITY** professor **Dr. Quincy Almeida** has been awarded a prestigious **Polanyi Prize** by the Ontario government for his groundbreaking research in physiology and medicine. Almeida, the director of Laurier's unique **Movement Disorders Research and Rehabilitation Centre** and an assistant professor of kinesiology and physical education, is one of five researchers to receive the \$20,000 prize. Almeida's research focuses on neurodegenerative disorders in order to understand the neurocognitive and neuromotor mechanisms underlying movement control. The MDRC is the only centre of its kind in Canada.

**LAURIER'S SCHOOL OF BUSINESS** and Economics will introduce the first Canadian Master of Science program that focuses exclusively on Supply Chain Management (SCM) in September 2008. Recognized as a pioneer in the Canadian SCM field, Laurier's business school was a natural fit for the new program because it has the largest group of SCM experts in Canada. The program will also benefit from the school's association with the **Centre for Supply Chain Management**, which was awarded the Oracle / SCL Innovation Award by Supply Chain & Logistics Canada in recognition of outstanding vision, leadership and

innovation in 2005.

SCM involves the study of product or information flow from the point of origin to the point of customer. Typically relevant to the consumer package goods and energy industries, SCM can also involve the study of large-scale transportation management systems. "Employers in the SCM field, including retailers and manufacturers, have an increasing demand for trained individuals with deep knowledge of supply chains," said **Dr. Kevin Hendricks**, a professor of Operations Management at Laurier.

**CAPITAL IMPORTS CO. OF WATERLOO** has become the newest company in Canada to take an innovative approach to the art of wine service. **Blake Berfelz** and **Steve Zahnd**, of Capital, are working with **VillaMagna** wines and will distribute that company's unique wine cask, which has been developed to protect the wine from the normal oxidation process, allowing the wine to be kept at optimum condition for up to six months after opening.

**PAUL DAVIS SYSTEMS** of Kitchener-Waterloo, a full service emergency disaster restoration company, has been named **Canadian Franchise of the Year** for the ninth consecutive year, at the **Paul Davis Systems International Convention** in Chicago. K-W project managers **Chris Lougheed**, **Brian Newmaster** and **Andrew Gibbons** were named Associates of the Year.

**RDM CORPORATION OF WATERLOO** has reported record revenues and earnings in fiscal 2007. The company achieved total revenues of \$33.9 million, an increase of 39% from \$24.3 million in 2006. The Digital Imaging segment, which represented 85% of revenues, grew by 69% to \$28.7 million of revenues. Gross profit was \$13.5 million or 40% of revenues, compared to \$10.0 million or 41% of revenues in 2006. Net earnings were \$5.8 million or \$0.26 per share (fully diluted) in 2007, compared to \$2.1 million or \$0.10 per share in the previous year. Approximately \$2.7 million of 2007 earnings or \$0.13 per share were attributable to a gain on the sale of RDM's minority stake in Xign Corporation.

"A 39% increase in revenues and the second year in a row of record earnings are a great testament to the employees of RDM who have worked with great dedication and creativity over the past 12 months," said **Douglas Newman**, President and CEO of RDM Corporation. "RDM continues to be one of the leaders in remote deposit capture and we have established a great foundation for long term growth. Industry estimates are that



Douglas Newman RDM Corporation

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**RESEARCH IN MOTION LIMITED** has announced that it has amended its Insider Trading Policy to enable its directors, officers and employees to adopt automatic securities disposition plans pursuant to the United States Securities and Exchange Commission's Rule 10b5-1 and applicable Canadian provincial securities legislation.

The company also said that, "in addition to meeting the basic requirements of Rule 10b5-1 and Canadian Legislation, RIM has established additional measures designed to conform with 'best practices' relating to ASDPs."

RIM stated that Co-CEO **Jim Balsillie's** ASDP provides for the donation of Cdn\$38 million of common shares of RIM to certain charitable organizations and educational or research institutions, as well as the sale of Cdn\$86 million of common shares of RIM over the 13-month term of the ASDP (including in each case common shares issuable upon exercises of stock options held by Balsillie).

