Affiliate Annual Report for Calendar Year 2019
(Complete Attachment B to be considered for one or more 2020 Affiliate Awards.)

To maintain compliance with IAFP Constitution and Bylaws, Affiliates must return this completed report. Please send by email to Susan Smith at: ssmith@foodprotection.org.

Please return the following items electronically by Tuesday, February 11, 2020 (late reports will not be considered for awards):

REQUIRED:
- This completed form (in English).
- Your Association’s membership list (Item 2).
- Your Association’s list of current term officers (complete Attachment A).

OPTIONAL:
- Attachment B: Completion required only if your Association requests to be considered for one or more Affiliate Awards.
- IAFP now accepts all Affiliate Annual Reports electronically, including those vying for one or more of the Affiliate Awards. Affiliates seeking to present the highest quality visual presentation are encouraged to present their Annual Report in the highest quality possible for review by the Selection Committee. To avoid errors and omissions, please limit your submission to ONE email with all attachments.
- Digital photos (with names and descriptions) to appear in the Affiliate View quarterly newsletter.

Ontario Food Protection Association

1. Your Official Delegate to IAFP Affiliate Council and Contact
Enter in the fields below the information requested for your Association’s official Delegate to the IAFP Affiliate Council and your official Contact for IAFP correspondence. Delegate must be an IAFP Member.

Official Delegate to IAFP Affiliate Council
Joseph Myatt
President of Ontario Food Protection Association
43 Cockburn Drive
Toronto, ON
M1C 2T1
416-997-1925
joseph.myatt@diversey.com

IAFP Member? Y ☒ N ☐
2. Membership List

a. Indicate the current total number of members in your Association: 149
b. How many NEW members joined your Association in 2019? Zero
c. Fax or email your current membership list. Include name, title, complete address, phone number, fax number, and email address of all active members.

3. Meetings: Annual Meeting/Conference, Educational, Workshops, Webinars, etc.

a. On what date(s) was your most recent general membership or major meeting (i.e., Annual Meeting/Conference) during the past year? Please list number of attendees.
   61st Annual Food Safety Symposium & Annual General Meeting on November 20, 2019 and we had 145 attendees.

b. Please provide the date(s) and location of your next scheduled major meeting (i.e., Annual Meeting/Conference):
   62nd Annual Spring Technical Meeting & Clive Kingsbury Poster Competition on April 7, 2020 at the Corporate Event Centre, 6110 Creekbank Road, Mississauga, ON

c. List all other general membership meetings held in 2019 (excluding board meetings). Include title, dates and attendance numbers.

<table>
<thead>
<tr>
<th>Name of Meeting</th>
<th>Date(s) Held &amp; # of Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>61st Annual Spring Technical Meeting &amp; Clive Kingsbury Poster Competition</td>
<td>April 15, 2019 and 143 Attendees</td>
</tr>
<tr>
<td>Name of Meeting</td>
<td>Date(s) Held &amp; # of Attendees</td>
</tr>
<tr>
<td>Name of Meeting</td>
<td>Date(s) Held &amp; # of Attendees</td>
</tr>
</tbody>
</table>
4. Awards and Scholarships

a. List members honored with an award from your Association and/or IAFP during 2019. Include name of award and qualification for award.

<table>
<thead>
<tr>
<th>Christopher Chanas</th>
<th>The Sanitarian and Food Safety Professional of the Year Award</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- Member of the Association;</td>
</tr>
<tr>
<td></td>
<td>- Deemed to have contributed outstanding service</td>
</tr>
<tr>
<td></td>
<td>- to the Food Industry of Ontario;</td>
</tr>
<tr>
<td></td>
<td>- dedication given to his organization, Diversey</td>
</tr>
<tr>
<td></td>
<td>- Canada Inc;</td>
</tr>
<tr>
<td></td>
<td>- recognized for his promotion of food safety in the</td>
</tr>
<tr>
<td></td>
<td>- food industry.</td>
</tr>
</tbody>
</table>

b. List scholarships awarded during 2019; include recipient and qualification for scholarship.

