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ABSTRACT
This document, section 1 of a three-part study, reports on a effort to identify Manitoba business and industrial establishments willing to receive business and vocational/industrial teachers interested in professional/technical updating. Objectives were: (1) to determine accessible areas, types of activities, and duration of updating activities made available by willing establishments; (2) to undertake a review of current updating practices in Canadian Provinces and Territories; and (3) to initiate two updating activities. Provinces and Territories indicated a common concern about, and awareness of, the professional/technical updating problem. Mail questionnaires were designed to identify interested firms, secure information about the firms, and identify accessible areas, types of activities, and the most suitable periods for updating activities. The survey resulted in the preliminary identification of 50 Manitoba business and industrial establishments willing to collaborate. The two cooperative updating activities—one in the university setting and another in industry—proved to be very successful for student teachers, industry, and the Faculty of Education at the University of Manitoba. Recommendations involved the mandating of a provincial agency for updating activities and a listing of interested firms to be updated annually. Appendixes include a comprehensive list of Manitoba business and industrial firms with addresses and names of presidents, a list of firms willing to participate, with names and titles of contact persons, and information on the two updating ventures. (YLB)
A STUDY OF MANITOBA BUSINESSES AND INDUSTRIES INTERESTED IN PARTICIPATING IN PROFESSIONAL/TECHNICAL UPDATING OF BUSINESS AND VOCATIONAL/INDUSTRIAL TEACHERS
A STUDY OF MANITOBA BUSINESSES AND INDUSTRIES INTERESTED IN PARTICIPATING IN PROFESSIONAL/TECHNICAL UPDATING OF BUSINESS AND VOCATIONAL/INDUSTRIAL TEACHERS

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University of Manitoba
Winnipeg, Manitoba
September, 1982
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Table of Contents</td>
<td>ii</td>
</tr>
<tr>
<td>Preface</td>
<td>iv</td>
</tr>
<tr>
<td>Introduction</td>
<td>1</td>
</tr>
<tr>
<td>Statement of the Problem</td>
<td>3</td>
</tr>
<tr>
<td>Definition of Terms</td>
<td>6</td>
</tr>
<tr>
<td>Goals and Objectives</td>
<td>5</td>
</tr>
<tr>
<td>Review of Current Practices</td>
<td>7</td>
</tr>
<tr>
<td>Current Updating Practices at the Provincial and Territorial Level</td>
<td></td>
</tr>
<tr>
<td>Major Companies Offering Assistance for the Updating of Teachers Across</td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td></td>
</tr>
<tr>
<td>Provinces and Territories that Submitted Vocational Teacher Updating</td>
<td></td>
</tr>
<tr>
<td>Information</td>
<td></td>
</tr>
<tr>
<td>Research Methodology</td>
<td>23</td>
</tr>
<tr>
<td>Sample Design</td>
<td></td>
</tr>
<tr>
<td>Questionnaire Design</td>
<td></td>
</tr>
<tr>
<td>Findings of the Survey</td>
<td>24</td>
</tr>
<tr>
<td>Summary</td>
<td>25</td>
</tr>
<tr>
<td>Conclusions</td>
<td>25</td>
</tr>
<tr>
<td>Recommendations</td>
<td>25</td>
</tr>
<tr>
<td>Bibliography</td>
<td>27</td>
</tr>
<tr>
<td>Appendices</td>
<td></td>
</tr>
<tr>
<td>A. Listing of Manitoba Firms</td>
<td>28</td>
</tr>
<tr>
<td>B. Initial and Second Letters to Provinces</td>
<td>74</td>
</tr>
<tr>
<td>and Territories</td>
<td></td>
</tr>
<tr>
<td>C. Initial and Follow-up Questionnaire Letters to Businesses and</td>
<td>77</td>
</tr>
<tr>
<td>Industries</td>
<td></td>
</tr>
<tr>
<td>D. Sample Brochure on Updating Activities</td>
<td>81</td>
</tr>
</tbody>
</table>
E. Listing of Manitoba Business and Industrial Firms Willing to Participate in Updating 83

F. Two Successful Updating Ventures 101

G. Sample Certificates of Appreciation 118
This report is Section I of a three-part study on the professional/technical updating of Business and Vocational/Industrial teachers.

The three sections of the study are:

Section I: To identify provincial business and industrial establishments willing to receive business and vocational/industrial teachers who are interested in professional/technical updating;

Section II: To determine the willingness of business and vocational/industrial teachers in Manitoba to update their professional/technical skills and knowledge;

Section III: To examine the feasibility of establishing a computerized information directory to match interested business and vocational/industrial teachers with business and industrial establishments willing to provide internship sites for updating.

Sections II and III will be available at a later date. This present volume contains Section I, the threefold purpose of which is:

a) to identify Manitoba businesses and industries willing to participate in the professional/technical updating of business and vocational/industrial teachers;

b) to identify from these establishments, the area of updating interest available, the types of activities, and their duration.

c) to initiate two successful ventures with industrial establishments.
INTRODUCTION

Technology in the developed countries is changing at a faster rate each year. The new technology is more complex and difficult, and occupations are being created to fill needs that did not exist previously.

A vocational student entering the world of work must be better prepared in the future than he was in the past. The student must be flexible, aware of the need for continuing education and progress, and have skills and knowledge that are as up to date as possible.

Vocational/industrial teachers typically require six years after Grade twelve, four years of journeyman training and two years work experience in designated trades, and six years including initial training in non-designated trades. After a year of teacher training, the individual is qualified to teach, and can be expected to be up to date in the field of the teaching specialty.

Current Situation

Business education teacher trainees typically begin their training after the completion of the senior high school program. During the four years of their teacher education they enrol in courses in Professional Education, Professional Business Education, Business Administration as well as Economics and other social science fields. Upon completion of their degree program they are issued with a professional teaching certificate permitting them to teach business subjects at the junior high, senior high and some post-secondary institutions.

As time passes, the business and vocational/industrial teacher gains in experience and becomes a better teacher. During this period, however, he/she
is isolated from current developments in the specific field. Unhappily, this teacher finds him/herself dated and out of touch with the reality of the business and industrial world. Such a situation is serious for business teachers, but is more acute for industrial/vocational teachers.

The world of work is changing and the world of business and vocational/industrial education must keep pace with these changes—changing job requirements in office and industrial occupations dictate the need for professional/technical updating to enhance the vocational competency of these teachers, and to extend their skills and knowledge. How valuable for the business and vocational/industrial teacher to return to the classroom and to speak with authority on the relationship between formal classroom learning and the reality of job performance.

Updating activity is needed to keep teachers informed about what is happening in industry and business. Inservice training serves a useful purpose in updating. It has the drawbacks of being of short duration, and of being conducted in educational establishments. Vocational teachers could require more time to assimilate new material than the normal inservice allows. Some concepts could only be taught in a real life setting because of the physical size of the operation.

When an updating activity requires a significant length of time to complete, the teacher must be given released time. The teacher will have legitimate concern about the continuation of salary and the security of a teaching assignment.

Academic teachers who take courses in their teaching specialties gain further academic standing and make upward progress on the salary scale. Business and vocational teachers should be given equal incentives for structured experiences.
This will require colleges and universities to evaluate and supervise activities that are unfamiliar, and undertaken extramurally in business or industrial establishments.

Effective updating programs will increase operating costs, but it is at least as important to update teachers as it is to update equipment. The quality of educational programs depends as much on the effectiveness of the teachers as on the hardware they use.

Businesses and industries should realize that it will be more cost effective for them to give assistance in updating the teachers of their future employees, than to train or retrain the much larger numbers of those employees.

In general, business and vocational teachers understand the need for updating in order for their efforts to be effective. In some states in the U.S.A. this need has been sharply pointed out through mandatory continuing education as a condition of continued employment. A well supported voluntary updating program would help to keep the activity optional.

Improvements can be made to the present system, and the necessary effort must be made to secure changes benefitting our students, who will shortly be entering the world of work.

A central organization is required to coordinate the variety of functions involved in creating and operating an effective program.

Businesses and industries must be approached, and those willing to cooperate in updating programs must be identified, their facilities and capabilities assessed, and the form and content of their assistance mutually agreed on. This information must be made easy to retrieve, be regularly brought up to date, and be made available to the teachers.
Statement of the Problem

Section I of the study was to identify Manitoba business and industrial establishments willing to receive practicing teachers of business and vocational/industrial subjects who are interested in updating their professional/technical skills and knowledge.

An underlying assumption of this study was the need for an administrative structure in Manitoba to identify dating sites offered by business and industry and match them with interested practicing business and vocational/industrial teachers.

In the past, some business and industrial establishments were willing to provide such opportunities, but were unable to identify teachers desiring these experiences. Likewise, business and vocational/industrial teachers who expressed a willingness to update their skills were unaware of how to contact business and industrial establishments willing to provide internship sites.

The Manitoba Department of Education currently offers only professional development technical workshops, study sessions, seminars and colloquia but no structured policy is in place to deal with updating activities in business and industry.

The business and industrial world and educational institutions can not afford to ignore each other. The gap that divides and separates them can be closed through a cooperative venture of internship. While the gap continues, the school, unknowingly, turns out unqualified or poorly prepared workers. Under such conditions, both society and the students are cheated. When business and industry are unable to hire qualified personnel, they are forced to mount their own training programs or be resigned to the employment of poorly trained workers who perform at only a marginal level.
The result of this study is a centralized information directory that can be accessed by business/industrial establishments and business and vocational industrial teachers who presently lack the know-how or the opportunity to become involved in a cooperative venture of teacher updating. This study also provides the administrative structure to bring about and enhance this coordination. Teachers, on their own initiative, can access the directory, to identify business and industry willing to provide updating sites in the areas that interest them and at the times most suitable to the teachers' needs. Business and industrial establishments likewise, will be able to identify willing business and vocational industrial teachers desiring to update their skills and knowledge in those areas compatible with their ventures.

Goals and Objectives for Section I

The primary goal of this section was to collect and analyze appropriate information from business and industry in Manitoba as well as from business and vocational industrial teachers that could be used to guide the implementation of a preliminary information directory of updating activities.

In order to accomplish the goal, the following objectives are set forth for this section of the project:

1. Identify business and industries willing to collaborate in this cooperative venture for updating teachers;
2. Determine accessible areas, type of activities and duration of updating activities made available by these willing establishments.
3. Undertake a review of current updating practices in each of the Canadian Provinces and the Territories;

4. Initiate two cooperative updating activities (Appendix F, page 101).

Definition of Terms

Vocational Education:

Formal preparation for semi-skilled, skilled technical or para-professional occupations usually below the baccalaureate degree in such divisions as trade and industrial education and business education.

Technical Education:

Formal preparation for occupations between the skilled trades and the professions at the upper secondary and post-secondary levels, with emphasis on the learning of a technique or technical procedures and skills.

Business Education:

That area of education which develops skills, understanding, knowledge, and attitudes essential for the successful direction of business relationships and needed to perform in the business world as a producer and/or consumer of goods and services that business offers.

Industrial Education:

A generic term applying to all types of education related to industry including industrial arts education, vocational industrial education, and technical education.
Updating:

Term used to identify the opportunity available to vocational/industrial and business education teachers who wish to undergo work experience periods in business and industry in order to make this particular teaching skills and knowledge more current so as to present to their students a correct indication of present day business and industrial procedures.

Computerized Information Directory:

A listing of interested business and industrial establishments willing to assist in the updating of vocational/industrial and business teachers by providing internship sites where this updating could take place. The listing for each establishment would indicate the contact person in the firm, when he could be contacted, in addition to the specifics of the updating opportunities available.

REVIEW OF CURRENT PRACTICES

In a day when knowledge accelerates at an exponential rather than a linear rate and rapid advances in technology occur, there is an urgent need to keep vocational teachers abreast of the latest developments in their field. In-service training programs, therefore, serve a useful purpose in updating.

Research for this paper included determining the nature and extent of possible updating programs in each province and territory. The response to the enquiries was almost unanimous, and the replies indicated a concerned awareness of the problem. This concern was further demonstrated by the number of requests to be informed of the results of this endeavor. The comments quoted were selected as typical of the feelings about this topic.
Mr. J. D. Harder, Associate Director of Curriculum, Alberta Department of Education argues:

"...it has been the responsibility, in large part, of the profession to up-grade themselves through the Teacher's Organization. We recognize that this is not adequate and we will have to, from the provincial point of view, become much more aggressive in insisting on regular up-grading."

Mr. A. vanKesteren, Director, Newfoundland and Labrador Department of Education, Division of Technical and Vocational Education points out that:

"Within our division.....we have strong feelings that this updating problem must be addressed with high priority. New policies must be put in place as soon as possible for education departments to permit the spending of additional funds to assist instructors to update their skills, to obtain additional qualifications and accreditation (certification), as well as to provide for educational leave with pay."

Mr. R. V. Davies, Supervisor of Vocational Education, Nova Scotia Department of Education indicates:

"...concerning the very important topic of technical updating for vocational teachers....we have been able to work with industry a great deal in technical updating but as you are aware, it is an on-going problem."

In a number of provinces updating activities are decentralized to community colleges, professional teacher organizations, school boards, schools, and to individual teachers. Extreme decentralization made it very difficult to collect comprehensive data about updating activities because of the number
of autonomous agencies, not all of which would have been identified. A substantial amount of updating is going on, though the encouragement and assistance given at the provincial level varies rather greatly.

Alberta does not have a centrally organized updating program. Many teachers spend part of the summer working in the industries in which their teaching specialty is held, but this is by personal choice. They have occasional workshops which help them to pick up some of the more recent innovations and procedures. Teachers are entitled to a number of professional days which can be used to bring in experts to update them on most recent changes in their field of expertise. These events are organized by the local districts.

In British Columbia, updating vocational teachers is a professional matter and is conducted at the school district or college level. School districts and colleges are autonomous in hiring and firing teachers; consequently updating may vary.

Nova Scotia tries to involve the various trade or testing associations to help by sponsoring and giving short updating seminars. Some trades, such as Beauty Culture and Auto Mechanics, are done on a yearly basis. All teachers of Beauty Culture have an opportunity to attend the latest seminars on hairstyling which are given once a year. For the motor vehicle repair-mechanical teachers, General Motors, through their training facilities, organize a "hands on" seminar each year. In addition, Toyota and Ford have sponsored programs. The Canadian Welding Bureau has also sponsored welding seminars for welding teachers. Other teachers have been sent to national seminars and/or conventions for technical updating.
In Ontario the Ministry of Education does not have responsibility for technical updating, which is the responsibility of the individual teacher and the Board of Education. Professional development days are planned to maintain some awareness of change. In some jurisdictions, auto mechanic teachers receive input from motor vehicle manufacturers on new features of their current models. Actual updating, where it is achieved, is done through on-the-job activities, working with industry during the summer, or through planned programs taken during a sabbatical leave.

In Prince Edward Island, vocational teachers at Holland College have been given the contractual right to Professional Development leave for up to a year to gain additional experience or special training which will enable them to perform present duties more adequately or to undertake studies in some field in which training is needed to provide services which the college requires or is planning to provide. Teachers receive an allowance in lieu of salary, and continue to receive fringe benefits. This arrangement is in addition to normal sabbatical leave. The college also pays seventy-five percent of the tuition costs of professional development courses, and for courses directly related to the instructional field it pays the full cost. Night courses are also free to vocational teachers.

In Saskatchewan, within the high school system, upgrading takes place primarily in the summer months and only on the instructor's initiative. Most efforts in this regard are devoted to arts and science and pedagogical classes since they may enhance positions on the salary scale or add further credit toward degrees. Within post-secondary institutions vocational teachers are encouraged to return to industry for the two or three months when there are no classes. There is a professional development fund established for
educational leave for further training, but this is usually used to attend university. Post-secondary instructors take advantage of the many short courses provided by industry, such as those put on by John Deere, General Motors, etc., but there is no structured incentive to attend.

In the Yukon Territory the instructors at the Yukon Vocational and Technical Training Centre are strongly encouraged to visit plants or industrial sites in Yukon to ensure that their students are receiving skills demanded by potential employers.

Replies have not as yet been received from the Northwest Territories or from New Brunswick, but it is likely that their updating activities may be substantially similar to the foregoing examples.

Newfoundland is in a state of transition, with funding as the major obstacle in the way of implementing a more comprehensive form of updating. The brief presented by the Newfoundland Association of Trades Instructors (N.A.T.I.) to the Parliamentary Task Force on Employment in the 80's, in part, outlines the program they are developing whereby they can participate in technical courses at various centres in the province to update and review their technical skills. Stress is placed on the need for leave at full pay, with a guarantee that the teacher's job will be kept open. It is suggested that a course of meaningful length be considered for every three years. Such courses should provide a basis for advancement and academic credit as they concern the teaching specialty of the instructor. To quote from the brief, "Emphasis has been placed over the years on 'paper' teacher qualifications, thus forcing vocational instructors into the 'pursuit of credit' game of their academic elementary and secondary school brethren. As a result, while their teaching methods may have improved, what they teach or demonstrate has not."
It appears that those concerned with education at the provincial level are substantially in agreement with the philosophy expressed by the N.A.T.I. brief.

In Manitoba technical workshops are scheduled throughout the school year through the Program and Support Services and/or Curriculum Services, of the Department of Education. Workshops in such areas as carpentry, photography and cosmetology, etc. are held in convenient locations and usually last at least a full day. Collective agreements between the teachers and their school boards commonly make allowances for workshops and in-service training sessions, so that the teacher does not lose pay, and may be reimbursed for expenses, when the sessions are held at a distance from the home area. At least once a year the Department holds a longer in-service session of two and a half days, with an expense allowance for those teachers living away from the location of the session. The Vocational Industrial Teachers Association (VITA) shares in the planning and content. Typically speakers of stature in vocational education are engaged, and there are live demonstrations and static displays.

The Manitoba Public Schools Act allows eleven administrative days each school year. Individual schools frequently use some of these days to conduct local inservice sessions. Vocational teachers are frequently invited to attend workshops operated by manufacturers for their dealers' personnel. The fee may be nominal, or there may be no charge. Some school boards give the teachers released time and pay the expenses involved.

The University of Manitoba offers credit courses in Industry Studies, Cooperative Education for Isolated Areas, and Independent Study, which can include specific technical areas. These courses are in large measure conducted extramurally in industry. The Vocational Education Sector of the Faculty of
Education is currently surveying selected service industries, governmental agencies and manufacturing firms with over eleven employees by means of a questionnaire. This survey will identify those willing to participate in the updating of teachers. A directory will be compiled listing the firms or agencies, the contact persons, the scope and nature of the updating they can provide, and the length and timing of the training.