Co-CEO **Mike Lazaridis'** ASDP provides for the donation of up to Cdn\$75 million of common shares of RIM by



Mike Lazaridis, RIM

Lazaridis (or companies controlled by Lazaridis) to certain charitable organizations and educational or research institutions, as well as the sale of up to Cdn\$100 million of common shares of RIM over a minimum 14-month term (maximum 18-month) of the ASDP.

Other ASDP provisions will apply to **Larry Conlee** (Chief Operating Officer – Product Development and Manufacturing); **Dennis Kavelman** (COO – Administration and Operations); **Don Morrison**

(COO – BlackBerry); **Karima Bawa** (VP, Legal); **Norm Lo** (VP, Asia/Pacific); and **Elizabeth Roe Pfeifer** (VP, Organizational Development).

**JOHN S. DOHERTY IS THE NEW CHAIR** of **Canada's Technology Triangle Inc.**, the public-private regional economic development partnership marketing Waterloo Region and the cities of Cambridge, Kitchener and Waterloo to the world. Doherty, a resident of Cambridge, is the Managing Partner of **Gowlings'** Waterloo Region Office and serves on Gowlings' executive committee. "Heightened interest has been generated internationally in what is behind the success of the dynamic Waterloo Region economy," said Doherty. "As a result, Canada's Technology Triangle Inc has the opportunity to develop the business case for a Waterloo Region presence to high quality prospects from elsewhere in Canada, the US and internationally." Doherty succeeds **Jamie Martin**, Partner at **Miller Thomson**, who has been Chair since 2004.

**MKS INC. HAS ANNOUNCED** financial results for the second quarter of fiscal 2008 ended October 31, 2007. All amounts are reported in US dollars. Total revenue increased 18% to a record \$13.6 million from \$11.5 million. Net income increased to \$0.2 million or \$0.00 per share from a net loss of (\$0.7) million or (\$0.01) per share.

"We are pleased to report another quarter of record revenues as well as a return to overall profitability," said **Philip Deck**, CEO of MKS.

**DAN EVANS HAS BECOME PRESIDENT** of **Supplierpipeline Inc.** Evans is a veteran of the Supplierpipeline organization with a diverse business background and strong experience in management. **Marian Marshall**, MBA, has also been promoted Vice President of Strategic Development at Supplierpipeline. Supplierpipeline Inc. is a global manufacturer and distributor of home improvement and "do-it-yourself" (DIY) hardware products. These quality innovative products are marketed under internationally recognized and long-standing brand names as Lite, Eagle, Gryphon and the JacPac CO2 Power System.

**QUEBEC PREMIER JEAN CHAREST** has signed a deal with Ontario counterpart **Dalton McGuinty** to begin negotiations to elimi-

nate red tape and unnecessary regulations that restrict business and labour and make it harder to compete in global markets.

"It's especially timely with this Canadian dollar now flying very high and the manufacturing sectors in Ontario and in Quebec coming under a great deal of pressure because of this dollar," Charest said.

McGuinty touted the importance of removing interprovincial trade barriers to the Canadian economy, and agreed it would be crucial for Ottawa to also offer some direct help, especially for the manufacturing sector. "Achieving this will reduce the regulatory burden on businesses and lower costs for consumers," McGuinty said.

Federal Finance Minister **Jim Flaherty** said he was pleased to see the two provinces trying to get rid of barriers to trade that were an irritant when he was Ontario's finance minister. "More power to them," Flaherty said. "Wow."

**ENGINEERING COMPANY STANTEC INC.** has acquired engineering firms in Toronto and Victoria for an undisclosed price. Stantec bought Toronto's **Murphy Hilgers Architects Inc.**, a 55-person firm specializing in health care, justice, and retail-commercial buildings. In addition, the company has acquired Moore Paterson Architects Inc., a 17-employee firm in Victoria.

**RESEARCH-IN-MOTION CO-CEOS Mike Lazaridis and Jim Balsillie** are among the top ten wealthiest Canadians, according to this



Jim Balsillie, RIM

year's "Rich 100", **Canadian Business Magazine's** exclusive annual ranking of the wealthiest Canadians.

