# **2015 Annual Report**



## **Our Mission**

"Building the Best Business Climate in Canada, Thereby Creating a City of Opportunity in a World of Possibility"

The Chamber, in partnership with community and business, is committed to ensuring that the Saskatoon region has the "Best Business Climate in Canada, Thereby Creating a City of Opportunity, as a means by which this community can ensure future health and prosperity for our children, well into the 21st century".

## **Our Vision**

Our members lead in creating a prosperous Saskatoon region.

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## **GREATER SASKATOON CHAMBER OF COMMERCE**

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E-mail: chamber@saskatoonchamber.com Website: www.saskatoonchamber.com

# **Annual General Meeting Agenda**

Thursday, May 26<sup>th</sup>, 2016 LB Distillers

4:00 pm: Cocktails, Appetizers, Networking, Distillery Tours

5:00 pm: Welcome & Introduction of Guests, Dignitaries, Past Presidents,

President Tanya Knight, Emcee

Message from our Sponsor, SaskTel

Call Meeting to Order – President Tanya Knight

Chamber of Commerce 109th Annual General Meeting

Motion to accept Minutes of the 108th AGM

President's Comments

Vice President, Finance Report - Kelly Bode

Motion to accept 2015 Audited Financial Statements

Consideration of Motions: President Tanya Knight

- a) Appointment of Auditors
- b) Actions of Officers and Board of Directors
- c) Approval for Signing Authority

Swearing in of President, 1<sup>st</sup> Vice-President and 2<sup>nd</sup> Vice-President Finance - His Worship Mayor Don Atchison

#### Presentations:

- a) Presentation of Volunteer of the Year Award President Tanya Knight
- b) Presentation to Outgoing Board Members President Tanya Knight
- c) Presentation of Collage/Caricature/Ring to Tanya Knight Past President Tony Van Burgsteden
- d) Presentation of President's Gavel to Jason Yochim President Tanya Knight

#### Closing Remarks:

- a) Motion to ratify the actions of the AGM meeting of May 27th, 2016
- b) Remarks of Incoming President Jason Yochim
- c) Introduction of the 2016-17 Board of Directors

5:30 pm Networking, Cocktails and "Meet the Chamber Board"

Greater Saskatoon Chamber of Commerce "Building the Best Business Climate in Canada"

# **President's Report**



Dear Chamber Supporters,

The Greater Saskatoon region boasts one of the most diverse economies in Canada. We are home to agriculture, mining, energy, research, and many other great industries. Your Chamber represents members in all of these industries. Our goal is simply stated – We want to create the best business climate in Canada. We intend to do this by focusing on issues that are important to you, our member. How we do this depends on each of you. We need to know what issues are important to you, what barriers prevent you from succeeding or achieving your goals, and where our Chamber can support.

Our Chamber plays an important advocacy leadership role. We want to ensure that taxation policies and regulations encourage economic investment in our City and reduce barriers for our members.

We also want to help connect our members. Networking opportunities and education are important supports for businesses at every stage, and our Chamber continues to provide these business to business connections.

We want to celebrate our successes – and we have many. Saskatoon is home to many phenomenal entrepreneurs – people that took a chance on a business idea and not only saw personal success, but also added real value and wealth to our economy.

We are a city that is envied by many and we shouldn't take this for granted. Those before us created this City through great ideas, some risk taking, investment of capital and support of each other. We will leave a legacy for those that follow by continuing to take risks, make investments, and share our stories. I look forward to hearing yours...

Janya n Kuight
Tanya Knight

President 2015-16

# **2015 Chamber Objectives / Results**

In 2015, your Chamber Board established several objectives for your Chamber's efforts. Here are the results:

## **Operations**

• Exceed the North American Chamber average membership retention rate of 86%.

Result: 92.4%

Grow membership by 3% by year end.

Result: Membership revenue grew by 3.76%

Generate a profit from Business View magazine by end of plan period.

Result: Loss of \$6,756. More targeted distribution and redirection of Buyer's Guide/Map advertising to Business View for 2016.

Generate a net surplus on operations by year-end.

Result: Surplus of \$23,641 for the year with a retained surplus of \$528,981.

Renewal of National Accreditation with Distinction.

Result: Completed

## **Advocacy**

Continue "Target 8,000" reports monthly during plan period.

Result: Reports issued each quarter.