The Ministry of Education in Quebec has created Le Bureau des Stages, which is responsible for the training and for the updating of secondary and post secondary business and vocational industrial teachers. The view of the Bureau is that high quality vocational teaching cannot be developed without close contact with the real world of technology. It therefore offers teachers learning experiences in the world of work in close collaboration with many commercial and government enterprises. The operations of the Bureau are designed to make updating activities convenient and attractive to teachers.

Since 1969, a major task of the Bureau has been the compilation and annual revision of a directory of enterprises willing to accept teachers and capable of providing the quality of updating desired. This directory has separate categories for each type of work. In each category the enterprises are listed by name and location. A teacher applying for updating to the Bureau will be told the level of instruction, dates of currently operating courses, or convenient times for attendance, names of contact persons, tuition costs, and choice of topics where applicable. In addition to the bound directory, the Bureau distributes bulletins to advise about recent offerings, changes and the like. In the event a teacher knows of an enterprise which is not listed, but which meets his needs, and which is willing to accept him, the Bureau will make the necessary arrangements for him.
Updating can take a number of forms, but three are most common. The teacher can observe the general operation of an activity, or the specialized functions of skilled and experienced technicians, without physically taking part. A second form is the integration of the teacher into the operation of the enterprise, using tools, doing useful work and participating fully in the firm's routines. The teacher may even receive pay for his work. In the third form, the teacher engages in scholarly research. This could include analysis of the firm's operations, or examination of the ways of adapting some functions of the enterprise into a teaching program, or production of an educational product to be used by the teacher in an instructional program.

The Bureau helps the teacher select the most suitable alternative from a number of choices, and makes the actual arrangements with the enterprise. Bureau personnel supervise the actual updating experience and share in the final evaluation when it is completed. Teachers enrolled in training or updating courses offered through universities in Quebec, or who attend updating activities arranged by the Bureau can receive a bursary to cover educational fees. Money is also available to cover lodging and travel expenses if needed. Teachers are given released time to undertake updating training and continue to be paid at their normal rates of pay.

Universities in Quebec will give academic credit for updating activities of significant length when prior approval has been given. University staff will visit the enterprise to observe and discuss the studies of the teacher with the management of the enterprise. Usually a report on the project and/or an evaluation are required, or alternatively, an instructional product might be presented for evaluation. All updating activities, whether for academic credit or not, are recorded by the Ministry of Education for certification.
and classification purposes, and directly benefit the teacher's career. Supply teachers are arranged to substitute for the teachers, while the teachers are assured that they will not be transferred from a teaching assignment during their absence. Some idea of the procedure involved in a typical updating experience is shown on Chart A.
<table>
<thead>
<tr>
<th>Chart A</th>
<th>Routing Chart for an Updating Activity Involving Cooperation Between the Bureau des Stages, University, and an Enterprise</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1 - Organization</strong></td>
<td><strong>3 - Supervision</strong></td>
</tr>
<tr>
<td>Receipt of application form and creation of file</td>
<td>Receipt of application form at the beginning of activity</td>
</tr>
<tr>
<td>Acknowledgement of receipt of application mailed to teacher</td>
<td>Inspection visit by University and Bureau representatives</td>
</tr>
<tr>
<td>Intercommunication between the teacher, enterprise, and University to arrange the up-dating activity</td>
<td>Receipt of two copies of the teachers technical report or a reminder sent to teacher about producing it</td>
</tr>
<tr>
<td>Personal contact between teacher and enterprise (if necessary) to arrange the up-dating activity</td>
<td>One copy of the report sent to the enterprise</td>
</tr>
<tr>
<td>Final arrangements for the teachers up-dating experience; place, date and the contact person</td>
<td>Arrangement of an evaluation session between the University and the enterprise</td>
</tr>
<tr>
<td><strong>2 - Implementation</strong></td>
<td><strong>4 - Evaluation</strong></td>
</tr>
<tr>
<td>Administrative instructions and appropriate documents sent to teacher</td>
<td>Evaluation session between the Bureau, University and the enterprise</td>
</tr>
<tr>
<td>Copy of administrative instructions sent to the participating university</td>
<td>Forwarding of the results to the University</td>
</tr>
<tr>
<td>Confirmation of arrangements sent to enterprise [or]</td>
<td>Completion and filing away of the teacher's dossier</td>
</tr>
<tr>
<td>Notice of cancellation sent to enterprise</td>
<td>Filing of the technical report in the appropriate category and closing out of the file</td>
</tr>
</tbody>
</table>
Major Companies Offering Assistance for the
Updating of Teachers Across Canada*

This list is not exhaustive, and may unintentionally have omitted companies or organizations giving substantial assistance, but who were not identified by the authors at the time the list was compiled.

Aerospace Industries
  Air Canada, Maintenance
  Nordair, Maintenance
  Canadair
  Pratt and Whitney Aircraft of Canada
  C.A.E. Electronics
  Quebecair
  Canada Marconi
  Transport Canada

Banks
  Bank of Montreal

Food Industries
  Canada Packers
  Catelli
  Federal Experimental Stations

Forestry
  Simonds Co.

Paper and Chemicals
  Consolidated Bathurst Ltd.
  Domtar Ltd.
  C.I.L.

* The companies identified in this list are derived, primarily, from a directory produced by Le Bureau des Stages, Province of Quebec.
Paper and Chemicals cont'd.

Gulf Canada Ltd.
Warnock Hersey Ltd.
Tioxide of Canada Ltd.
Monsanto Canada Ltd.
Imperial Oil
Shell Canada Ltd.
National Research Council
Aluminum of Canada Ltd.
Noranda Mines Ltd.
Dofasco Ltd.

Business and Information

I.B.M.
Burroughs Business Machines
Xerox Ltd.
Toronto Dominion Bank
Royal Bank
Statistics Canada
Bell Canada Ltd.
Kraft Ltd.
Singer Ltd.
Metropolitan Life
Great West Life
Sears

Electronics

Lab-Volt Ltd.
Otis Elevators Ltd.
Electronics cont'd.

Sperry Univac
Westinghouse Canada Ltd.
Bombardier Ltd.
Labatt's Breweries
Molson's Breweries
Defence Research Board
International Paper
Wabasso Ltd.
Dominion Bridge
General Foods
Phillips Cable
Scott Papers Ltd.
C.B.C. TV and Radio
Canadian National Railways
Canadian Pacific Railways
CN-CP Telecommunication

Automobiles, Trucks, Diesel

American Motors
Chrysler Corp.
General Motors of Canada
Ford of Canada Ltd.
Toyota
Volkswagen of Canada
John Deere
International Harvester
Mack Trucks
Automobiles, Trucks, Diesels cont'd.

Cummins
Johns Manville Inc.

Metals and Fabrication
Atlas Steel
Atlas Asbestos
Liquid Air of Canada Ltd.
Eutectic and Castolin Institute
Carrier Air Conditioning Canada
Honeywell Ltd.
Trane Co. of Canada Ltd.
Ingersoll Rand Ltd.
Singer Ltd.

Northern Electric
Rolls Royce (Canada) Ltd.
Celanese Canada
Sandvik Ltd.

E.B. Eddy Ltd.
## PROVINCES AND TERRITORIES THAT SUBMITTED VOCATIONAL TEACHER UPDATING INFORMATION

<table>
<thead>
<tr>
<th>Province/Territory</th>
<th>Person Contacted &amp; Mailing Address</th>
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<tbody>
<tr>
<td>Alberta</td>
<td>Mr. J. D. Harder, Associate Director of Curriculum, Department of Education, Devonian Building, West Tower, 11160 Jasper venue, EDMONTON, Alberta T5K 0L2</td>
</tr>
<tr>
<td>British Columbia</td>
<td>Mr. Joseph Jupp, Director, Career Education (Schools) Ministry of Education, 218-835 Humboldt St., VICTORIA, B.C. V8V 2M4</td>
</tr>
<tr>
<td>Manitoba</td>
<td>Mr. Frank Zaboroski, Coordinator, Vocational Education Branch, Department of Education, 411-1181 Portage Avenue, WINNIPEG, Manitoba R3G 0T3</td>
</tr>
<tr>
<td>Newfoundland &amp; Labrador</td>
<td>Mr. A. vanKesteren, Director, Department of Education, Division of Technical &amp; Vocational Education, P.O. Box 2017, ST. JOHN'S, Nfld. A1C 5R9</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>Mr. R. V. Davies, Supervisor, Vocational Education, Department of Education, NOVA SCOTIA</td>
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<tr>
<td>Ontario</td>
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<tr>
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<td>Person Contacted &amp; Mailing Address</td>
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</tbody>
</table>
RESEARCH METHODOLOGY

This section briefly outlines the sample design, questionnaire design, data collection, and results.

Sample Design

In order to achieve a representative sample of Manitoba employers, the following documents served as the basis for respondent identification and selection: Manitoba Trade Directory (1980); Winnipeg Telephone Directory (1980); and the Manitoba Provincial Telephone Directory (1980). In compiling the listing, it was decided to include only manufacturers with 11 or more employees from the Manitoba Trade Directory on the basis that small manufacturers are likely to have limited professional/technical updating opportunities for vocational education teachers. 806 firms were identified. In order to obtain input from service industries, 295 additional companies were selected from the Greater Winnipeg and Manitoba Provincial Telephone Directories. A complete listing of firms in alphabetical order is provided in Appendix A.

Self-addressed mail questionnaires were sent to the personnel departments of each of the firms/companies, along with a brief cover letter (see Appendix C) designed to promote interest in the study and speed the return of a completed questionnaire.

Questionnaire Design

Content for the survey questionnaire was based upon prior research and review of current practices. From prior research which was reviewed in the literature, and especially the studies of Quebec Ministry of Education (1975), and Dieffenderfer, Kopp and Cap (1977), a pool of information was assembled.

The questionnaire was designed to: identify interested firms, secure information about the firms, identify accessible areas, types of activity, and estimate of time (see Appendix C).
Preliminary drafts of the cover letter and questionnaire were subjected to two graduate Research and Development classes (81.514 Seminar in Business Education and 81.530 Research and Development in Industrial Education) at the University of Manitoba, a panel of judges, and a formal pilot test for critical review. The persons serving as the panel of judges were:

- Mr. Frank Zaboroski  
  Co-ordinator  
  Vocational Education Branch  
  Manitoba Department of Education

- Mr. Paul Vouk  
  Vocational/Industrial and Cooperative Education Consultant  
  Manitoba Department of Education

- Ms. Isabella Dryden  
  Consultant, Business Education  
  Manitoba Department of Education

- Dr. George Porozny  
  Associate Professor and Business Education Coordinator  
  Faculty of Education  
  University of Manitoba

The pilot test materials were administered to a selected group of 15 firms. An analysis of this effort indicated the questionnaire was probably too long and detailed, and the terminology used needed clarification. Based upon the results, a revised questionnaire was printed. The questionnaire and supporting material was mailed to the 1101 firms in the second week of June, 1981.

Findings of the Survey

Regrettably, the intervention of the Post Office's labour difficulties prevented most of the firms from making an immediate reply. It was necessary to delay completion of the report until they could do so. A second mailing of the questionnaire and a new covering letter was prepared and this material was forwarded to the non-respondents.
A total of 1101 firms were sent the survey material for this study. A number of the respondents replied in a positive manner and expressed interest in the project; however, because of the current economic difficulties, they were not able to assist at this time. Other questionnaires were returned because of address changes, out-of-business situations, etc.

Selection of participating firms was based solely upon interest in facilitating access to business and industrial sites. Firms responding in this favourable manner can be located in Appendix E. At this stage no attempt has been made to categorize the firms, according to types of business or industry. Each reference to a firm includes the firm's name, address, postal code, telephone number, as well as the name and position of the contact person within the firm.

Summary

The survey has resulted in the preliminary identification of 50 Manitoba business and industrial establishments that are willing to receive business and vocational/industrial teachers who are interested in professional/technical updating. These responses are encouraging and reflect a desire to cooperate and a willingness to make some effort to assist in improving the quality of vocational education in Manitoba.

Conclusion

The following conclusions have been drawn from this study:

1. Fifty businesses and industries expressed interest in collaborating in the professional/technical updating of teachers.

2. These businesses and industries have identified suitable access areas, types of activities and their most suitable periods for updating activities of business and vocational/industrial teachers.
3. Responses from Provinces and Territories indicated a common concern and awareness of the professional/technical updating problem.

4. Two cooperative updating activities (one in the university setting and the second in industry) proved to be very successful for student teachers, industry and the Faculty of Education.

A final conclusion to be drawn from this preliminary study is that there is a need to explore viable and practical solutions to a problem that is clearly universal in vocational education, namely, the need periodically to update the experienced teacher's skills and knowledge.

In Canada the single greatest obstacle to effective updating appears to be the frequent lack of an administrative structure to provide information, assistance, funding for updating, and policy guidelines for the awarding of academic and classification credits.

Recommendations:

1. A provincial agency or bureau be mandated to: (1) organize professional/technical development activities in business and industry for all vocational secondary teachers, (2) expand the roster of cooperating firms by incorporating other site identification techniques such as personal contact procedures, and (3) participate in the evaluation of such activities.

2. A listing of firms willing to participate in vocational/technical updating be prepared, be revised annually, and be made available to all vocational/industrial and business education teachers wishing to update their skills and knowledge.
BIBLIOGRAPHY


APPENDIX A

Listing of Manitoba Firms
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
<th>Address</th>
<th>City, Province</th>
<th>Zip Code</th>
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1000 Powell Avenue,
Winnipeg, Manitoba.
R3H OH6

L. Gobeil, Manager,
GWG Limited,
365 Bannatyne Avenue,
Winnipeg, Manitoba.
R3A OOS

T. G. Gillies, President,
Garnet Amplifier Co. Ltd.,
1360 Sargent Avenue,
Winnipeg, Manitoba.
R3E OS5

T. Massey, President,
Garry Press Limited,
495 Berry Street,
Winnipeg, Manitoba.
R3J 3J2

S. Juravsky, President,
Garson Limestone Co. Ltd.,
2501 Ferrier Street,
P. O. Box 3532 Station B.,
Winnipeg, Man. R2W 3R4

F. T. Gaspart, President,
Gaspard and Sons Ltd.,
143 Smith Street,
Winnipeg, Manitoba.
R3C 1J5

A. Blank, President,
Gateway Packers Ltd.,
150 Sutherland Avenue,
Winnipeg, Manitoba.
R2W 5K4

G. T. Steiman, President,
Gemini Fashions of Canada Ltd.
515 Notre Dame Avenue,
Winnipeg, Manitoba.
R3B 1R9

J. Lazerecke, Manager,
General Scrap and Car Shredder,
Box 26, Group 509, R.R. 5
Winnipeg, Manitoba.
R2C 2Z2

S. Gerg, President,
Gerb Enterprises Ltd.,
164-166 Princess Street,
Winnipeg, Manitoba.
R3B 1K9

J. Rempel, President,
Gibson Labels Ltd.,
535 Marjorie Street,
Winnipeg, Manitoba.
R3H 0S8

F. L. Gillis, Manager,
Gillis Quarries Ltd.,
94 Wenzel Street, Box 17,
Group 523, R.R. 5,
Winnipeg, Man. R2C 2Z2

L. Levine, President,
Girls' World Fashions,
5th Floor, Silpit Bldg.,
70 Arthur Street,
Winnipeg, Man. R3B 1G7
J. A. Henderson, President,
Henderson Power Equipment Ltd.,
1090 Kenaston Blvd.,
Winnipeg, Manitoba.
R3P OR7

J. R. Hignell, President,
Hignell Printing Limited,
488 Burnell Street,
Winnipeg, Manitoba.
R3G 2B4

H. O. Holmgren, President,
Holmgren, E. & Son Ltd.,
11 Main Street,
Sprague, Manitoba.
ROA 1Z0

J. Brown, Sales Rep.
Honeywell Limited,
1349 Border Street,
Winnipeg, Manitoba.
R3H ON1

O. Sackney, Manager,
Hooker Chemicals Ltd.,
P. O. Box 1500,
Brandon, Manitoba.
R7A 1N9

W. K. Callander, Gen. Manager,
Hudson Bay Mining & Smelting,
Box 1500,
Flin Flon, Manitoba.
R8A 1N9

W. Hull, President,
Hull Publishing Co. Ltd.,
300 Edmonton Street,
Winnipeg, Manitoba.
R3H 2L2

A. Pubantz, Manager,
Humphrey Products of Wpg. Ltd.,
976 Powell Avenue,
Winnipeg, Manitoba.
R3H OH6

G. D. McBay, President,
Hurst Equipment Ltd.,
75 Archibald Street,
Winnipeg, Manitoba.
R2J OV7

H. Z. Hurtig, President,
Hurtig, A. & M. Ltd.,
262 Portage Avenue,
Winnipeg, Manitoba.
R3C OB6

J. A. Dickinson, Manager,
I.T.T. Communications,
870 Century Street,
Winnipeg, Manitoba.
R3H OM5

J. R. Hignell, President,
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R3G 2B4

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Holmgren, E. & Son Ltd.,
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ROA 1Z0

