



Make Way For The Millenials

Generation Y, also known as the Millennials, are leaving college and University to join the workforce – but is the chemical distribution industry ready?

Millennials are typically defined as the generation born between the early 1980s and the late 1990s. They are characterized as dynamic, open-minded and tech-savvy and have very specific expectations of both their future careers and employers. While some of these attributes may be atypical to chemical companies the fact is that Millennials are going to have a lot of choices available to them and if the chemical distribution industry doesn't do things differently and change hiring practices, it's really going to miss out on some great talent.

The most pressing reason to target this key demographic is the imminent retirement of the post-war Baby Boomers – only recently surpassed by the Millennials as the largest living generation. Current statistics report that 23% of those working in the chemical industry are due to retire within the next decade, taking with them a wealth of expertise and knowledge. This impending deficit of labor highlights just how important it is to focus on replacing them with fresh talent.

Research shows that Millennials are attracted to large-scale, well established global businesses and find them twice as appealing as smaller organizations, and the little known chemical distribution sector is deemed one of the least desirable industries among this age group. While this in itself makes it difficult for companies to tap into this valuable pool of talent, Millennials also have an altogether different mindset and expectations – and these values will need to be accommodated moving forward too. The challenge is therefore twofold: companies need to help change the perception of our industry to attract these young people, and we must also show more flexibility to meet Millennials' ambitions.

Efforts are clearly being made to raise the profile and remove the negative stigma attached to an industry that touches every part of our everyday lives in so many different and positive ways, and we hope this will send a clear message that when it comes to recruiting and hiring Millennials, we are open for business.

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TDG Act Amended

As of February 21, 2018, the amendment made to the *Transportation of Dangerous Goods Act* by Transport Canada has gone into effect.

This new amendment shortened the length of the existing short-form descriptions already designated as contraventions, in response to complaints that some short-form descriptions were too long and could not be entirely reproduced in the space allotted on the ticket.

For more information on the *Regulations Amending the Contraventions Regulations (Schedule XV)* please visit the link below.

<http://www.tc.gc.ca/eng/tdg/ticketing-menu-205.htm>



Styrian Gold pumpkin seeds and pumpkin seed oil

Debro Promoting New Pumpkin Seed Protein

In an effort to expand our offering of whey protein alternatives, Debro has taken on the promotion of Styrian Gold Pumpkin Seed Protein, sold by Sytrian Gold Inc.

Styrian Gold Inc. is a Canadian company that imports pumpkin seeds, seed oil, and seed protein powder directly from Styria (Steiermark), Austria. Styrian pumpkin oil is unique in that it is thicker and has a darker green colour when compared to oils pressed from North American pumpkins. It also has a unique, nutty aroma, a light, smooth taste, and is praised for its palatability and flavour enhancing qualities.

One of the world's oldest cultivated plants, the common pumpkin originated in Southern Mexico, somewhere between 10,700 and 9,200 BCE, and most likely came to Europe after European settlers arrived in America and returned to Europe. Around 150 years ago, a different variety of pumpkin arose as a result of a natural mutation, producing the shell-less Styrian pumpkin seed. The production of Styrian pumpkin seed oil was considerably easier than the production of common pumpkin seed oil, because the seeds did not have to be shelled by hand. Over time, the Styrian pumpkin seed has been selectively bred to produce the corpulent, dark green, shell-less pumpkin seeds used in Styria today.

In recent years, pumpkin seeds and their derivative products have been demonstrated to have an abundance of health fats, antioxidants, as well as vitamins and minerals, making pumpkin seed protein an ideal alternative to whey protein to promote to nutritional and fitness supplement producers.

Joint Health and Safety Committee Update

Debro's Joint Health & Safety Committee (JHSC) strives to ensure Debro's safety and monitors the condition of the workplace on a monthly basis. The committee also participates throughout the year on different assignments as required. Please join us in welcoming our newest members and please don't forget to extend your gratitude to our existing members as they strive to ensure your safety.

Debro's JHSC would like to announce our newest members. In the past year Debro's JHSC lost a couple of members due to their employment status. The committee electively decided to continue their current term and internally nominated two individuals to be a part of Debro's Health & Safety Committee. We are pleased to welcome Sherri Cormier and Pauline Reinkeluers as Debro's newest Joint Health & Safety Committee members. The new members will participate in an orientation, conduct workplace inspections and be available to assist employees with their Health & Safety Concerns.

A joint health and safety committee assists the employer to recognize workplace hazards, evaluate the risk of accidents/incidents, injuries and illness, participate in the development and implementation of programs to protect the employee's safety and health, respond to employee complaints and suggestions concerning safety and health, ensure the maintenance and monitoring of injury and hazard records, monitor and follow-up hazard reports and recommend action, set up and promote programs to improve employee training and education, participate in health and safety inquiries and investigations, as appropriate, consult with professional and technical experts, participate in resolving workplace refusals and work stoppages, make recommendations to management for accident prevention and safety program activities, and monitor the effectiveness of safety programs and procedures.

The size and representation of the joint health and safety committee is determined by national and provincial legislation. In Ontario, a joint health and safety committee is mandatory in any workplace of 20 or more employees, when ordered by the Minister, or where a designated substance is in use. If a company has fewer than 50 employees, the committee must have at least two members, while companies over 50 employees require a minimum of four members. In both cases, at least half of the committee members must represent the employees.

Sometimes called a joint work site health and safety committee, occupational health committee, workplace safety and health committee, or occupational health and safety committee, a JHSC is a forum for bringing the internal responsibility system into practice. The advantage of such a committee is that the in-depth practical knowledge of specific tasks is brought together with the larger overview of company policies and procedures. It also allows for the enhancement of cooperation among all parts of the work force toward solving health and safety problems.

Debro's JHSC Members For 2018

Debro's JHSC Certified Members 2018:

- Danny Chiasson
- Judy Cabral

Debro's JHSC Worker Members 2018:

- Farah Hanif
- Sherri Cormier
- Pauline Reinkeluers
- Darryl MacMillan



Debro's Western Canada Food Ingredients sales team at the BCFT 24th Annual Suppliers' Night

Debro at BCFT Suppliers' Night 2018

The British Columbia Food Technologists (BCFT) is the BC section of the Canadian Institute of Food Science and Technology (CIFST), and on February 28th, 2018, they hosted their 24th Annual Suppliers' Night at the Delta Burnaby Hotel and Conference Center. This year, Debro was represented by our Western Canada Food Ingredients sales team, as well as our Food Ingredients Business Unit Manager, and the Vice-President of Sales and Marketing.

In attendance at this event were many nutritional and fitness supplement buyers and formulators, as well as other suppliers within the Food Industry. Debro had the pleasure of hosting a booth between Axiom Foods, our principal plant protein supplier, and Gold Coast Ingredients, our flavour supplier, both of whom made the trip north from California to attend.

During the seminar portion of the event, Axiom Foods, one of Debro's principal partners, showcased a technical presentation on plant proteins, and featured Debro Inc. in their "Next Door" exhibition as a proud representative of their product line in Canada.

The Suppliers' Night was a great opportunity for customers to discuss their plans with supplier application experts, and a chance for Debro to make a personal connection with our current and future customers as we assist in creating prosperous relationships between our customers and our suppliers as their representatives.

With the goals of expanding and fortifying our business relationships in mind, Debro is pleased and honoured to take part in such an event, and we look forward to attending future events with BCFT and CIFST.



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