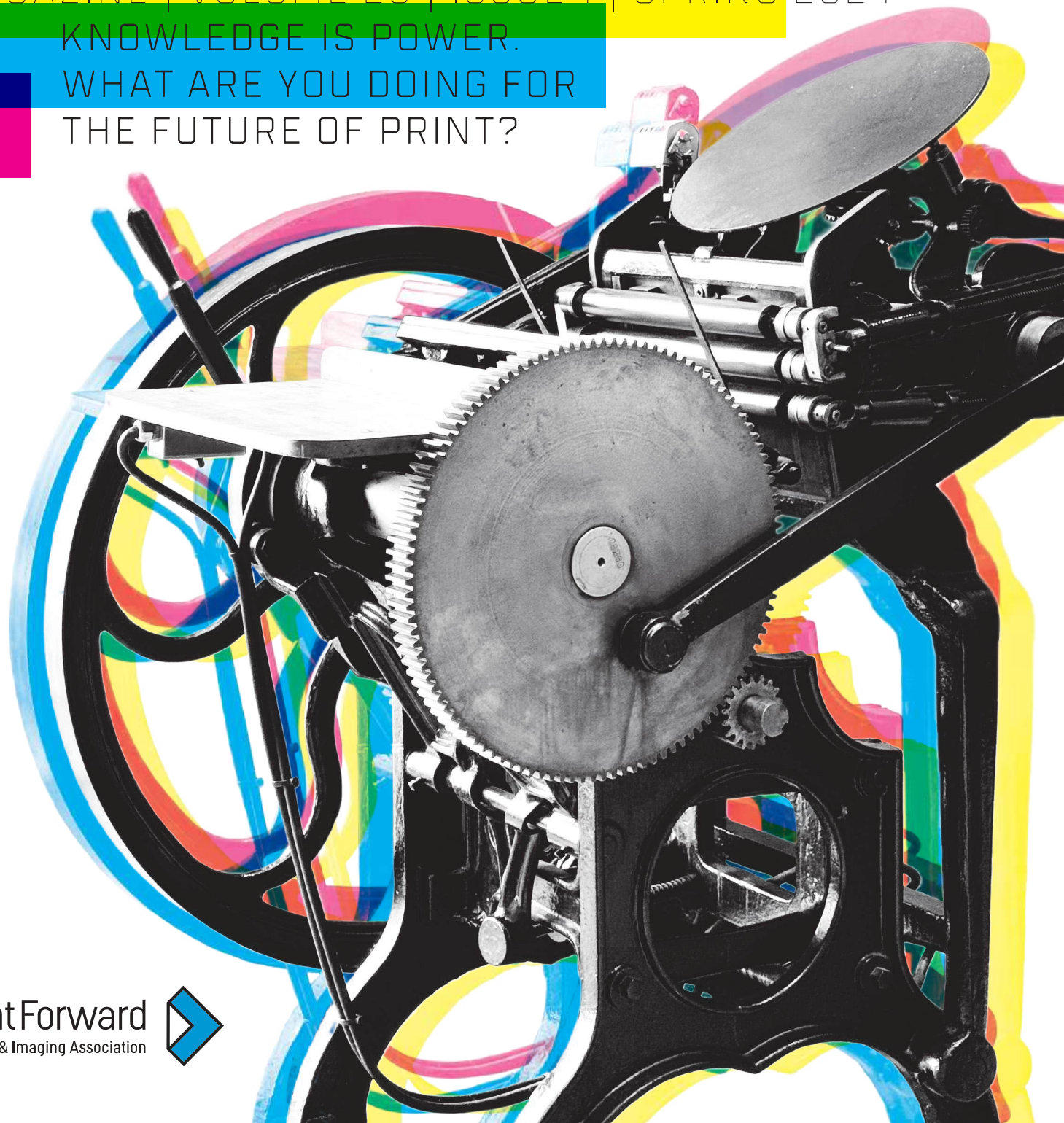


PRESSLINES

MAGAZINE | VOLUME 25 | ISSUE 1 | SPRING 2024

KNOWLEDGE IS POWER.
WHAT ARE YOU DOING FOR
THE FUTURE OF PRINT?

