

FOOD & BEVERAGE INSIDER

Winter 2010
Alliance of Ontario Food Processors

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AOFP NEWS

AOFP WELCOMES IFPT CHAIR

AOFP would like to welcome **Luis Garcia**, new Chair of the Institute of Food Processing Technology (IFPT) at Conestoga College. Luis brings a wealth of experience in the food and beverage processing sector, a Masters Degree in Food Science and experience in academia. Most recently, Luis worked in food safety and traceability with OMAFRA. He began his position as Chair of the IFPT on Jan 11th and will be responsible for overseeing the development of the IFPT to ensure that everything is ready for the first students expected in September 2011.

The position of Chair is being funded over a four year period by the AOFP and the Agricultural Adaptation Council. The Chair reports to the Vice President of Engineering at Conestoga College.



WELCOME NEW MEMBERS

CSB System International is an internationally recognized company with a southern Ontario presence in Kitchener. CSB offers software technology solutions tailored specifically to the food and beverage processing industry. Alan Hills welcomes your questions at 1-888-579-7272 ext 201.

Meyers Norris Penny LLP provides project management, specialty tax, accounting and advisory services to businesses of every size in the food and beverage processing sector. For further details about MNP view the MNP website at www.mnp.ca or contact Mark VanVliet, 416-559-5142.

Savery Canada Inc. provides stand alone equipment or integrated system automation for the food and beverage processing industry. Information on the extensive list of products and services is available at www.savery.ca or contact Tim Rempel at 519-962-8923.

ARE YOU LINKED IN?

Linked In is a free professional networking website that allows members to stay connected with current and past professional contacts. If you're already on Linked In, search for "Alliance of Ontario Food Processors" and join our group to gain access to your fellow AOFP members, share news and information, and have discussions with members only.

You can also follow AOFP on Twitter, at twitter.com/aofpfood



FAREWELL TO MICHÈLE POISSON

A special thank you to **Michèle L. Poisson**, who has served as AOFP's project coordinator for the past two years. Michèle was seconded from the Ontario government and has returned to a position at the Ministry of Agriculture Food and Rural Affairs beginning January 1st, 2010. Michèle was instrumental in AOFP's Taste Your Future career outreach campaign, the recently-completed Waste and Wastewater Study, and implementation of Destination Excellence, an HR seminar series for Ontario food processing companies. These initiatives will continue in Michèle's absence.

REGULATORY UPDATES

GOVERNMENT OF ONTARIO REGULATION CHANGES

It just got easier for Ontario businesses to have a better understanding of what's coming down the pipeline. All Ontario Ministries are now required to post information about new and incoming regulations on the Regulatory Registry, an initiative of The Small Business Agency of Ontario, an agency of the Ministry of Economic Development and Trade. Visit the Registry at www.ontariocanada.com/registry.

The Government of Ontario has also recently introduced Twice Effective Dates, which will see new legislation take effect on only two dates per year: January 1 and July 1. That will make monitoring new regulations easier for Ontario businesses.

TOXICS REDUCTION ACT EFFECTIVE JANUARY 1, 2010

Ontario's food, beverage and input supply sector lobbied to have changes made to Ontario's Toxics Reduction Act as it was proposed in Fall 2009. Last month, we received our response from the Ministry of Environment and Ontario Ministry of Agriculture, Food and Rural Affairs.

As proposed, companies that currently report under the National Pollutants Release Inventory (NPRI) would have been required to come up with a toxics reduction strategy for a number of identified substances used, created or released. So-called "toxics" included items such as particulate matter (which includes flour and other fine dusts) and a host of other substances, such as those used in sanitizing food processing equipment.

Industry was concerned about the onerous process required to comply with the regulations, as well as the stigma of suggesting Ontario foods are processed with so-called "toxics." In the final regulation - which took effect Jan 1, 2010 - companies that currently comply with NPRI will be required to comply with the Toxics Reduction Act. However, it is now clarified within the act that substances used for food and feed are "not toxic."

NON-AGRICULTURAL SOURCE MATERIAL (NASM) UPDATE

Changes have been made to Ontario's Nutrient Management Act affecting food processors that land-apply food processing waste (called non-agricultural source material, or NASM).

