It's all here
COMMUNITY PROFILE

NORTH BAY
ONTARIO CANADA

COMMUNITY PROFILE
Welcome to North Bay – it’s all here.

North Bay is a diverse community that offers a perfect blend of opportunity and easy living. With a population of approximately 51,553 and a trading area of 112,000, North Bay offers economic advantages with easy access to larger Canadian and U.S. markets. North Bay is located three hours north of Canada’s largest city, Toronto, Ontario and three-and-a-half hours west of the nation’s capital, Ottawa, Ontario.

North Bay attracts and retains businesses within a variety of sectors. With a state-of-the-art Regional Health Centre, coupled with two world-class post-secondary institutions, North Bay’s workforce continues to expand. North Bay’s diverse business community, abundant amenities, and progressive opportunities for growth make the City an ideal place for investment.
Economic Development Department

The Economic Development Department assists existing businesses, prospective investors, and community partners with business and community development projects.

- Community Development;
- Site searches and tours;
- Sale/lease of municipally-owned land;
- Market analysis;
- Public funding application assistance;
- Financial structuring and related business attraction;
- Business retention and expansion assistance;
- Support for company export initiatives; and
- Liaise with Provincial and Federal governments to support business and facilitate market development and trade opportunities.

Together with the Regional Small Business Enterprise Centre, the Economic Development Office provides additional guidance and support related to unique client needs.

The City’s Development Application Review Team (DART) reviews all development applications and Site Plan Control Agreements to ensure that projects move forward quickly and adhere to project deadlines.
North Bay’s diverse local economy is supported by vibrant business and industry sectors. With a strong balance of commercial, industrial, and institutional operations, North Bay continues to grow by encouraging local expansions and attracting new compatible companies.

**Strategic Location**

Economic growth in North Bay is linked to the city’s close proximity to markets for both manufactured goods and the raw materials needed to produce them. Centrally located, North Bay is at the crossroads for road, air, rail and fibre optic routes. This provides a link to the north, south, east and west for transportation and communication activities.

**Road**

The Trans-Canada Highway 17, Canada’s east-west artery, passes through North Bay, and connects to the Highway 11 link to Toronto. This four-lane highway linkage allows for easy access to Southern Ontario markets. Major trucking and cartage firms have terminals in North Bay, as do the national courier companies offering overnight service to most Canadian and U.S. destinations. Two major bus lines provide passenger and express service to and from North Bay at a convenient central terminal.
Travel distances to major Canadian centres from North Bay include:

<table>
<thead>
<tr>
<th></th>
<th>Kilometres</th>
<th>Miles</th>
<th>Driving Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sudbury</td>
<td>125 km</td>
<td>78 mi</td>
<td>1.5 hours</td>
</tr>
<tr>
<td>Toronto</td>
<td>345 km</td>
<td>214 mi</td>
<td>3.5 hours</td>
</tr>
<tr>
<td>Hamilton</td>
<td>394 km</td>
<td>245 mi</td>
<td>4 hours</td>
</tr>
<tr>
<td>Ottawa</td>
<td>357 km</td>
<td>222 mi</td>
<td>3.5 hours</td>
</tr>
<tr>
<td>Montreal</td>
<td>555 km</td>
<td>345 mi</td>
<td>5.5 hours</td>
</tr>
<tr>
<td>London</td>
<td>500 km</td>
<td>311 mi</td>
<td>5 hours</td>
</tr>
</tbody>
</table>

North Bay is located within a day's drive of more than 100 million consumers, providing a choice of six border crossings to reach destinations such as Buffalo, Detroit, New York City, Boston, and Chicago. Travel distances to major U.S. centres from North Bay include:

<table>
<thead>
<tr>
<th></th>
<th>Kilometres</th>
<th>Miles</th>
<th>Driving Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buffalo</td>
<td>490 km</td>
<td>306 mi</td>
<td>5 hours</td>
</tr>
<tr>
<td>Detroit</td>
<td>683 km</td>
<td>427 mi</td>
<td>7 hours</td>
</tr>
<tr>
<td>New York City</td>
<td>770 km</td>
<td>478 mi</td>
<td>8 hours</td>
</tr>
<tr>
<td>Boston</td>
<td>1041 km</td>
<td>651 mi</td>
<td>10 hours</td>
</tr>
<tr>
<td>Chicago</td>
<td>1144 km</td>
<td>715 mi</td>
<td>11 hours</td>
</tr>
</tbody>
</table>