PrintForward
Printing & Imaging Association





PRESSLINES MAGAZINE VOL. 25 | ISSUE 1 | SPRING 2024

PressLines Magazine is published *twice annually* by *PrintForward Printing & Imaging Association*, and is mailed to companies and organizations across the printing industry in *British Columbia, Alberta, and Saskatchewan*.

Canada Post Publication Agreement Number: 40827203
Customer Number: 7118051
Ad Rates: Please visit printforward.org

With gratitude, special thanks goes to:

- *Spicers* – for supplying the paper
- *Hemlock Printers* – for supplying the printing
- *R&M Trade Laminating* – for laminating the cover
- *Gryphon Graphics* – for foiling & embossing
- *Pacific Bindery* – for binding
- *SupremeX* – for supplying the envelopes
- *Datacore Mail Management Ltd.* – for mailing & fulfillment
- *Scott Gray, Sarah Dakiniewicz, Jennifer McConnell, & Adam Mash* – for content creation, & editing

MEMBERSHIP MEANS MORE...

More opportunities. More benefits. More value.

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Training & Education

Gain insight and knowledge through workshops and seminars to succeed in a continually evolving, and highly demanding, competitive environment.

Resources

Understand and leverage industry market changes for greater growth and profitability via memberships with the Canadian Printing Industries Association, PRINTING United Alliance, WhatTheyThink, the Northwest Industries Association, and the Pacific Printing Industry Association.

Networking

Build valuable, long term relationships and connections with other professionals in the graphic communications industry.

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PrintForward works hard to represent the best interests of our industry at all levels of government.



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MAGAZINE | VOLUME 25 | ISSUE 1 | SPRING 2024
FOSTERING A FUTURE FOR PRINT ALL STARTS WITH
ONE KEY CONCEPT: KNOWLEDGE SHARING.

IN THIS ISSUE, WE'RE FOCUSING ON THE DIFFERENT WAYS
OUR INDUSTRY IS ACTIVELY WORKING TO PROMOTE PRINT
KNOWLEDGE & TECHNIQUES TO FUTURE GENERATIONS.

- 02 LETTER FROM THE EDITOR | THANK YOU VERY MUCH FOR ALL YOUR SUPPORT
- 03 BOARD OF DIRECTORS
- 04 LETTER FROM THE CHAIR
- 05 MEMO FROM THE MEMBER EXPERIENCE MANAGER
- 06 NOTE FROM THE PROGRAMS & MEMBERSHIP COMMITTEES
- 07 NOTE FROM THE NEXT GENERATION TASK FORCE
- 09 NOTE FROM THE GOLF COMMITTEE
- 12 MEMBERSHIP MATTERS
- 13 NOTE FROM THE SCHOLARSHIP COMMITTEE
- 14 NOTE FROM THE BCIT CO-OP PROGRAM
- 16 NOTE FROM THE PELT PROGRAM
- 18 MEMBER SPOTLIGHT: ROYAL PRINTERS LTD.
- 21 NOTE FROM THE EVENTS CALENDAR



LETTER *from the* EDITOR



SARAH DAKINIEWICZ PRINTFORWARD

Welcome to another edition of PressLines! What's that? *Things look a little different* this time around, you say? Well, there's a very good reason for that. When I was brought on board to become the Member Experience Manager, I was also tasked with *revamping the publication*. So, I dove in head first!

Let me give you the grand tour! I've been designing for print, and working within the printing industry, for over 16 years. With a background in graphic design, and a penchant for illustration, it was a natural transition for me to tackle and tame the text of our beloved magazine. Well, I suppose tame isn't really the right word for it. More like *unleash this publication's creative potential*.