The Rich 100 Top Ten:

1. **Thomson Family**; \$25.35 billion, up 4%; Toronto; '06 rank: 1.
2. **Edward (Ted) Rogers Jr.**, 74; \$7.6 billion, up 67%; Toronto; '06 rank: 4.

3. **Galen Weston**, 67; \$7.27 billion, up 2%; Toronto; '06 rank: 2.
4. **Paul Desmarais Sr.**, 80; \$5.64 billion, up 28%; Montreal; '06 rank: 5.
5. **James (J. K.), Arthur, John (Jack) Irving**, 78, 76, 75; \$5.3 billion, down 3%; Saint John, N.B.; '06 rank: 3.
6. **James (Jimmy) Pattison**, 79; \$4.52 billion, up 4%; Vancouver; '06 rank: 6.
7. **Jeff Skoll**, 42; \$4.48 billion, up 14%; Palo Alto, Calif.; '06 rank: 7.
8. **Michael Lazaridis**, 46; \$4.36 billion, up 157%; Waterloo; '06 rank: 24.
9. **James Balsillie**, 46; \$4.09 billion up 153%; Waterloo; '06 rank: 25.
10. **Bernard (Barry) Sherman**, 65; \$3.61 billion, up 12%; Toronto; '06 rank: 8.

**VIRTEK VISION INTERNATIONAL INC.** has appointed **Stephen J. Sorocky** President and Chief Executive Officer, effective January 7, 2008. Sorocky is an experienced senior executive who comes to Virtek with a 25-year track record of growth and value creation in technology and manufacturing businesses. Since 2000 Sorocky has been the CEO of **Dynacon Inc.** Dynacon led the Canadian Space Agency's MOST Project, a partnership to create the world's smallest space telescope. While at Dynacon Sorocky also led the development of an innovative new laboratory automation product which now has an established and rapidly growing market as a best practice in clinical laboratories.

Sorocky holds a Bachelor's degree in Engineering Science from the **University of Toronto** and an MBA in International Business and Finance from **McGill Uni-**

**versity.** He is currently completing the Chartered Directors program at The Directors College, **McMaster University.**


**Bob Nally**, Chairman of the Board of Directors, said, "Virtek's Board is very pleased to have someone of Steve's ability and experience to lead the company. Virtek has a clear agenda that includes aggressive growth in the Marking and Engraving business and significant improvements to profitability and return on assets. We are confident that Steve brings the business leadership, managerial talent and engineering acumen that Virtek needs to deliver against these goals."

Sorocky replaces **Bob Sandness** who is completing his term as Virtek's President and CEO at the end of the year.

**EXCHANGE EDITOR PAUL KNOWLES** has been elected President of the **New Hamburg Board of Trade.** Joining Knowles on the new Board of Directors are Treasurer **Lynne Mackie**, Vice President **Tim Bender**, and Directors **Larry Zehr**, **David Seyler** and **Ed Lemont** (all past-presidents of the Board of Trade), **Doug Brenneman**, **Nigel Gordijk**, **Tom Hinz**, and **Terry McIntosh.**

**DESCARTES SYSTEMS GROUP HAS ANNOUNCED** financial results for its fiscal 2008 third quarter ended October 31, 2007. The company reported revenues of \$15.5 million, up \$2.1 million or 16% from the third quarter of last fiscal year and up \$1.2 million or 8% from \$14.3 million in the previous quarter. Services revenues in the quarter were \$14.5 million, up \$2.1 million or 17% from

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\$12.4 million in Q3FY07 and up \$1.0 million or 7% from \$13.5 million in Q2FY08. Revenues in the quarter benefited from Descartes' August 2007 acquisition of Global Freight Exchange Limited. Net income was \$1.7 million, up \$1.3 million or 325% from \$0.4 million in Q3FY07 and unchanged from \$1.7 million in Q2FY08.