• Continue to press the "Productivity in Government" agenda and succeed in getting at least one more institution formally adopting a productivity agenda before end of plan period.

#### Result:

- SaskEnergy shared accumulative savings over \$33 million.
- Eighth City of Saskatoon Productivity report showed accumulative savings over \$32 million.
- 1st "Productivity in Government and Business Conference" in Canada.
- Several lean initiatives are underway at the Saskatoon Health Region and Provincial Government Departments.
- The Saskatchewan Rate Review Panel now requires a productivity report with each rate increase request from SaskPower, SaskEnergy, and SGI.
- SaskPower has an internal savings target of \$2 billion over 10 years.
- Continue to press for property tax competitiveness improvement. Our tax elasticity model developed with the
  assistance of Dr. Adam Found is the first of its kind in Canada and will be used as part of our core advocacy work.
  Result: City and Provincial efforts are ongoing. Progress on Provincial property tax competitiveness is slow but
  proceeding. Much work still needed to achieve our objective of having the best property tax policy in the country.

## Communication

Continued new media strategy implementation.

Result: Evolving - social media of growing importance for our Chamber with quickly improving member take up.

Add two new member outreach tactics through new media.

Result: Facebook and Twitter are our primary tools. Other tactics including webinars are continually evolving in this fast change business space.

- Branding Prosperity Saskatoon
  - Chamber Result: More work to be done
  - City Result: Outstanding

## Networking / Skills / Development

Stage at least two mixers for Chamber members by end of plan period.

#### Results:

- Chamber On Tap (monthly)
- Shaken with a Twist (monthly)
- Luncheons
- New Member Breakfast

## Committees / Boards

- Each committee to execute at least one activity during plan period.
   Result: Exceeded! Saskatoon has the most actively engaged membership base among Chambers in North America.
- Very successful Health Conference among several committee events.

## **Committees**

Goal: Actively engage in committee activity and succeed in getting each committee to execute at least one activity during plan period.

#### Results:

## **Agribusiness Development Committee**

Co-Chairs: Bert Sutherland, BERTradio Online Loran Forer, Bank of Montreal

The AgriBusiness Committee identifies, discusses and recommends action on issues and concerns that impact the growth and development of the Agri-business sector in the Greater Saskatoon Area.

Completed: Multiple speakers throughout the year

## **Business Growth Committee**

Mark Zielke, Start Fresh Media

The Business Growth Committee has been set up based upon the priorities we set at a board retreat. We want to champion and facilitate growth in existing companies (encouraging to dream bigger/grow from within); facilitate start-ups; attract new business; encourage succession planning and work on helping companies to build "reputation capital" (e.g. how to retain, train, attract employees). We will be action focused and work towards making change in our community in a positive way.

Completed: Website update and SABEX New Business Venture event

## **Business of Science & Technology Committee**

Co-Chairs: Bill Lewis, Engineering for Kids

Sandra Ribeiro, Canadian Light Source

The Business of Science aims to promote our City's science and technology-based businesses and to bridge the gap between the science, technology and business communities. This committee achieves this through education and the promotion of productive and interactive events, meetings and presentations involving Chamber members, government, industry and academia.

Completed: Meet the ILO (May 2016)

## **Celebrate Success! Committee**

Co-chairs: Lynn Eberle, Saskatchewan Polytechnic

Tracy Arno, Essence Recruitment

The Celebrate Success! Committee recognizes excellence within the greater Saskatoon business community through the delivery of a series of business events including the annual Celebrate Success! Awards Gala. The goal of the committee is to recognize, promote and celebrate business excellence and community success; raising community awareness of the contribution of business to the quality of life in our community.

Completed: Celebrate Success! Gala (May 19th, 2016)



## First Nations & Métis Opportunities Committee

Chair: Currently vacant

The First Nations and Métis Opportunities Committee goal is to encourage and foster relationships amongst First Nations and Métis business, the business community, and post-secondary institutions and students.

Completed: First Nations Business Mixer (January 2016)

## **Future Opportunities Committee**

Chair: Bill Brooks, eclecthink International

To identify, for Saskatoon Chamber members, potential opportunities / threats / cool stuff (OTCs) that may impact individuals, businesses, or the community. These OTCs will normally not be actively promoted by other Chamber committees or business groups and tend to lie 8 months to 10 years in the future. Discussions are not limited to any particular topic and may include science, technology, business, social and personal interaction, finance, education. Completed: Future Forum on Lean Startup (Sept 2015)

## **Going Global Committee**

Co-chairs: Ken Ziegler, Robertson Stromberg LLP

Monica Kreuger, Global Infobrokers

Going Global is a committee dedicated to creating awareness about the opportunities of doing business outside Saskatchewan. Our Group is comprised of local business people interested in developing the Global Market.