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R3H OM5

B. Seigner, President,
I.V.C. Ltd.,
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Winnipeg, Manitoba.
R3T 0M7

S. Gruber, President,
Ideal Electric Mfg. Co. Ltd.,
372-380 Selkirk Avenue,
Winnipeg, Manitoba.
R2W 2M2

B. Jamieson, Manager,
Imperial Casket Co. Ltd.,
541 Ferry Road,
Winnipeg, Manitoba.
R3H OT5

A. Edmondson, Manager,
Imperial Optical Co. Ltd.,
166 Osborne Street S.,
Winnipeg, Manitoba.
R3L 1Y9

H. Bobrowski, President,
Imperial Steel Products Ltd.,
901 Century Street,
Winnipeg, Manitoba.
R3H OM3

P. T. Doerksen, President,
Incab Kitchens Ltd.,
P. O. Box 129,
Fort Whyte, Manitoba.
R0G ORO

C. F. Hews, President,
Inco Metals Co.,
Thompson, Manitoba.
R8N 1P3

J. Shaw, Manager,
Independent Fish Co. Ltd.,
941 Sherbrook Street,
Winnipeg, Manitoba.
R3A 1N3

J. G. Johnson, President,
Indus Electronics,
240 Saulteaux Crescent,
Winnipeg, Manitoba.
R3J 3T2

P. Wacko, Gen. Manager,
Inland Cement Industries Ltd.,
1191 Kenaston Blvd., Box 249,
Station C., Winnipeg, Man.
R3M 3S7

G. A. Cramp, President,
Inland Steel & Forgings Ltd.,
675 Washington Avenue,
Winnipeg, Manitoba.
R2K 1N4

C. Ward, Br. Manager,
Immont Canada Ltd.,
321 Stanley Street,
Winnipeg, Manitoba.
R3A 0X3

A. M. Carlson, Gen. Manager,
Interbake Foods Ltd.,
311 Ross Avenue,
Winnipeg, Manitoba.
R3A 0L6

R. G. Graham, President,
Inter-City Manufacturing Ltd.,
695 Berry Street,
Winnipeg, Manitoba.
R3H OS4

R. K. McFarland, Gen. Manager,
Inter-Collegiate Press of Can.
1315 Inkster Blvd.,
Winnipeg, Manitoba.
R2X 1P6

J. J. Coyne, President,
Interdiscom Systems Ltd.,
87-1313 Border Street,
Winnipeg, Manitoba.
R3H OX4
C. Desender, President, Intergraphics Decal Ltd., 141 Larche Avenue, Winnipeg, Manitoba. R2C 1R0

M. Farmer, President, Interlake Publishing Ltd., Box 190, Stonewall, Manitoba.

Mike Poler, President, Intermountain Stoves, 115 - 1st St. S.W., Dauphin, Manitoba. R7N 1M9

W. R. MacInnis, General Manager International Laboratories Ltd., 490 DeMeurons Street, Winnipeg, Manitoba. R2H 2P5

B. B. Marantz, Manager, Interprovincial Co-operatives, 945 Marion Street, Winnipeg, Manitoba. R2J 0K7

J. W. Dalzell, Gen. Manager, Inventronics Limited, 1420 Van Horne Avenue E., P. O. Box 1135, Brandon, Manitoba. R7A 6A4

J. E. Fehr, President, J. B. Agri. Industries Ltd., 186 Cochlan Drive, Box 1297, Morden, Man. R0G 1JO

D. H. Diamond, Gen. Manager, Jackson, George N. Ltd., 1139 McDermot Avenue, P. O. Box 821, Winnipeg, Man. R3C 2P6

John Crawley, President, Jacob Crowley Manufacturing, 49 Adelaide Street, Winnipeg, Manitoba. R3A 0V8

F. Gershbein, President, Jara Steel Industries Ltd., 35 Trottier Bay, Winnipeg, Manitoba. R3T 3R3

J. D. Schachter, President, Jay-Dee Products Ltd., 141 Bannatyne Avenue, Winnipeg, Manitoba. R3B OR3

J. B. Van Landegham, Manager, Jeanne's Bakery Ltd., 931 Notre Dame Avenue, Winnipeg, Manitoba. R3E OM8

D. Melnar, President, Johnson Bros. Manufacturing International, 903 Marion Street, Winnipeg, Man. R2J OK7

R. Rylko, Gen. Manager, Jordan and Ste-Michelle Cellars, 609 Greenwood Ave., P. O. Box 185, Selkirk, Man. R1A 2B2

Mrs. M. A. Kräwchenko, Pres. Mrs. K's, Food Products Ltd. 1062 Stardust Avenue, Winnipeg, Manitoba. R2P 0G1

D. W. Wirth, Gen. Manager, Kable Tapes Ltd., 1130 Wall Street, Winnipeg, Manitoba. R3E 2R9

E. Kackenhoff, Kackenhoff Nurseries Ltd., Lot 41, P. O. Box 2000, Winnipeg, Manitoba. R3V 1L4

G. J. Haslett, Manager, Kahn Optical Co. Ltd., 204-290 Vaughan Street, Winnipeg, Manitoba. R3B 2N8

E. W. Kellett, President, Kellett Copy Centres Ltd., 205 Fort Street, Winnipeg, Manitoba. R3C 1E3

J. E. Filz, President, Kelsey Sportswear Ltd., 563 Notre Dame Avenue, Winnipeg, Manitoba. R3B 1S5

A. R. Kent, President, Kent, B.P. Flour Mills Ltd., Box 1509, Wirden, Manitoba. R0N 2CO

C. Ketchen, Manager, Ketchen Printing Limited, 1190 Main Street, Winnipeg, Manitoba. R2W 3R8

J. Peloquin, Gen. Manager, Kildonan Canoe Co., 530 Sheppard Street, Winnipeg, Manitoba. R2X wP8

A. A. Ruhr, Manager, Kildonan Concrete Products Ltd., 221 Penet Road, Winnipeg, Manitoba. R2J 0S4

D. J. Killeen, President, Killeen & Sons Ltd., 1205 Sherwin Road, Winnipeg, Manitoba. R3H 0V1

N. Mau, Pl. Manager, Kimberly-Clark of Can. Ltd., 575 Berry Street, Winnipeg, Manitoba. R3H 0S2

R. R. Robinson, Gen. Manager, Manitoba Rolling Mills, P. O. Box 2500, Station A, Selkirk, Manitoba RLA 2B4

G. Wilde, Gen. Manager, Manitoba Sausage Mfg. Co. Ltd., 691 Dufferin Avenue, P. O. Box 3505, Stn. B, Winnipeg, Man. R2W 2Z3

J. W. Hall, Gen. Manager, Manitoba Sugar Company, 555 Hervo Street, Winnipeg, Manitoba. R3T 3L6

H. J. Cohen, Gen. Manager, Manitoba Tent & Awning Co., 1010 Logan Avenue, P. O. Box 3657, Station B, WINNIPEG, Man. R2W 3R4

M. Bakal, President, Manitoba Upholstering Co. Ltd., 281 Selkirk Avenue, WINNIPEG, Manitoba. R2W 2L5

H. J. Cohen, Gen. Manager, Manta Tent & Tarpaulin Co., P.O. Box 3657 Station B., WINNIPEG, Manitoba. R2W 3R4

G. S. Struthers, Gen. Manager, Manwest Engineering Limited, 33 Water venue, WINNIPEG, Manitoba. R3C 0J1

B.W. Boldt, Pl. Manager, Maple Leaf Mills Limited, 440 Archibald Street, WINNIPEG, Manitoba. R3C 2Y9

T.D. Brown, Owner, Maple Leaf Press, 20 Main Street, GILBERT PLAINS, Manitoba. ROL OX0

D. Martin, President, Marble Factory, 45 Trotter Bay, WINNIPEG, Manitoba. R3T 3R3

B.A. McChie, Gen. Manager, Mark Trent Mfg. Ltd., 186 Henderson Hwy, WINNIPEG, Manitoba. R2L 1L6

D.A. Dempsey, Gen. Manager, Marrin Brothers Ltd., 820 Bradford Street, WINNIPEG, Manitoba. R3N ON5

W. Amundsen, Pl. Manager, Marr's Leisure Products (1977) P.O. Box 605, DAUPHIN, Manitoba. R7N 2V4

A.H. Shieles, President, Marshall-Golfz Sign Co., 908 William Avenue, WINNIPEG, Manitoba. R3E 0Z8

C.H. Doerr, President, Martel-tewart Limited, 72 Vopni Avenue, WINNIPEG, Manitoba. R2R OK2

R. Martin, Sales Manager, Fred Martin Agencies Ltd., 851 Lagimodiere Blvd., WINNIPEG, Manitoba. R2J 3K4

F. Shymko, Sales Manager, Marv-eon Signs Limited, 1270 Sargent Avenue, WINNIPEG, Manitoba. R3E 0G1

H. Nepon, President, Marwest Electric Manufacturing, 111 Pacific Avenue, WINNIPEG, Manitoba. R3B 0M1

M.H. Tatelman, Mayers Packaging Ltd., 289-305 Chambers Street, WINNIPEG, Manitoba. R3E 1W6


F.T. Newbery, Manager, Jean McIntosh Ltd., 1129 Empress Street, WINNIPEG, Manitoba. R3E 3H1

W.A. Moore, Pres. & Gen. Mgr., A.E. McKenzie Co. Ltd., P.O. Box 1060, BRANDON, Manitoba. R7A 6E1

P. Armstrong, President, Mediacom Inc., 1695 Sargent Avenue, WINNIPEG, Manitoba R3H 0C4

S.I. Jensen, President, Medo-Land Dairy Products, 376 Marion Street, WINNIPEG, Manitoba. R2H 0V5

K. Meier, President, Melet Plastics Ltd., 670 Golspie Street, WINNIPEG, Manitoba. R2K 2V1

S. Malnyk, President, Melman Screen Graphics Ltd., 466 Brooklyn Street, WINNIPEG, Manitoba. R3J 1M7

R.D. Domville, Melrose Foods Co., 81 Water Avenue, WINNIPEG, Manitoba. R3C 0J2
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Company</th>
<th>Address</th>
<th>City, Province</th>
<th>Postal Code</th>
</tr>
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<tbody>
<tr>
<td>F. Simeonidis</td>
<td>President</td>
<td>Mercury Metal Products Ltd.</td>
<td>55 Trottier Bay</td>
<td>WINNIPEG, Manitoba</td>
<td>R3T 3R3</td>
</tr>
<tr>
<td>B. Schwartz</td>
<td>Owner</td>
<td>Mercury Press</td>
<td>408 Logan Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3A OR1</td>
</tr>
<tr>
<td>Miss E.A. Downie</td>
<td>Office Mgr.</td>
<td>Mercury Publications Ltd.</td>
<td>200-633 Portage Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 229</td>
</tr>
<tr>
<td>F.B. Chalmers</td>
<td>Pres, &amp; Gen. Mgr.</td>
<td>Metal-Pac Manufacturing Ltd.</td>
<td>1577 Seel Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3T 1C7</td>
</tr>
<tr>
<td>E. Marat</td>
<td>Manager</td>
<td>Metals &amp; Alloys Co. Ltd.</td>
<td>1457 Chevrier Blvd.</td>
<td>WINNIPEG, Manitoba</td>
<td>R3T 1Y7</td>
</tr>
<tr>
<td>J.E. Harrison</td>
<td>Pres &amp; Mgr.</td>
<td>Metals Industries Ltd.</td>
<td>1st St. N.</td>
<td>BRANDON, Manitoba</td>
<td>R7A 5Z8</td>
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<tr>
<td>G. Elliott</td>
<td>Manager</td>
<td>Metro Pallet Enterprise Ltd.</td>
<td>P.O. Box 1468</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 229</td>
</tr>
<tr>
<td>S. Waldman</td>
<td>President</td>
<td>Miami Fashions (1979) Ltd.</td>
<td>327 Cumberland</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 1T2</td>
</tr>
<tr>
<td>F. Fraas</td>
<td>Manager</td>
<td>Mi'ro Tool &amp; Machine Ltd.</td>
<td>1166 Sanford Street</td>
<td>WINNIPEG, Manitoba</td>
<td>R3E 229</td>
</tr>
<tr>
<td>Ervin Friesen</td>
<td>President</td>
<td>Midland Manufacturing Co.</td>
<td>Box 125,</td>
<td>ROSENORT, Manitoba</td>
<td>R3B OG0</td>
</tr>
<tr>
<td>M. Fedorow</td>
<td>President</td>
<td>Mid-West Armature Ltd.</td>
<td>51 Harriet St.</td>
<td>WINNIPEG, Manitoba</td>
<td>R3A 1C7</td>
</tr>
<tr>
<td>R.M. Bleakley</td>
<td>Manager</td>
<td>Mid-West By-Products Co.</td>
<td>607 Dawson Rd. N.</td>
<td>WINNIPEG, Manitoba</td>
<td>R2J OT2</td>
</tr>
<tr>
<td>S. Klapman</td>
<td>President</td>
<td>Mid West Garments (1971) Ltd.</td>
<td>141 Bannatyne Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 0R3</td>
</tr>
<tr>
<td>P. Knight</td>
<td>Gen. Manager</td>
<td>Midwest Quilting Co. Ltd.</td>
<td>1451 Erin Street</td>
<td>WINNIPEG, Manitoba</td>
<td>R3E 289</td>
</tr>
<tr>
<td>T. Konishi</td>
<td>President</td>
<td>Misawa Homes of Canada Ltd.</td>
<td>1410 Notre Dame Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3E 3G5</td>
</tr>
<tr>
<td>S. Hans</td>
<td>Pres &amp; Manager</td>
<td>Model Manufacturing Co. Ltd.</td>
<td>296 McDermot Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B OT2</td>
</tr>
<tr>
<td>N. Gilfix</td>
<td>Manager</td>
<td>Modern Headwear Ltd.</td>
<td>146 Alexander Avenue East</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 0L3</td>
</tr>
<tr>
<td>R. Everaert</td>
<td>Mgr &amp; Compt.</td>
<td>Mogul Corporation of Canada</td>
<td>93 Gomez Street</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 0G2</td>
</tr>
<tr>
<td>R.F.J. Deeb</td>
<td>Gen. Manager</td>
<td>Molson Brewery Manitoba Ltd.</td>
<td>721 Furby Street</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 2W4</td>
</tr>
<tr>
<td>E.J. Enns</td>
<td>Manager</td>
<td>Monarch Industries Limited</td>
<td>P.O. Box 429</td>
<td>WINNIPEG, Manitoba</td>
<td>R3C 3E4</td>
</tr>
<tr>
<td>R.E. Todd</td>
<td>President</td>
<td>Monarch Wear Ltd.</td>
<td>P.O. Box 368</td>
<td>WINNIPEG, Manitoba</td>
<td>R3C 2H9</td>
</tr>
<tr>
<td>W.C. McLeod</td>
<td>Pl. Supt.</td>
<td>Moore Business Forms Ltd.</td>
<td>711 Erin Street</td>
<td>WINNIPEG, Manitoba</td>
<td>R3G 2W3</td>
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<tr>
<td>J.E. Buhler</td>
<td>General Manager</td>
<td>Morden Fine Foods Ltd.</td>
<td>P.O. Box 280</td>
<td>MORDEN, Manitoba</td>
<td>R0G 1J0</td>
</tr>
<tr>
<td>M. Shoib</td>
<td>President</td>
<td>Morlies Sportswear Ltd.</td>
<td>281 McDermot Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3B 0S9</td>
</tr>
<tr>
<td>I. Applebaum</td>
<td>Manager</td>
<td>Moser Manufacturing Co. Ltd.</td>
<td>1500 King Edward Street</td>
<td>WINNIPEG, Manitoba</td>
<td>R3H 0R5</td>
</tr>
<tr>
<td>G.E. Mason</td>
<td>President</td>
<td>Motor Coach Industries Ltd.</td>
<td>1149 St. Matthews Avenue</td>
<td>WINNIPEG, Manitoba</td>
<td>R3G 0J8</td>
</tr>
</tbody>
</table>
S. Marykuca, Pres & Gen. Mgr., Murray Tent & Awning Ltd., 653 Sargent Avenue, WINNIPEG, Manitoba. R3E 0A4

R. Murray, Pres & Gen Mgr., Murray Printing Ltd., 129 - 12th Street, BRANDON, Manitoba. R7A 528

W.O. Mutschel, President, Mutschel Bros. Machine Shop Ltd., 47 Gay Street, THOMPSON, Manitoba. R8N 1P1

L. Naleway, Owner, Naleway Foods Limited, 1161 Fife Street, WINNIPEG, Manitoba. R2X 2N3

Z. Feldman, Manager, National Cloaks (1971) Ltd., 190 Disraeli Freeway, WINNIPEG, Manitoba. R3B 1G8

M. Minuk, President, National Lamp Mfg. Co. Ltd., 97 Higgins Avenue, WINNIPEG, Manitoba. R3B 0B3

J. Grumbles, Gen. Manager, National School Services Ltd., 1051 King Edward Street, WINNIPEG, Manitoba. R3H OR4

Z. Feldman, Manager, National Sportswear, 200 Disraeli Freeway, WINNIPEG, Manitoba. R3B 1G8

M. Sodomdey, Manager, National Upholstering Mfg. Co., 294 William Avenue, WINNIPEG, Manitoba. R3G OR1

Alf Balciunas, President, Natural Bakery Limited, 808 Logan Avenue, WINNIPEG, Manitoba. R3E 1N3

B.C. Naylor, President, Naylor Press Limited, 1494 Regent Avenue, WINNIPEG, Manitoba. R2C 3A8


P. Bernoties, Dist. Manager, Neon Products Limited, 117 King Edward Street, WINNIPEG, Manitoba. R3H 0Y3

S.F. Janzen, President, New J Industries Ltd., Box 2080, WINKLER, Manitoba. R0G 2X0

B.R. Newman, Pres & Mgr., Newman Millwork (Canada) Ltd., 400 Des Meurons Street, WINNIPEG, Manitoba. R2H 2F1

G. Wright, Managing Director, Nickel Belt News, P.O. Box 887, THOMPSON, Manitoba. R8N 1N8

J. Koslowsky, President, Niverville Feed & Farm Supply, Box 460, NIVERVILLE, Manitoba. ROA 1EO

G.E. Konantz, Gen. Manager, North American Lumber Ltd., 205 Fort Street, WINNIPEG, Manitoba. R3C 1E3

J. Mullan, Gen. Manager, Northern Paint Canada Inc., P.O. Box 219, Stn. C., WINNIPEG, Manitoba. R3M 3S8

C.E. Swartz, President, Northern Sales Co. Ltd., 200 Portage Avenue, WINNIPEG, Manitoba. R3G 0A5

K.W. Floch, Pl. Manager, Northern Telecom Ltd., 150 Wyatt Road, WINNIPEG, Manitoba. R2X 2X6

M.P. Prendiville, President, Norwest Manufacturing Ltd., 68 Crane Street, THOMPSON, Manitoba.
S. Hochman, Owner, Oasis Delicatessen Ltd., 906-908 Main Street, WINNIPEG, Manitoba.
R2W 3P3

H.L. Rawley, Mgr Grain Div., Ogilvie Mills Ltd., P.O. Box 846, WINNIPEG, Manitoba.
R3C 2R8

V.O. Aanenson, President, Old Dutch Foods Ltd., 100 Bentall Street, WINNIPEG, Manitoba.
R2X 2S5

D.G. Hughes, Pres & Gen Mgr., Olympic Pant & Sportswear Ltd., 1500 Notre Dame Avenue, WINNIPEG, Manitoba.
R3B 1H1

