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Volume 17 Issue 01

2019

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Friday, January 4th - 7pm

vs. ERIE

Thursday January 10th - 7pm

vs. GUELPH

Friday, January 11th - 7pm

vs. KINGSTON

Thursday, January 17th - 7pm

vs. HAMILTON

Saturday, January 19th - 7pm

vs. FLINT Pink in the Rink

Thursday, January 24th - 7pm

vs. ERIE

Thursday, January 31st

vs. SAULT STE. MARIE

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JANUARY 2019

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PUBLISHER

The Business Link Niagara Ltd.
36 Hiscott St, Suite 200
St. Catharines, ON L2R 1C8
Tel: 905.646.9366
Fax: 905.646.5486
info@BusinessLinkMedia.com
www.BusinessLinkMedia.com

CO-PUBLISHERS

Jim Shields, Adam Shields

CONTRIBUTING WRITERS

S. Leslie, D. O'Neill, R. Davidson,
T. Hayward, T. Arnold, F. Coy,
J. McNulty

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Niagara's Talent Pool Is Coming Home

By Frank Coy

The Niagara Region has always been a great place to live – but the knock has often been that the jobs were scarce. That scarcity of quality jobs has driven many aspiring young professionals out of the area to larger cities where jobs were more plentiful.

We're seeing evidence of this tide returning to Niagara. Our hiring experience over the past couple of years indicates that a cohort of young, highly-skilled tech professionals is making their way back to Niagara.

In March of 2017, we posted for two positions – a graphic designer and a senior digital project manager. We received 90 submissions, equally split between the two positions. We shortlisted and interviewed 10 (five for each) and actually hired three of those people. That cohort was a little spotty and the 10 we interviewed were not hard to select out of the 90.

In early November of this year, we posted another three positions with similar skill sets – a web content specialist, a junior digital project manager and a senior digital project manager. Our experience so far has been quite different. We've received more than 60 resumes of which we are presently considering 20 and have interviewed 10 so far.

The quality of the respondents this time is significantly higher and of the 10 we have interviewed, five were originally from Niagara. They'd moved to Toronto for several years and have moved back for various reasons such as costs, starting a family, the commute, etc.

When we were speaking of our hiring needs with our business

mentor, she indicated we would probably have trouble sourcing this type of individual in Niagara. The challenge would be that the successful candidates would have to make two moves – move from their present position and move geographically from Toronto. This, she felt, would present a potential problem with recruitment. We haven't found this to be true. (The quality of applicants will actually present a different kind of challenge for us, selecting only three.)

What we have found to be the most pleasantly surprising is the number of qualified applicants who are originally from Niagara, have moved away for work and are now coming back. We have heard repeatedly from these candidates that infrastructure like the Meridian Centre and the Performing Arts Centre in downtown St. Catharines as well as the cost of living compared to the larger centres they're leaving were the main selling points for them returning to Niagara.

This influx of high-quality job applicants has given us a great deal of confidence in having chosen to start our Software as a Service (SaaS) business here in Niagara and ensures our ability to stay here and continue to grow. **BL**

Frank Coy is a lifelong St. Catharines resident who spent 24 years in the financial services industry. Since 2012, Frank, Blair Colbey and Lisa Matheson have been growing CMSintelligence, a website and strategic consulting agency as well as developing their Tymbrel software platform that has users across North America. For more information, go to www.cmsintelligence.com or www.tymbrel.com.

PAST DUE
OVER 90 DAYS
ESTIMATED DUE DATE
148 · 50
MINIMUM
371 · 50

A Changing Of The Tides In The World Of Construction: THE PROMISE OF PROMPT PAYMENT

BY JOHANNA McNULTY

There is one simple truth in the construction industry, money needs to flow for work to happen.

For those who are involved in the construction sector of the economy, you will know that there has been a lot of buzz about the recent amendments to the newly styled Construction Act, R.S.O. 1990, c. C.30, formerly called the Construction Lien Act.

