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NORTHUMBERLAND MANUFACTURERS' ASSOCIATION

About the Northumberland Manufacturers' Association (NMA)

The Northumberland Manufacturers' Association (NMA) was established in 2004 when a group of local manufacturers decided to collaborate on education and skills training, share best practices, and promote high-performance manufacturing within Northumberland County.

Since incorporating in 2005, the NMA, led by its Board of Directors, has been actively

representing manufacturers in Northumberland County. The purpose of the NMA is to promote continuous improvement, innovation and high-performance and productivity enhancements through collaboration, education and advocacy. From peer-to-peer networking events to workshop sessions; from roundtables and advocacy to strategic focus groups, the association offers plenty of opportunities, activities and resources to assist its

members with their continuous improvement and local, national and global competitiveness.

The NMA works to achieve its goals through strategic partnerships with industry associations, government and other community stakeholders such as the Northumberland Community Futures Development Corporation and regional economic development offices, universities, colleges and training centers.

About the Annual Tri-Association Manufacturing Conference

The NMA takes a lead role in organizing the Annual Tri-Association Manufacturing Conference on behalf of its Tri-Association partners, the Quinte Manufacturers and the Kawartha Manufacturers associations.

Without leaving the area, regional manufacturers have the opportunity to network and speak with experts on advanced manufacturing, continuous improvement and innovative opportunities that can create a competitive edge to sustain and expand business locally and globally. 2015 Tri-Association Manufacturing Conference "Inspire-Train & Transform" takes place

on November 3rd in Belleville.

Keynote speakers include Bershu Nkwawir, Regional Vice President for Ontario of Siemens' Digital Factory, and Process Industries and Drives divisions, who will speak about "Industry 4.0 and Advanced Manufacturing." Karin Lindner of Karico Performance Solutions and author of "How Can We Make Manufacturing Sexy?" will present "The Power of Intention & Expectations." Participants can choose between three morning and three afternoon workshops, which include presentations by manufacturers from Quinte, Kawartha and Northumberland on

the keys to advanced manufacturing through innovation, workforce engagement, and creating the mindset for employee success through leadership and training. This year from Northumberland, UniTrak Corporation will be leading a workshop on equipment maintenance through cloud computing, and Custom Plastics (CPI) will be sharing their story of introducing 3-D printing into production.

To learn more about the NMA and the Tri-Association Conference, including registration, visit www.thenma.ca or phone 905-372-8315 ext. 241

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Northumberland County offers access to *state-of-the-art public health care* with 2 respected community hospitals. The county gets high marks for attracting *skilled doctors, dentists, optometrists, and other medical service professionals* who are capable of taking on new patients.

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NORTHUMBERLAND MANUFACTURERS' ASSOCIATION

NMA Member Manufacturers are Leaders in Innovation, Advanced Manufacturing and provide upwards of 3000 local jobs!



The Northumberland Manufacturers' Association (NMA) recognizes the importance of manufacturing to our local economy. Our member Manufacturers provide upwards of 3,000 jobs in Northumberland. Many local businesses count on local manufacturers and their employees to be their customers. Be it by direct or indirect employment, our manufacturing sector impacts everyone.

Manufacturers of today need to be innovative, to specialize and customize, adopt new and advanced information and production technologies. As well, they need to drive efficiencies throughout all aspects of their business and their supply chains.

Northumberland's manufacturers are leading the way, they are competing globally with new digital manufacturing, information and materials technologies like 3-D printing, printable electronics, cloud computing and new processes to take advantage of new opportunities and business growth.

Local innovation and leadership will be highlighted in the annual Tri-Association Manufacturing Conference on Tuesday, November 3rd. We invite all local and regional manufacturers to register and participate in this highly informative event. You can access the Conference agenda and register at www.thenma.ca.

The NMA has been actively supporting and representing manufacturers in Northumberland County since incorporating in 2005. We are working with partner organizations to provide local manufacturers with access to tools and resources to help them strengthen their business strategies, source new markets, realize process improvements and advanced technologies and to develop the skills of their workforce.