Completed: Meeting with EU trade delegation (April 2016)

Completed: Perrin Beatty Luncheon (March 2016)

## **Government Affairs Committee**

Chair: Michael Chudoba, Foundation Realty Ltd.

The Government Affairs Committee stimulates government at all levels to establish approaches that offer clear competitive advantages for business in the Saskatoon area in order to accelerate business activity in our region.

Current Issues: Government Productivity Completed: Mayors Lunch (April 2016)

## **Health Opportunities Committee**

Co-chairs: Dave Dutchak, M.D. Ambulance Care Ltd.

Sanj Singh, AdeTherapeutics Inc.

Corey Miller, Saskatchewan Cancer Agency

The Health Opportunities Committee educates and promotes opportunities for business services, education, research, commercialization and development in health services, and explains the role of the health care industry in creating the Best Business Climate in Canada for the Greater Saskatoon region.

Completed: Health Opportunities Conference "Getting to Great" (October 2015)

## Sustainability Opportunities Committee

Chair: Colleen Yates, Equinox3 Consulting Ltd.

The Environmental Sustainability Committee provides information and resources to assist chamber members understand and operate using the triple bottom line approach of economical, social and environmental sustainability. We provide tools, educational opportunities and celebrate success stories by demonstrating how improvements in environmental performance improve business performance.

Completed: Continued support of sustainable business practices Completed: Sustainable Procurement Workshop (March 2016)

## **Chamber Accreditation**



This certificate attests that the

## Greater Saskatoon Chamber of Commerce

pursuant to an accreditation evaluation process that assesses structure, operations, and offerings, is hereby recognized as a chamber of commerce accredited with distinction for a period of three years.

This chamber of commerce has demonstrated that it meets a high standard of excellence in service to its members through strict adherence to a prescribed set of programs, services, management and governance principles, and policy and advocacy initiatives.

This chamber is a leader and "the Voice of Business" within its community.

Steve McLellan President & CEO

Saskatchewan Chamber of Commerce

Chuck Davidson

Chamber Accreditation Council of Canada



## **2016-17 Board of Directors**



### **Jason Yochim**

**Executive Officer** Saskatoon Region Association of Realtors®

Phone: (306) 343-3444 Email: jason@srar.ca

#### My favorite thing about Saskatoon:

"Great city to raise my children and to provide opportunities for their future in employment and recreation. Excited to be involved with the Chamber to work toward maintaining a prosperous, vibrant and growing community for future generations.

Executive (Governance Chair)

### Bill Cooper

Manager, Pubic Affairs & Issue Management

PotashCorp

Phone: (306) 933-8871

Email: bill.cooper@potashcorp.com

#### My favorite thing about Saskatoon:

"Saskatoon is a vibrant, growing community and a great place to do business and raise a family."



1st Vice-President:

## **Kelly Bode**

Lawyer and Owner WMCZ Lawyers Phone: (306) 659-1249 Email: kelly.bode@wmcz.com

#### My favorite thing about Saskatoon:

"The community is always what comes to mind first. There is a collegiality in this city that is unlike many others - whether you're talking about supporting new businesses, or arts and culture or volunteerism or involvement in various events, the community in this city provides the foundation for success and opportunity in so many different sectors.

Board of Directors:

### **Paul Labbe**

Principal, Business Development Stantec Inc. Phone: (306) 667-2437

Email: Paul.Labbe@Stantec.com

#### My favorite thing about Saskatoon:

"My favorite thing about Saskatoon is our connectedne and my multi-generational family and family roots that surround us. I love the smell of a fresh spring morning; a summer sunset & that I can see from horizon to horizon.



2<sup>nd</sup> Vice-President:

# Peggie Koenig President / CEO

Koenig & Associates Phone: (306) 934-1774 Email: pkoenig@koenig.ca

#### My favorite thing about Saskatoon:

"I love that feeling of community in Saskatoon. We are developing a big city feel but continue to have the engagement and energy of a smaller community. I hope that never changes. Saskatoon has always had a "can do" attitude and I think that is why business thrives here. As an entrepreneur and member of the business community in Saskatoon, I feel there is a sense that positive things can and will happen. There is no limit to the possibilities.'