AOFP hosted a workshop with OMAFRA's Michael Payne in November to walk through the changes. On January 1, 2010 the entire NASM framework was put in place. Interested parties who missed the workshop should contact the office to indicate their interest in attending a second seminar in Southwestern Ontario in 2010.



SODIUM TARGETS: 2300 MG BY 2016

Health Canada's Sodium Working Group has set a dietary sodium intake target of 2300 mg per person per day - that represents an overall reduction of 30%, or 5% per year. Now, Health Canada is hoping to achieve those targets in part by setting reduction targets for specific categories of commercially prepared foods. Health Canada says its proposed final targets will be distributed to industry for review prior to being adopted as the official targets. Publication of the official targets for specific food categories is scheduled for mid-year 2010.



AOFP MEMBER OPPORTUNITIES

HUMAN RESOURCES TRAINING FOR OUR SECTOR

Did you know AOFP offers workshops about *Best Practices for Managing the Ontario Food Processing Industry Workforce*? The seminars - called “**Destination Excellence**” - were developed with the food processing industry in mind. Sessions are available to member companies on a variety of topics.

HR seminars are available in the following topic areas:

- Overview of HR Best Practices
- Communication and Empowerment
- Recruitment and Selection
- Orientation, Training and Development
- Performance Management
- Diversity Management
- Job Design
- Rewards
- Leadership, Culture and Values

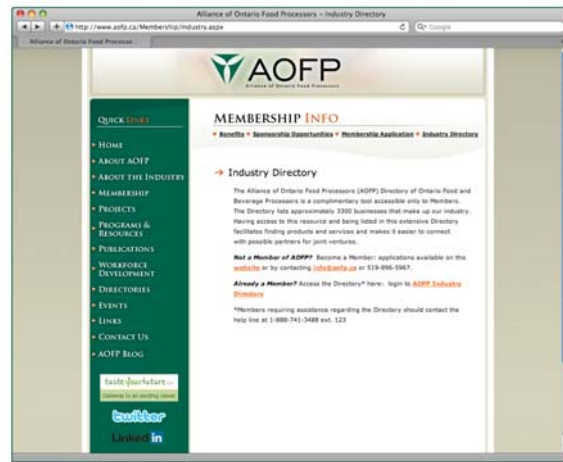
To arrange a session in your workplace contact the AOFP at 519-896-5967 or lmclean@aofp.ca. These seminars are part of a toolbox created by the AOFP to assist companies in managing HR issues. Other components of the tool box include Fact Sheets and an Employee Turnover Calculator (to figure out what employee turnover is costing your company) which can be found on the AOFP website at www.aofp.ca.

DIRECTORY OF ONTARIO FOOD AND BEVERAGE PROCESSORS

AOFP members are encouraged to update their information in AOFP’s Directory of Ontario Food and Beverage Processors as needed. The Directory is an excellent resource for AOFP processing and supplier members providing information for more than 3,300 food and beverage processors in Ontario. Make sure your company’s information is up to date by signing in with your username and password at:

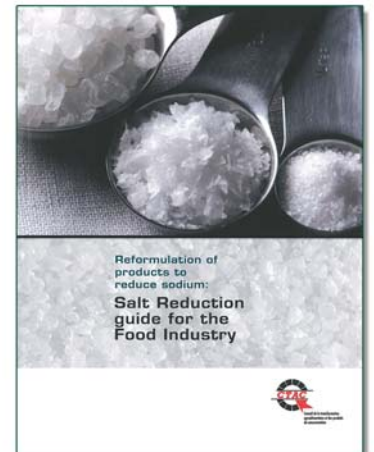
<http://aofp.ca/Membership/Industry.aspx>

If you’ve lost your username and password email jtribble@aofp.ca for a reminder.



SALT REDUCTION GUIDES NOW AVAILABLE

AOFP members can contact the office for a FREE resource: *Reformulation of products to reduce sodium: Salt Reduction guide for the Food Industry*. The resource - a 76 page publication - is a project of AOFP’s Quebec counterpart, the Conseil de la transformation agroalimentaire et des produits de consommation (CTAC). The document is available in both English and French.