**Air**

Just minutes from the downtown core, the municipally owned North Bay Jack Garland Airport has a 10,000 foot /3,048 meter runway, one of only four in Ontario. Air Canada Jazz operates a number of daily scheduled flights from North Bay to Toronto's Pearson International Airport. Porter Airlines operates daily flights to Billy Bishop Toronto City Airport, and Bearskin Airlines provides regularly scheduled service throughout the North. The Jack Garland Airport is also home to Voyageur Airways, a charter company with a full range of aircraft available to service non-scheduled requirements.

**Rail**

Canadian Pacific, Canadian National and Ottawa Valley Railway provide freight service to North Bay, ensuring local firms' access to the marketplace.
North Bay's competitive advantage was validated in a Competitive Alternatives study conducted by KPMG. North Bay ranked very high as a cost-competitive location to do business and had a 3.5% cost operating advantage over the United States. The analysis indicates that North Bay has strong advantages in the aerospace, advanced manufacturing, and IT sectors.

**Key Sectors**

North Bay companies range from major multi-nationals to small to medium enterprises, operating in a variety of sectors. The use of advanced technology enables North Bay firms to participate in a wide range of sectors and geographic markets.

There are five pillars of business practice that generally characterize successful firms in North Bay. These five pillars allow them to maintain a competitive position in the marketplace and include creating products and services that are:

- Highly engineered;
- Low volume;
- High margin;
- Highly diversified by sector; and
- Have a global mandate.

**Construction & Advanced Manufacturing**

The construction and manufacturing industries in North Bay are highly diversified. North Bay's full range of construction capabilities encompasses design build/support services with teams of qualified architects, designers, engineers, contractors, fabricators, and builders who specialize in industrial, commercial, civil, and residential projects. North Bay has implemented a successful strategy for these sectors based on attracting and retaining a broad spectrum of complementary companies that engineer products for the global market.

A diverse variety of products are manufactured in North Bay, ranging from the world's first fuel-cell to power a locomotive, to construction consumables, drill rigs, pedal boats, servo-writers, and more.
Education

North Bay is the proud home of Nipissing University and Canadore College. With an enrollment of over 9,000 full- and part-time students, Nipissing University and Canadore College are among North Bay’s largest employers. The City is also serviced by a range of private colleges, training institutions, vocational schools, and four school boards.

In addition to providing education to today’s youth, the four school boards offer continuing education services to the area’s adult population. Private training institutions offer courses in a number of different disciplines.

Canadore College’s Trades and Technology campus houses the Innovation Center for Advanced Manufacturing and Production, consisting of 13,300 sq.ft of industrial laboratory space and design space.

The Advanced Composite Fabrication Report and Test Centre (ARC-TC) provides industry with access to leading composites technologies and consulting services to assist them with innovative and cost-effective research and development.

Nipissing University and Canadore College, co-located with main campus facilities on a pristine 700 acre/283 hectare site on the escarpment, are leading economic engines for North Bay and region. Their estimated economic impact on the community is approximately $200 million annually. This relationship is entirely unique in the Canadian post-secondary sector and works to strengthen each institution respectively.

Canadore College’s $12.5 million airside School of Aviation Technology provides students with a full range of leading edge Aerospace/Aviation Education, Transportation, and Logistics Management programs in a state-of-the-art facility. As a result, Canadore College provides a well-trained and educated aviation industry workforce for the related businesses in the region.
Forestry

North Bay and surrounding area benefit from the forestry industry, emphasizing process innovation and value-added products. The regional forestry sector includes:

- Logging;
- Wood manufacturing;
- Wood remanufacturing and value added products;
- Paper and allied products and
- Biomass.

North Bay is home to Wood WORKS!, a project of the Canadian Wood Council. Wood WORKS! is a national campaign to increase the use of wood in commercial, industrial, and institutional construction.

Information Communication Technology

This sector includes:

- Telecom services and equipment;
- Back office shared services and contact management centres;
- Software development, hardware support and services; and
- Digital media, web development, film and television production.

North Bay’s world-class telecom infrastructure, service quality, and proximity to U.S. clients have helped the industry grow. In the IT field, North Bay is recognized for software development, application, and hardware maintenance.