<table>
<thead>
<tr>
<th>OFPA Award/ George Brown College/ $1000</th>
<th>Halli Berry</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- Student enrolled in one of the following programs –</td>
</tr>
<tr>
<td></td>
<td>- Food &amp; Nutrition Management (Post-graduate); Honors</td>
</tr>
<tr>
<td></td>
<td>- Bachelor of Commerce (Culinary management)</td>
</tr>
<tr>
<td></td>
<td>- Student has a minimum cumulative GPA of 3.0</td>
</tr>
<tr>
<td></td>
<td>- Student demonstrates a commitment and spirit of</td>
</tr>
<tr>
<td></td>
<td>- dedication to their chosen area of professional study.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OFPA Award/ Centennial College/ $1000</th>
<th>Priyanka</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- Enrolled Full-Time during the Fall Term</td>
</tr>
<tr>
<td></td>
<td>- Enrolled in the Food Science Technology (#3620) program</td>
</tr>
<tr>
<td></td>
<td>- Must be a 3rd year Student in the Fall term</td>
</tr>
<tr>
<td></td>
<td>- Student who best meets two of the three following</td>
</tr>
<tr>
<td></td>
<td>- criteria:</td>
</tr>
<tr>
<td></td>
<td>(1) has the highest mark in the course related to Food Safety</td>
</tr>
<tr>
<td></td>
<td>(including Food Safety and Food Microbiology),</td>
</tr>
<tr>
<td></td>
<td>(2) submits the best project related to Food Safety,</td>
</tr>
<tr>
<td></td>
<td>(3) has the most complete and accurate HACCP, based on Food</td>
</tr>
<tr>
<td></td>
<td>- Safety plan.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OFPA Award/ Conestoga College/ $1000</th>
<th>Scott</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- enrolled full time in the Food Safety and Quality</td>
</tr>
<tr>
<td></td>
<td>- Assurance program</td>
</tr>
<tr>
<td></td>
<td>- the highest average in the class</td>
</tr>
<tr>
<td></td>
<td>- the best project related to Food Safety</td>
</tr>
<tr>
<td></td>
<td>- the most complete and accurate HACCP-based Food</td>
</tr>
<tr>
<td></td>
<td>- Safety plan.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OFPA Award/ University of Guelph/ $2000</th>
<th>Cailyn Muir</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- Student with the highest grade in FSQA *6000 Food</td>
</tr>
<tr>
<td></td>
<td>- Science Communication during the previous Summer and Fall</td>
</tr>
<tr>
<td></td>
<td>- offerings.</td>
</tr>
<tr>
<td></td>
<td>- Full-time students registered in the MSc. Food Safety</td>
</tr>
<tr>
<td></td>
<td>- and Quality Assurance Program who have completed FSQA*6000</td>
</tr>
<tr>
<td></td>
<td>- (Food Safety &amp; Quality Assurance Seminar) in the previous</td>
</tr>
<tr>
<td></td>
<td>- Summer or Fall.</td>
</tr>
</tbody>
</table>

5. Web Communication

Please provide your existing Affiliate’s Web site address AND date last updated:
www.ofpa.on.ca and last updated February 7, 2020

Did you launch a new Affiliate Web site in 2019? Y ☐ N ☒
Attachment A (completion required)

Association Officers List
Provide the contact information requested below for all current officers of your Association. Please indicate if each officer is an IAFP Member (reminder: Your President and Delegate are required to be IAFP Members). The information you provide here is published on our website and in select membership materials. The information may be typed in the fields below or may be sent to our office by email, fax or regular mail.