Some of the most significant changes have come about as a result of the fact that prior to these new legislative changes (which will take effect on October 1, 2019) there has been what some may call a broken system of payment in the construction industry.

Contractors and subcontractors in the present environment of payment delays effectively finance the completion of projects on their unpaid work and unlike lenders in traditional financing models, their additional costs incurred as a result of payment delays are largely uncompensated for.

The problem is a simple economic one. In order to operate your business you need positive cash flow at all times. Where you have negative cash flow, you are unable to continue to cover your business operating expenses (called "cash outflow"); which in construction can be quite high, as salaries, material and equipment costs and mobilization/demobilization costs are high and must be paid throughout the course of a project. Where cash inflow from payments received for work performed is delayed, what results is a situation where contractors and subcontractors have negative cashflow and need to use and often exhaust, all credit options. There is often little option for trades to cease work in a delayed payment environment because a work stoppage will result in further delays for the payment which ultimately originates from an owner.

Several changes to the construction lien legislation in Ontario came into force on July 1, 2018, but the changes that will likely have the most impact on trades will be the introduction of the prompt payment schedule and mandatory adjudication for certain disputes scheduled to come into force on October 1, 2019.

Determinations will need to be made if your project is subject to the new rules at the time they come into force. But for those contracts to which it applies, the changes will effectively do away with the pay-when-paid model for payment on construction projects.

Once in force, owners, contractors and subcontractors must either pay or dispute the required payments through a procedure regulated through the Construction Act.

Under the new regime, owners must either pay the amounts owing, under what are called "proper invoices," no later than 28 days after receiving a proper invoice from a contractor, or provide a notice of non-payment with respect to some or all of the invoice, and pay any non-disputed amounts within those 28 days.

Contractors receiving full payment from owners must pay each subcontractor who supplied services or materials under a subcontract that were included in the proper invoice to the owner within seven days after receiving payment from the owner.

Where owners provide a notice of non-payment to a contractor, or if an owner fails to pay, a contractor will either pay a subcontractor within seven days of receiving the notice of non-payment from an owner, or the contractor will provide a subcontractor with a notice of non-payment and they will start adjudication within 21 days.

Subcontractors have seven days from their receipt of payment from a contractor, or their receipt of a notice of non-payment from a contractor to either pay their sub-subcontractors or provide the sub-subcontractors with a notice of non-payment and start adjudication within the 21 days.

Prior to the new rules coming into force, companies would be wise to consider reviewing their practices to ensure they are ready for compliance and consulting with a lawyer if they have any questions or need direction on how to comply with the rules in their business operations. **BL**

Johanna McNulty is a member of the Construction Law Department at Lancaster, Brooks and Welch LLP and her practice focuses on helping contractors, developers and owners navigate the complex world of construction liens, disputes and litigation.

To read the full article please go to <http://lbwlawyers.com/news/publications/>

The information contained in this article is provided for general information purposes only and does not constitute legal or other professional advice. Readers are advised to seek specific legal advice in relation to any decision or course of action contemplated.

JOHANNA MCNULTY is an Associate
within the Lancaster Brooks & Welch LLP
Civil Litigation Department.

When you need support in construction,
commercial or civil litigation matters, it is
good to have someone who can navigate
the law and represent your interests.

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TOP TEN TOOLBOX ARTICLES OF 2018

Looking to get your business off to an inspirational start in 2019?
Check out our "top ten" tips from the past year of Business Link.