North Bay General Hospital was the first in the world to perform a tele-robotic surgery, in which the patient was at the hospital in North Bay and the surgeon was 400 kilometres away in Hamilton, Ontario.

Ontario Wood Works! 2016 Wood Design Award Winner for Northern Ontario Excellence Award was for the Woodland Public School in North Bay, Ontario.
Mining Supply and Services

The Mining Supply and Services Industry is one of the most prominent sectors in the North Bay region. North Bay is proud to have more than 60 local area businesses within this sector, including half a dozen multi-national Canadian headquarters.

The local industry includes:

- Mining exploration;
- Development and mine operating services;
- Fabricated metal machinery and equipment, including both track and LHD;
- Fabricated rubber, plastics, and chemical products for mining;
- Wholesale equipment and supplies for mining; and
- Business services for mining including engineering/geo-technical.

Did you know - The Mining Industry

North Bay’s Mining Supply and Services Sector employment projections over the next 10 years is 1,860 workers.
Retail and Commercial Sector

The commercial sector in North Bay is comprised of four vibrant, primary nodes and a number of secondary nodes spread throughout the city. This sector includes a full range of businesses, from large retail chains to small independents. The downtown core complements recent expansions of regional shopping centres.

The City of North Bay has implemented a commercial strategy based on balanced growth which includes a tax reduction program.
Tourism

Tourism is a significant contributor to the North Bay economy. There are approximately 1,300 businesses in the tourism industry throughout the region. North Bay is well serviced by international hotel chains, cottages, and Bed & Breakfasts.

While they are here, visitors engage in four-season outdoor activities such as fishing, cycling, boating, canoeing, sailing, and trail-based outdoor activities such as cross-country skiing, snowshoeing, snowmobiling, hiking, bird watching, and ATV riding.

As part of the Discovery Routes Trail System, North Bay offers 17.5 km/10 mi of multi-use paved trails from one end of the City to the other.

Tourism North Bay Association (TNB) is a new organization, comprised of hotel operators, restaurants, events, attractions and other like-minded partners, whose mandate is to increase tourism activity in the City of North Bay by focusing on 4 key pillars: capacity building, marketing, bid funds,

North Bay has many other attractions including:
- Canadian Forces Museum of Aerospace Defence;
- Chief Commanda II Lake Nipissing cruises;
- North Bay’s Waterfront Park;
- The Discovery North Bay Museum;
- Heritage Railway & Carousel Company; and
- The Capitol Centre - Performing Arts Centre.

Lake Nipissing covers more than 850 km²/328 sq.mi., is the fourth largest inland lake in Ontario and is bigger than Singapore.
Transportation

North Bay is well connected to major urban markets in Canada and the United States via a network of transportation options, including a system of highways, railways, ports, and an airport. North Bay is home to several international carriers and freight forwarding services such as Kuehne+Nagel.

The North Bay Jack Garland Airport (YYB.ca) provides scheduled passenger and cargo services for a number of carriers and is an essential transportation hub for Northeastern Ontario.

North Bay’s 10,000 foot/3,048 meter runway has been constructed to comply with military standards and, as such, is an ideal location for aircraft ranging in size from light trainers to wide-body heavy-lift cargo such as the Boeing 747 and Antonov 124. In addition, North Bay Jack Garland Airport has Category 1 instrument landing system and Canada Customs and flight service stations, making it ideal for all season flight and aircraft testing.

Ontario Northland provides rail freight services to the region’s mining, forestry, and agriculture business. The company’s rail line interchanges with CN and CP, allowing freight customers to easily ship to destinations throughout North America. Ontario Northland also provides motor coach transportation to Sudbury, Timmins, Toronto, Ottawa, Hearst and many points in between. Each year, over 350,000 passengers choose Ontario Northland. The company also provides shipping services and station to station delivery service with multiple daily departures. Bus service can be accessed at their station at 100 Station Road.
Public

North Bay is home to many public sector organizations representing Provincial and Federal governments, and health care services. North Bay’s federal and provincial partners play a major role in community development initiatives and have a significant economic impact on the region.

22 Wing CFB North Bay

22 Wing CFB North Bay provides surveillance, identification, control, and warning for the aerospace defence of North America from its ultra-modern 100,000 sq. ft./9,290m² facility. 22 Wing CFB North Bay employs approximately 535 personnel and has a direct economic impact of $36.9 million annually. An additional 100 contractors are affiliated with 22 Wing CFB North Bay. Estimated local spending (direct and indirect combined) is $56.6 million annually.


