

The ESSEX FREE PRESS BUSINESS

Region named #1 for investment

The Financial Times of London has chosen Windsor-Essex as the premier spot for investment in North America for a region with less than 500,000 people.

The bi-annual North American Cities of the Future award is featured in the April 2007 issue of the Financial Times' magazine fDi (Foreign Direct Investment).

The region was chosen over eight other cities, earning a top five ranking within six other categories. Judging was based on over 60 criteria used to assess an area's potential to attract business investment projects.

Windsor-Essex ranked second in both the Most Business Friendly category and the Best Development and Investment Promotion category.

Other Ontario regions assessed by the Financial Times include Barrie, Chatham-Kent, London, Sudbury and Waterloo.

The Windsor-Essex Development Commission staff drafted a comprehensive survey last year that was used by judges to select a shortlist of regions with the best strategies and resources for economic development.

The Commission's CEO, Matthew Fischer, said the ranking is a reminder of the

region's marketable assets.

"I think it is important that we remind ourselves that the fundamental reasons why Windsor-Essex is a great place in which to invest still exist," Fischer said in a news release. "Those include our unique geographic location next door to Canada's largest trading partner. We're surrounded by water which attracts tourists. We have the most southerly location in Canada, resulting in great growing conditions for our agricultural producers."

Fischer also said the area has two "well-respected" educational institutions, the low cost of housing and a "talented, productive work-

force."

Essex County Warden Nelson Santos said winning the award helps recognize the region and its communities in a positive way.

"Our location along the significant NAFTA corridor and among the nation's largest trading partners represents only the beginning of the story that links our agriculture, our viticulture and our technological and leading edge educational centres of excellence," Santos said in a news release. "To truly understand Windsor-Essex and our top ranking requires just the interest to come and experience the community that we are."

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Proprietor Tom Collins
"Serving the Community for Over 30 Years"



Master juggler coming to Belle River

Toronto's John Park, the "Master of Multitasking", will be taking his unique and humorous motivational speaking performance to the Belle River High School auditorium.

The free event, titled How to Achieve Your Peak Performance Under Pressure, is sponsored by the Belle River Business Improvement Area and will take place April 26 at 6:30 p.m.

Park uses plate-spinning as a metaphor for busy people in stressful jobs. During his performances, he shares his multitasking secrets with people trying to "keep all their balls in the air."

Along with multitasking, Park addresses such issues as dealing with overload, the stigma of mistakes, the meaning of peak performance and relaxed concentration. He offers techniques to make multitasking easier and more manageable.

Global outsourcer to hold job fair

Stream, a Texas-based global outsourcing company, will be holding a job fair April 26 at Windsor's Caboto Club from 11 a.m. to 8 p.m.

With plans to open a Canadian location in the near future, the company is looking to hire bilingual technical support, sales and customer service representatives to serve French customers.

Hired employees would provide Web- and telephone-based technical support, customer service and inbound sales positions. Applicants must have some technical proficiency, but as Stream will be providing comprehensive training, knowledge of specific products is not required. Applicants should be able to work flexible hours.

To apply, visit the Caboto Club at 2175 Parent Avenue.

Learn about inclusion

Local businesses are invited to an evening with Chris LaBerge of Community Living Ontario, May 3, 7 p.m. at Cottam United Church..

LaBerge will speak about the collaboration between Ontario Rotary clubs and Community Living Ontario to create meaningful work for people with intellectual disabilities.

To reserve your dinner, call Elizabeth Macnab at 519-839-4322.

Free information forum for small business

New and existing small business owners are invited to attend OneSource, a free information forum offered by a variety of small business government service agencies from 9:00 a.m. to 12 p.m., Tuesday, May 1 at the Caboto Club.

Government agencies will field questions on the following topics:

- Rules regarding importing/exporting

- Payroll, GST and self-employed income

- Employer responsibilities

- Records of employment
- Retail sales tax
- Employer health tax
- Licensing and enforcement requirements

- Financial assistance

- Advice and support on business planning, marketing and managing your business

- And much more.

Anyone just starting or growing a small business will have the opportunity to visit the various government kiosks to ask questions one-on-one and receive information specific to their small business needs. Participating government sources include: Canada Border Services Agency, Canada Revenue Agency, City of Windsor Licensing and

Enforcement Department, Essex Community Futures Development Corporation, Ministry of Revenue (formerly Ministry of Finance), Service Canada, Service Ontario, Windsor-Essex Small Business Enterprise Centre, and the Workplace Safety and Insurance Board.

For further information contact Sabrina DeMarco at 519-253-6900, ext. 2232.

some direction or documents that may be of interest to you. Visit www.cfib.ca for further information.

Small Business 101 is an information service provided by the Canadian Federation of Independent Business. It is not intended to replace legal and/or accounting advice.

Small Business 101

From discipline to dismissal

Sometimes an employer may need to discipline an employee whose behaviour is having a negative impact on a company's operations. In certain cases, the employer may even need to dismiss one or more employees either by choice or for reasons beyond the employer's control. When exercising management prerogatives, employers must take into account their employees' rights which are protected by various laws.

CFIB offers the following advice to help exercise your rights while respecting those of your employees:

Discipline

Taking disciplinary action does not necessarily require the use of sanctions. The first and most important key is communication: conveying your expectations, acknowledging successes and point-

ing out mistakes. It is also important to document the activities of each employee. In the best of situations, this information file can help to evaluate each employee's work performance over the years. In less happy circumstances, it can be a means for employers to defend themselves in the event of a conflict or other problems.

An employer uses disciplinary measures to correct an employee's inappropriate behaviour. It is a way of warning the employee that he or she needs to respect the company's requirements, policies, authority and so on.

Good discipline management involves the use of varying degrees of sanctions: a few verbal warnings, followed, if necessary, by written warnings, and ultimately dismissal. Note that it is usually preferable to give a disciplinary warning in the

presence of one or more witnesses.

A warning may contain the following:

- A reminder of the preceding event.
- A summary of the present conflict.
- Corrections that need to be made or expectations.
- The sanction.
- Warning against a second offence. Lastly, if the full range of disciplinary measures has not brought results, and dismissal is the only solution, remember you still have other responsibilities towards the employee in question.

Dismissal

Before terminating a job for reasons of dismissal, it is good practice to inform the employee in writing.

Further advice CFIB Member Services Counsellors can also provide



Operation CLEAN SWEEP Week

April 23 - 28th, 2007

The businesses of the Essex BIA will be doing a clean sweep of the town on Thursday, April 26th.

The schools and clubs are welcome to join in.

Everyone who participates in our clean sweep day is welcome to a BBQ at Zehr's at 12 noon!

Hot dog and drink compliments of Zehr's Essex!



Businesses can compete for the BIA Golden Broom Award!!

Residents, Businesses, Schools. Everyone is invited to PITCH IN!!

FIND OUT MORE INFO ON HOW YOU CAN HELP: 519-776-9811