To read visit issuu.com/businesslinkmediagroup

"5 Time Management Secrets for Entrepreneurs"

by Business Development Bank of Canada
(January edition – p.16)

"4 Actions to Help Your Sales Team Succeed"

by Lisa Von Massow
(February edition – p.16)

"Teamwork: Aligning Your Team"

by Gasper Paul
(March edition – p.12)

"8 Ways to Make Your Business More Profitable"

by Tracey Mackenzie
(May edition – p.21)

"The Other Way Around"

by Dennis O'Neill
(June edition – p.7)

"The 3 Roles of a Sales Manager"

by Brett Meadows
(September edition – p.19)

"The Theory of Why"

by Gerry Visca
(September edition – p.26)

"Three Tensions Every New Manager Must Manage"

by Tim Arnold
Part 1 (October edition – p.21) Part 2 (November edition – p.15)
Part 3 (December edition – p.15)

"Legalization of Cannabis"

by Leanne Standryk
(November edition – p.6)

"How to Move Customers Past Price"

by Jeff Mowatt
(December edition – p.19)

Your Cyber Security Checklist

These steps can help you form a strong foundation for your cyber-security practices in 2019.

BY TAYLOR HAYWARD

Happy New Year everyone! Welcome back to...2018? I say this in jest as the 2019 I.T. landscape will look awfully similar for small businesses as 2018. Did your business survive the minefield of phishing attacks and ransomware infections of 2018? Did your backups work successfully when you needed them? Better yet, did you take advantage of technology and find a way to improve your business with it? Perhaps increase the speed of your staff's computers or that workhorse of a server? Did you introduce a new technology or software to improve business processes and customer management? However successful your 2018 was – aim to make your 2019 even better.

Phishing attacks and ransomware infections will be the more prevalent security risks facing your small business again this year. It is far too lucrative for those willing to commit these treacherous acts for them to just stop trying. Billions of dollars were lost last year in paid ransoms, and much of this will get re-invested into new tactics to infect you (and others) even more in 2019. It'll be a vicious cycle that is likely to continue for many years to come.

Do you want to make sure that your business doesn't become part of this cycle? Here are a few steps that you can take to help secure your business.

1. Staff Education. Take the time to implement a formal cyber security training program, both at on-boarding a new staff member and one that continues throughout the term of their employ-

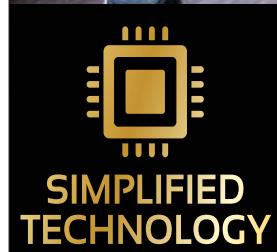
ment. There are companies that help with this and these training programs so you don't have to do this from scratch. These training programs reinforce your potentially weakest cyber security link – that of your staff.

2. Invest in a proper business class firewall. That router your purchased from Best Buy is not a firewall. It can't hold a candle to the security that a Watchguard or SonicWall can provide. Talk to your I.T. provider about which make and model is best for your business.

3. Ensure all your equipment is up-to-date. This isn't just about doing Windows updates on some computer equipment. This is making sure anything on your network is up-to-date. Drivers, firmware updates, security updates, hot fixes...the list goes on and on. Routers / firewalls, switches, printers, phones, computers, tablets, laptops, customer machinery on your network – all of them need to be maintained. A managed service contract with your I.T. provider can prove extremely valuable in helping you with this.

These steps can help you form a strong foundation for your cyber security practices. Take the time to do these and your 2019 will be off to a strong start! **BL**

Taylor Hayward is the owner of STS, a technology company dedicated to simplifying I.T. for small and medium businesses in the Niagara Region. Taylor can be reached at 905.327.6163 or go to www.simplifiedtech.ca.ca.



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10 GREAT TIPS ON KEEPING YOUR FURNACE RUNNING GREAT AND YOUR HEATING BILLS DOWN!

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1. CHANGE YOUR FURNACE FILTER REGULARITY - Your furnace filter is there to prevent dust and debris from clogging your furnace. However, after a while every filter becomes blocked and forces the furnace to work harder to maintain airflow. This stresses the furnace and in time may reduce its effectiveness and life expectancy.

2. CLEAR REGISTERS ARE MONEY SAVERS - If the registers in your rooms are closed or blocked by furniture and curtains, they can reduce the circulation of air in your home. This reduces the effectiveness of your furnace and can create cold spots in the house. Poor air flow could also shorten the life of your furnace.