The North American Aerospace Defence Command (NORAD), a United States and Canada bi-national organization monitors aerospace warning and aerospace control for North America from North Bay.

Ministry of Community Safety and Correctional Services Technology Solutions Branch in North Bay is responsible for the development/support for ministry programs including dispatch and report functions for 40 municipal police services and the OPP, centralized offender information and ambulance dispatch.
Health Care

North Bay has a strong and innovative health care sector represented by organizations specializing in health sciences and patient care.

North Bay Regional Health Centre

The North Bay Regional Health Centre (NBRHC) is a partnership involving the North Bay and District Hospital and the Northeast Mental Health Centre. The $550 million hospital, totaling 720,000 sq. ft./66,890m² is situated on an 80-acre/32 hectare site on Highway 17 West. The hospital services a population of more than 129,000, and includes a large emergency department with 32 treatment stretchers, and an ambulatory care centre. It employs more than 2,100 staff.

The North Bay Regional Health Centre
705.474.7525
nbrhc.on.ca

One Kids Place

One Kids Place offers a range of services to help children, youth and their families with physical, developmental and communication delays and disabilities.

For further information please contact:
One Kids Place
705.476.5437
onekidsplace.ca

Home to Sykes Assistance Services - Telehealth Solutions (formerly Clinidata)
North Bay’s location was the first to deploy the nurse tele-triage system and is now part of a national team that provides health care support to over 18 million people handling more than 1.5 million calls per year.
Services
Business resources rival those of many larger cities and include national engineering, accounting, legal, financial, freight-forwarding and realty firms, major investment houses, and Federal and Provincial government agencies, which create a total business service environment capable of meeting the requirements of growth-oriented companies.

Incentives
New and existing businesses located in the North Bay region may be eligible for government financial support. Federal and Provincial governments have a variety of funding support programs in place for wage subsidies, research and development and capital projects ranging from grants to incentive term loans, to minor equity instruments.

Municipal Incentives
North Bay offers several financial incentive programs that help offset both operating and capital project costs.

For further information on municipal or other government financial incentive programs please contact:
City of North Bay Economic Development Department
705.474.0400 ext 2417
800.465.1882
investinnorthbay.ca

With over 1,000 acres/404 hectares of municipally-owned land, North Bay’s newest Airport Industrial Business Park located at Jack Garland Airport (YYB.ca), has both air and groundside land for lease or sale and offers attractive incentives to qualified projects.
Airport Industrial Community Improvement Plan (ACIP)

The goal of the ACIP is to assist in the successful development of an attractive Airport Industrial Business Park by means of providing Municipal Tax Assistance, Municipal Fee Rebate Programs, and Landfill Tipping Fee Reduction.

Brownfield Community Improvement Plan (BCIP)

The City of North Bay has a number of sizeable sites in the Downtown and surrounding areas that are classified as a Brownfield. Most notably, the City is in the process of redeveloping over 20 acres/8 hectares of Brownfield site into a Community Waterfront Park.

To help private sector proponents overcome the financial barrier to investing in these sites, the City has launched the BCIP, which provides a variety of financial incentives.

Downtown Community Improvement Plan (DCIP)

The Downtown Community Improvement Plan (DCIP) is a City-funded incentive program that is designed to stimulate private-sector investment in the Downtown. The goal of the DCIP is to improve the attractiveness of the Downtown by encouraging sustainable businesses and residential projects.

For further information on financial incentive programs please contact:

City of North Bay Economic Development Department
705.474.0400 ext 2417
800.465.1882
investinnorthbay.ca

Infrastructure

North Bay’s infrastructure supports the diverse economic base and accommodates expansions resulting from both foreign direct investment as well as local growth. North Bay’s approach to infrastructure focuses on the conventional hard services such as road, water, sewer, telecommunications, transportation and utilities, in addition to essential soft services including health care, education, culture, parks, and recreation.
Facts and Statistics

Quick Facts

- North Bay’s state-of-the-art micro filtration water treatment plant processes 80 million liters/80,000 cubic metres per day of Trout Lake water providing industry and residents with an abundant fresh water supply.
- Continually striving to reduce the City’s ecological footprint the City operates an integrated waste and recycling collection system. In addition to a multi-product curbside pick-up blue box program the City operates a fully certified Household Hazardous Waste and Electronics Drop-off facilities year round.
- North Bay’s land area is 77,815 acres/31,490 hectares.
- North Bay’s elevation is 646 feet/197 metres.
- Lake Nipissing has a surface area of more than 214,980 acres/87,000 hectares.
- Trout Lake is a long narrow lake that is approximately 11 kilometers/7 miles long and 4 kilometers/2 miles wide with an average depth of 196 feet/60 meters.