E.G. Vidoni, Vice-President, Orron Manufacturing Ltd., 281 McDermot Avenue, WINNIPEG, Manitoba.
R3B 0S9

G. Chambers, Gen. Manager, Outdoor Scene Ltd., P.O. Box 160, ST. MALO, Manitoba.
ROA 1TO

Bill Hansen, Vice President, P.O. Industries Ltd., 526 Dufferin Avenue, WINNIPEG, Manitoba.
R2W 2Y6

R3B ON8

S. Dudeck, President, Paramount Glass & Millwork Ltd., 105 Panet Road, WINNIPEG, Manitoba.
R2J OS1

S. Shaffer, Manager, Park Leather International Ltd., 200 Disraeli Freeway, WINNIPEG, Manitoba.
R3B 2L4

W.B. Parrish, Vice-President, Parrish & Heimbecker Ltd., 661 Grain Exchange Bldg., 167 Lombard Avenue, WINNIPEG, Man. R3B 0V6

M. Klapman, President, Peerless Garments Ltd., 515 Notre Dame Avenue, WINNIPEG, Manitoba.
R3B 1R9

E. Shibou, President, Pelobe Trading, 2nd Flr. 136 Market Avenue, WINNIPEG, Manitoba.
R3B 0P4

M. Bertouille, Manager, Pembina Mountain Clays Ltd., 945 Logan Avenue, WINNIPEG, Manitoba.
R3E 1P2

J.G. Zacharias, Pre & Gen Mgr., Pembina Poultry Packers Ltd., Box 658, MORDEN, Manitoba.
R0G 1J0

R0G 1J0

Ken Boyce, President, Pennex Limited, 107 Paramount Road, WINNIPEG, Manitoba.
R2X 2W6

C. Kostaniuk, Manager, People’s Co-operative Ltd., 610 Dufferin Avenue, WINNIPEG, Manitoba.
R2W 2Z2

H. Shapiro, Manager, Perfect Uniform Mfg. Co., 319 Elgin Avenue, WINNIPEG, Manitoba.
R3 O4

Wm. Kyliuk, President, Perfect Uniform Mfg. Co., 646 Sargent Avenue, WINNIPEG, Manitoba.
R3E OA5

Kenn Perkins, President, Kenn Perkins Animation Limited 7-1313 Border Street, WINNIPEG, Manitoba.
R3A 0X4

Perry Rayburn, Permalite Limited, 770 Dufferin Avenue, WINNIPEG, Manitoba.
R2W 2Z6

R2L OK1

R7N 1G1

N. Yurkiw, President, Petersens Bakery & Tea Room, 115 Main Street, DAUPHIN, Manitoba.
R7N 1G1

J.E. Peterson, President, J.E. Peterson & Assoc. (Canada) 1150 St. James Street, WINNIPEG, Manitoba.
R3H OK7
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Company Name</th>
<th>Address</th>
<th>City</th>
<th>Province</th>
<th>Phone</th>
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<tbody>
<tr>
<td>L. Tallman</td>
<td>President</td>
<td>Princess Auto &amp; Machinery Ltd.</td>
<td>475 Panet Road, Box 1005</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3C 2J7</td>
</tr>
<tr>
<td>R.G. Schram</td>
<td>Branch Manager</td>
<td>Pullman Trailmobile Canada Ltd.</td>
<td>50 Onands Creek Blvd.</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3A 0C1</td>
</tr>
<tr>
<td>J.D. Scott</td>
<td>General Manager</td>
<td>Pritchard Engineering Co. Ltd.</td>
<td>P.O. Box 1740</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3C 2A1</td>
</tr>
<tr>
<td>R.D. Gurevich</td>
<td>Sr. Planner</td>
<td>Pulse Industrial Electronics</td>
<td>538 Berry Street</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3H OR9</td>
</tr>
<tr>
<td>Ralph Shaff</td>
<td>President &amp; General Manager</td>
<td>Progress Canada (1977) Ltd.</td>
<td>207-209 Jarvis Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R2W 229</td>
</tr>
<tr>
<td>E.H. Purvis</td>
<td>General Manager</td>
<td>Purvis Navcon Shipyard Ltd.</td>
<td>P.O. Box 18, Group 202, RR 2</td>
<td>SELKIRK</td>
<td>Manitoba</td>
<td>R1A 2A7</td>
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<tr>
<td>R.K. McComb</td>
<td>Manager</td>
<td>Progress Plastics Ltd.</td>
<td>154 Paramount Road</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3E 1V4</td>
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<tr>
<td>N.C. Pydee</td>
<td>President</td>
<td>Pydee Engineering Co. Ltd.</td>
<td>1018 Sherbrook Street</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3A 1N8</td>
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<tr>
<td>F. Reinisch</td>
<td>President &amp; General Manager</td>
<td>Progressive Manufacturing Co. Ltd.</td>
<td>P.O. Box 19, RR 1, Group 1</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3C 2B4</td>
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<tr>
<td>A.M. Cham</td>
<td>President</td>
<td>Quality Bed &amp; Spring Limited</td>
<td>813 Henry Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3E 1V4</td>
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<tr>
<td>L.A. Mainster</td>
<td>Manager</td>
<td>Promo Vision Communications Ltd.</td>
<td>400-352 Donald Street</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3B 2H8</td>
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<tr>
<td>B. Toews</td>
<td>Vice-President &amp; General Manager</td>
<td>Quality Communication Products</td>
<td>P.O. Box 1328</td>
<td>MORDEN</td>
<td>Manitoba</td>
<td>R3E 1P5</td>
</tr>
<tr>
<td>S. Szumlanski</td>
<td>President</td>
<td>Promo-Wear Limited</td>
<td>Box 19, RR 1, Group 1</td>
<td>TEULON</td>
<td>Manitoba</td>
<td>R3E 1P5</td>
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<tr>
<td>W.M. Paluk</td>
<td>President &amp; Manager</td>
<td>Queen Anne Upholstering Co. Ltd.</td>
<td>75 Trottier Bay</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3T 3R3</td>
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<td>R.A. Fraser</td>
<td>Manager</td>
<td>Public Press Limited</td>
<td>1760 Ellice Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3H 0B6</td>
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<tr>
<td>R. Cuddseford</td>
<td>Manager</td>
<td>Quest Metal Products Ltd.</td>
<td>949 Erin Street</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3G 2W6</td>
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<tr>
<td>A.F. Pue</td>
<td>General Manager</td>
<td>Pue's Interior Furnishings</td>
<td>536 Rosser Avenue, Box T022</td>
<td>BRANDON</td>
<td>Manitoba</td>
<td>R3A 6A3</td>
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<tr>
<td>W.A. Scott</td>
<td>President</td>
<td>Quick Field Products</td>
<td>200-1200 Pembina Hwy.</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3T 3A7</td>
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<tr>
<td>I. Raber</td>
<td>President &amp; Manager</td>
<td>Raber Glove Mfg. Co. Ltd.</td>
<td>560 Mcbermot Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3A 0C1</td>
</tr>
<tr>
<td>B. Raber</td>
<td>President &amp; Manager</td>
<td>Raber Togs Mfg. Co. Ltd.</td>
<td>4th Flr, 39 Princess St.</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3H 1K1</td>
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<tr>
<td>C. Levenstein</td>
<td>President</td>
<td>Readyfoods Limited</td>
<td>260 Princess Street</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3B 1M2</td>
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<tr>
<td>R. Hurley</td>
<td>General Manager</td>
<td>Red River Brick &amp; Tile</td>
<td>Hwy #44</td>
<td>LOCKPORT</td>
<td>Manitoba</td>
<td>R3E 1P5</td>
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<tr>
<td>E.J. Mattern</td>
<td>General Manager</td>
<td>Reed Ltd. Packaging Group</td>
<td>1750 Inkster Blvd.</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3E 1P5</td>
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<tr>
<td>C. Golfman</td>
<td>President</td>
<td>Regal Furniture Mfg. Co.</td>
<td>1032 Logan Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
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<tr>
<td>I. Kay</td>
<td>President</td>
<td>Regal Spring-Air Mattress Ltd.</td>
<td>1765 Sargent Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3H OC6</td>
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<tr>
<td>D. Green</td>
<td>Managing Director</td>
<td>Regent Press Limited</td>
<td>136 Market Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
<td>R3D 0P4</td>
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<tr>
<td>F. Scherer</td>
<td>President</td>
<td>Reid &amp; Eibner Limited</td>
<td>358 Ross Avenue</td>
<td>WINNIPEG</td>
<td>Manitoba</td>
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</tbody>
</table>
J. Chmelnitsky, Gen. Mgr.,
Seder Sportswear Ltd.,
6th Flr, 43 Westbrook Street,
WINNIPEG, Manitoba.
R3B 0Z5

E.R. Davis, Gen. Mgr.,
Seedex Canada Limited,
P.O. Box 488,
CARMAN, Manitoba.
R0E OSO

A. Main, Gen. Manager,
Sekine Canada Ltd.,
P.O. Box 307,
RIVERS, Manitoba.
R0K IXO

E.H. Purvis, Manager,
Selkirk Machine Works Ltd.,
490 Main Street,
SELKIRK, Manitoba.
R1A 1W3

G. Kroft, Pres & Manager,
Selkirk Publishers Ltd.,
217 Clandeboyd Avenue, Box 187,
SELKIRK, Manitoba.
R1A 2B2

W.J. Pollock, President,
Selkirk Redi-Mix Co. Ltd.,
Box 305,
SELKIRK, Manitoba.
R1A 2B3

H. Driben, Gen. Manager,
Selkirk Wood Industries Ltd.,
1390 Church Avenue,
WINNIPEG, Manitoba.
R2X 1G4

C. Shefrin, Manager,
Shefrin Industries Ltd.,
885 Century Street,
WINNIPEG, Manitoba.
R3H 0M3

H. Turner, Manager,
Shell Canada Limited,
St. Boniface Refinery,
250 Panet Toad, P.O. Box 130,
WINNIPEG, Man. R2H 34

B. Sabourin, Gen. Mgr.,
Sheller-Globe Manitoba Ltd.,
P.O. Box 460,
MORRIS, Manitoba.
R0G 1K0

J.A. MacLellan, Gen. Mgr.,
Sherritt Gordon Mines Ltd.,
LYNN LAKE, Manitoba.
R0B OW0

C. Kohli, Manager,
Shopost Iron Works Ltd.,
675 Plinquet Street,
WINNIPEG, Manitoba.
R2J 2X1

G.A. Shepherd, Manager,
Silverwood Dairies Ltd.,
1525 Buffalo Pl.,
WINNIPEG, Manitoba.
R3T 3Y3

R.D. Davidson, en. Mgr.,
Simmons Ltd.,
121 Gomez Street,
WINNIPEG, Manitoba.
R2W 3J3

E. Crowder, Vice-Pres & Gen.Mgr.
Simplot Chemical Company Ltd.,
P.O. Box 940,
BRANDON, Manitoba.
R7A 6A1

J. Peloquin, Gen. Mgr.,
George D. Simpson Mfg. Co.,
530 Sheppard Street,
WINNIPEG, Manitoba.

H.C. Hearnden, Vice-President,
Sinclair & Valentine Co. of Cda.
800 Berry Street,
WINNIPEG, Manitoba.
R3H 0S6

H. Weitman, Bus. Advisor,
Sioux Valley Handicrafts Inc.,
P.O. Box 53,
GRISWOLD, Manitoba.
R0M OSO

R. Hooker, President,
Sivak Company Limited,
1085 Winnipeg Avenue,
WINNIPEG, Manitoba.
R3E OS2

W.A. Friesen, Gen. Mgr.,
Skills Unlimited,
201 Scott Street, Box 1737,
WINNIPEG, Manitoba.
R3C 2Z9

Wm. Davidow, Pres & Manager,
Smith's Corned Beef & Sausage Co.
1434 Church Avenue,
WINNIPEG, Manitoba.
R2X 1G4

Somerville Belkin Industries Ltd.
1885 Sargent Avenue,
WINNIPEG, Manitoba.
R3H 0E2

L. Matheis, Supt.,
Soo Line Mills (1969) Ltd.,
7 Higgins Avenue,
WINNIPEG, Manitoba.
R3B 0A1

M. From, President,
Souris Plastics ('77) Ltd.,
P.O. Box 340,
SOURIS, Manitoba.
ROK 2CO

A. Friesen, Gen. Mgr.,
South East Forest Products Ltd.,
Box 8,
BLUMENORT, Manitoba.
ROA OCO

E.A. Speers, President,
Speers Monigal Ltd.,
345 Higgins Avenue,
WINNIPEG, Manitoba.
R3A 0V4
A. Topf, President,
T & T Jeans Ltd.,
290 McDermot Avenue,
WINNIPEG, Manitoba.
R3B 0T2

P.J. Nygard, President,
Tan-Jay Ltd.,
1340 Notre Dame Avenue,
WINNIPEG, Manitoba.
R3E 0P4

C.T. Williams, Manager,
Tantalum Mining Corp. Canada,
BERNIC LAKE, Manitoba.
ROE 0GO

H. Cogan, President,
Tasty Seeds Ltd.,
144 Plymouth Street,
WINNIPEG, Manitoba.
R2G 0C2

J. Brasko, Manager,
Tatra Ornamental Iron Works,
111 Burnett venue,
WINNIPEG, Manitoba.
R3H 0X4

R. Bell, Gen. Mgr.,
Teledyne Canada Foundries,
31-1313 Border Street,
WINNIPEG, Manitoba.
R3H 0X4

Temro Operations, Budd
Automotive Co.,
P.O. Box 962,
WINNIPEG, Man. R3C 2V3

K. Wong, President,
Terra Implements Ltd.,
284, 6th Avenue N.W.
MINNEDOSA, Man. ROJ 1E0

D. Hendin, Manager,
Toronto Quilting and Embroidery,
1240 Pife Street,
WINNIPEG, Manitoba.
R2X 2N6

E.A. Lins, Pres & Gen. Mgr.,
Travelall Limited,
Pembina Highway,
GLENLEA, Manitoba.
ROG 0SO

J. McDonald, Manager,
Turner, Seymour of Canada Ltd.,
455 Edison Avenue,
WINNIPEG, Manitoba.
R2G ON2

FAA성영, Manager,
Travelall Limited,
Red River Chain Division,
455 Edison Avenue,
WINNIPEG, Manitoba.
R2J OM2

M. Timmerman, Owner,
Trephe Concrete & Supplies Ltd.,
Box 173,
TREHERNE, Manitoba.
R2G 20E

R. Jacobucci, Pres & Mgr.,
Trevi-Tile Company,
1500 Wall Street,
WINNIPEG, Manitoba.
R2W 3R4

A. Pawlik, President,
Trident Press Ltd.,
840 Main Street, Box 3629, Stn B,
WINNIPEG, Manitoba.
R2W 3R4

J. Fehr, President,
Triman Industries Ltd.
Box 537,
MORDEN, Manitoba.
ROG 1JO

J. Hielkema, Gen. Manager,
Typoplate Limited,
531 Notre Dame Avenue,
WINNIPEG, Manitoba.
R3B IS2

R. Jacobucci, Pres & Mgr.,
Trevi-Tile Company,
1500 Wall Street,
WINNIPEG, Manitoba.
R2W 3R4

G.A. Nemeth, Gen. Mgr.,
Turbo Refineries Ltd.,
471 Madison Street,
WINNIPEG, Manitoba.
R3J 1J2

J. McDonald, Manager,
Union Carbide Canada Ltd.,
1240 Sherwin Rd.,
WINNIPEG, Manitoba.
R3H OV3

A.S. Wener, Pres & Mgr.,
United Garments (1966) Ltd.,
43 Westbrook Street,
WINNIPEG, Manitoba.
R3B 0X5

G. Moss, Gen. Mgr.,
United Grain Growers, Seed Div.
43 Main Street,
WINNIPEG, Manitoba.
R3B 13

D.J. Bell, Mgr. Seed Div.
United Grain Growers, Seed Div.
P.O. Box 100,
ST. NORBERT, Manitoba.
R3V 1L5

A.A. Braunstein, Pres & Mgr.,
United Industries Ltd.,
293 Princess Street, Box 788,
WINNIPEG, Manitoba.
R3C 2N4
D.A. McFee, President, Universal Printers Ltd., 706 Bradford Street, Box 804, WINNIPEG, Manitoba. R3C 2N8

Mrs. E. Raber, President, Utility Glove (1961) Limited, 558 McDermot Avenue, WINNIPEG, Manitoba. R3A 0C1

S. Ritter, Director, VIP Communications Ltd., 350 Donald Street, WINNIPEG, Manitoba. R3B 2H7

Mr. Roher, President, Valley Abattoir, MINITONAS, Manitoba. ROL 1G0

Mr. Osadac, P1. Mgr., Varta Batteries Ltd., 1717 Wellington Avenue, WINNIPEG, Manitoba. R3H 0E7

S.W. Knight, President, Venus Industries Limited, 108 Vopni venue, WINNIPEG, Manitoba. R2R 0K2

P.M. Soubry, President, Versatile Manufacturing Co., 1260 Clarence Avenue, WINNIPEG, Manitoba. R3T 1T3

M. Gobuty, Gen, Mgr., Victoria Leather Jacket Co. Ltd, 1266 Fife Street, WINNIPEG, Manitoba. R2X 2N6

F. Moddemann, Manager, Vita Health Co. Ltd., 1025 Dugald Road, WINNIPEG, Manitoba. R2J 0G8

Mr. Roncadin, Br. Mgr., Vitatoam Products Canada Ltd., 15 May Street, WINNIPEG, Manitoba. R3B 0G8

Ian A. Mackenzie, President, Vopni Press Limited, 201 Saskatchewan Avenue E., PORTAGE LA PRAIRIE, Manitoba. R1N 3B4

B. Schon, General Manager, Vu-Pak Company, 895 Century Street, Box 1076 WINNIPEG, Manitoba. R3C 2T2

W. Kolisnyk, President, W.K. Printers' Aid Limited, 2nd Flr. 208 Princess Street, WINNIPEG, Manitoba. 3B IL4

E. Pachol, Manager, Waco Western Hardware Ltd., 9 Higgins Avenue, WINNIPEG, Manitoba. R3B QA1

F.D. Scherer, Pres & Gen. Mgr., Wallingford Press Ltd., 356 Ross Avenue, WINNIPEG, Manitoba. R3A OL4