We are proud of our local manufacturers, and celebrate their diversity, leadership and their many contributions and commitment to our local economy.

Dan Ross,

SABIC Innovative Plastics
President,
Northumberland Manufacturers' Association



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Northumberland county

The county's track record for attracting *dynamic business and industry* has lured an impressive number of university and college graduates, skilled professionals and tradespeople to the region. Northumberland County is located close to *4 community college main campuses and 3 other training centres.*

www.InvestNorthumberland.ca

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NORTHUMBERLAND MANUFACTURERS' ASSOCIATION

Diversity in Northumberland's Manufacturing Sector

Accounting for almost 11 percent of Canada's GDP, manufacturing is a high-skill, high-tech sector that directly employs 1.7 million Canadians – almost all of them in full-time and well-paid jobs – and supports nearly 3 million more through indirect and induced effects. Collectively, the manufacturing sector pays \$1.85 billion in weekly salaries to Canadian workers, more than any other sector in the Canadian economy.

In 2014 alone, manufacturing companies invested \$14.8 billion in the Canadian economy. The manufacturing sector is the largest investor in research and development in Canada, spending nearly \$6.8 billion on researching and developing new technologies and products destined for Canadian and international markets.

It is estimated that one in five workers in more than 360 communities across Canada are employed in manufacturing.

Northumberland is no exception, hosting a diverse manufacturing base comprised of more than 200 companies ranging from small family-owned operations to global corporations. Northumberland manufacturers produce a wide range of products and are innovative leaders in product research and development.

Manufacturing in the 21st century is high-tech, high-skill, high-value, high-paid – much more than just assembly. Today, manufacturing encompasses the complete business system for the life cycle of the product – from design to engineering; marketing to distribution. In the global economy, companies focus more on assembling their world-wide network of supply chains than piecing together products.

Like other manufacturers across Canada, Northumberland's manufacturers face unprecedented challenges in the form of global competition, fast-

paced technological change, and escalating energy and commodity costs. Investing in new technologies; improving efficiencies to boost productivity; and introducing new, improved products and services for their customers are some of the ways Northumberland's manufacturers are overcoming these challenges.

The following Northumberland manufacturers directly support upwards of 3000 jobs, and reflect the diversity of our local manufacturing sector.

ADL Group – Andersen Dynamics produces high performance non-asbestos, industrial heat protection materials. Operations include a corporate headquarters, R&D facilities, fabrication center and principal distribution warehouse facility.

AkzoNobel is the largest global paints and coatings company and producer of specialty chemicals. A Global Fortune 500 company they are consistently ranked as one of the leaders in the area of sustainability.

Belden CDT Inc. is one of the largest manufacturers of high-speed electronic cables and focuses on products for specialty electronics and data networking markets, including connectivity.

Brandneu Foods Canada Inc. is a leading producer of natural snack food items whose facility is equipped with the latest and most efficient food production equipment including the world's largest kale dehydrator.

Cameco Conversion Facility is the only uranium conversion facility in Canada and one of four in the western world. Cameco Fuel Manufacturing

(CFM) is a leading supplier of fuel assemblies and reactor components for Candu reactors.

Cam Tran Co. Ltd. produces a full line of distribution transformers, serving a global market. In addition to manufacturing, they repair, refurbish, remanufacture and service transformers.

Canadian Wear Technologies are specialists in wear protection for material handling systems producing a wide range of products and custom engineered wear solutions for several industries, including mining, steel, cement, aggregate, power generation and original equipment manufacturers.

Chem-Ecol is a specialty blender of new and reclaimed industrial oils and lubricants. The firm develops and produces specialty oils to client specifications and offers an exclusive reclamation process.

CpK Interior Products produces automotive interior trim for local and international distribution to the automotive industry. As a tier two supplier they provide instrument panels, door panels, consoles and Class A injected moulded components to Chrysler Corporation.