Demographics

North Bay has a population of 51,553 (2016 Census). The regional trading area represents approximately 112,000. The North Bay Census Agglomeration includes The City of North Bay, East Ferris Township, Bonfield Township, Municipality of Callander, Chisholm Township, Nipissing Township, Nipissing Unorganized (North Part) and Municipality of Powassan. The total population for North Bay Census Agglomeration 2016 Census of Population is 70,378.

<table>
<thead>
<tr>
<th>Population in 2016:</th>
<th>Population in 2011:</th>
<th>% of the population aged 15 and over:</th>
</tr>
</thead>
<tbody>
<tr>
<td>51,553</td>
<td>53,651</td>
<td>87%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Average value of dwellings NHS 2011</th>
<th>Median household income in 2010</th>
<th>Median age statistics, 2016 Census</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Bay</td>
<td>$251,356</td>
<td>North Bay</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$56,609</td>
</tr>
<tr>
<td>Ontario</td>
<td>$367,428</td>
<td>Ontario</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$66,358</td>
</tr>
<tr>
<td>Canada</td>
<td>$345,182</td>
<td>Canada</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$61,072</td>
</tr>
<tr>
<td>North Bay</td>
<td>42.7</td>
<td></td>
</tr>
<tr>
<td>Ontario</td>
<td>41</td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>41</td>
<td></td>
</tr>
</tbody>
</table>

Statistics Canada 2011 NHS / Census
**Age Characteristics**

The following table represents data collected by Statistics Canada, 2016 Census of Population for the City of North Bay with respect to distribution (%) of the population by broad age groups.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percent of Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-14</td>
<td>14.9%</td>
</tr>
<tr>
<td>15-64</td>
<td>65.3%</td>
</tr>
<tr>
<td>65 years and over</td>
<td>19.8%</td>
</tr>
<tr>
<td>85 years and over</td>
<td>2.7%</td>
</tr>
</tbody>
</table>

**Languages**

The following table represents data collected by Statistics Canada, 2011 Census of Population for the City of North Bay with respect to the language knowledge of residents.

<table>
<thead>
<tr>
<th>Knowledge of official languages</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total population</td>
<td>52,845</td>
</tr>
<tr>
<td>English only</td>
<td>38,955</td>
</tr>
<tr>
<td>French only</td>
<td>190</td>
</tr>
<tr>
<td>English and French</td>
<td>13,620</td>
</tr>
<tr>
<td>Neither English nor French</td>
<td>80</td>
</tr>
</tbody>
</table>

**Immigration**

North Bay has seen increases in new Canadians relocating to the North Bay area. Settlement services offered through the North Bay & District Multicultural Centre provide resources and support to newcomers, employers and members of the community. Programs and services ensure successful attraction, integration and retention of newcomers.

More information about immigration services can be found at: northbayimmigration.ca

North Bay is a culturally diverse community with over 60 languages spoken.
Education

The following table represents data collected by Statistics Canada, 2011 NHS profile for the City of North Bay with respect to education.

<table>
<thead>
<tr>
<th>Educational attainment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total population 15 years and over</td>
<td>44,605</td>
</tr>
<tr>
<td>No certificate, diploma or degree</td>
<td>8,455</td>
</tr>
<tr>
<td>High school diploma or equivalent</td>
<td>11,760</td>
</tr>
<tr>
<td>Apprenticeship or trades certificate or diploma</td>
<td>3,835</td>
</tr>
<tr>
<td>College, CEGEP or other non-university certificate or diploma</td>
<td>12,165</td>
</tr>
<tr>
<td>University certificate or diploma below bachelor level</td>
<td>940</td>
</tr>
<tr>
<td>University certificate, diploma or degree at bachelor level or above</td>
<td>7,445</td>
</tr>
</tbody>
</table>

North Bay’s workforce is comprised of approximately 32,080 individuals, with over 80% achieving high school diplomas and 56% graduating from a trade school, technical college, or university.