Destination Excellence



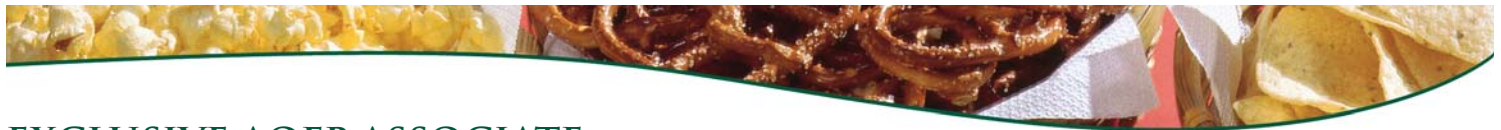
Did you know?

“Outstanding loyalty (engagement) is the direct result of the words and deeds – the decisions and practices – of committed managers.” – *Reichheld, 2001*

What can you do?

Make sure that you hire the right people for management jobs. Train them in interpersonal skills and ensure they are rewarded for managing people appropriately.

Best Practices for Managing the Ontario Food Industry Workforce. For more information go to www.aofp.ca



EXCLUSIVE AOFP ASSOCIATE MEMBER OPPORTUNITY

Are you an AOFP Associate Member with news or information you think would interest the Ontario food and beverage processing sector? Associate members are invited to submit short articles (up to 300 words maximum) for inclusion in AOFP's newsletter or blog (www.aofp.ca/blog). Submit stories to lmclean@aofp.ca.

Technology Optimizes the Transportation System

Article prepared for AOFP Newsletter by Associate Member Lakeside Logistics

Everyone has the same goals when it comes to managing a transportation system: getting your product to your customer in good condition, on time and for a reasonable cost. Now technology has kicked it up a notch – offering you real-time visibility, load and route optimization as well as supplying total delivered cost by case/kg, by sku or product by region.

During an operations review, the Lakeside planning group had a 'eureka' moment. The volumes of data they capture on each client's shipping activity could be used to keep that client better informed on the transportation of their goods.

This was the genesis of a new Executive Dashboard developed by Lakeside's IT programmers. It not only tracks transit times, lead times, delivery times and costs, it is the only real-time dashboard that supplies metrics to all business departments (sales, finance, operations) within each of their clients' organizations.

The instant visibility provided by their dashboard enables clients to identify issues in their supply chain immediately, eliminating the rearview mirror reaction to month-end reports.

A new transportation metric has come into play over the last few years and it is building in importance... how green is your supply chain? Because of that requirement, Lakeside added a green metric to the dashboard to provide clients with a relative measure of the carbon emissions generated by the movement of their product.

Technology can deliver a leaner, greener transportation system.

Questions to ask your transportation provider:

1. What technology is being employed to track all the metrics you would like to measure?
2. What process is being used to optimize your loads and routes?
3. Are SmartWay certified carriers being used to transport your goods?
4. Can your transportation carbon emissions be tracked?

Lakeside Logistics is a supply chain and transportation company providing logistics solutions for a leaner, greener transportation system to shippers across North America. Lakeside has sustained a carbon neutral status since November 2007. See www.lakesidelogistics.com for complete information or contact Jeff Moore Managing Director at 905-33-4002 (800-387-7108)

COMING EVENTS

January 26-27, 2010

Ontario Processing Vegetable Industry Conference – Hilton Hotel, London Ontario

<http://www.opvg.org/conference/>

January 28, 2010

Ontario Forum on Agri-Food Traceability – Holiday Inn Guelph Hotel & Conference Centre

This one-day event will feature speakers on international, national and provincial initiatives and industry perspectives and successes. It will also provide opportunities to discuss the future of traceability – so come join in and make sure your voice is heard! To register call 1-877-424-1300. For more information, visit www.ontario.ca/traceforum

February 26-28, 2010

The Meating Place, OIMP 30th annual conference – Sheraton Fallsview Hotel & Conference Centre, Niagara Falls

<http://www.oimp.ca/2010%20Conference.php>