CPS Wood Products is a manufacturer of wood pallets and wood box springs. CPS is an industry leader investing millions in custom machinery to maintain market share and to remain competitive.

Custom Plastics International Ltd. is a World Class custom injection molder of commodity and highly engineered thermoplastics. Producing prototype concepts to full production; specializing in highly engineered products and metal conversions with a full complement of secondary capabilities.



IS2 has been proud to help serve Northumberland Manufacturers for over a decade by providing high-quality recruitment and staffing solutions for local companies in the Manufacturing, Distribution and Industrial Service Sectors.

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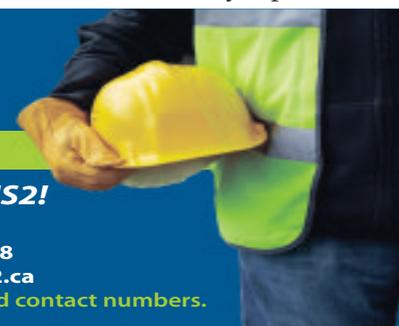
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Northumberland County

Imagine half-a-million skilled workers within easy reach and 49 239 m² of move-in ready space – all located within strong communities where creating, building and preserving are part of the culture. Here, entrepreneurs and corporations alike are making better products, enhancing services, and having a *positive global impact*.

Most importantly, Northumberland County is a place where *both employers and employees win*. It offers business and industry unprecedented access to key major centres in both Canada and the U.S., while awarding those who do the work each day with the added bonus of *enjoying an exceptional quality of life*.

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NMA

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Dart Canada Inc. manufactures high quality food-service packaging solutions inclusive of polystyrene cups and bowls which are sold to distributors within the food service industry throughout Eastern Canada.

Dispense Pak is the Canadian industry leader in speciality packaging of adhesive and sealants. Markets served globally are construction, pipeline, and transportation industries.

ESCO Corporation is the premier provider of solutions for wear, impact and productivity improvement for the earthmoving and industrial markets. Its core competency is innovative design, metallurgy and global distribution.

Graphic Packaging International, with locations around the globe, is a leader in the packaging industry, serving hundreds of the world's most recognized brands. The company is one of the world's largest manufacturers of folding cartons, unbleached paperboard, coated recycled board, microwave packaging and packaging machinery.

Horizon Plastics is a leading custom molder of quality structural foam products. Horizon produces a range of products, including children's toys, building products, industrial components, and environmental products.

Hoselton Studios manufactures unique hand-cast aluminum sculptures. Renowned for their quality

and elegance, these sculptures are among the most coveted collectibles in the world.

Limpact International Limited has been an active manufacturer and exporter of custom products for the zinc and copper electrolytic metals refining industry for over 30 years.

Lorenz Conveying Products is an award winning manufacturer of pneumatic conveying components and accessories. The firm recently achieved National recognition for the second year in a row as one of Canada's fastest growing companies.

North Shore Steel Solutions is a metal processing company which saw cuts, drills holes, punches holes, plasma cuts and packages steel to send to end users throughout Ontario so that they can fabricate into a finished product.

Protoplast Inc. is a single-source supplier of molds and plastic parts to the global manufacturing sector. Customized molds are manufactured and run on site, complete with finishing, assembly and packaging.