Indicate the term dates (e.g., 2019–2020) for your current Executive Board:
January 1, 2020 to December 31, 2020

President - Joseph Myatt
43 Cockburn Drive
Toronto, ON
M1C 2T1
416-997-1925
joseph.myatt@diversey.com
IAFP Member? Y ☑ N ☐

Vice-President - Rocio Morales-Rayas
IAFP Member? Y ☐ N ☑

Past President - Angela Bernoski
IAFP Member? Y ☐ N ☑

Director-At-Large - Laurie Sawyer
IAFP Member? Y ☐ N ☑

Director-At-Large - Steve Boloudakis
IAFP Member? Y ☐ N ☑

Director-At-Large - Denise Horseman
IAFP Member? Y ☐ N ☑

Director-At-Large - Kristen Green
IAFP Member? Y ☐ N ☑

Director-At-Large – Greg Vallee
IAFP Member? Y ☐ N ☑

All others
P.O. Box 53128
RPO Royal Orchard
Thornhill, ON L3T 7R9 Canada
647-573-4940
info@olpa.on.ca

Treasurer - Nadia Narine
IAFP Member? Y ☑ N ☐

Director-At-Large - Gwynne Sitsker
IAFP Member? Y ☐ N ☑
**Best Overall Affiliate Meeting Award**

Did your Affiliate hold an outstanding self-sustainable (not sponsored/co-sponsored by IAFP) food protection meeting which you consider ‘over and above’ those normally held? If so, provide the following details, if applicable, on what led to a highly successful meeting:

PLEASE NOTE: One of the attachments in my email is the Highlights and photos of the 2019 OFPA 61st Annual Fall Food Safety Symposium & Annual General Meeting (taken from our 2019 December Newsletter)

**2019 OFPA 61st Annual Fall Food Safety Symposium & Annual General Meeting**

Morning Theme of meeting was Food Safety Culture
- The Impact of Technology on Food Safety Culture
- Measuring Food Safety Culture
- Panel Discussion – Food Safety Culture

Afternoon Theme was Food Professional Industry Mentoring
- Food Industry Professional Mentoring
- Panel Discussion – Food Professional Mentoring

PLEASE NOTE: Agenda of meeting on the following page

**VALUE** – Feedback from members identified Food Safety Culture and Food Professional Mentoring as desired topics so we were able to respond to members’ needs.

- We also responded to Members’ feedback by providing panel discussions both in the morning and afternoon sessions. – this added a unique opportunity for our attendees to actively participate in the meeting.
- Number of attendees was 145 and of note is that this number included 40 students – at this meeting, we made a point of reaching out to students especially because one of the topics was “Food Professional Mentoring” – something that we felt was important for students to learn options and what Mentoring is all about.
- We provided exhibit tables to 2 of our Partners as part of the agreement we have with them.
- Plus, we invited 2 of our colleagues from our Website provider because we are revamping our website and wanted the provider to talk to our Members about the major changes we are making to our website.
- Very significant for this meeting was the support of sponsors and exhibitors; we had record number of sponsors - more than any of our past meetings – we had 13 Silver and 3 Gold Sponsors besides our one Platinum and one Diamond Sponsor – we’ve never had these numbers.
- We also had record breaking numbers of exhibitor; we had a waiting list and only after squeezing in more tables, were we able to accommodate everyone; at our past meetings, we had about 20 exhibitors but at this meeting, we had 30 exhibitors.
- We believe that these numbers of record breaking attendees, sponsors and exhibitors were a result of getting better at advertising the meeting through social media and our website; also we made a special effort to reach out to students; and the topics attracted our Members, sponsors and exhibitors because we answered their requests that they made through the feedback surveys that we do!
AGENDA - 61st Annual Fall Food Safety Symposium & AGM

Morning Theme: Food Safety Culture, AGM
Afternoon: Traceability & Food Professional Industry Mentoring

Wednesday November 20, 2019 at Mississauga Convention Center, 75 Derry Rd W

DIAMOND SPONSOR – DIVERSEY CANADA INC.