B. Clapson, Sales Manager, Wander Limited, 500 Pandora Avenue West, WINNIPEG, Manitoba. R2C 1N1

E. Hoffer, President, Washtronics Ltd., 866 King Edward Street, WINNIPEG, Manitoba. R3H 0P7

J. Bigourdan, Manager, Watkins Incorporated, 90 Annabella Street, WINNIPEG, Manitoba. R3B 0G1

G. Smith, Pres & Gen. Mgr., Watson Iron and Wire Ltd., 40 Caithness Road, WINNIPEG, Manitoba. R3H 0V4

G.S.R. Letchford, President, Watsons Warehouse-Trucks, 357 Archibald Street, WINNIPEG, Manitoba. R2J 06

M. Matheson, Manager, Weavers West, 222 McDermot Avenue, WINNIPEG, Manitoba. R3B 0S3

D. Weidman, President, Weidman Foods Inc., 387 Sutherland Ave. Box 74, WINNIPEG, Manitoba. R3C 2G1

P. Weiss, President, Philip Weiss Limited, 41 May Street, WINNIPEG, Manitoba. R3B 0H1

M.J. Welby, President, Welby's Fine Furniture Ltd., 164 Isabel Street, WINNIPEG, Manitoba. R3A 1G5

E.L. Cherwick, President, Welclad Industries Canada Ltd., 515 Munroe Avenue, WINNIPEG, Manitoba. R2K 1H7

S. Scott, President, Wescott Fashions Limited, 1150 Fife Street, WINNIPEG, Manitoba. R2X 2Z4

P.E. Campbell, President, West End Tire Co. Ltd., 208 Fort Street, WINNIPEG, Manitoba. R3C 1E4
K. Katz, President, West End Upholsterers Ltd., 1520 Wall Street, WINNIPEG, Manitoba. R3E 2S4

H. P. Hardy, President, Western Engine Limited, 410 Madison Street, WINNIPEG, Manitoba. R3J 1J1

J. H. Lemoine, President, Westnofa of Canada Ltd., 672 Kimberley Avenue, WINNIPEG, Manitoba. R2K 0Y2

M. R. Vidler, Prop., West-Wind Aluminum Window Mfg. 1079 Keewatin Street, WINNIPEG, Manitoba. R2X 2Z3

H. B. Mitchell, Manager, Western Garment Mfg. Ltd., 86 Adelaide Street, WINNIPEG, Manitoba. R3A OW3

E. Hodge, Gen. Manager, Weston Bakeries Limited, 666 Elgin Avenue, WINNIPEG, Manitoba. R3E 1B2

P. Kosheluk, Br. Mgr., Westank-Willock Limited, 346 Oak Point Hwy, Box 82, WINNIPEG, Manitoba. R3E 1T0

K. S. Raber, President, Western Labeled Gloves & Mitts, 560 McDermot Avenue, WINNIPEG, Manitoba. R3A OC1

W. R. Crawford, Area Sls. Mgr., Westroc Industries Ltd., 1200 Empress Street, WINNIPEG, Manitoba. R3E 3B4

J. N. Steel, President, Westcan Insulation Industries, 1000 Coulter Avenue, WINNIPEG, Manitoba. R3E 08

E. Meltzer, President, Western Paper Box Co. Ltd., 579 McDermot Avenue, WINNIPEG, Manitoba. R3A OC3

W. Cameron, President, Westrock Battery & Auto Supply, 601 Logan Avenue, WINNIPEG, Manitoba. R3A 0S6

G. W. Sanderson, Manager, Westeel-Rosco Ltd., P.O. Box 792, WINNIPEG, Manitoba. R3C 2N5

K. Biglow, Manager, Western Peat Moss Ltd., Moss Spur, SEDDONS CORNER P.O., Manitoba. R0E 1X0

D. S. Nicol, Manager, Wheat City Concrete Products, 918 McTavish Avenue East, BRANDON, Manitoba.

W. Bayn, Manager, Western Aero Engine Limited, 410 Madison Street, WINNIPEG, Manitoba. R3J 1J1

M. Demetrioff, President, Western Rawhide & Harness Co., 700 Mission Street, WINNIPEG, Manitoba. R2J OA3

M. Allarie, Manager, White Buffalo Enterprises, P.O. Box 88, CAMPERVILLE, Manitoba. R0L 0JO

A. Rosenberg, Pres & Manager, Western Cabinet & Interiors Ltd., 276 Holden Avenue, WINNIPEG, Manitoba. R2J OJ4

K. Gray, Gen. Manager, Western Shoes Limited, 4th Flr, 136 Market Avenue, WINNIPEG, Manitoba. R3B OP4

W. Hove, Pres & Gen. Mgr., White Buffalo Mills Ltd., 545 Assiniboine Avenue, BRANDON, Manitoba. R7A 0G3

E. R. Rosenblat, Vice-Pres., Western Concrete Products, 1920 Park Avenue, BRANDON, Manitoba. R7A 5Y6

M. D. Booty, President, Westfair Foods Ltd., P.O. Box 808, WINNIPEG, Manitoba. R3C 2P1

C. Zeqlinski, President, White Shell Quarries Ltd., 10 Rowe Street, BRANDON, Manitoba. R7A 1R8

E. G. Eggertson, President, Western Elevator & Motor Co. Ltd., 123 Princess Street, WINNIPEG, Manitoba. R3B 1K8

B. Plett, Manager, Westfield Industries Ltd., P.O. Box 39, ROSENORT, Manitoba. R0G 1W0

W. A. Fast, President, Willmar Window Industries Inc., 485 Watt Street, Box 99, "F" WINNIPEG, Manitoba. R2L 2A5
<table>
<thead>
<tr>
<th>Personnel Manager,</th>
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<tr>
<td>Gondola Pizza Restaurant, 1292 Pembina</td>
<td>Happy Vineyard,</td>
<td>Ichi Ban Japanese Steak House, 189</td>
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<tr>
<td>Pembina Hwy., FORT GARRY, Manitoba.</td>
<td>715 Ellice Avenue, WINNIPEG, Manitoba.</td>
<td>Carlton Street, WINNIPEG, Manitoba.</td>
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<td>Personnel Manager,</td>
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<tr>
<td>King's Plate Cabaret, 272 Portage</td>
<td>Lock Stock &amp; Barrel Ltd., 171</td>
<td>McDonald's Restaurant of Canada</td>
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<tr>
<td>Avenue, ST. JAMES, Manitoba.</td>
<td>McDermot, WINNIPEG, Manitoba.</td>
<td>1274A Grant Avenue, WINNIPEG, Manitoba.</td>
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<td>Personnel Manager,</td>
<td>Personnel Manager,</td>
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</tr>
<tr>
<td>Mr. Submarine, 383 Portage Avenue,</td>
<td>Mother Tucker's Food Experience, 333</td>
<td>Lock Stock &amp; Barrel Ltd., 171</td>
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<td>WINNIPEG, Manitoba.</td>
<td>Donald Street, WINNIPEG, Manitoba.</td>
<td>McDermot, WINNIPEG, Manitoba.</td>
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<td>Old Spaghetti Factory, 291 Bannatne,</td>
<td>Pizza Place Family Restaurants, 141</td>
<td>Old Spaghetti Factory, 291 Bannatne,</td>
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<td>WINNIPEG, Manitoba.</td>
<td>Donald Street, WINNIPEG, Manitoba.</td>
<td>141 Bannatne, WINNIPEG, Manitoba.</td>
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<td>Personnel Manager,</td>
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<td>Rae &amp; Jerry's Steak House, 1405</td>
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<tr>
<td>R J's House of Pizza, 1416 Henderson</td>
<td>Salisbury House of Canada Ltd., 1475</td>
<td>Portage Avenue, WINNIPEG, Manitoba.</td>
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<td>WINNIPEG, Manitoba.</td>
<td>King Edward Street, ST. JAMES, Manitoba.</td>
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<tr>
<td>Smitty's Pancake House, 8 - 2305</td>
<td>Town 'N Country Cabaret &amp;</td>
<td>Beef &amp; Barrel Restaurant, 1st</td>
</tr>
<tr>
<td>McPhillips, WINNIPEG, Manitoba.</td>
<td>Steak House, 317 Kennedy Street,</td>
<td>Street North, BRANDON, Manitoba.</td>
</tr>
<tr>
<td>Personnel Manager,</td>
<td>WINNIPEG, Manitoba.</td>
<td>Personnel Manager,</td>
</tr>
<tr>
<td>Country Kitchen, 201 - 18th Street</td>
<td>Double Bar S Family Restaurant, 1320</td>
<td>Kam Lung Chinese Restaurant, 2330</td>
</tr>
<tr>
<td>North, BRANDON, Manitoba.</td>
<td>- 18th Street, BRANDON, Manitoba.</td>
<td>Victoria, BRANDON, Manitoba.</td>
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<tr>
<td>Keg &amp; Cleaver Restaurant, 1836</td>
<td>Kohono Restaurant &amp; Lounge, 1011</td>
<td>Rodos Restaurant, 935 Rosser,</td>
</tr>
<tr>
<td>Brandon Avenue, BRANDON, Manitoba.</td>
<td>Rosser, BRANDON, Manitoba.</td>
<td>BRANDON, Manitoba.</td>
</tr>
<tr>
<td>Personnel Manager,</td>
<td>Personnel Manager,</td>
<td>Personnel Manager,</td>
</tr>
<tr>
<td>Role 'N Pin Family Restaurant,</td>
<td>Soco's Chop Suey House, 220 - 10th</td>
<td>Mother Tucker's Food Experience, 333</td>
</tr>
<tr>
<td>1944 Queens, BRANDON, Manitoba.</td>
<td>Street, WINNIPEG, Manitoba.</td>
<td>Donald Street, WINNIPEG, Manitoba.</td>
</tr>
</tbody>
</table>
Personnel Manager,
Canadian Inn,
BRANDON, Manitoba.

Personnel Manager,
Hillcrest Hotel,
1st North,
BRANDON, Manitoba.

Personnel Manager,
Hotel Western,
1148 – 18th,
BRANDON, Manitoba.

Personnel Manager,
North Hill Hotel,
10th & Braecrest,
BRANDON, Manitoba.

Personnel Manager,
Victoria Inn,
3550 Victoria Avenue,
BRANDON, Manitoba.

Personnel Manager,
Balmoral Motor Hotel,
SE Balmoral & Notre Dame,
WINNIPEG, Manitoba.

Personnel Manager,
Dakota Village Motor Hotel Ltd.,
1105 St. Marys,
ST. TITAL, Manitoba.

Personnel Manager,
Lincoln Motor Hotel Co. Ltd.,
1030 McPhillips,
WINNIPEG, Manitoba.

Personnel Manager,
Motel 75,
829 Pembina Hwy,
WINNIPEG, Manitoba.

Personnel Manager,
Town House Hotel,
1844 Pembina Hwy,
FORT GARRY, Manitoba.

Personnel Manager,
Brandon Inn,
156-9th Street,
BRANDON, Manitoba.

Personnel Manager,
Cecil Hotel,
30 – 10th Street,
BRANDON, Manitoba.

Personnel Manager,
City Centre Hotel Hotel,
15 – 10th Street,
BRANDON, Manitoba.

Personnel Manager,
Crystal Hotel,
838 Pacific,
BRANDON, Manitoba.

Personnel Manager,
Keystone Motor Inn,
1050 – 18th Street,
BRANDON, Manitoba.

Personnel Manager,
Midway Hotel,
1st St. N. & Hwy 1A,
BRANDON, Manitoba.

Personnel Manager,
Red Oak Inn,
3130 Victoria W.,
BRANDON, Manitoba.

Personnel Manager,
Rodeway Inn Motel,
300 – 18th Street North,
BRANDON, Manitoba.

Personnel Manager,
Travelodge Brandon,
345 – 18th Street North,
BRANDON, Manitoba.

Personnel Manager,
A & W Food Services of Canada,
90 – 1313 Border,
ST. JAMES, Manitoba.

Personnel Manager,
Beachcomber Polynesian Restaurant
220 Carlton,
WINNIPEG, Manitoba.

Personnel Manager,
Bonanza Restaurants,
1863 Pembina Hwy,
FORT GARRY, Manitoba.

Personnel Manager,
Champs Food Systems Ltd.,
SW Sherbrook & Notre Dame,
WINNIPEG, Manitoba.

Personnel Manager,
Chicken Delight of Canada Ltd.,
395B Berry Street,
ST. JAMES, Manitoba.

Personnel Manager,
Cock 'N Bull Restaurant,
1870 Pembina Hwy.
FORT GARRY, Manitoba.

Personnel Manager,
Country Kitchen,
10 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
Crock & Block Restaurant,
1 – 444 St. Marys,
WINNIPEG, Manitoba.
| Personnel Manager,                                                                 |
| Investors Group Trust Co. Ltd., 280 Broadway Avenue, WINNIPEG, Manitoba.        |
| Personnel Manager,                                                               |
| North Canadian Trust Co., 209 - 259 Portage Avenue, WINNIPEG, Manitoba.          |
| Personnel Manager,                                                               |
| Pioneer Trust Company, 5th Flr - 280 Smith Street, WINNIPEG, Manitoba.           |
| Personnel Manager,                                                               |
| Canada Trust, 636 Rosser, BRANDON, Manitoba.                                     |
| Personnel Manager,                                                               |
| Bank of Montreal, Portage & Main, WINNIPEG, Manitoba.                            |
| Personnel Manager,                                                               |
| Continental Bank of Canada, 835 Portage Avenue, WINNIPEG, Manitoba.              |
| Personnel Manager,                                                               |
| National Bank of Canada, 3 - 385 Carlton, WINNIPEG, Manitoba.                    |
| Personnel Manager,                                                               |
| Canada Safeway Ltd., 313 Pacific, WINNIPEG, Manitoba.                             |
| Personnel Manager,                                                               |
| Mac's Convenience Stores Ltd., 104 Browning, Assiniboia, WINNIPEG, Manitoba.      |
| Personnel Manager,                                                               |
| Montreal Trust, 221 Portage Avenue, WINNIPEG, Manitoba.                          |
| Personnel Manager,                                                               |
| North West Trust Company, 234 Portage venue, WINNIPEG, Manitoba.                  |
| Personnel Manager,                                                               |
| Regent Trust Company, 877 Portage Avenue, WINNIPEG, Manitoba.                    |
| Personnel Manager,                                                               |
| Fort Garry Trust Company, 921 Rosser, BRANDON, Manitoba.                          |
| Personnel Manager,                                                               |
| Bank of Nova Scotia, 200 Portage Avenue, WINNIPEG, Manitoba.                      |
| Personnel Manager,                                                               |
| Federal Business Development Bank, 101 - 386 Broadway Avenue, WINNIPEG, Manitoba. |
| Personnel Manager,                                                               |
| Royal Bank, 220 Portage Avenue, WINNIPEG, Manitoba.                               |
| Personnel Manager,                                                               |
| Dominion Stores Limited, 287 Broadway Avenue, WINNIPEG, Manitoba.                 |
| Personnel Manager,                                                               |
| I G A Supply Depot, 1800 Inkster, WINNIPEG, Manitoba.                             |
| Personnel Manager,                                                               |
| Tom Boy Stores, 101 Weston, WINNIPEG, Manitoba.                                   |
| Personnel Manager, A.E. Ames & Co. Ltd., 4th Flr, 280 Broadway Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Bache Halsey Stuart Canada Ltd., 209 Notre Dame Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Bell Goulinlock & Co. Ltd., 201 - 209 Notre Dame Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Burns Fry Limited, 400 - 305 Broadway Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Dominion Securities Ltd., 9th Flr 275 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Dreman & Co. Ltd., 103 Grain Exchange Bldg., 167 Lombard, WINNIPEG, Manitoba. |
| Personnel Manager, F H Deacon Hodgson Inc., 1210 - 363 Broadway Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Greenshields Incorporated, 1112 - 363 Broadway Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, McLeod Young Weir Limited, 101 - 215 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Merrill Lynch Royal Securities, 1300 One Lombard Place, WINNIPEG, Manitoba. |
| Personnel Manager, Nesbitt Thomson Bonfard Inc., 706 - 330 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Pitfield Mackay Ross Ltd., 807 - 213 Notre Dame Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Richardson Securities of Canada, The Concourse - Lombard Place, WINNIPEG, Manitoba. |
| Personnel Manager, Walwyn Stodgell Cochran Murray, 4th Flr - 200 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Wood Gundy Limited, 3rd Flr, 280 Broadway Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Richardson Securities of Canada, 123 - 10th Street, BRANDON, Manitoba. |
| Personnel Manager, Canada Trust, Portage at Fort, WINNIPEG, Manitoba. |
| Personnel Manager, Commerce Capital Trust Company, Main Flr - 349 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Co-operative Trust, 1111 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Credit Foncier Trust Company, 286 Smith Street, WINNIPEG, Manitoba. |
| Personnel Manager, Crown Trust Company, 211 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Eaton-Bay Trust Company, 320 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Fidelity Trust, 201 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, First City Trust Company, 369 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Fort Garry Trust, 283 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Guaranty Trust, 430 Portage Avenue, WINNIPEG, Manitoba. |
| Personnel Manager, Inland Trust & Savings Corp. 1080 Portage Avenue, WINNIPEG, Manitoba. |
Personnel Manager,
CBC Radio Canada,
541 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
CFRW Broadcasting Station,
432 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
CHMM-FM Broadcasting Station,
930 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
CJOB Broadcasting Station,
930 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
CKSB Radio Canada,
607 Langevin,
ST. BONIFACE, Manitoba.

Personnel Manager,
Moffat Communications Ltd.,
415 - 1661 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
CBC Radio Canada,
541 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
CKX-TV,
2940 Victoria,
BRANDON, Manitoba.

Personnel Manager,
Teleplex Services Corp. Ltd.,
1308 Chevrier,
FORT GARRY, Manitoba.

Personnel Manager,
CFRY Broadcasting Station,
1500 Saskatchewan West,
PORTAGE LA PRAIRIE, Manitoba.

Personnel Manager,
CHIQ-FM Broadcasting Station,
432 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
CHSM Radio Station,
250 Main Street,
STEINBACH, Manitoba.

Personnel Manager,
CITI-FM Radio Station,
Polo Park,
WINNIPEG, Manitoba.

Personnel Manager,
CKJS Radio Station Winnipeg,
12th Flr, 191 Lombard Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
CKWG FM Stereo 103,
2nd Flr Free Press Bldg.,
WINNIPEG, Manitoba.

Personnel Manager,
CJCM - FM Radio Station,
2940 Victoria,
BRANDON, Manitoba.

Personnel Manager,
CKY-AM Radio Station,
Polo Park,
WINNIPEG, Manitoba.