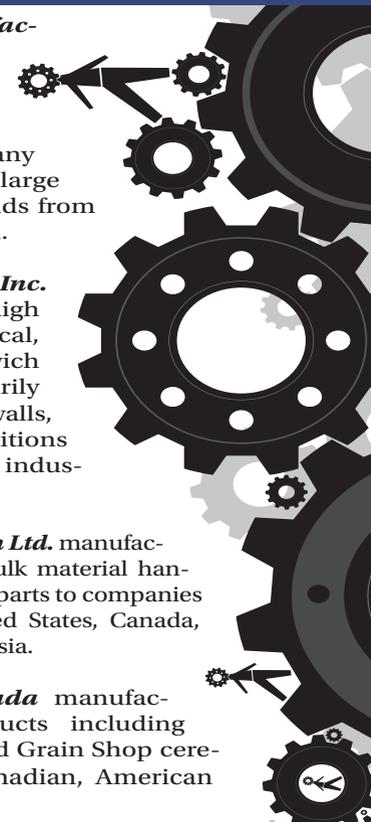
Sabic Innovative Plastics is a leading global manufacturer and distributor of plastic resins, custom compounded engineered thermoplastics, and sheet and film products for a number of industries including automotive, computers, telecommunications, appliances, optical media, packaging and building, and construction.

Spoolon Manufacturing Ltd. has produced metal and plywood spools for over 30 years. The company also manufactures large plastic reels and skids from recycled plastic film.

Structural Panels Inc. manufactures a high quality, economical, stressed-skin sandwich panel utilized primarily in the building of walls, ceilings, and partitions for commercial and industrial buildings.

UniTrak Corporation Ltd. manufactures and supplies bulk material handling equipment and parts to companies throughout the United States, Canada, South America, and Asia.

Weetabix of Canada manufactures Cereal products including Weetabix, Alpen and Grain Shop cereal supplying the Canadian, American and British markets.



Lorenz Achieves National Recognition As One of Canada's Fastest Growing Companies Two Years in a Row

Canadian Business Magazine ranked Lorenz Conveying Products # 481 as **CANADA'S FASTEST GROWING COMPANIES** on the 27th annual PROFIT 500 list. The Canadian Business Magazine ranks Canadian businesses by their revenue growth over five years. This was Lorenz's second year in a row to make this exclusive list!

Lorenz Conveying Products made the 2015 **CANADA'S FASTEST GROWING COMPANIES** list with five-year revenue growth of over 63%.

The Profit 500 list of **CANADA'S FASTEST GROWING COMPANIES** is by far Canada's largest annual celebration of entrepreneurial achievement giving businesses recognition for their achievements and contributions to Canada.

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We are proud to announce we have been included in PROFIT's top 500 fastest growing companies in Canada!

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The Town of Cobourg is proud to be in partnership with the Northumberland Manufacturers Association. Together we are committed to supporting our local industries, enabling them to grow and prosper!

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NORTHUMBERLAND MANUFACTURERS' ASSOCIATION

Dispense Pak Inc. – A local success story

Taking advantage of an opportunity arising from adversity requires the right combination of bravery and brains. When two employees discovered their 30-year careers with a local company were about to come to an abrupt end, they made a bold move. Within two weeks of their employer's closure, they had started Dispense Pak Inc. to serve their former customers, who would have been left without a supplier, at least temporarily. "We knew if we could get two large customers, we would have a foundation to build on," says Mark Harnden, who established the new business in 2013 with Nancy Hompus. When a large rail and a Belgium company signed on, the fledgling packaging company had the contracts it needed to get off the ground. Dispense Pak provides chemical blending and packaging of high-tech resins used in many industries. The company's customers are mainly in the pipeline, transportation and construction industries. In its ventilated facility, bulk finished materials (such as epoxies, sealants, silicones and urethanes) are precisely measured into smaller packaging that is end-user friendly. In many cases, two compounds need to be mixed as they are being applied, so Dispense Pak offers various methods of delivery, such as two-component cartridges, dual syringes and dual-chambered flexible packages with a burstable membrane. If necessary, the company can evaluate an application and suggest the most appropriate format to suit a client's requirements; it offers quick production on short-run orders; as well as custom labels, boxes, bags and dispensing accessories. Hompus and Harnden say their quick start-up was



aided by focusing on offering services that best suited the company structure, which no longer included the aerospace industry, or working with flammable materials.