3. USE A PROGRAMMABLE THERMOSTAT - There are many options for programmable thermostats on the market these days. Even a basic one will let you reduce the heat during the day while you are at work or overnight while you sleep and increase it when you and your family are home. A temperature set back of just a couple degrees could save you 6% on your heating costs.

4. CEILING FANS - If you have a ceiling fan, did you notice that it usually has two directions? Well, heat rises and can stagnate at the ceiling. By setting your fan to pull the air up, you'll circulate the air out towards the walls, evenly distributing the heat.

5. CURTAINS HELP SAVE ENERGY - It's simple. Closing your curtain at night help keep the warm air away from the cold window. Opening curtains on the south or west facing windows lets the warm sun – assuming we have any in Ontario this winter – warm the room and lets the furnace work less. Try to keep north facing windows closed.

6. FLOOR INSULATION - We love the look of hardwood but area rugs and carpeting help keep our toes warm and that helps us feel warmer overall.

7. CLEAR THE AIR SPACE - Yes, the furnace room often ends up being used for storage. But you really need to keep those boxes and other items away from the furnace. Not only is it a fire hazard but some furnaces pull air from the room for combustion and messy furnace rooms may restrict air flow.

8. KEEP HUMIDITY LEVEL UP - It's a fact that in the winter your home feels dryer. Not only on the throat but it makes the air feel colder as well. By using a humidifier to bring your humidity level up to about 40%, this will allow the furnace to transfer heat better and you save money.

9. MAKE SURE YOUR GARAGE AND HOUSE DOORS ARE SEALED - Your garage door and house doors are a huge source of energy loss. When used frequently, they can wear out their seals, allowing even more heat loss. Make sure that all the doors close and seal properly.

10. REGULAR FURNACE CHECKS - The system works best when it's running efficiently. Modern furnaces need to be serviced regularly to keep them in peak running condition.

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Don't Fear the Cloud

BY RICH DAVIDSON

IN THE DIGITAL AGE, it is becoming increasingly difficult for companies to store and operate mission critical data and applications on local servers that live and function on premises. As bandwidth and compute requirements increase exponentially over time, servers must be constantly patched, upgraded, and added.

These are band aid fixes that will likely come back to haunt you at a later date.

At the current rate of technological change, keeping the status quo can be problematic from a capital spending perspective. Operationally, it can be a nightmare to keep track of various servers, applications, and resource availability. These inefficiencies may not make an obvious impact to your budget on day one, but over time the damage can accumulate and evolve into much bigger issue that you could and should have avoided.

The solution to the latter problem is to centralize your server infrastructure within a highly available, super redundant datacentre. Service providers like NRBN can lease cabinet space to you in one of these datacenters bundled with redundant power and Internet connectivity. If you want or need to avoid going the VPN route, private ethernet connections are usually available and can provide additional network reliability.

At this point, you may have resolved an operational and organizational headache but you are likely still facing the heavy financial burden of ongoing maintenance and expansion of your servers – centralized or not. These days, many companies are adopting a hybrid model of “some servers, some cloud.” In doing so, some critical applications will run on local servers while others are farmed out to a cloud services provider wherever it makes financial and operational sense to do so.

By going this route, you can decide how and when you spend your money (converting capital

expenses to operational expenses where applicable) and will obtain a wealth of extra features and benefits that you didn’t previously have. In the cloud world, your applications are running on somebody else’s servers, and they are ultimately responsible for maintaining that equipment. Other benefits of this approach include beefed up security, improved flexibility, automatic software updates and security patches, and automated disaster recovery. There are many, many more.

One last thing I’ll mention here is “time to market.” If your business depends on real time applications, the resources-on-demand nature of cloud computing will provide you with a distinct competitive advantage over rivals that are still doing things the old way.

Utilizing high bandwidth fibre connections into major datacentre locations in Toronto and Buffalo, NRBN is able to provide dedicated connectivity to top cloud service providers such as AWS, Microsoft, Oracle, and others. Contact sales@nrbn.ca today for a free custom quote. **BL**

Rich Davidson is network architect at Niagara Regional Broadband Network on 5580 Swayze Drive in Niagara Falls. To contact Rich, please call 289.668.8864, email rich.davidson@nrbn.ca or go to nrbn.ca.