Silvia L. Martini

Vice-President, Strategy & Market Development Interlink Research Inc. Phone: (306) 281-9019

Email: martini.interlink@sasktel.net

#### My favorite thing about Saskatoon:

"Complacency" is not a word in Saskatoon's vernacular. We lead with courage and resolve, but also with a compassion and humility toward positive outcomes. The passion and commitment of its citizens, at all levels of meaningful engagement, are evolving this city toward a healthy and vibrant culture in which to live, work and





## Tanya Knight

Regional Managing Partner MNPILP Phone: (306) 664-8295 Email: tanya.knight@mnp.ca

#### My favorite thing about

Saskatoon: "The people. I am overwhelmed by how friendly and inviting the community is Saskatoon is a beautiful city, has great amenities and is full of opportunity."

### **Linda Mason**

Manager, Finance & Administration PCL Construction Management Inc. Phone: (306) 657-1454 Email: limason@pcl.com

#### My favorite thing about Saskatoon:

"The people are so friendly and welcoming. It has a small town feel, with big city amenities. Also, the downtown/ river valley areas are so pretty and excellent for outdoor activities year round."





**Deborah Meyers** 

CFO & Vice-President, Administrative Services Saskatchewan Polytechnic Phone: (306) 659-3803 Email: deborah.meyers@saskpolytech.ca

My favorite thing about Saskatoon:

"The people! Also the opportunities for the city. It would be great to be involved in fostering a growing, prosperous Saskatoon."



President & CEO Lighthouse Management Inc. Phone: (306) 261-5189 Email: sanjsingh33@gmail.com

My favorite thing about Saskatoon: "Get it done attitude."





**Karl Miller** 

President
Meridian Development Corp.
Phone: (306) 384-0431
Email: karl@meridian
development.ca

My favorite thing about Saskatoon:

"The amazing generosity of the people in Saskatoon. People are always willing to help and offer advice and guidance, giving Saskatoon that small town feeling within a rapidly growing and vibrant city. I have travelled to many countries and Saskatoon is one of the finest cities, in my opinion, in the world and where my family calls home."

## **Brian Skanderbeg**

President and Chief Executive Officer Claude Resources Phone: (306) 652-2565 Email: brians@clauderesources.com

My favorite thing about Saskatoon:

"Saskatoon has a small town feel yet offers great professional and personal opportunity. Great for families and great for business."





### Sandra Ribeiro

Public Relations and Marketing Manager Canadian Light Source Inc. Phone: (306) 657-3558 Email: sandra.ribeiro@lightsource.ca

My favorite thing about Saskatoon:

"The wonderful quality of life we have, as exemplified by the great schools, growing small busines sector, wide open spaces ... and the short commute to work."

## **Trevor Thiessen**

President
Redekop Manufacturing
Phone: (306) 931-6664

Email: tthiessen@redekopmfg.com

My favorite thing about Saskatoon:

"In all my international travels I haven't found a better place to raise my family and call home. The size of the city provides my family with all the opportunities to grow and enjoy life without sacrificing the balance that too often gets lost in the chaos of large cities."





**Chris Sicotte** 

First Nations Business Development Manager Affinity Credit Union Phone: (306) 657-6830 Email: chris.sicotte@affinitycu.ca

My favorite thing about Saskatoon:

"Willingness to engage divese communities to build a better city."

### **Chris Woodland**

Partner

MacPherson Leslie & Tyerman LLP Phone: (306) 975-7128 Email: cwoodland@mlt.com

My favorite thing about Saskatoon:

"It is a great place to raise a family. The city is entrepreneurial and growing but it still maintains its sense of community through the involvement of many of its leading businesses and individuals. People willingly give back with no expectation of a personal return on that investment beyond the expectation that they will share in the benefits that flow from making Saskatoon and area a better place for everyone in it."



# Minutes of the 108th Annual General Meeting

Chair: Tony Van Burgsteden Wednesday, May 27<sup>th</sup>, 2015 4:30 pm - The Saskatoon Club

1. The Master of Ceremonies, Tony Van Burgsteden welcomed guests, dignitaries, past presidents, and Honourary Consuls to the meeting.