I am a context driven designer, and I understand that meeting people where

they are, and using the language of their industry is the key to making meaningful connections, and lasting impressions. What better way to speak with the printing industry than by using print techniques and terminology? Let's celebrate the beauty of ink & paper!

Using the *concepts of colour & print craftsmanship*, I plan on creating engaging, informative layouts that highlight our wins, challenges, and opportunities to succeed together.

Our success is directly linked to our knowledge. And knowledge is our greatest tool in advancing ourselves personally and professionally. We can learn so much from one another. I, myself, have been on a steep learning curve this year, as I settle into my new role. As a result, *this love letter to the industry* slowly began to emerge, with a focus on learning. From formal education, to talk of knowledge sharing and succession planning, let's dive into a very informative edition of PressLines magazine!



THANK YOU *very much* FOR ALL YOUR SUPPORT

WE COULD NOT DO IT WITHOUT YOU

Our strength comes from our *faithful supporters*. Without which we would not be able to continue to *grow, adapt, and improve* our offerings as an association. We would like to take a moment to acknowledge and *thank the following people and organizations* for their continued efforts & support:

PrintForward Board of Directors

Loris Pavan – Chair of the Board, & Communications Chair; Moore Canada Corporation Division of DCM • Doug Climie – Vice Chair, & Scholarship Committee Chair; Hemlock Printers • Rob Varnel – Director, Membership Committee Chair, & Government Affairs Committee Chair; R&M Trade Laminating • Catherine Duley – Director, & Golf Committee Chair; Spicers • Jennifer McConnell – Director, Chair of Programs Committee, Lead of NEXT Generation Task Force; Royal Printers Ltd. • Tracey Pitt – Director, PRINTING United Alliance Liaison; Imperial Dade Canada • Scott Gray – Director; Mitchell Press • Neil Perry – Director, Operations Chair; Wayside • Kevin Burden – Director; West World Paper • Daniela Takova – Director; TC Transcontinental Printing • Blair Fraser – Director; West Coast Reproduction Centres • Adam Mash – Director; Mills Office Productivity