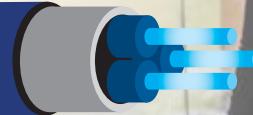
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WHETHER YOU ARE TAKING your very first breaths as a newborn or you are enjoying your senior years with loved ones, each stage of life is unique and brings its own special rewards.

At the same time, each stage has its own special needs when it comes to health care. That is why the diverse range of health care services available through Hamilton Health Sciences is so vital to helping our loved ones and neighbours thrive in communities throughout the region.

Hamilton Health Sciences Foundation is an essential partner in providing that specialized care. The Foundation is focused on raising funds to enable equipment purchases and support research, education and redevelopment. While operating costs are funded by the government, equipment costs are not.

Local hospitals always play an important role in health care. However, within the Golden Horseshoe, many specialized clinical services are available only at Hamilton Health Sciences. Serving a population of more than 2.3 million people throughout southcentral Ontario, Hamilton Health Sciences is a regional and provincial leader in many areas of health care.

For example, Hamilton General Hospital is home to the leading cardiac surgery program in Ontario. The General is renowned for its trauma and burn treatment, stroke and neurosciences, and rehabilitation programs. Ontario's highest volume integrated stroke program and an intensive rehabilitation centre are also based at the site.

Cancer programs are also vital to the health of the region. Juravinski Hospital and Cancer Centre is the only site in the region treating all cancers in adults. It is also home to the region's only stem cell transplant, acute leukemia and blood cancer programs. A comprehensive cancer clinical trials program is housed at its Escarpment Cancer Research Institute.

Children and youth in our communities often have specialized health care needs that differ from those of adults. McMaster Children's Hospital is the second largest provider of inpatient pediatric services in Ontario. The site is home to the province's largest Neonatal Intensive Care Unit including supportive maternal care, Canada's largest single-site child and youth inpatient mental health program, and the only pediatric trauma centre in the region.

A range of specialized outpatient services also operate at Ron Joyce Children's Health Centre, as part of McMaster Children's Hospital. At its shared home with the hospital, McMaster University Medical Centre offers a wide range of women's reproductive health services including care for high-risk pregnancies.

Another member of the Hamilton Health Sciences family is St. Peter's Hospital, which is home to Canada's largest Palliative Care Program and the Centre for Healthy Aging. St. Peter's Hospital provides inpatient, outpatient, and community-based programs and services for patients of all ages who have unique requirements associated with medically complex care needs, behavioural health, restorative care and palliative care.

From those first newborn breaths to the golden years of senior living, Hamilton Health Sciences is committed to providing the health care services required throughout the various stages of life. **BL**

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King Marketing & Queen Innovation

BY DENNIS O'NEILL

"Business has only two basic functions: marketing and innovation." So cried the god of management and marketing, Peter Drucker.

Question - So I ask, "How do those two pillars tie together?"

Simple answer - A business markets its innovations.

What innovations do - Innovations make something special, better, new, possessive of a market advantage. Have a look at the Apple story. First, don't they innovate? Then, don't they market their innovative advantage?

Action - List your innovations! What innovations have you created? Probably several. List them. Now you have your story to tell. Are you newer, better or cheaper – and specifically how? Your list details your bragging rights to make you a star.

King Marketing & Queen Innovation rule the kingdom of commerce. **BL**

Dennis O'Neill, The Business Growth Coach is located in Niagara-on-the-Lake. For more information, please call 905.641.8777, email dennis@dennisonneillcoach.com or www.dennisonneillcoach.com.

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NEW CANADA PENSION PLAN CHANGES TO ENHANCE YOUR RETIREMENT

Provided by NewsCanada

In January 2019, the Canada Pension Plan (CPP) enhancement will take its first step toward improving retirement benefits for all working Canadians.