(Honorable Gordon Wyant, Christian Braid, Tracy Arno, Pat Pitka, Jack Brodsky and Brian Chalmers)

(Steve McLellan, President and CEO of the Saskatchewan Chamber of Commerce)

Sheldon Allison of SaskTel spoke briefly to thank the Chamber of Commerce for its work and allowing it to be involved as official sponsor of the 108th Annual General Meeting.

2. Tony Van Burgsteden called the meeting to order. (There were 54 voting members present) Minutes of the 107<sup>th</sup> Annual General Meeting:

MOTION: That the minutes of the 107<sup>th</sup> Annual General Meeting be accepted as distributed. Tanya Knight / Sanj Singh

Carried Unanimously

3. 2014 Financial Report: Tanya Knight

Jason Yochim reads comments on 2014 Financial Statements.

MOTION: That the 2014 Audited Financial Statements of the Greater Saskatoon Chamber of Commerce be approved as circulated.

Silvia Martini / Tracy Arno

**Carried Unanimously** 

- 4. Consideration of motions:
  - a) Appointment of Auditors:

MOTION: That EPR Saskatoon be appointed as auditors for Greater Saskatoon Chamber of Commerce for the fiscal year 2015.

Kelly Bode / Brian Skanderbeg

Carried Unanimously

b) Actions of Officers and Board of Directors:

MOTION: That it be resolved that all acts, contracts, by-laws, proceedings, resolutions, appointments, elections, payments, and other matters enacted, made, done, and taken up to the date of this Annual Meeting by the Board of Directors and by the Officers of the Corporation are hereby approved, ratified, and confirmed.

Jason Yochim / Bill Cooper

Carried Unanimously

c) Approval for Signing Authority:

MOTION: That any two of: President, 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, and Executive Director of the Greater Saskatoon Chamber of Commerce have signing authority.

Chris Woodland / Kelly Bode

Carried Unanimously

#### 5. Presentations:

- a. Tony Van Burgsteden made presentation of the Volunteer of the Year award to Bert Sutherland
- Tony Van Burgsteden makes plaque presentation to outgoing Board members: Tracy Arno, Barry Berglund, and Rich Gabruch
- c. Tracy Arno presents President's ring, collage, and portrait to Tony Van Burgsteden
- d. Tony Van Burgsteden presents Tanya Knight with President's Gavel
- 6. Incoming President's remarks Tanya Knight

Tanya Knight introduced the 2015 Board of Directors:

Kelly Bode Bill Cooper
Karl Miller Tanya Knight
Peggy Koenig Silvia Martini
Julian Ovens Kristy Rempel
Sandra Ribeiro Chris Sicotte
Sanj Singh Brian Skanderbeg
Trevor Thiessen Jason Yochim
Tony Van Burgsteden Chris Woodland



7. Swearing in of Officers:

Honourable Gordon Wyant swore in: Kelly Bode as 2<sup>nd</sup> Vice-President Jason Yochim as 1<sup>st</sup> Vice-President Tanya Knight as President

8. MOTION: To Ratify the action of the 2015 AGM Karl Miller / Barry Berglund

Carried Unanimously

9. Other Business: n/a

10. Adjourn

MOTION: to adjourn

Sandra Ribeiro / Silvia Martini

**Carried Unanimously** 

## **2015 New Members**

101284198 Saskatchewan Ltd.14North Construction Ltd.

5Spheres Consulting Inc. Andrew Peller Ltd.

Andrey's Your Independent Grocer

Animal Protection Services of

Saskatchewan
Apex Automation Ltd.

Azeroth Construction and Consulting

Beagle Productions Ltd.

Beam Suntory

Beaver Container Systems Bell 'n Whistle Bar & Bistro

Best Version Media

Bidsy

Blackstone Insurance, Benefits & Bonding

Inc

Boyes Group Realty Inc. BRITEBOX Storage Co. Canadian Brewhouse

Canadian Professional Counsellors

Association - SK Chapter Candle Lake Golf Resort

Catholic Family Services of Saskatoon

Central Animal Hospital P.C. Ltd. Circle Dr & 8th Street Dental

Citizen Cafe & Bakery City Perks Ltd.

CJC & Co. LLP

**CLAC** 

Clifton Associates Ltd. Complete Technologies Concentric Associates

Confederation Chiropractic Clinic

Confederation Inn

Con-Tech General Contractors Ltd.
COURTYARD By Marriott Saskatoon

Airport

DDJ Accounting Services
Deanna's Care Home
Della's Music House
Delzen Electric Ltd.