**COM DEV INTERNATIONAL LTD.** has been awarded a contract to provide advanced payload electronics for a major commercial satellite constellation. The full contract is valued in excess of US\$24 million, of which approximately US\$7 million was previously awarded in the form of an Authorization to Proceed and subsequent amendments. The incremental US\$17 million award has been booked as a new order in COM DEV's 2007 fiscal fourth



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quarter. All work on the program will be completed at COM DEV's Cambridge, Ontario facility. "This order is the result of several months of negotiations, and I am pleased to see our commercial space electronics and surface acoustic wave filter product lines benefit from such a contract win," said **John Keating**, CEO of COM DEV International Ltd.

**WATERLOO REGION CHILDREN'S MUSEUM** President **Tim Jackson** has reported that, for the first time in the organization's history, the Museum was able to report an operating surplus in excess of \$22,000. Paid attendance to the Museum has risen 6% over the last fiscal year. The Museum has also seen an increase in both membership purchases and renewals.

"It is important for us to communicate to all those originally involved in the Museum's inception, from the visionaries to the founders, to the community at large, that their investments were sound and are now beginning to pay dividends," said **David Marskell**, the Museum's CEO.

"Although the Museum is experiencing positive momentum and renewed opti-

mism, we realize we are not yet out of the woods," said Jackson. "We still have the daunting task to fundraise \$900,000 this fiscal year and though we are over half way there, the remaining amount will be a challenge. The Museum hopes to reengage the original supporters and visionaries to aid in this task."

**HANSON CHEVROLET-PONTIAC-BUICK-GMC** of New Hamburg has been sold by long-time owner **John Hanson**. The dealership has been owned and operated by Hanson for 22 years. The business, located in downtown New Hamburg when Hanson purchased it, is now located in state-of-the-art facilities along Highway 7&8.

New owner is **John Bear**, a GM dealer with franchises in Hamilton and St. Catharines. The business has been rebranded as John Bear Chevrolet-Pontiac-Buick-GMC.

Said John Hanson, "I want to express my gratitude to the many loyal customers, as well as the superb people who have worked for me through a very satisfying 22 years. I wish John Bear the same success and satisfaction I have known in the business."

**TAXES ARE CURRENTLY THE GREATEST CONCERN** of small business owners and managers in Canada, according to the **Small Business Research Board**. In a quarterly poll, 25% ranked taxes as their biggest concern. Finding quality employees was the second most significant issue, at 18%. General economic conditions and the cost of materials tied for third. Interest rate concerns finished fifth among the poll of more than 150 businesses.

**CANADA HAS USED UP 79%** of the service life of its public infrastructure; and the current price for eliminating Canada's municipal infrastructure deficit sits at \$123 billion, according to the **Federation of Canadian Municipalities**. The \$123-billion deficit is made up of \$31 billion for water and waste-water systems; \$21.7 billion for transportation; \$22.8 billion for transit; \$7.7 billion for solid-waste management; and \$40.2 billion for community, recreational, cultural and social infrastructure. X

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Food Bank learning about poverty in our community. At the beginning of the day, facilitator Diana Drackley told us her goal for the day was for each of us to understand that poverty is circumstantial. I knew it wasn't true! 'People experience poverty because they don't work hard enough,' I thought. Diana had several Food Bank clients tell their stories. By the end of the day I was convinced that poverty is truly circumstantial.

"I shared this revelation with my family but it was only recently that I realized my 11 year-old son was listening. In school he has been learning about problems in Africa. He told me that he knows it was pure luck that he was born into our family in one of the best countries in the world, in one of the wealthiest provinces, in a neighbourhood that has so much to offer. If we all figured that out when we were 11 years old, imagine where the world could be in a short period of time! Leadership Waterloo Region exposed me to the real community and not the utopian part of it in which my family and I exist."

Anne Lavender told a story that illustrates the impact of the program. In 2006, Pat Singleton (executive director of the Cambridge Self-Help Food Bank and a 2007 LWR grad) hosted an Issue Day about poverty. She explained a practical problem she had. On the upper level a substantial wall separated two parts of the building and access from that floor was not possible. A doorway would be great but the funds were not available to construct one. One of the class members was Bob Denton of the TD Bank. Bob contacted his brother Doug, an architect, who provided a report that was subsequently used to secure \$200,000 of funding to complete the upgrades. "That illustrates the power of networks," said Lavender.