7:00 – 8:00 am  Registration Desk and Breakfast – Sponsored by AFCO/ZEP
8:00 – 8:15 am  Opening Remarks by Angela Bernoski, OFPA 2019 President
                OFPA Membership by Greg Vallee, OFPA Director

Morning Moderator: Steve Boloudakis

8:15 – 9:00 am  KEYNOTE GUEST SPEAKER
                The Impact of Technology on Food Safety Culture - Paul Medeiros, Managing Director,
                Consulting, Technical & Retail Audit Services, NSF, North America

FOOD SAFETY CULTURE
9:00 - 9:30am  Measuring Food Safety Culture
                Dr. Brita Ball, Principal Consultant and Coach, Brita Ball & Associates

9:30 - 10:15am  Panel Discussion - Food Safety Culture - Panel Moderator: Rocio Morales
                Dr. Brita Ball - Brita Ball & Associates
                Gwynne Sitsker - Embassy Ingredients Ltd.
                Deanna Zenger – Food Processing Skills Canada
                Katherine Di Tommaso - Senior Director, Regulatory Compliance, Wal-Mart Canada Corp.

10:15 – 11:00am  Nutrition Break (Networking & Exhibits) - Sponsored by bioMerieux
                Canada

11:00 -11:10am  Diamond Sponsor Presentation by Diversey Canada Inc. (Joe Myatt)
11:10 – 12:00pm  OFPA Annual General Business Meeting
12:00 – 1:30 pm  Lunch – Sponsored by Sanitation Pros Inc.

Afternoon Moderator: Greg Vallee

1:30 – 2:00pm  Labelling Technology Traceability Innovations
                Joe Sleiman, Owner & President, Accu-Label Inc.

FOOD INDUSTRY PROFESSIONAL MENTORING
2:00 – 2:30 pm  Food Industry Professional Mentoring
                Anthony Gene, Head of Quality Assurance, Dr. Oetker

2:30 -3:15 pm  Panel Discussion - Food Professional Mentoring - Moderator: Joe Myatt
                Nicole Gallace, Food Safety Grads;
                Anthony Gene, Dr. Oetker
                Allan Hills, CPG Executive Search

3:15 - 3:30pm  Grand Prize Draw & Closing Remarks by 2020 incoming OFPA President – Joe Myatt
3:30pm  Meeting Close & Takeaway Snacks - Sponsored by Innovation Diagnostics
Highlights from the 2019 Annual Fall Food Safety Symposium & Annual General Meeting

The OFPA held its 61st Annual Fall Food Safety Symposium and Annual General Meeting at the Mississauga Convention Center, with over 130 attendees and 30 exhibitors. The theme for the morning presentations was on ‘Food Safety Culture’, and in the afternoon on ‘Food Industry Professional Mentoring’. Highlights from the presentations can be found below, and where possible the presentations are available for members on the OFPA website.
OFPA Fall 2019 Fall Food Safety Symposium
Presenter Highlights:

Keynote Speaker: ‘The Impact of Technology on Food Safety Culture’ – Paul Medeiros, Managing Director, Consulting, Technical & Retail Audit Services, NSF, North America

- Paul Medeiros delivered an exceptional talk on the potential impact of technology on food safety culture.
- He described food safety culture being the underlying belief, assumptions, values and ways of interacting that contribute to the unique social and physiological environment of an organization; It’s what happens and how people behave when no one is watching. It’s not about what’s posted or what the signs say. It’s about how people behave.
- Discussed a few food safety culture models and some shared maturity influencers including: understanding the “why”; two-way food safety appreciation; trust; risk-based optimism; ability to identify risks internally; ease of communication up-down-sideways; clear expectations understood; shared interest that we’re in it together.
- Paul went through 4 main types of technology and discussed examples and some potential impact on food safety culture. This included automation, communications, surveillance, and everything else (e.g. HPP, irradiation, x-ray, hurdle technology).
- Automation: Discussed jobs in industry that may be automated. Used example from a study that explored how the skills of drivers and their awareness and reaction has changed with the introduction of automation making drivers worse. Another example was provided about alarms to wash hands every 30 minutes and how that type of automatic approach can be detrimental to culture and food safety. Our over reliance or expectations on automation can have negative impacts on food safety and the food safety culture.
• Communication: Reviewed examples of changes in communication including dashboards, training apps, suggestions boxes and 1-800 numbers. There is an overwhelming amount of information and clutter that can have negative impacts on culture. Surveillance: Example of surveillance camera by a complaint box. We assume that surveillance makes people behave but may examples where this can be counter to the culture and create an environment of mistrust.