Personnel Manager,
CKRC Broadcasting Station,
2nd Flr Free Press Bldg.,
WINNIPEG, Manitoba.

Personnel Manager,
CKY TV,
Polo Park,
WINNIPEG, Manitoba.

Personnel Manager,
Selective Electronics &
Telecommunications Ltd.,
2486 Ferrier,
WINNIPEG, Manitoba.

Personnel Manager,
Westman Media Co-operative Ltd.
909 - 24th Street,
BRANDON, Manitoba.
Personnel Manager,
A.E. Ames & Co. Ltd.,
4th Flr, 280 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Bache Halsey Stuart Canada Ltd.,
209 Notre Dame Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Bell Gouinlock & Co. Ltd.,
201 - 209 Notre Dame Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Burns Fry Limited,
400 - 305 Broadway Avenue,
WINNIPEG, Manitoba.

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Burns Fry Limited,
400 - 305 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Dominion Securities Ltd.,
9th Flr 275 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Dreman & Co. Ltd.,
103 Grain Exchange Bldg.,
167 Lombard,
WINNIPEG, Manitoba.

Personnel Manager,
F H Deacon Hodgson Inc.,
1210 - 363 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Greenshields Incorporated,
1112 - 363 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
McLeod Young Weir Limited,
101 - 215 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Merrill Lynch Royal Securities,
1300 One Lombard Place,
WINNIPEG, Manitoba.

Personnel Manager,
Nesbitt Thomson Bonfard Inc.,
706 - 330 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Pitfield Mackay Ross Ltd.,
807 - 213 Notre Dame Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Richardson Securities of Canada,
The Concourse - Lombard Place,
WINNIPEG, Manitoba.

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The Concourse - Lombard Place,
WINNIPEG, Manitoba.

Personnel Manager,
Richardson Securities of Canada,
The Concourse - Lombard Place,
WINNIPEG, Manitoba.

Personnel Manager,
Wilwyn Stodgell Cochran Murray,
4th Flr - 200 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Wood Gundy Limited,
73rd Flr, 280 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Co-operative Trust,
1111 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Credit Foncier Trust Company,
286 Smith Street,
WINNIPEG, Manitoba.

Personnel Manager,
Crown Trust Company,
211 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Commerce Capital Trust Company,
Main Flr - 349 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
First City Trust Company,
369 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Fort Garry Trust,
283 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Guaranty Trust,
430 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Inland Trust & Savings Corp.
1080 Portage Avenue,
WINNIPEG, Manitoba.
Personnel Manager,
Investors Group Trust Co. Ltd.,
280 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
North Canadian Trust Co.,
209 - 259 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Pioneer Trust Company,
5th Flr - 280 Smith Street,
WINNIPEG, Manitoba.

Personnel Manager,
Canada Trust,
636 Rosser,
BRANDON, Manitoba.

Personnel Manager,
Bank of Montreal,
Portage & Main,
WINNIPEG, Manitoba.

Personnel Manager,
Continental Bank of Canada,
835 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
National Bank of Canada,
3 - 185 Carlton,
WINNIPEG, Manitoba.

Personnel Manager,
Canada Safeway Ltd.,
313 Pacific,
WINNIPEG, Manitoba.

Personnel Manager,
Mac's Convenience Stores Ltd.,
104 Browning,
Assiniboia,
WINNIPEG, Manitoba.

Personnel Manager,
Montreal Trust,
221 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
North West Trust Company,
234 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Regent Trust Company,
921 Rosser,
BRANDON, Manitoba.

Personnel Manager,
Fort Garry Trust Company,
921 Rosser,
BRANDON, Manitoba.

Personnel Manager,
Bank of Nova Scotia,
200 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Federal Business Development Bank,
101 - 386 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Royal Bank,
220 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Dominion Stores Limited,
287 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
IG A Supply Depot,
1800 Inkster,
WINNIPEG, Manitoba.

Personnel Manager,
Tom Boy Stores,
101 Weston,
WINNIPEG, Manitoba.
Personnel Manager, Nestfair Foods Ltd.,
101 Weston, WINNIPEG, Manitoba.

Personnel Manager, Airliner Motor Hotel,
1740 Ellice Avenue, WINNIPEG, Manitoba.

Personnel Manager, Airport Motor Hotel,
1800 Ellice Avenue, WINNIPEG, Manitoba.

Personnel Manager, Assiniboine-Gordon Hotel & Motel
NE Portage & Albany, WINNIPEG, Manitoba.

Personnel Manager, Birchwood Inn,
2520 Portage Avenue, WINNIPEG, Manitoba.

Personnel Manager, Brandon Inn,
156 9th Street, BRANDON, Manitoba.

Personnel Manager, Chalet Gordon Hotel,
611 Archibald Street, ST. BONIFACE, Manitoba.

Personnel Manager, Charterhouse Hotel,
SE Hargrave & York, WINNIPEG, Manitoba.

Personnel Manager, City Centre Hotel,
NW Carlton & Ellice, WINNIPEG, Manitoba.

Personnel Manager, Downs Motor Inn,
3740 Portage Avenue, ASSINIBOIA, Manitoba.

Personnel Manager, The Fort Garry Hotel,
222 Broadway, WINNIPEG, Manitoba.

Personnel Manager, Gordon Hotels (1971) Ltd.,
1011 Henderson Highway, EAST KILDONAN, Manitoba.

Personnel Manager, Holiday Inn Winnipeg South,
1330 Pembina Highway, WINNIPEG, Manitoba.

Personnel Manager, International Inn,
1808 Wellington Avenue, ST. JAMES, Manitoba.

Personnel Manager, Kildonan Motor Hotel,
2100 Main Street, WINNIPEG, Manitoba.

Personnel Manager, Marlborough Inn,
331 Smith Street, WINNIPEG, Manitoba.

Personnel Manager, Norlander Motor Hotel,
1792 Pembina Highway, FORT GARRY, Manitoba.

Personnel Manager, Pembina Hotel & Motel,
Pembina & Parker, WINNIPEG, Manitoba.

Personnel Manager, Pembina Inn,
1824 Pembina Highway, FORT GARRY, Manitoba.

Personnel Manager, Sheraton-Carlton Motor Hotel,
220 Carlton Street, WINNIPEG, Manitoba.

Personnel Manager, St. Regis Flag Inn,
285 Smith Street, WINNIPEG, Manitoba.

Personnel Manager, Village Inn Motor Hotel,
SE Portage & Westwood, ASSINIBOIA, Manitoba.

Personnel Manager, Travelodge Winnipeg East-Niakwa,
20 Alpine, ST. VITAL, Manitoba.

Personnel Manager, Westminster Motor Hotel,
NE Westminster & Sherbrook, WINNIPEG, Manitoba.

Personnel Manager, Barney's Hotel,
Jet Trans Canada Hwy, 1 & 10, BRANDON, Manitoba.
Personnel Manager, Canadian Inn, BRANDON, Manitoba.

Personnel Manager, North Hill Motel, 10th & Braecrest, BRANDON, Manitoba.

Personnel Manager, Dakota Village Motor Hotel Ltd., 1105 St. Marys, ST. VITAL, Manitoba.

Personnel Manager, City Centre Hotel Motel, 15 - 10th Street, BRANDON, Manitoba.

Personnel Manager, Midway Hotel, 1st St. N. & Hwy 1A, BRANDON, Manitoba.

Personnel Manager, Travelodge Brandon, 345 - 18th Street North, BRANDON, Manitoba.

Personnel Manager, Bonanza Restaurants, 1863 Pembina Hwy, FORT GARRY, Manitoba.

Personnel Manager, Cock 'N Bull Restaurant, 1870 Pembina Hwy, FORT GARRY, Manitoba.

Personnel Manager, Hillcrest Motel, 1st North, BRANDON, Manitoba.

Personnel Manager, Victoria Inn, 3550 Victoria Avenue, BRANDON, Manitoba.

Personnel Manager, Lincoln Motor Hotel Co. Ltd., 1030 McPhillips, WINNIPEG, Manitoba.

Personnel Manager, Brandon Inn, 156-9th Street, BRANDON, Manitoba.

Personnel Manager, Crystal Hotel, 838 Pacific, BRANDON, Manitoba.

Personnel Manager, Red Oak Inn, 3130 Victoria W., BRANDON, Manitoba.

Personnel Manager, A & W Food Services of Canada, 90 - 1313 Border, ST. JAMES, Manitoba.

Personnel Manager, Champs Food Systems Ltd., SW Sherbrook & Notre Dame, WINNIPEG, Manitoba.

Personnel Manager, Country Kitchen, 10 Main Street, WINNIPEG, Manitoba.

Personnel Manager, Motel Western, 1148 - 18th, BRANDON, Manitoba.

Personnel Manager, Balmoral Motor Hotel, SE Balmoral & Notre Dame, WINNIPEG, Manitoba.

Personnel Manager, Motel 73, 829 Pembina Hwy, WINNIPEG, Manitoba.

Personnel Manager, Cecil Hotel, 30 - 10th Street, BRANDON, Manitoba.

Personnel Manager, Keystone Motor Inn, 1050 - 18th Street, BRANDON, Manitoba.

Personnel Manager, Rodeway Inn Motel, 300 - 18th Street North, BRANDON, Manitoba.

Personnel Manager, Beacchomber Polynesian Restaurant, 220 Carlton, WINNIPEG, Manitoba.

Personnel Manager, Chicken Delight of Canada Ltd., 395B Berry Street, ST. JAMES, Manitoba.

Personnel Manager, Crock & Block Restaurant, 1 - 444 St. Marys, WINNIPEG, Manitoba.
Personnel Manager,
Gondola Pizza Restaurant,
1292 Pembina Hwy.,
FORT GARRY, Manitoba.

Personnel Manager,
Happy Vineyard,
715 Ellice Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Ichi Ban Japanese Steak House,
189 Carlton Street,
WINNIPEG, Manitoba.

Personnel Manager,
King's Plate Cabaret,
272 Portage Avenue,
ST. JAMES, Manitoba.

Personnel Manager,
Lock Stock & Barrel Ltd.,
171 McDermot,
WINNIPEG, Manitoba.

Personnel Manager,
McDonald's Restaurant of Canada
1214A Grant Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Mr. Submarine,
383 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
MotherTucker's Food Experience,
333 Donald Street,
WINNIPEG, Manitoba.

Personnel Manager,
Niakwa Pizza,
1274 Archibald,
ST. BONIFACE, Manitoba.

Personnel Manager,
Old Spaghetti Factory,
291 Bannatyne,
WINNIPEG, Manitoba.

Personnel Manager,
Pizza Place Family Restaurants,
141 Donald Street,
WINNIPEG, Manitoba.

Personnel Manager,
Ponderosa Steak House,
1140 Pembina Hwy.,
FORT GARRY, Manitoba.

Personnel Manager,
R J's House of Pizza,
1416 Henderson Hwy,
WINNIPEG, Manitoba.

Personnel Manager,
Rae & Jerry's Steak House,
1405 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Salisbury House of Canada Ltd.,
1475 King Edward Street,
ST. JAMES, Manitoba.

Personnel Manager,
Smitty's Pancake House,
8 - 2305 McPhillips,
WINNIPEG, Manitoba.

Personnel Manager,
Town 'N Country Cabaret &
Steak House,
317 Kennedy Street,
WINNIPEG, Manitoba.

Personnel Manager,
Beef & Barrel Restaurant,
1st Street North,
BRANDON, Manitoba.

Personnel Manager,
Country Kitchen,
201 - 18th Street North,
BRANDON, Manitoba.

Personnel Manager,
Double Bar S Family Restaurant,
1320 - 18th Street,
BRANDON, Manitoba.

Personnel Manager,
Kam Lung Chinese Restaurant,
2330 Victoria,
BRANDON, Manitoba.

Personnel Manager,
Keg & Cleaver Restaurant,
1836 Brandon Avenue,
BRANDON, Manitoba.

Personnel Manager,
Kohonos Restaurant & Lounge,
1011 Rosser,
BRANDON, Manitoba.

Personnel Manager,
Rodos Restaurant,
935 Rosser,
BRANDON, Manitoba.

Personnel Manager,
Role 'N Fin Family Restaurant,
1944 Queens,
BRANDON, Manitoba.

Personnel Manager,
Soo's Chop Suey House,
220 - 10th Street,
BRANDON, Manitoba.
Personnel Manager, The Bay, Portage & Memorial, WINNIPEG, Manitoba.

Personnel Manager, S. S. Kresge Co. Ltd., Polo Park Shopping Centre, WINNIPEG, Manitoba.

Personnel Manager, Woolco Department Stores, 1580 Regent West, TRANSCONA, Manitoba.

Personnel Manager, Arpin & Company, 1100 - 444 St. Mary, WINNIPEG, Manitoba.

Personnel Manager, Fillmore & Riley, 1400 - One Lombard Place, WINNIPEG, Manitoba.

Personnel Manager, Gunn Hoffer Bellhouse Huck, Loiacono, 900 - 259 Portage Avenue, WINNIPEG, Manitoba.

Personnel Manager, MacDonald & MacMillan, 1445 - 444 St. Mary, WINNIPEG, Manitoba.

Personnel Manager, Newman, MacLean, Barristers, 436 Main Street, WINNIPEG, Manitoba.

Personnel Manager, Pitblad & Hoskin, 1900 - One Lombard Place, WINNIPEG, Manitoba.

Personnel Manager, Eaton's, Portage & Donald, WINNIPEG, Manitoba.

Personnel Manager, Simpsons Sears Ltd., 1515 Portage Avenue, WINNIPEG, Manitoba.

Personnel Manager, Zeller's Department Stores, 969 Henderson Hwy., WINNIPEG, Manitoba.

Personnel Manager, Buchwald Asper Henteleff, 1900 - 1 Lakeview Square, WINNIPEG, Manitoba.

Personnel Manager, Gallagher & Company, 10 Donald Street, WINNIPEG, Manitoba.

Personnel Manager, Kopstein & Company, 1009 - 211 Portage Avenue, WINNIPEG, Manitoba.

Personnel Manager, Martens Kripiakevich Dennehby Parfeniuk & Ernst, 703 - 294 Portage Avenue, WINNIPEG, Manitoba.

Personnel Manager, Norton Schwartz McJannet Weinberg, 5th Flr - 175 Carlton, WINNIPEG, Manitoba.

Personnel Manager, Robert L. Pollack, Barrister, 204-215 Portage Avenue, WINNIPEG, Manitoba.
Personnel Manager,
Rosenbaum Murray & Company,
201 - 2211 McPhillips,
WINNIPEG, Manitoba.

Personnel Manager,
Teffaine Monnin Hogue & Teille,
201 - 185 Provencher,
ST. BONIFACE, Manitoba.

Personnel Manager,
Walsh Micay and Company,
7th Flr 211 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Legal Aid,
136 - 11th Street,
BRANDON, Manitoba.

Personnel Manager,
Assiniboine Clinic,
633 Lodge Street,
ST. JAMES, Manitoba.

Personnel Manager,
Clinique St. Boniface,
343 Tache,
ST. BONIFACE, Manitoba.

Personnel Manager,
Mail Medical Group,
280 Memorial Blvd.,
WINNIPEG, Manitoba.

Personnel Manager,
McGregor Medical ente, 561 Machray,
WINNIPEG, Manitoba.

Personnel Manager,
Scarth Simonsen Dooley Olson & Wiens,
903 - 386 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Tupper & Adams,
4th Flr - 200 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Wilson Yerex Young Selinger & Webster,
200 - 296 Garry,
WINNIPEG, Manitoba.

Personnel Manager,
Garfield Kaprowy & Assoc Drs.
394 Graham,
WINNIPEG, Manitoba.

Personnel Manager,
Manitoba Clinic,
790 Sherbrook,
WINNIPEG, Manitoba.

Personnel Manager,
Taylor Brazzell McCaffrey,
4th Flr, 386 Broadway,
WINNIPEG, Manitoba.

Personnel Manager,
Walker Cristall & Pandya,
Mezz Flr, 283 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Wilson Yerex Young Selinger & Webster,
200 - 296 Garry,
WINNIPEG, Manitoba.

Personnel Manager,
Hirsfield, Hunt, Fjeldsted & Miller,
148 - 8th Street,
BRANDON, Manitoba.

Personnel Manager,
Abbott Clinic,
274 Osborne North,
WINNIPEG, Manitoba.

Personnel Manager,
Charleswood Medical Clinic,
3360 Roblin Blvd.,
CHARLESWOOD, Manitoba.

Personnel Manager,
Laboratories-Central Medical,
212 Boyd Building,
388 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Manitoba X-Ray Clinic Radiologists,
317 Medical Arts Bldg.
WINNIPEG, Manitoba.

Personnel Manager,
Peikoff Clinic,
400 - 309 Hargrave Street,
WINNIPEG, Manitoba.
Personnel Manager, Pembina Medical Centre, 1088 Pembina, FORT GARRY, Manitoba.

Personnel Manager, Silver Heights Medical Group, 2333 Portage Avenue, ST. JAMES, Manitoba.

Personnel Manager, Winnipeg Clinic, 425 St. Mary, WINNIPEG, Manitoba.

Personnel Manager, Inner City Health Dept., 510 Main Street, WINNIPEG, Manitoba.

Personnel Manager, Gulf Canada Limited, 882 St. James Street, ST. JAMES, Manitoba.

Personnel Manager, Shell Canada Limited, 500 Portage Avenue, WINNIPEG, Manitoba.

Personnel Manager, Pacific Petroleums, 2545 Inkster, WINNIPEG, Manitoba.

Personnel Manager, The Citadel Assurance, 12th Flr, 363 Broadway, WINNIPEG, Manitoba.

Personnel Manager, Cuna Mutual Insurance Society, 7th Flr, 215 Garry Street, WINNIPEG, Manitoba.

Personnel Manager, Radiology Consultants of Wpg., 202 Medical Arts Bldg., 233 Kennedy Street, WINNIPEG, Manitoba.

Personnel Manager, Southwood Medical Centre, 2385 Pembina Hwy., FORT GARRY, Manitoba.

Personnel Manager, Manitoba Health Services Comm. 599 Empress, WINNIPEG, Manitoba.

Personnel Manager, Brandon Clinic, 620 Dennis, BRANDON, Manitoba.

Personnel Manager, Husky Oil Marketing Ltd., 110 Panet Rd., WINNIPEG, Manitoba.

Personnel Manager, Texaco Canada Inc., 986 Powell, ST. JAMES, Manitoba.