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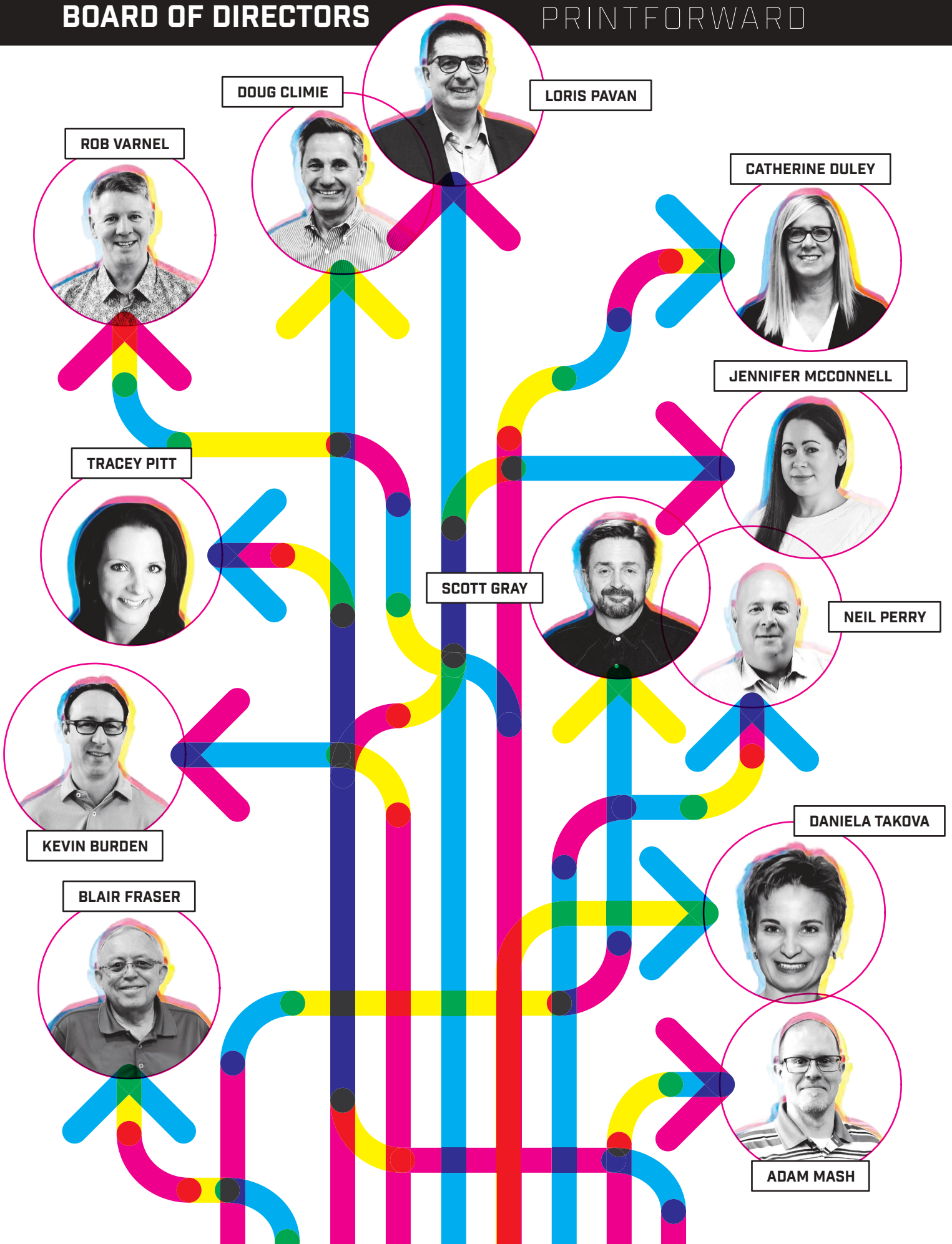
• Jonathan McDonald – Baseline Payments
• Daniel Rondeau – FlagShip

Association Manager

• Donna Denham & team – Support Services Unlimited

BOARD OF DIRECTORS

PRINTFORWARD





LORIS PAVAN MOORE CANADA CORPORATION

*Welcome to our latest edition of **PressLines Magazine**. We have **so much to share with you** in this latest edition of our magazine, focused on our industry.*

We start with a warm welcome to all of our returning Members from within the industry, including those from our Supplier network. We also welcome our new Members to the industry. Your commitment, passion, and participation continue to fuel PrintForward in a positive manner, working towards the common goal of forever advancing our industry forward. PrintForward is a committed not-for-profit association, serving our region locally. We are also an active regional participant within CPIA (Canadian Printing Industries Association). Your voice is represented at both a regional and national level. Key topics include, but are not limited to: skills training, accreditation, changing market demands, and supply chain pressures, to name a few.

I want to welcome Sarah Dakiniewicz, your **Member Experience Manager**. Sarah is a welcomed addition to PrintForward. If you have met her, I trust you will agree that her positive energy, fresh ideas, and commitment to our industry are contagious. Over the coming weeks, Sarah will be reaching out to you to introduce herself and to canvass your concerns and opinions of the industry, and how PrintForward can enhance its value to you.

You will find our edition of PressLines is focused on continued learning; for those already in the industry, and for those looking to begin their printing career journey. Our PELT (Print Entry Level Training) program continues to raise awareness and opportunities for those looking to start a career or make a career change. **For more insight & an inside look into the program, go to page 16.**

Our Safety Talks program continues to be of value and benefit to our Membership; it is both educational and necessary for Worksafe BC accreditation. I encourage our Members and their respective workplace safety committees to take advantage of these virtual webinars offered at no cost to our Membership. Please visit our website or reach out to Sarah (sarah@printforward.org) for any additional information.