Denovo Window & Door Inc.

Dillon Consulting Diversified Auto Inc. Donald Physiotherapy Dr. Naomi Whelan

Dr. SanVicente Medical Prof. Corp.

Dylan Pearson

Ed Bobiash Realty P.C. Ltd. Electric Umbrella Images Inc. Electronic Recycling Association

End of the Roll ETK Flooring Ltd. Evan Jenkins Exim Promotion Inc. Express Wireless Faithfull Tire and Auto FFB VoIP Services

Floors Now

furnaceguys Home Heating & Cooling Inc.

Fuse Design Inc.

Galaxy Granite and Marble Ltd.

Gannon Contracting Ltd.

Gary Downes GetMyPhoto.ca Gina-Marie Wirt Glass Doctor of Saskatoon

Glass Doctor of Saskato Golding's Independent Good Wood Hardwood

Great Western Brewing Company Limited

Harron Exteriors

High Performance Human Resources

Highway Blues Transport

Holiday Inn

Hub City Display Ltd. Hue-Tone Interiors

Human Resources Professionals

Association (HRPA)

Imagine Renovations & Construction Ltd.

InfraReady Products Ltd. Injury Solutions Canada Inc. Intelligent Agricultural Solutions

Jancy Holdings Ltd.

Jennifer Bain, B.Comm, CFP, EPC

Jia Hao Hotel

K. M. Paulson Goldsmith Ltd. Lakeview Square Dental Office

Lance Walker

Life's Moments Event Design

Lindsay Kotelko CPA Professional

Corporation

Mainstay Suites Saskatoon

Marilyn Connects

Martin Charlton Communications

Mastermind Connectors
Mercier Construction
Metabolix Oilseeds
Michael's Independent
Minuteman Press Saskatoon
Mitchell & Sons Farm Ltd.
Mitchinson Flight Centre
Mobile Fleet Services
Modern Sole

Moskowitz Capital
Mr. Green Cleaning Services Co. Ltd.
Mr. Mikes Steakhouse Casual

My Community Publications Ltd.
Natural Chow Pet Food Corp.
New Tide Laser Tattoo Removal

NewRoads Consulting

North 49 Physical Therapy Prof. Corp. Northern Quinoa Production Corporation

OverC

Pat Sirois Remax Realtor - REsaskatoon PCL Construction Management Inc.

Penney Murphy and Associates

Prairie Fire Cheerleading

Prairie Laser Inc.

Press'd The Sandwich Co.

Pro IT Inc.

Quicklinkt Solutions Inc.

Quint Development Corporation

Ramon Boyd

Redekop Manufacturing Inc.

Refresh Inn

Rock Creek Tap and Grill

Rooterman

Row 5 Distributors Inc.

RoxDar Supply Chain Solutions

Royal University Hospital Foundation Inc.

S & J Window Washers

Saskatchewan Landlord Association Saskatchewan Rush Lacrosse Club Saskatoon Dragon Boat Festival

Saskatoon Institute for Medical Simulation

Saskatoon Residential - Bamford Remax

See More Green Landscaping SkinSense Dermatology

Smokes Poutinerie SMPIA (Saskatchewan Media Production

Industry Association)
Sound Lounge by tBone
Sparclean Water 2010 Inc.
Specialty Distributing Ltd.

Staples Staples Staples

Start Fresh Media

Stewart Property Holdings

Ten-X Management & Engineering

Consulting

Terminal Systems International Terra Modelling Services

The AIM Program

The Alliance of China-Canada Enterprises

& Entrepreneurs

The Rotary Clubs of Saskatoon

Third Avenue Signs
Thurber Engineering Ltd.
Triple L Burgers Ltd.

True Potential Health Services Inc.

Ukrainian Catholic Episcopal Corp of

Saskatchewan Universal Church Supplies

Varial Technologies, Inc.
Vendasta Technologies
Viking Innovations Ltd.
Village Guitar & Amp Co.
VSW Planning Services Ltd.

Ward Homes Ltd. Warm 'n' Cozy Care Inc.

Wine 4 You WLF Medical

Wow Factor Event Design Inc.

Zen Symmetry Professional Organizing

zu

## **Staff**

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