Personnel Manager, Aronovitch & Leipsic Ltd., 8th Flr. 167 Lombard Avenue, WINNIPEG, Manitoba.

Personnel Manager, Eaton-Bay Life Assurance Co., 320 Portage Avenue, WINNIPEG, Manitoba.

Personnel Manager, Seven Oaks Medical and Dental Centre, 1750 Main Street, WINNIPEG, Manitoba.

Personnel Manager, Transcona Medical Group, 1 - 701 Regent West, TRANSCONA, Manitoba.

Personnel Manager, Manitoba Provincial Dept. of Health, Legislative Bldg., Broadway, WINNIPEG, Manitoba.

Personnel Manager, Western Medical Clinic, 144 - 6th Street, BRANDON, Manitoba.

Personnel Manager, Mohawk Oil Co. Ltd., 275 Holden, ST. BONIFACE, Manitoba.

Personnel Manager, Imperial Oil Limited, 2925 Henderson Hwy, E. ST. PAUL, Manitoba.

Personnel Manager, Canada Life Assurance Co., 10th Flr, 305 Broadway, WINNIPEG, Manitoba.

Personnel Manager, Crown Life Insurance Company, 55 Donald Street, WINNIPEG, Manitoba.
Personnel Manager,
Great-West Life Assurance Co.,
60 Osborne N.,
WINNIPEG, Manitoba.

Personnel Manager,
Investors Syndicate Limited,
101-310 Broadway,
WINNIPEG, Manitoba.

Personnel Manager,
London Life Insurance Co.,
202 - 2211 McPhillips,
WINNIPEG, Manitoba.

Personnel Manager,
Maritime Life Assurance Co.,
1401 West 8th Avenue
VANCOUVER, B. C.

Personnel Manager,
Metropolitan Life Ins. Co.,
17th Flr, 155 Carlton,
WINNIPEG, Manitoba.

Personnel Manager,
Monarch Life Assurance Co.,
333 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Mutual of Omaha Ins. Co.,
M15-1 Lakeview Square,
WINNIPEG, Manitoba.

Personnel Manager,
Occidental Life Ins. Co. of
California,
734 - 491 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Sun Life Assurance Co. Canada,
1716 - One Lombard Pl.,
WINNIPEG, Manitoba.

Personnel Manager,
Wawanesa Mutual Life Ins. Co.,
191 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Canadian Indemnity Co.,
1661 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Federated Insurance Companies,
717 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Manitoba Public Ins. Corp.,
6th Flr., 330 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Manufacturers Life Ins. Co.,
8th Flr - 386 Broadway,
WINNIPEG, Manitoba.

Personnel Manager,
Oldfield Kirby & Gardner Ins.,
200 - 55 Donald Street,
WINNIPEG, Manitoba.

Personnel Manager,
Portage la Prairie Mutual Ins.,
749 Saskatchewan East,
PORTAGE LA PRAIRIE, Man.

Personnel Manager,
Royal Insurance Canada,
386 Broadway,
WINNIPEG, Manitoba.

Personnel Manager,
Wesplain Ins. Management Inc.,
601 - 1661 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Pioneer Life Assurance Co.,
70 Elmdale Blvd.,
BRANDON, Manitoba.

Personnel Manager,
Sun Life Assurance Co. of Can.
308-742 Rosser,
BRANDON, Manitoba.

Personnel Manager,
Co-operators Insurance Services,
316-10th Street,
BRANDON, Manitoba.

Personnel Manager,
Manitoba Public Insurance Co.,
731-1st Street,
BRANDON, Manitoba.

Personnel Manager,
Wawanesa Mutual Insurance Co.,
704 - 18th Street,
BRANDON, Manitoba.

Personnel Manager,
Manitoba Hydro (Head Office)
820 Taylor Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Greater Winnipeg Gas Co.,
265 Notre Dame Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Manitoba Telephone System,
489 Empress Street,
WINNIPEG, Manitoba.

Personnel Manager,
City of Winnipeg Waterworks,
Civic Centre - 510 Main Street,
WINNIPEG, Manitoba.
Personnel Manager,
Winnipeg Hydro,
Civic Centre - Main & William,
WINNIPEG, Manitoba.

Personnel Manager,
Communications Canada,
200 - 386 Broadway,
WINNIPEG, Manitoba.

Personnel Manager,
Environment Canada,
266 Graham,
WINNIPEG, Manitoba.

Personnel Manager,
Indian Affairs & Northern Development,
11th Flr, 275 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Labour Canada,
400 - 303 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
Public Works Canada,
2nd Flr, 269 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
Revenue Canada - Taxation,
391 York,
WINNIPEG, Manitoba.

Personnel Manager,
Supply & Services Canada,
344 Edmonton Street,
WINNIPEG, Manitoba.

Personnel Manager,
Agriculture Canada,
613-269 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
Consumer & Corporate Affairs Canada,
260 St. Mary,
WINNIPEG, Manitoba.

Personnel Manager,
Parks Canada,
114 Garry Street,
WINNIPEG, Manitoba.

Personnel Manager,
Industry, Trade & Commerce,
507 - 386 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
National Defense Dept.,
CFB Winnipeg,
Whitewold Rd. North,
WINNIPEG, Manitoba.

Personnel Manager,
Regional Economic Expansion,
400 - 185 Carlton,
WINNIPEG, Manitoba.

Personnel Manager,
Solicitor General of Canada,
45 Edmonton Street,
WINNIPEG, Manitoba.

Personnel Manager,
Transport Canada,
125 Garry at York,
WINNIPEG, Manitoba.

Personnel Manager,
Canada Employment & Immigration Commission,
344 Edmonton Street,
WINNIPEG, Manitoba.

Personnel Manager,
Energy Mines & Resources Canada,
10th Flr, 275 Portage Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
Health & Welfare Canada,
310 - 269 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
Justice Department,
310 Broadway Avenue,
WINNIPEG, Manitoba.

Personnel Manager,
National Film Board,
674 St. James Street,
WINNIPEG, Manitoba.

Personnel Manager,
Revenue Canada Customs & Excise,
269 Main Street,
WINNIPEG, Manitoba.

Personnel Manager,
Statistics Canada,
500 - 266 Graham,
WINNIPEG, Manitoba.

Personnel Manager,
Veterans Affairs Department,
169 Pioneer,
WINNIPEG, Manitoba.
APPENDIX B

Initial and second letters to Provinces and Territories
Dear Sir:

Our Department is conducting research in the field of technical updating for vocational teachers in the Province of Manitoba.

The full time involvement of vocational teachers in their instructional duties tends to isolate them from current developments in industry. An organized updating program would allow teachers to better prepare their students to enter into industry.

It would be most helpful to know how this problem is being treated in your province. Any resource or study materials which you could provide would be greatly appreciated.

If this letter has not been accurately directed, could you please redirect it to a person or agency who would deal with it?

Thank you for giving this matter your attention.

Cordially yours,

Gordon D. Breckman, CD, B.Ped.
Graduate Research Assistant
for
Dr. Orest Cap
Project Director
Dear sir,

The Department of Vocational Education of the University of Manitoba is conducting research in the field of technical updating for Manitoba vocational teachers.

In mid February, we wrote asking for information on how updating activities were provided in each province and territory. The response was excellent, and the information provided was most helpful.

We have not yet received a reply from you, unless it is now in the mail.

The Manitoba Department of Education is currently reviewing its philosophy of vocational education, and the final report of this project will be receiving serious consideration on this topic. If the report is to be of value it must be both complete and prompt.

The review of current practices in the report is incomplete because we have been unable to acquire information about your province on this topic from other sources. The report suffers from this important omission.

If you could possibly send a reply within five working days it would still be possible to include the data in our report.

If this letter has not been accurately directed, could you please redirect it to a person or agency that would deal with it promptly?

Cordially yours,
APPENDIX C

Initial and follow-up questionnaire letters to Business and Industries
June 10, 1981

Dear Sir:

Due to the rapid technological advances occurring in business and industry, business and vocational industrial teachers must update their skills and knowledge to familiarize students with the latest innovations in the world of work.

This is a survey being conducted to identify Manitoba businesses and industries interested in participating in professional/technical updating of business/vocational industrial teachers.

In order to identify the extent of your company's interest in this endeavor, your assistance is requested in completing the following questionnaire.

Please take a few minutes of your time to fill out all necessary information and return at your earliest convenience. (Fold and return this self-addressed form according to directions on the back of the form.)

Thanking you in advance for your cooperation.

Respectfully yours,

Dr. O. Cap
Project Director
Faculty of Education
University of Manitoba
WINNIPEG, Manitoba
R3T 2N2
Dear Sir:

Due to the rapid technological advances occurring in business and industry, business and vocational industrial teachers must update their skills and knowledge to familiarize students with the latest innovations in the world of work.

We sent you a letter and a questionnaire on June 10, 1981, which probably reached you just before the Post Office's labour difficulties.

The initial responses received prior to the cessation of the mail service were very favorable and the survey is still being actively conducted.

In order to identify the extent of your company's interest in this endeavour, your assistance is requested in completing the enclosed questionnaire.

Please take a few minutes of your time to fill in all the necessary information and return the questionnaire at your earliest convenience.

Thanking you in advance for your cooperation.

Respectfully yours,

Dr. O. Cap
Project Director
Faculty of Education

OC/mb
A SURVEY OF MANITOBA BUSINESSES AND INDUSTRIES INTERESTED IN PARTICIPATING IN PROFESSIONAL/TECHNICAL UPDATING OF BUSINESS/VOCATIONAL INDUSTRIAL TEACHERS

Directions:
Please check the appropriate response which best expresses your reaction to each of these questions and provide additional write-in information as required.

Teacher involvement could take several forms, such as observation, participation, or development of an educational product or material that can be used by the teacher in the classroom/shop.

Contact Person ____________________________________________

Position __________________________________________________

Name of Business/Industry ___________________________________

Address ____________________________________________________

Postal Code ___________________ Telephone ____________________

Type of Business/Industry ____________________________________

List areas accessible, type of activity, and duration of time, which would benefit teacher updating.

<table>
<thead>
<tr>
<th>Example: Graphic Arts Business</th>
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<tr>
<td>Areas</td>
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<tr>
<td>1. Design &amp; Layout</td>
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<tr>
<td>2. Photography</td>
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<td>3. Phototypesetting</td>
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<tr>
<td>4. Equipment Maintenance</td>
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<tr>
<td>5. Graphic Arts Management</td>
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<tr>
<td>6. Company Training Program</td>
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<td>7. Workshop</td>
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<th>Type of Activity</th>
<th>Duration</th>
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APPENDIX D

Sample brochure on updating activities
Formule de demande
APPENDIX E

Listings of Manitoba Business and Industrial Firms
Willing to Participate in Updating
Contact Person: Mr. Don Svendsen
Position: District Manager
Name of Business/Industry: A.M. Bruning
Address: 720 Broadway Avenue, Winnipeg, Manitoba.
Postal Code: R3C 2Z2
Telephone: (204) 786-3491
Type of Business/Industry: Drafting Resources and Sales

Contact Person: Mr. Olivier Janeau
Position: Director of Institute Services
Name of Business/Industry: Eutectic & Castolin Institute
Address: 1694 St. James Street, Winnipeg, Manitoba.
Postal Code: R3H OL3
Telephone: (204) 633-6113
Type of Business/Industry: Welding Technology and Training

Contact Person: Mr. G. Ashley Richards
Position: Branch Manager
Name of Business/Industry: A.M. Multigraphics
Address: 720 Broadway, P.O. Box 1378, Winnipeg, Manitoba
Postal Code: R3C 2Z2
Telephone: (204) 786-3491
Type of Business/Industry: Graphic Arts
<table>
<thead>
<tr>
<th>Name of Business/Industry</th>
<th>Contact Person</th>
<th>Position</th>
<th>Address</th>
<th>Postal Code</th>
<th>Telephone</th>
<th>Type of Business/Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Business Development Bank</td>
<td>Mr. L. W. Trotter</td>
<td>Management Services Officer</td>
<td>386 Broadway Avenue, Winnipeg, Manitoba.</td>
<td>R3C 3R6</td>
<td>944-9991</td>
<td>Banking and Training Seminars</td>
</tr>
<tr>
<td>Shell Canada Ltd.</td>
<td>Ms. B. Magel</td>
<td>Employee Relations Assistant</td>
<td>P.O. Box 130, St. Boniface, P.O.</td>
<td>R2H 3B4</td>
<td>233-1401 Ext. 210</td>
<td>Oil Refining</td>
</tr>
<tr>
<td>Vopni Press Ltd.</td>
<td>Mr. Ian Mackenzie</td>
<td>President and Publisher</td>
<td>201 Saskatchewan Avenue (East Portage La Prairie) Manitoba</td>
<td>R1N 3B4</td>
<td>857-3427</td>
<td>Printing and Publishing Newspapers</td>
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<tr>
<td>Contact Person</td>
<td>Mr. Ronald Hore</td>
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<tr>
<td>Position</td>
<td>Manager</td>
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<tr>
<td>Name of Business/Industry</td>
<td>North West Trust Company</td>
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<tr>
<td>Address</td>
<td>234 Portage Avenue, Winnipeg, Manitoba.</td>
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<tr>
<td>Telephone</td>
<td>947-0631</td>
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<tr>
<td>Type of Business/Industry</td>
<td>Trust Co. - Computerization of Finance</td>
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<tr>
<th>Contact Person</th>
<th>Mr. Ron Lauder</th>
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</thead>
<tbody>
<tr>
<td>Position</td>
<td>Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Restaurant - Country Kitchen</td>
</tr>
<tr>
<td>Address</td>
<td>201 18th St. N, Brandon, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R7A 2V8</td>
</tr>
<tr>
<td>Telephone</td>
<td>728-0115</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Restaurant</td>
</tr>
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<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Ms. Dianne Dumans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Personnel Administrator</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Great-West Life Assurance Company</td>
</tr>
<tr>
<td>Address</td>
<td>60 Osborne Street North, Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3C 3A5</td>
</tr>
<tr>
<td>Telephone</td>
<td>946-9150</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Insurance</td>
</tr>
</tbody>
</table>
Contact Person: Mr. Jonas Sammons
Position: Vice-President
Name of Business/Industry: Fournier Stands Mfg. of Canada Ltd.
Address: 1309 Mountain Avenue, Winnipeg, Manitoba.
Postal Code: R2X 2Y1
Telephone: (204) 633-6180
Type of Business/Industry: Electronic Furniture Manufacturer

Contact Person: Mr. D.L. Blake
Position: Vice-President Finance
Name of Business/Industry: Great Western Graphics Corp.
Address: 1328 Clifton Street, Winnipeg, Manitoba.
Postal Code: R3E 2V2
Telephone: 786-6881
Type of Business/Industry: Graphic Arts

Contact Person: Mr. Richard Knechtel
Position: Plant Manager
Name of Business/Industry: Prendville Wood Preservers
Address: Box 279, Neepawa, Manitoba
Postal Code: R0J 1HO
Telephone: 476-3338
Type of Business/Industry: Wood Preservation
<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. N. Carmichael</th>
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<tbody>
<tr>
<td>Position</td>
<td>Plant Superintendent</td>
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<tr>
<td>Name of Business/Industry</td>
<td>Public Press</td>
</tr>
<tr>
<td>Address</td>
<td>1760 Ellice Avenue, Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3H 0B6</td>
</tr>
<tr>
<td>Telephone</td>
<td>774-1861</td>
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<td>Type of Business/Industry</td>
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<tr>
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<th>Mr. George Grigartis</th>
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<tr>
<td>Position</td>
<td>General Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Lawson Computer Graphics/Typesetting</td>
</tr>
<tr>
<td>Address</td>
<td>708 Morray Street, Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3J 3S9</td>
</tr>
<tr>
<td>Telephone</td>
<td>889-9162</td>
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<td>Type of Business/Industry</td>
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<td>Contact Person</td>
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<tr>
<td>Mr. H.A. Newfield</td>
<td></td>
</tr>
<tr>
<td>Ms. Ann G. McLeod</td>
<td>Personnel Manager</td>
</tr>
<tr>
<td>Mr. Sid Bursten</td>
<td>President</td>
</tr>
<tr>
<td>Contact Person</td>
<td>Mr. Fred Cutuk</td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Position</td>
<td>President</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Unicity Cabinet Factory Ltd.</td>
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<tr>
<td>Address</td>
<td>4040 Main Street, Winnipeg, Manitoba</td>
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<td>R3C 2E4</td>
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<tr>
<td>Telephone</td>
<td>338-3537</td>
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<td>Type of Business/Industry</td>
<td>Manufacturing Kitchen Cabinets</td>
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<tr>
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<th>Mr. C. Dederick</th>
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<td>Training Instructor</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Canada Safeway</td>
</tr>
<tr>
<td>Address</td>
<td>P.O. Box 250, Winnipeg, Manitoba</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3A 0M2</td>
</tr>
<tr>
<td>Telephone</td>
<td>543-7371</td>
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<td>Type of Business/Industry</td>
<td>Retail and Grocery</td>
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<td>Position</td>
<td>Plant Manager</td>
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<tr>
<td>Name of Business/Industry</td>
<td>Varta Batteries Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>1717 Wellington Avenue, Winnipeg, Manitoba.</td>
</tr>
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<td>Postal Code</td>
<td>R3H 0E7</td>
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<tr>
<td>Telephone</td>
<td>774-4571</td>
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<td>Type of Business/Industry</td>
<td>Battery Manufacture</td>
</tr>
<tr>
<td>Contact Person</td>
<td>Mr. John Watson</td>
</tr>
<tr>
<td>------------------------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td>Position</td>
<td>Training Officer</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Hudson Bay Mining &amp; Smelting Co. Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>P.O. Box 1500, Flin Flon, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R8A 1N9</td>
</tr>
<tr>
<td>Telephone</td>
<td>(204) 687-7434</td>
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<tr>
<td>Type of Business/Industry</td>
<td>Mining and Metallurgy</td>
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<th>Mr. John Robert Lavery</th>
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</thead>
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<tr>
<td>Position</td>
<td>President</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Winpak Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>100 Saulteaux Crescent, Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
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<tr>
<td>Telephone</td>
<td>(204) 889-1015</td>
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<tr>
<td>Type of Business/Industry</td>
<td>Extrusion/Conversion Plastic Films</td>
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<tr>
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</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Atom-Jet Industries Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>P.O. Box 361, 2110 Park Avenue, Brandon, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R7A 5Z2</td>
</tr>
<tr>
<td>Telephone</td>
<td>728-8590</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Machine Shop</td>
</tr>
<tr>
<td>Contact Person</td>
<td>Mr. C. R. McBain</td>
</tr>
<tr>
<td>----------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Position</td>
<td>President &amp; Gen. Manager.</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Ancast Industries Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>1350 Saskatchewan Avenue, Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3E 0L2</td>
</tr>
<tr>
<td>Telephone</td>
<td>(204) 786-7911</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. G. E. Tardi</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>MacMillan Bloedel Packaging</td>
</tr>
<tr>
<td>Address</td>
<td>1360 Inkster Blvd. P.O. Box 279</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3C 3J4</td>
</tr>
<tr>
<td>Telephone</td>
<td>633-1050</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Manufacture Corrugated Paper Boxes</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Ms. Carol Lacoste</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Assistant Personnel Officer</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Southland Canada Inc. - 7-Eleven Food Stores</td>
</tr>
<tr>
<td>Address</td>
<td>1678 St. James Street, Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3H 0L3</td>
</tr>
<tr>
<td>Telephone</td>
<td>1 (204) 632-0230</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Retail Convenience Stores</td>
</tr>
<tr>
<td>Contact Person</td>
<td>Mr. A. J. Daley</td>
</tr>
<tr>
<td>----------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Position</td>
<td>General Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Consolidated-Bathurst Packaging Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>450 Dawson Rd. North</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R2J 0S7</td>
</tr>
<tr>
<td>Telephone</td>
<td>233-7127</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Corrugated Containers (Packaging)</td>
</tr>
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<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. Abe M. Globerman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Asst. General Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>GIII Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>274 Jarvis Avenue</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R2W 3A5</td>
</tr>
<tr>
<td>Telephone</td>
<td>586-8461 Ext. 23</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Upholstering-bedding-Pillows &amp; Comforters</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. George J. Jaroszko</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Branch Sales Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Insurance-Metropolitan Life</td>
</tr>
<tr>
<td>Address</td>
<td>155 Carlton Street, Suite 1715, Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3C 3H8</td>
</tr>
<tr>
<td>Telephone</td>
<td>943-0631</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Insurance</td>
</tr>
<tr>
<td>Contact Person</td>
<td>Mrs. Lillian Hanson-Pitt</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>----------------------------------------------------------------</td>
</tr>
<tr>
<td>Position</td>
<td>Office Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Pitt Leather Goods Mfg. Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>1238 Chevrier Blvd., Winnipeg, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R3T 1Y3</td>
</tr>
<tr>
<td>Telephone</td>
<td>452-7233</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Manufacturing small, personal leather goods</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. Eugene Derksen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>President</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Derksen Printers</td>
</tr>
<tr>
<td>Address</td>
<td>376 Main Street, Steinbach, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>ROA 2A0</td>
</tr>
<tr>
<td>Telephone</td>
<td>1-800-442-0463</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Printing/Publishing</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. E. Crowder</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Exec. Vice-President &amp; General Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Simplot Chemical Co. Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>Box 940, Brandon, Manitoba.</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R7A 6A1</td>
</tr>
<tr>
<td>Telephone</td>
<td>728-5701</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Manufacturer of Fertilizer</td>
</tr>
</tbody>
</table>
Contact Person: Mr. E. A. Speers
Position: President
Name of Business/Industry: Speers McGonigal Ltd.
Address: 345 Higgins Avenue, Winnipeg, Manitoba.
Postal Code: R3A 0V4
Telephone: 947-1733
Type of Business/Industry: Plastics Fabrication