Our commitment to education is evidenced through the distribution of scholarships to deserving students in post-secondary institutions with aspirations to join our industry. Our mutual ongoing commitment to this program aligns with our core priorities as an association. We have provided a summary of the **scholarships** program in this edition of PressLines ([page 13](#)).

Our association has provided a variety of events to help the industry gather together, from successful networking events to informative webinars. We are continually striving to create forums for gathering, sharing, and learning, while having some fun in the process. I encourage everyone to visit our **calendar of events** ([page 21](#)) or simply get in touch with Sarah.

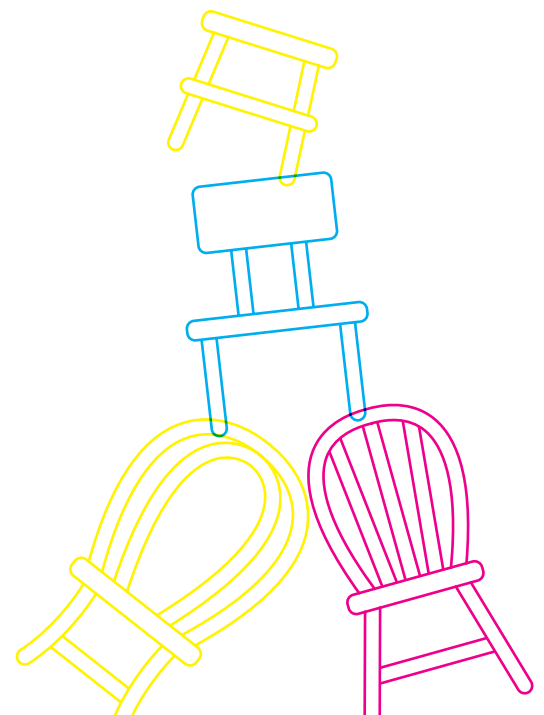
I would be remiss to talk about events without mentioning our annual Golf Tournament. We are delighted to again sponsor our yearly **Golf Tournament on July 18 at Mayfair Lakes**. If you have not already done so, please register your foursome as soon as possible. Details for single golfers, foursomes, dinner-only tickets, and sponsorship opportunities can be found on the PrintForward

website (printforward.org). Many thanks to our loyal sponsors for again working with us to ensure we have a great Golf Tournament planned for you ([page 9](#)).

I welcome you to our latest edition of PressLines. We have revised our layout for a more reader-friendly experience. We hope you enjoy our latest edition and welcome any feedback you may have.

Loris Pavan

- Chair of PrintForward Board of Directors
- Chair of PrintForward Communications Committee





MEMO *from the* MEMBER EXPERIENCE MANAGER

SARAH DAKINIEWICZ PRINTFORWARD

With this current issue of PressLines leaning so heavily on the themes of knowledge sharing and learning, it feels only fitting to continue building on this subject. My own intro to the printing industry began with student tours of local Vancouver print shops & suppliers during my formal education with the Graphic Design for Marketing program offered by Kwantlen Polytechnic University. The class was called Print Technologies. My instructor was called Dale Simonson. And I was called to the constant click, clack, clank of the machinery, the unmistakeable smell of ink & paper, and my passionate love for all things print.

Dale was a very prominent figure in the graphic design community. He still is. And his passion for print was undeniable. He meticulously explained the finer details of offset lithography, flexography, gravure, specialty finishing, the works! I distinctly remember one of our assignments was to create detailed drawings illustrating the inner workings of each press. Take something complex, and break it down to its simplest elements. At the time, my scribbles of seemingly endless circles, and sheets of paper curling over and under these side view cylinders didn't really mean anything to me. I understood that the paper travelled across a series of rollers, but I was missing a key component: context.