According to Statistics Canada Census, 13% of Northern Ontario’s population have apprenticeship opportunities, trades certificates or diplomas compared to 9.1% throughout Ontario.
Climate

The following provides the average North Bay temperatures for each season based on a sampling period covering 30 years provided by The Weather Network.

Average seasonal temperatures

<table>
<thead>
<tr>
<th></th>
<th>December – March</th>
<th>April – June</th>
<th>July – August</th>
<th>September - November</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Average</strong></td>
<td>-9 ºC/15 ºF</td>
<td>10 ºC/50 ºF</td>
<td>18 ºC/65 ºF</td>
<td>6 ºC/43 ºF</td>
</tr>
<tr>
<td><strong>Average High</strong></td>
<td>5 ºC/41 ºF</td>
<td>15 ºC/59 ºF</td>
<td>23 ºC/74 ºF</td>
<td>10 ºC/50 ºF</td>
</tr>
<tr>
<td><strong>Average Low</strong></td>
<td>-14 ºC/6.8 ºF</td>
<td>5 ºC/41 ºF</td>
<td>13 ºC/55 ºF</td>
<td>2 ºC/36 ºF</td>
</tr>
</tbody>
</table>

Average Precipitation

<table>
<thead>
<tr>
<th></th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monthly rainfall (mm)</strong></td>
<td>17</td>
<td>10</td>
<td>32</td>
<td>51</td>
<td>86</td>
<td>95</td>
<td>100</td>
<td>100</td>
<td>113</td>
<td>92</td>
<td>59</td>
<td>20</td>
</tr>
<tr>
<td><strong>Monthly snowfall (cm)</strong></td>
<td>63</td>
<td>52</td>
<td>38</td>
<td>16</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>35</td>
<td>61</td>
</tr>
</tbody>
</table>

With an average ice thickness of 75 cm/30”, vehicles are often seen driving on the ice in the winter.

Lake Nipissing is home to more than 40 species of fish!
Safety

North Bay has a very low crime rate and continues to be one of the safest communities in comparison to cities across Canada. This past year was another year with relatively low crime statistics, excellent clearance rates and high community satisfaction levels.
Utilities

Gas Rates

Union Gas Limited is a major Canadian natural gas storage, transmission and distribution company based in Ontario with over 100 years of experience and service to customers.

The distribution business serves about 1.4 million residential, commercial and industrial customers in more than 400 communities across northern, southwestern and eastern Ontario.

For current gas rates, please visit uniongas.com

Electricity Rates

The municipally owned and operated North Bay Hydro strives to provide high levels of reliable electrical service with the lowest feasible number of interruptions of minimum duration.

North Bay Hydro is committed to promoting responsible energy consumption and environmental management. With issues such as global warming and power shortages/ouages, it has become more important than ever to promote the need for responsible energy management.

For current electricity rates, please visit northbayhydro.com
Water and Sewer Charges

Municipal water, sanitary and sewer services are available to a majority of properties within the City's urban service boundary. The City of North Bay has a $45 million water treatment facility and sewage treatment plant to ensure that future needs for services are met.

Taxes

2017 Tax Rate Percentages

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Municipal Rate</th>
<th>Education Rate</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rate %</td>
<td>Rate %</td>
<td></td>
</tr>
<tr>
<td>Residential</td>
<td>1.298654</td>
<td>0.179000</td>
<td>1.477654</td>
</tr>
<tr>
<td>Multi-Residential</td>
<td>2.761679</td>
<td>0.179000</td>
<td>2.940679</td>
</tr>
<tr>
<td>Commercial Occupied</td>
<td>2.444327</td>
<td>1.140000</td>
<td>3.584327</td>
</tr>
<tr>
<td>Commercial Vacant</td>
<td>1.711029</td>
<td>0.798000</td>
<td>2.509029</td>
</tr>
<tr>
<td>Industrial Occupied</td>
<td>1.818115</td>
<td>1.140000</td>
<td>2.958115</td>
</tr>
<tr>
<td>Industrial Vacant</td>
<td>1.272681</td>
<td>0.798000</td>
<td>2.070681</td>
</tr>
<tr>
<td>Pipelines</td>
<td>1.513711</td>
<td>1.047017</td>
<td>2.560728</td>
</tr>
<tr>
<td>Farmlands</td>
<td>0.194798</td>
<td>0.044750</td>
<td>0.239548</td>
</tr>
<tr>
<td>Managed Forests</td>
<td>0.324664</td>
<td>0.044750</td>
<td>0.369414</td>
</tr>
</tbody>
</table>
Industrial

North Bay has a supply of public and private industrial land available for development. Location options, including parcel size, combined with funding incentives allow for viable investment opportunities. In addition to the low industrial tax rate, North Bay provides added economic benefits for companies planning to locate or expand within the City.