Starting this January, you and your employer will begin making higher contributions to the CPP. In 2019, the contribution rate will increase from 4.95% to 5.1%. Contribution rates will rise gradually from 2019 to 2025, so you have time to readjust your yearly budget. By increasing your contributions, you'll receive more from the CPP when you are eligible to receive these benefits.

Your employer will deduct the increased CPP contributions from your paycheques as they have in the past. If you file your taxes electronically, there will be no extra work for you to do at tax time. If you file on paper, Canada Revenue Agency (CRA) forms will guide you through calculations needed to claim a tax credit on the base CPP contributions and a tax deduction on the enhanced CPP contributions.

The CRA offers resources and tools to help you understand the enhancement, how the enhancement will affect you, and what you need to do in order to be prepared. **BL**

Find out more at canada.ca/cpp-enhancement-employees. Article courtesy of www.newscanada.com.



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UPGRADE
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5 SKILLS YOU NEED FOR THE JOBS OF TOMORROW

PROVIDED BY NEWS CANADA

Canada is undergoing a major shift from a jobs economy to a skills economy, and our young people could be at risk of being left behind. Fortunately, a new report looks into the way we'll all need to change to keep up.

"An assessment of 20,000 skills rankings across 300 occupations and 2.4 million expected job openings shows an increased demand for foundational skills," states the 2018 RBC Economics Report – Humans Wanted.

But what exactly does that mean? Here's a rundown on these important "human skills."

1. CRITICAL THINKING. The risk of automation is high for jobs that require repetition, like data entry and even some data analysis. However, critical thinking – the ability to make strong human judgments based on that data – is still an invaluable skill. There are a lot of traits that feed into the skill as well including strong empathy, perception and reasoning.

2. COORDINATION. Understanding that workplaces succeed when everyone works together in harmony can be one of the strongest ways to add value. Workplaces of the future will seek an employee who is able not just to get their work done, but to do it in a way that respects the time of their colleagues and timelines of their projects.

3. SOCIAL PERCEPTIVENESS. Like it or not, a job is driven by relationships. Knowing how to navigate these relationships can separate a good prospective employee from a great one.

4. ACTIVE LISTENING. Though it may seem like common sense, concentrating on what someone is saying – rather than just hearing it – is a real differentiator among candidates.

5. COMPLEX PROBLEM-SOLVING. Innovation will be one of the most sought-after abilities in the future. Problems will arise in the workplaces of tomorrow that we can't even envision today, and innovative thinkers who are able to find unique solutions will be able to put their businesses on the path to success. **BL**

Article courtesy of www.newscanada.com.

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HOW TO TAKE THE NEXT STEP IN YOUR CAREER



PROVIDED BY NEWS CANADA

WHEN IT COMES TO accessing career advice, it can be really challenging to know where to turn. A recent survey of Canadians aged 18 to 24 indicated that advice from professionals in their desired field was the most valuable for navigating a career path.

Whether you're just entering the job market or looking to explore a new career path, it can be tough. Here are some tips to get you started:

Look for networking opportunities. If you've already found your field, seek out events related to the industry and get involved. Contact event organizers to see if they're looking for volunteers. Volunteering offers real life experience in the sector, as well as the opportunity to connect with other attendees.

Access mentorship. In addition to attending events, consider networking and mentorship programs. For example, Ten Thousand Coffees and RBC are working together to increase access to alumni networking and mentoring for students at seven post-secondary institutions across Canada. If you're a student, ask about this or any other networking programs at your student office.

Lean on your friends. Ask around to see if any of your friends have relatives, acquaintances or former colleagues who work in your desired field. Ask them to connect you and take that person out for a coffee to learn more about the industry. People are often keen to offer insight to those interested in their work, and they understand the value it provides.

Don't waste an opportunity, prepare questions in advance. So you've been accepted as a volunteer for a conference or have set up a

coffee with your friend's aunt – what now? Your next step is preparation. Do your research to learn more about the people with whom you could be speaking and prepare a list of questions so you feel comfortable having the conversation.