"We chose the products that would bring in revenue without the overheads and liabilities (associated with flammables and aerospace manufacturing), says Harnden, who has been working in the packaging industry since 1986. He moved from the factory floor to supervisory positions, eventually getting into sales and marketing with an enviable hands-on knowledge of products and client needs. Hompus started in administration, and was then mentored in accounting and finance, where she worked for much of her 30-year career. Between them they had the knowledge and experience needed to make the quick transition from

their former employer to their new company, without leaving customers stranded and losing valuable contracts and contacts. They also hired five former co-workers, so training requirements were minimal.

The first major hurdle was finding the right facility for Dispense Pak's operations. With assistance from local Economic Development offices they were able to source space in Port Hope that met their ventilation and access requirements, even though it wasn't as large as they would have liked. (They have since rented a neighbouring unit to use for storage, meeting and staff facilities.)

Using borrowed metering equipment (to avoid initial capital costs of \$20,000 or more), and personal capital, along with an investment (from a mentor from early in Harnden's career) and some funding from Eastern Ontario Development Program sourced from the Northumberland CFDC, they were able to set up the operation and complete their first contracts on time.

It seems they have never looked back. Like many small business entrepreneurs, Hompus and Harnden say they waited six months to cut themselves their first pay cheques, but Dispense Pak has grown by 40 percent in each of its two years, and with the recent hiring of two new staff members, it now employs 10 people.

"We have had no returns for quality issues, and have met all our deadlines" Harnden says. With their streamlined product offering, and the start-up stresses behind them, Hompus and Harnden are applying their brains and bravery to developing their team and the future of Dispense Pak Inc.



"ESCO Limited is proud to be a manufacturer of steel products out of Northumberland County for over 50 years and a founding member of the *Northumberland Manufacturing Association*. Thank you to our dedicated employees for being the key to our continued success!"

Opportunity awaits just an hour east of Toronto – at the very centre of one of Canada's most desirable regions to work, play and grow.



Education in Northumberland extends well *beyond the classroom*. Experiential education is a strong focus of the 32 elementary schools and 6 secondary schools in the county. *Fully-engaged learning* is inspired by the region's unique geography, deep-rooted history, and strong commitment to its arts community.

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NMA NORTHUMBERLAND MANUFACTURERS' ASSOCIATION
Celebrating Northumberland's rich manufacturing history

Did you know that in the 1800s one of Northumberland's largest employers was the Crossen Car Manufacturing Company? Located in Cobourg, the company was reportedly one of Canada's largest independent manufacturers of wooden railway cars.

In the early 1860s, James Crossen Jr., owner of a small foundry, was asked by the Cobourg & Peterborough Railway Company (established in 1852, the Cobourg & Peterborough was largely financed by the citizens of Cobourg) to build four-wheeled ore cars, and there was plenty of local timber available, so Crossen executed the order well, and soon had more orders.

In 1873, he organized the car-building operation as the Crossen Car Company, constructing various types of rail cars. Crossen built its first passenger car in 1877, which was also well received, resulting in repeat business. Among the first railroads ordering Crossen passenger cars were the Grand Trunk and Intercolonial Railways, both of which had previously bought large numbers of freight cars.

Sleeping cars (primarily for the new Canadian Pacific Railway) were added to Crossen's products in 1885; at its peak in the 1800s, the firm employed more than 500 "artisans," and was reportedly capable of producing 150 freight cars

and seven passenger cars a month.

Although there are differing opinions about the firm's closure, it is said that it went into voluntary liquidation about 1915. The end had come for wooden car construction, and retrofitting the plant to build steel cars was not financially feasible. As well, CPR, one of Crossen's most faithful customers, had started building its own cars, thus shrinking the market substantially.