• Everything else: Technology is changing very rapidly, and it can change how we perceive the risk and our perception of risk is critical to influencing behaviour. People create culture. New trends in retail and food distribution; Container and home gardening

• The need for better traceability

‘Measuring Food Safety Culture’ – Dr. Brita Ball, Principal Consultant and Coach, Brita Ball & Associates

• Everyone already has a food safety culture. The culture may be negative or positive but every company already has a culture established.

• Reviewed the food safety culture of XL foods and the timelines associated with that situation. Discussed the difference between measuring Food Safety and Food Safety Culture.

• Discussed the elements of culture including the artifacts (any tangible, overt or verbally identifiable elements), the espoused beliefs and values, and the shared assumptions, beliefs and values. The things in the plant that you can see and touch (e.g. signs), the things that get talked about, and the things that a plant does.

• Brita also explained that within a culture there can be sub-cultures that exist where there are pockets of differing culture.

• Brita discussed the leading indicators (e.g. observation of behaviour, knowledge assessments,
HACCP checks/controls, audits of risk factors, inspection scores, employee perceptions) and lagging indicators (customer/client complaints, outbreaks/surveillance data, final product testing, food recalls).

- Brita then discussed qualitative and quantitative methods from social science to assess food safety culture and climate and mentioned a number of example models that exist including a UK Food Safety Culture diagnostic tool kit for inspectors and the Yiannas Culture Attributes Model for Maturity, TSI Culture Excellence Model, GFSI Culture Dimensions, and the Ball Multilevel Food Safety Climate Scale.

- Tips for measuring included measuring what is important, be specific, establish baseline and measure success, get support for methodology and data analysis, and keep track of costs for ROI as a result of the change.

- Brita also discussed the importance of change management and an action plan.

---

**bb**

BRITA BALL

& ASSOCIATES

- Improving food safety performance
- Facilitating and measuring change
- Coaching-the-coach/
  Training-the-trainer

---

Advancing Food Safety Culture©
Brita Ball & Associates

Author of upcoming book
*Beyond Management Commitment: Theory and Practice of Food Safety Culture*

Brita@fsculture.com
Labelling Technology Traceability Innovations – Joe Sleiman, Owner & President, Accu-Label Inc.

- Accu-Label Inc. started with paper lot code stickers. Now fruit has a ‘passport’, that is where we are going, and that is what we are about.
- Started with a PLU# (product look up), and the next evolution will be to use QR codes.
- Can now digitise each piece of fruit
- New York apples example, where recalls can be reduced in scope as issues can be pinned down to specific orchards, whereas in the past there was no way to know so all orchards were affected.

- Accu-Label is engineered to elevate food safety with Advanced PLUs and Barcode Technology.
- Block chain enabled, and cloud based and tamper proof.
Panel Discussion – Food Safety Culture – Panel Moderator: Rocio Morales

- Dr. Brita Ball - Brita Ball & Associates
- Gwynne Sitsker - Embassy Ingredients Ltd
- Deanna Zenger – Food Processing Skills Canada
- Katherine Di Tommaso - Senior Director, Regulatory Compliance, Wal-Mart Canada Corp.