I needed to see these impressive machines in action. To experience them in their physical environments. I needed to see a blank page (so full of possibilities!) travel through a long, dark, switchback twisting tunnel and emerge on the other side, its potential realized with just 4 basic building blocks of colour.

The wonder and amazement I felt! The grin that stretched across my beaming face. It was like an elaborate magic trick, where the magician's assistant had been transformed into something entirely new, right before my eyes.

I sound like a little kid, right? A little kid who has just been handed the keys to Wonka's Chocolate Factory. Well, you're

not wrong. Lean in closer and I'll let you in on a little secret: it's my childlike wonder, and endless curiosity that fuels my passion for our industry. I just cannot contain my excitement when it comes to the infinite potential and possibilities of the 3 P's: paper, print, & people!

With over 15 years working in both the printing & graphic design industries, I am thrilled to be representing PrintForward as your Member Experience Manager. I'd like to take you on a little journey with me as I learn more about our association and its strong roots within our proud Members, while I help us grow together as a community. With your permission, I would love to offer you my resourceful problem solving skills, unique perspective as a creative, my ability to make connections while bridging gaps, and my strong desire to help you and your organization thrive! So, if you like what you've read so far and your curiosity has been piqued, let's connect for a tour of your facility, and allow me to illuminate the possibilities pertinent to you through PrintForward.

Whether you are a valued existing Member, or are simply curious to meet and see what this self proclaimed print geek is all about, I would love the opportunity to connect!

I encourage you to [follow me on LinkedIn \(Sarah Dakiniewicz\)](#), or [email me](#) directly via sarah@printforward.org

Let's support one another and grow our beautiful printing community together!

Sarah Dakiniewicz

- Member Experience Manager of PrintForward

Member Benefits

- Member of Canadian Printing Industries Association
- Member of Printing United Alliance
- Member of BC Alliance for Manufacturing
- Member of WhatTheyThink
- Safety Talks with Leslee
- Networking opportunities like our popular Pub Nights, & our Golf Tournament
- Government Advocacy

PrintForward proudly provides resources, education programs, a voice to government, and networking opportunities that are specific and unique to the printing industry.

For more information, please visit printforward.org



NOTE *from the* PROGRAMS + MEMBERSHIP COMMITTEES

JENNIFER MCCONNELL ROYAL PRINTERS

*I'm back!! Two years has flown by, and I cannot tell you how **excited I am** to be back on the **Board of Directors**, and back as **Chair of the Programs Committee**!*

I won't lie, it feels like survival mode kicked in over the past couple of years as everyone recovered from Covid, the Association was making due without an Executive Director, and I had stepped back from the Board while I focused on a pivot in my career. The great news is that we are back in full force, and stronger than ever! With our new Member Experience Manager Sarah D. at the helm, you are going to see so much more from PrintForward, so get ready!

We have our basics covered: you will continue to see our Pub Nights, Golf Tournament and Year End Party along with our Safety Talks. But we realize that you deserve more than just a great party and safety training. This year may look similar to previous years in the sense that we don't have anything new cooked up, however, the experiences will definitely be more elevated than years past. That said, **we will be spending the better part of 2024 planning for 2025 including a much-needed Together We're Stronger event and more of the well received Vendor Showcase opportunities.**

We have seen some changes with our Safety Talks. We were lucky to have Miss Paula for a time, and now we are blessed with the one and only **Leslee Is Awesome (Montgomery)**. Leslee is a Therapeutic Counsellor and Occupational Health & Safety Expert. Working as a part of Tanya Steele's excellent line up of Speakers and Educators, Leslee has already led several impactful Safety Talks and will continue supporting our Members on important safety topics. Please find and follow her on LinkedIn.

Thanks to sponsorship from our **Affinity Partner: Federated Insurance**, PrintForward will continue to hold eight of these one-hour training sessions online throughout the year for the benefit of your Joint Health & Safety Committee (JH&SC). **Free to PrintForward Members**, \$25 for Non-Members.