Contact Person: Mr. Stan Rudnick
Position: President
Name of Business/Industry: Typoplate Ltd.
Address: 531 Notre-Dame Avenue
Postal Code: R3B 1S2
Telephone: 775-8181
Type of Business/Industry: Graphic Arts

Contact Person: Mr. Craig Kushnier
Position: Manager
Name of Business/Industry: Brittany Inn Motor Hotel
Address: 367 Ellice Avenue, Winnipeg, Manitoba.
Postal Code: R3B 1L1
Telephone: 956-0100 (204)
Type of Business/Industry: Hotel
Contact Person: Mr. Eric Storey
Position: General Manager
Name of Business/Industry: Plant National (Wpg.) Ltd.
Address: 328 Dawson Rd. N. Winnipeg, Manitoba.
Postal Code: R2J 0X7
Telephone: 233-3333
Type of Business/Industry: Steel Drum Reconditioning and New Product Distribution.

Contact Person: Ms. Sandra Skwarek
Position: Office Supervisor
Name of Business/Industry: Crown Life Insurance Co.
Address: 55 Donald Street, Winnipeg, Manitoba.
Postal Code: R3C 1L8
Telephone: 244-7252
Type of Business/Industry: Life Insurance

Contact Person: Mr. A. James
Position: Production Manager
Name of Business/Industry: Canadian Tool and Die Ltd.
Address: 1331 Chevrier Blvd.
Postal Code: RYT 1Y4
Telephone: 453-6833
Type of Business/Industry: Manufacturing
<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. W. Hamilton</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Hamilton and Allen Co. Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>P.O. Box 794, Brandon, Manitoba</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R7A 5Z8</td>
</tr>
<tr>
<td>Telephone</td>
<td>728-4478</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Trailer Manufacturing and Structural Steel</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. Morris Shyiak</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Personnel Manager</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>Campbell Soup Co. Ltd.</td>
</tr>
<tr>
<td>Address</td>
<td>Box 1400, Portage La Prairie, Manitoba</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R1N 3C2</td>
</tr>
<tr>
<td>Telephone</td>
<td>857-6811</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Food (Canned Soups)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Mr. Lou Vermette</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Manager-Prop.</td>
</tr>
<tr>
<td>Name of Business/Industry</td>
<td>The Midway Motel</td>
</tr>
<tr>
<td>Address</td>
<td>1st Street North, Hwy 1A</td>
</tr>
<tr>
<td>Postal Code</td>
<td>R7A 5Z4</td>
</tr>
<tr>
<td>Telephone</td>
<td>(204) 725-1560</td>
</tr>
<tr>
<td>Type of Business/Industry</td>
<td>Motel Restaurant</td>
</tr>
</tbody>
</table>
Contact Person: Mr. R. J. Watson
Position: 
Name of Business/Industry: Dominion Bronze Ltd.
Address: 1111 Chevrier Blvd., Winnipeg, Manitoba.
Postal Code: R3T 1Y2
Telephone: (204) 452-8007
Type of Business/Industry: Manufacturing

Contact Person: Mr. Eric Nernberg/Mr. Grant Nelín
Position: Manager, Human Resources/Manager, Personnel
Name of Business/Industry: Burroughs Business Machines Ltd.
Address: 51 Burmac Road, P.O. Box 861, Winnipeg, Manitoba.
Postal Code: R3C 2P7
Telephone: 257-9160
Type of Business/Industry: Electronic Design/Manufacturing

Contact Person: Dr. John Bock
Position: Dir. of Juvenile Corrections
Name of Business/Industry: Prov. Gov.-Dept. of Community Services & Corrections
Address: Bldg. 21 - 139 Tuxedo Avenue, Winnipeg, Manitoba.
Postal Code: R3N 0H6
Telephone: 895-5347
Type of Business/Industry: Juvenile Corrections Directorate
Contact Person: Mr. R.H. Vandewato  
Position: V.P. & Branch Manager  
Name of Business/Industry: Investment Industry - Wood Gundy Ltd.  
Address: 280 Broadway Avenue, Winnipeg, Manitoba.  
Postal Code: R3C 0R8  
Telephone: 942-6141  
Type of Business/Industry: Securities Sales and Investment Advice

Contact Person: Mr. Arno Swiridiuk  
Position: President  
Name of Business/Industry: Abesco Ltd.  
Address: 566 Dobbie Avenue, Winnipeg, Manitoba.  
Postal Code: R2K 1G4  
Telephone: 667-3981  
Type of Business/Industry: Steel Fabricating

Contact Person: Mr. K.A. Osman  
Position: Supervisor, Employment Section  
Name of Business/Industry: Manitoba Hydro  
Address: 820 Taylor Avenue, Winnipeg, Manitoba  
Postal Code: R3C 2P4  
Telephone: 474-3327  
Type of Business/Industry: Electrical Utility
Mr. William Belsham
Manpower and Training Supervisor
Powell Equipment Limited
1455 Buffalo Place, Winnipeg, Manitoba.
R3T 1L8 453-4343
Caterpillar Dealership

Mr. Renaldo DeMarcky
Branch Sales Manager
A.B. Dick Company of Canada Ltd.
6 Westview Place, 1421 St. James St. Winnipeg, Manitoba.
R3H 0Y9 1-800-665-7310
Graphic Arts

Mr. [Name]
Branch Sales Manager
A.B. Dick Company of Canada Ltd.
6 Westview Place, 1421 St. James St. Winnipeg, Manitoba.
R3H 0Y9 1-800-665-7310
Graphic Arts
APPENDIX F

Two Successful Updating Ventures
I  Eutectic and Castolin licensed and affiliated companies cover the six
continents and is a leader in preventive maintenance technology. Each
year tens of thousands of welders learn basic and advanced welding at
Eutectic and Castolin schools. They advise industry about which
welding application is suited for a specific job, how to set up a
preventive maintenance programme, and how to calculate the cost
efficiency of the programme. They also serve as bases for management
seminars and welding training courses.

II  Eutectic and Castolin agreed to offer a course at their Winnipeg branch
on "Protective Maintenance and Repair Welding" to approximately sixteen
(16) vocational education teachers. The University of Manitoba on the
other hand agreed to provide a standard university stipend to the
incoming instructor teaching a half (3 credit hour) course.

III  (3 credit hour)  Introduction to Protective Maintenance and Repair Welding,
81.310  Summer  Session
   July 5-9   1982
   This course permits teachers to improve their knowledge
to the constantly changing field of welding maintenance
technology (i.e. micro-pulverized powder processes) for
the benefit of their students, adolescents and adults.
This course will consist of 50% theory with the use of
films, slides and technical manuals and include 50%
practice.
Location: Eutectic Castolin Institute, Winnipeg
Registration and lab fees
Maximum enrollment = 16

Topic I  SAFETY IN THE WELDING SHOP
- Electric shock and burns
- Fire hazard
- Care of cylinders, regulators, torches
  and hoses
- Radiant energy
- Gases, fumes and dust
- Facts on cadmium poisoning
- Safety factors relative to work load limits
- Practice in the welding shop
Topic II  

**EQUIPMENT**  

**Oxy-Acetylenic Process**  
- Description, assembly and operation of oxy-acetylene welding equipment  
- Flame adjustments and correct gas pressures  
- Control of flame velocity and its influence in welding practice  
- Selection of torch tips and filler rod sizes  
- Procedure and techniques  
- Demonstration and practice under instructor's supervision.

**Manual Metal Arc Process**  
- Description, assembly and operation of both A.C. and D.C. electric arc welding equipment  
- Current ranges, open circuit and welding voltages  
- Functions of electrode coatings and the effects of defective coatings  
- Storage of electrodes  
- Methods of striking, breaking and restriking the arc  
- The effect of current, arc length, welding speed, and angle of the electrode  
- Procedure and techniques  
- Demonstration and practice under instructor's supervision

Topic III  

**STEEL AND ALLOY STEELS**  
- Classification and identification  
- Physical properties  
- Tensile-elongation-hardness-ductility  
- Effects of heat-expansion-contraction  
- Pre-heating-post-heating-annealing  
- Welding procedures and techniques  
- Choice of equipment  
- Choice of welding materials  
- Demonstration and practice under instructor's supervision

Topic IV  

**STAINLESS STEEL**  
- Classification and identification  
- 200 - 300 and 400 series  
- Physical properties  
- Austenitic - Martensitic - Ferritic
Topic IV continued
- Carbide precipitation
- Welding procedures and techniques
- Choice of equipment
- Choice of welding materials
- Demonstration and practice under instructor's supervision

Topic V
BRAZING AND SOLDERING TECHNIQUES
- Capillary action
- Flow properties
- Type of joint and joint strengths
- Advantages of braze welding
  * simplicity
  * versatility
  * high ductility
  * economy
- Temperature effect
- Demonstration and practice under instructor's supervision

Topic VI
CAST IRON
- Classification and identification
- Physical properties
- Uses for different types of cast iron in the industry
- Effects of heat - expansion - contraction and embrittlement.
- Preheating and cooling
- Joining cast iron to dissimilar metals
- Post welding machinability
- Metal working electrodes, grooving - cutting piercing
- Choice of equipment
- Choice of welding materials
- Demonstration and practice under instructor's supervision

Topic VII
COPPER AND COPPER BASE ALLOYS
- Identification copper - brass - bronze
- Properties of copper base alloys
- Choice of base metals
- Choice of filler alloys
- Choice of welding equipment
- Welding procedures and techniques
- Effects of heat input
- Demonstration and practice under instructor's supervision
Topic VIII  ALUMINUM - MAGNESIUM - WHITE METAL (Zinc Die Casting)
- Physical properties
- Industrial and advantages
- Choice of equipment
- Effects of heat and oxidation
- Joining aluminum to other metals
- Magnesium welding
- Zinc welding
- Demonstration and practice under instructor's supervision

Topic IX  WEAR FACeING - TEROCOTE
- Type of wear
- Benefits of wearfacing (terocoating)
- Determining hardness
- Hardness in relation to end use
- Choice of materials
- Choice of equipment
- Choice of welding materials
- Welding procedures and techniques
- Demonstration and practice under instructor's supervision

Topic X  MICROPULVERIZED POWDER PROCESSES
Rototec Process (cold)
- Safety rules to observe when using this process
- Process description
- Selection of the appropriate alloy for the job
- Operating instructions
- Preparation:
  * Degreading
  * Protecting the lathe
  * Lathe speed
  * First cut
  * Machining the filets
- Deposition:
  * Flame adjustment
  * Speed
  * Distance
  * Temperature bracket
- Finishing:
  * Machining
  * Grinding
- Inspection:
  * Finishing
  * Finished dimensions
- Demonstration and practice under instructor's supervision
Topic X  
**Eutalloy Process** (hot)  
- Description and operation of the process  
- Types A, B, C  
- Assembling the Eutalloy torch  
- Operation procedure  
- Gas pressure adjustment  
- Choosing the proper alloy for the job  
- Deposition:  
  * One step technique  
  * Two steps technique  
- Finishing  
- Particular applications (filets, holes, corners and keyways)  
- Demonstration and practice under instructor's supervision

Topic XI  
**GAS TUNGSTEN ARC WELDING PROCESS (TIG-GTAW)**  
- Introduction  
- Fundamentals of the GTAW Process  
- Basic equipment required:  
  a) power units  
  b) torches  
  c) gases  
  d) electrodes  
  e) monitors, regulators and flow meter  
- Principle and practices of GTA welding  
  a) edge preparation  
  b) pre-cleaning and surface preparation  
  c) fixtures and assembling  
  d) pre-heating  
  e) alloy selection  
  f) post-heating  
  g) post-cleaning and finishing  
- Electrode and nozzle selection  
- Preparation of electrodes  
- Correct choice of polarities and frequency  
- Torch operation  
- Problem check  
Demonstration and practice under instructor's supervision

Topic XII  
**FLUX CORED WIRE PROCESS**  
- Introduction  
- Description of equipment  
- Advantages of flux cored wires  
- Where to use flux cored wires  
- Welding procedures  
- Causes of welding problems  
- Remedies for welding problems  
- Wearfacing with flux cored wire  
- Demonstration and practice under instructor's supervision
I The companies are main distributors of equipment and graphic arts supplies to the printing industry and have offices located in major Canadian cities.

II They agreed to provide graphic arts supplies and the latest equipment for this effort. The University identified a graphic arts instructor and agreed to provide a standard university stipend for teaching a half course. The course was held at the Faculty of Education, University of Manitoba.

III (3 credit) 81.311 Advanced Offset Techniques
Summer Evening 1982 May 3–June 14

Topic I INTRODUCTION
- Basic theory of offset printing
- Offset compared to other printing methods

Topic II PASTE-UP METHODS
- Basic tools
- Reference marks
- Ruling
- Paste-up procedure

Topic III PHOTOTYPESETTING
- Direct entry
- Record-playback capability
- Off-line input
- Input devices
- Video displays
- The basics of photographic typesetting
- The unit system
- Processing
Topic IV  LINE PHOTOGRAPHY
- The process camera
- Determining basic exposure
- Reductions and enlargements

Topic V  OFFSET PRESS FUNDAMENTALS
- The feeder and delivery system
- The dampening system
- The inking system
- Mounting the plate
- Operating the press
Centre-Dr. Orest Cap, Coordinator for Industrial Teacher Education, front, Mr. Norbert Raabe, student working on a Comp/Edit Typesetter supplied by A.M. Varityper Division.
Mr. Doug Wasny (right) representing Eutectic Castolin Institute, (left) Dr. Murray McPherson, Department Chairman, Faculty of Education, University of Manitoba.
Mr. Brian Warkentin (left) from A.M. Varityper and Dr. Murray McPherson, Faculty of Education, University of Manitoba.
Student Jim Partaker (left) at a Comp/Edit Typesetter supplied by A.M. Varityper, graphic arts instructor, Mr. Frank Hink, on the right.
Student Henry Bart (left) is working on an A.B. Dick Press, observing is Dr. Eric MacPherson, Dean at the Faculty of Education, University of Manitoba.
Mr. Gordon Patterson (left) from A.B. Dick observing students Henry Bart (centre) and Ted Wiebe.
Students Kurt Proctor (left) and Brad Stelmack (right) with Dr. George Porozny (centre), Business Education Coordinator, Faculty of Education, University of Manitoba.
Mr. Dale Atkinson (left) representing Booth Supply and Dr. Murray McPherson (right), Department Chairman, Faculty of Education, University of Manitoba.
Mr. Renaldo Demarcky (left) representing A.B. Dick Co. and Dr. Murray McPherson (right), Department Chairman, Faculty of Education, University of Manitoba.
APPENDIX G

Sample Certificate of Appreciation Awarded to Companies
Certificate of Appreciation

THE UNIVERSITY OF MANITOBA

Recognition is hereby given to

for service to

VOCATIONAL EDUCATION
PROVINCE OF MANITOBA

the ___ day of ____________________ 19

DEAN OF EDUCATION
CHAIRMAN, CURRICULUM: MATHEMATICS AND NATURAL SCIENCES
PROFESSOR, VOCATIONAL EDUCATION