Tony Lea, executive director of St. John's Ambulance and a 2004 LWR grad summed up his experience succinctly: "The program helped me extend my leadership circle. Leaders helping leaders. Friends helping friends."

By delivering on its promise to develop an outstanding network of strong community leaders, Leadership Waterloo Region, through its hundreds of volunteers and sponsors from all sectors of our community – but most of all through its 170 graduates – will be making a difference for generations to come. X

*Readers wanting more information about the Leadership Waterloo Region program can contact Anne Lavender at 519-742-7338 or visit [www.leadershipwaterlooregion.org](http://www.leadershipwaterlooregion.org).*

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## THE POWER OF NETWORKS

**Leadership Waterloo Region has helped develop over 170 community leaders over the past seven years**

*Visionary Speaker Series guest speaker Barry Posner (centre) who co-authored "The Leadership Challenge" with Leadership Waterloo Region grads. (left to right), Nevine El Gendy, volunteer with Family & Children's Services, K-W Counselling and Leadership Waterloo Region, Erin Spink, Canadian Cancer Society and volunteer with many local organizations, Colleen Haney, RIM, and Jim Kilgour, Advanced Benefits Consulting and Kitchener Waterloo United Way Campaign Chair.*

by BRIAN HUNSBERGER

It's not what you know, but who," an adage goes. The inference is clear – relationships matter and are sometimes more helpful than knowledge. "It's all about the power of networks," Anne Lavender says, when asked to describe the purpose of Leadership Waterloo Region (LWR). She is the executive director of this seven-year-old community-based agency whose mission is "To develop an outstanding network of strong community leaders."

Leadership Waterloo Region was launched in June, 2000 with the lofty goal of developing the next generation of community leaders. Exchange reported on that new venture early in 2001 (Making a Difference, January-February, 2001). Founding co-chair David Graham, a long-time community volunteer and business leader, said at the time, "Many of us happened into our leadership positions quite by accident. We need to broaden and diversify our leadership base to ensure that we don't count on it happening by accident the next time."

This leadership program traces its roots to Atlanta, Georgia in the late 1960s, when several of that community's leaders were killed in a plane crash and urgent action was needed to replace their skills. The program they developed emphasized learning about specific issues and challenges facing the community and fostering a spirit of volunteerism and networks to solve them. Their model has been emulated and adapted to situations in hundreds of communities across United States

and Canada.

In 1999, Anne Lavender, who worked for the Volunteer Action Centre at that time, was one of three members of our community who attended a conference in Vancouver to explore the possibility of starting a program in Waterloo Region. Leadership Waterloo Region was subsequently launched with backing from municipal governments, chambers of commerce and community foundations. It welcomed its first class in January 2001.

Seven years later Exchange decided to revisit the program and see how it is doing. Is it fulfilling its mission and having the impact that was originally envisioned? To answer this question we looked at results in terms of both the quantity and quality of graduates. Then we asked a few of those graduates to share with us how the program has impacted them personally.

Waterloo Mayor Brenda Haloran is a 2004 graduate. She

said the program "enabled me to gain valuable skills necessary to be productive leader and a results oriented professional. I was able to take away from the program not only how to be a centered leader, but also how to give back to the community. This program helped to bring out my desire, drive and passion."

A total of 170 people, including 21 in 2007, have graduated from the program, according to Lavender. Those people serve on the boards of directors of 190 organizations and 400 committees in both the workplace and the community. "Recruiting a balance of people from the pri-

**"Leadership Waterloo Region exposed me to the real community and not the utopian part of it in which my family and I exist." – TONY DENISON**

vate, public and social profit sectors is a key aspect of the program," Lavender added.

A special effort has also been made to recruit participants from our increasingly ethnically diverse community. Although there has been some success in doing this, Lavender feels there is still room for improvement. She encourages both employers and members of various ethnic groups to consider the benefits of the LWR program.

Tony Denison, owner of Denison Print in Breslau, was part of the original LWR class in 2001. Denison is effusive in his praise of the program. He commented, "Our class spent one of our Issue Days at the Cambridge Self-Help

*continued on page 53*



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