Say thank you and keep connected. After meeting someone be sure to send a follow-up thank-you note. Showing appreciation for the time they spent will go a long way towards strengthening your relationship. Connecting on LinkedIn is also a great way to keep lines of communication open.

Getting started on your career path is an exciting time full of possibilities – ensure you make the most of it and make good connections. You never know where your next job opportunity will come from. **BL**

Article courtesy of www.newscanada.com.

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NutraBee is a family run business providing Canadian organic herbal honeys, unprocessed gourmet honeys and apitherapy products. The NutraBee honey store in St. Catharines has a wide range of organic honey-based products to promote a healthy lifestyle.

Originally the company carried only one product, Bee Active™ - a honey-herb formula developed by one of its founders, Fatima Basic, after she discovered the world of apitherapy and honey bee healing and herbs after a car accident that left her with long-lasting health problems. After helping herself recover, she remains dedicated to sharing her story with others and introducing honey bee and herbal products to market.

Today, NutraBee proudly makes certified organic herbal honeys for wellness. That in-

cludes unprocessed and organic Canadian honey, organic bee pollen, royal jelly, propolis, honey comb and beeswax products in addition to other apitherapy products carried at the NutraBee honey store. NutraBee honeys are free of pesticides, antibiotics and GMOs. NutraBee's hives are located in beautiful aromatic Canadian fields where conditions are ideal for bees to produce high quality honey.

With their different backgrounds, NutraBee's talented team has continued to enrich the company with their knowledge and experience – and turned NutraBee into a great success.

"I am proud to say that after 18 years NutraBee products made a difference in my life and in so many other people's lives," Fatima says. "My passion has always been to help other people and through NutraBee,

I've been able to achieve that. I always look forward to serving our local customers at our store in St. Catharines and treating them to the world of honey's healthy sweetness."

Recently, NutraBee has also joined with Autism Ontario - Niagara Region Chapter to produce Hugga Honey to help raise funds for adults and kids in our community for various summer camps and programs. Hugga Honey can be purchased at the NutraBee store with all proceeds going to Autism Ontario - Niagara Region Chapter.

NutraBee is located at 2F Tremont Drive, Unit 1 in St. Catharines (across the street from The Pen Centre). For more information or to place an order, call 905.227.6618, email ask@nutrab.com or go to nutrab.com.

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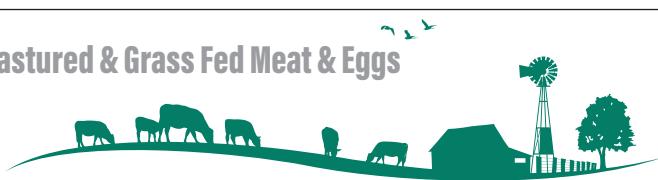
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Laura Van Den Hurk

Co-owner - Naked Acres Farmstead

Have you ever wondered where your food comes from? Or what's in it? Well, the Van Den Hurk family has "nothing to hide" at Naked Acres Farmstead in Beamsville.

Named after the Van Den Hurks' passion for transparency in farming practices, Naked Acres Farmstead provides grass-fed beef, and pastured pork and goat selections based entirely on sustainable farming methods.

"We began this farm out of necessity," Laura Van Den Hurk explains, "when we changed our diet to accommodate a family member. We noticed that eating naturally sourced food made a huge impact on our health in a very short time. The results have amazed us!"

Since opening Naked Acres Farmstead in August of 2013, Laura and her husband Martin have been committed to providing their customers with the ultimate in taste and selection. Their wide range of homegrown meats includes ground and stewing beef, steak, summer sausage, smoked bacon, peameal bacon, ground pork, sausages, goat chops, and hot and mild pepperettes. And the Van Den Hurk family continue to expand their offerings in 2019, adding whole chickens and pastured eggs to the mix.

To ensure the finest quality meat products, all the Van Den Hurks' cattle are put on a natural diet of grass, hay and silage while their pigs and goats are fed grass, fermented grains and locally sourced vegetables.