North Bay Jack Garland Industrial Business Park is a fully serviced park with ground and airside properties for sale or lease at competitive rates. For full details on development opportunities or the Airport Community Improvement Plan visit YYB.ca.
Commercial

North Bay continues to see the development and expansion of a wide variety of retail chains and specialty shops. The commercial base is well established in four primary nodes with a number of secondary nodes that have experienced strong and balanced growth. There are a variety of properties available for commercial and office ventures including mixed use and multi-tenant buildings.

Real Estate Board

The North Bay Real Estate Board represents realtors and brokers for residential, industrial, and commercial properties.

For more information visit them online at nbreb.com
Phone: 705-472-6812
The North Bay and area workforce is hard working, cooperative and loyal. Absenteeism and turnover rates are low and labour/management relations are excellent. The people of the area are committed to staying here, which motivates them to making business work.

The following table represents data collected through Statistics Canada, Table 282-0134 Labour Force Survey Estimates by selected CA based on 2011 census boundaries (accessed March 2017).

Source: Statistics Canada. Table 282-0134 - Labour force survey estimates (LFS), by selected census agglomerations based on 2011 Census boundaries, annual (persons unless otherwise noted), CANSIM (database).

### Labour force survey estimates 2016

<table>
<thead>
<tr>
<th>Total</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>55,200</td>
</tr>
<tr>
<td>In the labour force</td>
<td>32,400</td>
</tr>
<tr>
<td>Employed</td>
<td>30,500</td>
</tr>
<tr>
<td>Unemployed</td>
<td>1,900</td>
</tr>
<tr>
<td>Not in the labour force</td>
<td>22,800</td>
</tr>
<tr>
<td>Participation rate</td>
<td>58.7%</td>
</tr>
<tr>
<td>Employment rate</td>
<td>55.3%</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>5.9%</td>
</tr>
</tbody>
</table>

North Bay's Workforce Breakdown by Industry

*Statistics Canada NHS Profile 2011*

- Construction and Manufacturing: 34%
- Wholesale & Retail trade: 9%
- Finance and Real Estate: 3%
- Health care and social services: 9%
- Educational services: 10%
- Business services: 19%
- Government and other services: 16%
Hiring & Training

North Bay is home to many educational institutions and training facilities that support the local workforce. A variety of financial incentives for hiring and training staff are available to employers. With a wide spectrum of customized training opportunities, programs are tailored to meet the changing needs of the industry.

In addition to Nipissing University and Canadore College there are several private training institutions including:

- Modern College Hairstyling & Esthetics;
- CTS Canadian Career College;
- English For International Communication Institute; and
- Nipissing Language Training Centre.

Wage Rates

North Bay offers competitive wage rates specific to job classification and industry. The following website provides resources for job descriptions, wage rates, skill requirements, training and job opportunities based on different occupations within specific regions in Canada. Users can narrow the search to the North Bay area to determine wage rates and job descriptions in specific sectors.

workingincanada.gc.ca
Business leaders have praised North Bay for not only being an outstanding place to live, but for providing a superior economic environment for companies to grow and prosper. North Bay’s workforce is able to live in their preferred residential neighbourhood or lakeside home, and commute to work in less than ten minutes.

North Bay boasts affordable housing, a state-of-the-art health care facility, and multi-level learning establishments. There are many active groups in North Bay who dedicate countless volunteer hours to service the needs of the community. These efforts have resulted in hundreds of thousands of dollars annually for charitable causes and community events.

In addition to a curbside collection blue box program, the City has a year-round Household Hazardous Waste and Electronics Drop-Off facility. The City’s Merrick Landfill is equipped with a methane collection system, currently generating 1.3 megawatts of electricity.