• Q1. If you are a young QA professional working in a facility that has a mantra of only "production, production, production" what are some things the young QA professional can do on a smaller scale to promote food safety culture and hopefully make some positive inroads?
  o Gwynne stated, everyone must be involved in food safety culture.
  o At Wal-Mart, according to Katherine, QA inserts themselves into the Distribution and Merchandizers world. Distribution has 12 sites and at least 100 Merchandisers buying food. If there is consideration for Food Safety, then rapid deployment of products are distributed/merchandized. If not, serious roadblocks interrupt rapid deployment. Distribution and Merchandizers learn quickly to come to QA first.
  o Deanna mentioned that at Schneider’s, all employees could take home products and so this was quite effective in instilling food safety culture & pride in their work, because employees families and friends consumed the products. As well and most importantly food professionals, including QA need to establish relationships with employees by building personal connections to have a successful food safety culture. This can be challenging for some technical people as they can be very “introverted”, however people skills are so important to building relationships that then lead to ownership, commitment to food safety.
  o Dr. Ball talked about “knowing your audience” and talking to employees accordingly. One can talk about recall avoidance, brand equity, job security etc.

• Q2. How do we inspire/maintain a “fanatical” cleaning with Sanitation crews?
  o Deanna mention that Sanitation does not get enough respect in many food companies. We need to educate all employees about the importance of sanitation.
  o Joe mentioned that Sanitation is really the first ingredient at a food plant every day.
  o At a retail environment of 409 stores, Katherine remarked that is very important to simplify sanitation as young as 16 year old students are often completing sanitation tasks. Use visuals to communicate expectations. Track and audit the effectiveness of sanitation tasks. Wal-Mart promotes the idea of champions and store empowerment. Focus is also on improving training
and putting the responsibilities on managers to reinforce and monitor good sanitation execution.

- Gwynne mentioned that it is important to give gratitude to sanitation workers regularly as this helps motivate and build improvements. Cross over time is important between shifts and to spend time on the Sanitation shift with employees. A daily huddle to communicate issues and prioritize what needs to improve. At town halls special recognition is given to sanitation.
- Deanna suggested that posters work well in retail, and to really make a “big production” about sanitation tasks.
- Dr. Ball stated that there are some people that love sanitation and enjoy the challenges and even the lifestyle of sanitation if off hours are involved. But a lot of people do not. So you need to know your crew. If someone is good on sanitation but dislikes the off shift aspect companies need to have a plan to move those people to more desirable shifts.
- Katherine also stressed listening to crews and acting on opportunities builds loyalty, job satisfaction and continuous improvement in Sanitation.

• Q3 what are the best techniques to get food safety culture improved when dealing with employees?
  - Gwynne relayed that we need to watch how many non-conformities we communicate to employees, as by nature it becomes a very negative experience.
  - Dr. Ball spoke on the concept of Positive versus negative reinforcement. If we want to have a motivated work force, we need to make a conscious effort to make 4 positive statements before a negative one.
  - Supervisors need to present non-conformities in the form of a question as per Deanna. Anon’t set up for disappointment; keep instructions as simple as possible.
‘Food Industry Professional Mentoring’ – Anthony Gene, Head of Quality Assurance, Dr. Oetker

- Discuss the importance of food professional mentoring and the benefits of mentorship
- It is important to pass on knowledge as many experienced professionals will be retiring within the next 10 years, and many employees will be newcomers to Canada
- Benefits of a mentorship program include:
  - Ability to present and ask questions
  - Give back an transfer knowledge
  - Share personal experiences
  - Identify and develop required skills in quality assurance
  - Develop path for successful careers
  - Training/mentorship is an important pillar in Food Safety Culture
  - Create a sense of direction and help provide a clearer path
  - Understand the culture of the organization
- Provide words of encouragement and create an environment where people can openly discuss and express what is and or is not working
- Create confident decision makers (much easier when they are supported)
- Provide different perspectives
- Results in a better ROI with respect to retention, strong team, engagement, and a positive work environment.