"Our goal at Naked Acres Farmstead is to feed our animals as well as we feed our family while having a positive impact on the environment," Laura says.

So if you're looking to connect to your food again, seek out Naked Acres Farmstead. **BL**

Naked Acres Farmstead is located on 5117 Fly Road in Beamsville. To find out more or place an order, call 905.932.7025, email nakedacres2013@gmail.com or go to <https://www.facebook.com/pg/NakedAcresFarmstead>. All products are subject to availability – and orders can be picked up at Naked Acres Farmstead or through special arrangement.

VOLUNTEER AND FEEL GREAT

PROVIDED BY KFCACN

With busy lives, it can be hard to find time to volunteer. However, the benefits of volunteering are enormous to you, your family, and your community. The right match can help you to reduce stress, find friends, reach out to the community, learn new skills, and even advance your career. Learn more about the many benefits of helping others and find tips on getting started.

Volunteering offers vital help to people in need, worthwhile causes, and the community but the benefits can be even greater for you – the volunteer. At the Kristen French Child Advocacy Centre Niagara, volunteers have the opportunity to utilize their talents, skills and creativity in a meaningful way. Volunteering provides a way to give back to the community while supporting a cause you believe in.

Volunteers are given the opportunity to apply their skills, knowledge and personal interests to help maintain the centre's critical programs and services. Share your expertise with us or develop your professional portfolio through practical experience that is relevant to your educational or career prospects. If you are interested in a particular area, let us know and we'll do our best to align your volunteer experience. Volunteering doesn't have to involve a long-term commitment or take a huge amount of time out of your busy day. Giving in even simple ways can help those in need and improve your health and happiness. **BL**

For more information about volunteering at Kristen French Child Advocacy Centre Niagara, visit www.kristenfrenchcacin.org/volunteer/.



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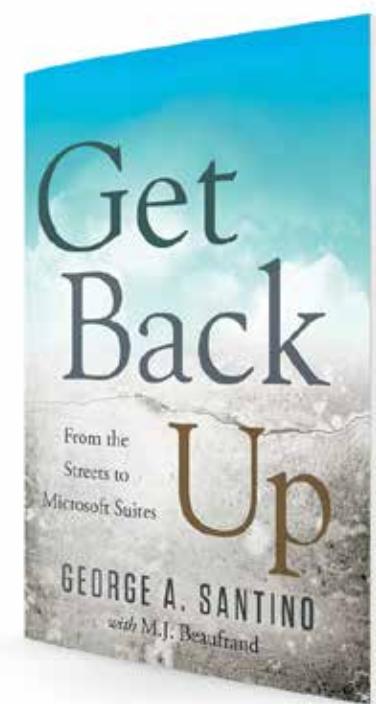
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Get Back Up

– From the Streets to
Microsoft Suites

By George A. Santino with M.J. Beaufrand

Published by Greenleaf Book Group

Picture this situation. You're born into a family living in poverty in Philadelphia's violent Tasker Street Projects, subject to your alcoholic father's fits of temper as you try to earn money for yourself by selling tomatoes from the back of a truck. A freak injury causes you to be discharged from the military in your first week. Your real estate ventures collapse; your businesses fail one after another. And just when you think you're on your feet at last, another freak injury leaves you at the mercy of doctors who predict, before your thirtieth birthday, that you'll never work again. Over and over, life knocks you down. What do you do? If you're George A. Santino – you get back up.

With rare humor and the instincts of a born storyteller, Get Back Up tells the story of Santino's rise from humble beginnings through a series of adventures – opening a sports bar with no walls, cursing out a drill sergeant, battling a hiring manager to get a job offer that he intends to turn down, and more – that culminate in a long and successful career with Microsoft, building a family and losing (and regaining) a small fortune along the way. Throughout, Santino shares his business insights and perspectives on mentorship, and stresses by example his central lesson: no matter what life throws at you, always remember to get back up. **BL**

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