A group of dedicated volunteers is bringing this piece of Cobourg's history back to life by rebuild-



ing a Crossen Ore Car reclaimed from the Trent River: once completed, the plan is to display it prominently near Cobourg's waterfront. The "Crossen Ore Car" project presents a unique opportunity to celebrate Manufacturing Month and Northumberland's manufacturing history. Donations for the restoration project are being accepted by the Cobourg Museum Foundation – Ore Car c/o 55 King St. W., Cobourg K9A 2M2. For more information on this project, a piece of Northumberland's manufacturing history, contact kwilcocks1@cogeco.ca

Source: <http://www.midcontinent.org/rolling-stock/builders/crossen.htm>



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18 The Northumberland News • October 29, 2015



NORTHUMBERLAND MANUFACTURERS' ASSOCIATION

Innovation in Northumberland - Introducing Pixelnomial

Northumberland is home to a fascinating new creative studio led by Shawn Willings and JC Cappelletti. It's called Pixelnomial.

"We make toys better," Shawn puts it as simply as possible. But their project line-up is expansive and includes everything from animation to app development. They work with partners as diverse as TimePlay, 3DPhactory and Sticky Brain Studios to the College of Makeup Art & Design and Avery Binders. Pixelnomial takes a creative approach to tackling the challenges of communication between physical objects and mobile devices for the purposes of entertainment, education and productivity.

In the lab on any given day you'll find the guys developing augmented and virtual reality products, adding compelling layers of user experience to rapidly changing modes of contemporary game play. "We also do a lot of outsource work for various 3D projects ranging from 3D product renders to art assets for 3D and 2D games." And that's where manufacturing comes into play. Pixelnomial engages in the design, development, and rapid prototyping of physical products and to accomplish this they utilize--among other assets--a MakerBot Replicator 3D Printer. But the creative studio is exploring 3D printing capabilities beyond early-stage prototyping. "With the current progression of 3D Printing we think that there are possibilities for the manufacturing and distribution of our own line of products right here on home soil," Shawn adds. "There has been a lot of talk lately about Canada's shrinking manufac-

turing sector. We think that this is something that can change with the help of new technologies."

Some positive trends in 3D printing technology include printing at higher quality, faster, and at a lower cost; full-colour 3D printing in a durable plastic materials, and conductive 3D printing and 3D scanning through photogrammetry. In general, the widespread market penetration of smartphones and the augmentation of smartphones with sensors opens up all kinds of exciting opportunities for Pixelnomial. JC also points to advances in robotics (smaller and stronger mechanisms) and artificial intelligence.

Another side of the Pixelnomial story is why Shawn and JC decided to set up their operations in Northumberland, as opposed to downtown Toronto. "I chose to move my family to a more rural area because we all wanted the lifestyle that allows," Shawn explains. "It seemed the timing was working out in a similar way for my business partner for similar reasons. Once that plan was set, we explored location options and incentives and came across the Northumberland CFDC and its various programs to help startup companies such as ours. The personal involvement and opportunities presented by the CFDC was a tremendous positive incentive. The downtown Toronto commute was never good no matter where you live in the GTA.

The overhead costs of operating a studio in downtown Toronto was another huge deterrent. With

all the Northumberland incentives plus the nature of our work allowing us to work remotely made the choice obvious."

JC adds, "It is a misconceived idea that a digital firm needs to be in the hub of a city centre such as Toronto, Montreal or Vancouver. We are close enough to Toronto that it makes it easy to maintain relationships with our city based clients. Plus it is a much nicer environment to raise our kids." "Pixelnomial is a studio that wants its employees to be committed, inspired, compensated and happy," Shawn concludes. "We want to continue to push innovation and apply our craft to many aspects of everyday life including entertainment, education and productivity."

Visit www.pixelnomial.com for more, or contact Shawn Willings at shawn@pixelnomial.com



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We strive for excellence in everything we do... from our health, safety and environmental performance to our relationships with local residents. Continual improvement is our mantra.

At Cameco, we take pride in making a positive contribution to the economic and social well-being of the communities in which we live, work and play.

Cameco is proud to be the largest industrial employer in Northumberland County and proud to be part of the nuclear industry, providing safe, clean and reliable energy for millions of people around the world.



Cameco

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