**Approach:**
- Develop clear roles (i.e. leadership vs. technical)
- Map roles and responsibilities
- Communicate career opportunities (vertical and horizontal movement)
- Increase depth of knowledge
- Takes approximately 5 to 10 years to develop employees. Better retention and culture (e.g. promote from within)
- Identify key training skills
- Set up mentorship meetings
- Align with HR/Business goals
- Identify training benefits
- Develop need for specific knowledge

**New employee mentorship assessment:**
- Identify skills and interests
- Assess team skills to identify gaps
- Implement development program (objectives, strategies, and outcome)
- Outline expectations
- Provide trainer support
- Cross functional engagement (help develop shared vision)
- Develop 1-on-1 meetings
- Listen to challenges and identify development opportunities

**Watch-outs:**
- Recognition of effort
- Time management
- Need for engagement (but not a complaining session)
- Frame programs so they become a growth opportunity
- Prepare mentees (clarify what they want, long term guidance or specific skill development).

**Quote from Steve Jobs** “my job isn’t to be easy on people. My job is to push people to make them better.”
Panel Discussion-Food Professional Mentoring - Panel Moderator: Joe Myatt

- Nicole Gallace, Food Safety Grads
- Anthony Gene, Dr. Oetker
- Allan Hills, CPG Executive Search

Q1. If you are a young QA professional working in a facility that has a mantra of only "production, production, production" what are some things the young QA professional can do on a smaller scale to promote food safety culture and hopefully make some positive inroads?
  o Nicole stated sharing stories & experiences on social media by food safety professionals can help new graduates to overcome fear.
o Anthony advised that new grads should learn new things, new technology, have checks & balances in their career. His point is that new grads should take risk on trying out new things instead of staying back.

o Allan, new grads must not stay in silos. They must ask for help & work cross functionally. Experience working in production should not be looked down on as it broadens the experience and it also is invaluable later on in the future grads career. Production jobs can be as or more lucrative than technical jobs. Depends on the organization, the food industry sector etc.

• Q2: What is HR’s contribution to mentoring? Should HR being doing more?
  o Nicole mentioned that more than HR, technical help comes from plant manager.
  o Allan stated the team leader plays crucial role in development of the team.
  o Anthony, HR can be included but mentoring & developing the team lies with team leader

• Q3: Mentorship’s effect on reducing turnover?
  o Anthony mentioned that it helps to stabilize the department.
  o Allan, smaller organization must send their employees to outside workshops in case mentoring is limited at the workplace. It helps the organization.
  o In general there was consensus that companies need to do more to retain employees as there are a lot of opportunities out there.

• Q4: How students can develop themselves for the job market?
  o Nicole mentioned that students should get involve in research projects with an organization.
  o As per Allan there are several co-op opportunities that students should consider.
  o As per Anthony industry, government & schools must work in co-ordination to help students.
  o Internships might help but there needs to be a balance between the internship especially if unpaid and the time allocated by the student
  o Allan stated that the experience of students working in the fast food industry should not be minimized. These jobs by their very nature give students experience in real world food safety and handling and can be parlayed into technical and production jobs in the food industry.
The following excerpts from, John Maxwell Mentoring 101, was referenced in Anthony Genes OFPA Mentoring presentation:

**Mentoring 101**
What Every Leader Needs to Know

John C. Maxwell
Thomas Nelson Publishers © 2008
128 pages

**Winner of the ‘Sanitarian of the Year’ Award, Chris Chanas, Account Manager, Diversey!**

"Hi OFPA - Thank You for choosing me as the 2019 Sanitarian & Food Safety Professional. It really did mean a lot to me to win this award. Chemical Sales, Service, and Consulting is not glamorous. We work days, nights, and need to wear many hats. I worked at the Maple Leaf Kitchener site as an environmental swabber, then eventually moved to Sanitation Supervisor, before ultimately joining Diversey. The lessons and knowledge I learned from those roles help build the well-rounded food safety professional I am today. I was pleasantly surprised by the cheque included with the award. I had no clue there was a monetary bonus. I enjoyed a good time at the Greek Garden in Guelph with my family (doesn’t happen often) Thanks so much for that. I realize the whole OFPA board had to agree on the award going to me, so I appreciate the recognition. Once again, Thank You!"

- Chris Chanas