Your JH&SC is entitled to eight hours of additional training per year and PrintForward has made this easy for you and your team to attain. Each worker who joins the JH&SC at their workplace is mandated by WorkSafeBC to take an initial eight-hour certification course. You can register for this course on our website and Members can take advantage of a **\$100 flat rate (that's over 30% off)**.

Thank you to the volunteers of our Membership and Programs committees!

- **Jennifer McConnell** – Chair of Programs Committee; Royal Printers Ltd.
 - **Loris Pavan** – Chair of the Board; Moore Canada Corporation Division of DCM
 - **Adam Mash** – Mills Office Productivity
 - **Cathy Duley** – Spicers Canada
 - **Kevin Burden** – West World Paper
 - **Rob Varnel** – Chair of the Membership Committee; R&M Trade Laminating
 - **Tracey Pitt** – Imperial Dade Canada
- NEW VOLUNTEER: Rainbow Yang** – BCIT – First Year GCOM Student

Our Membership in PrintForward has fluctuated over the past couple of years. We are currently sitting at 44 Members, the most recent additions being CETTEC Digital Imaging, Kaizen Learning Partners, Landa Digital Printing, and Royal Printers Ltd. We're also proud to have 3 Honorary Life Members, and 51 Student Members. It is through the continued efforts of the

Membership Committee, along with the hard work of the Programs Committee that we are able to maintain and grow our Membership. As with any volunteer organization we are always looking for new opportunities to streamline our process and to provide value for you, our Members. If you have suggestions for the committee, please contact us:

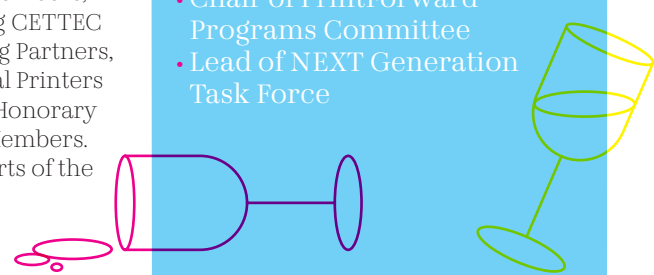
Rob Varnel | Owner of R&M Trade Laminating | rvarnel@rmtradelaminating.com

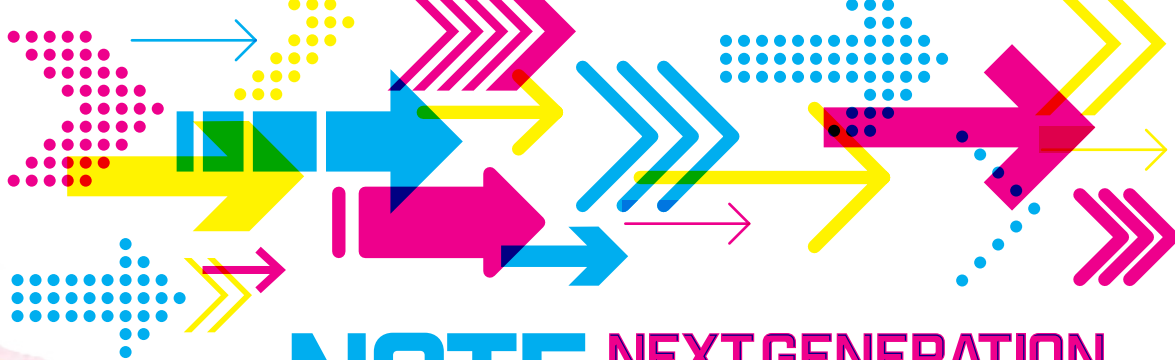
Jennifer McConnell | Director of Operations at Royal Printers Ltd. | jennifer@royalprinters.com

Rob Varnel

- Director of PrintForward Board of Directors
- Chair of PrintForward Membership Committee
- Chair of PrintForward Government Affairs Committee

Jennifer McConnell

- Director of PrintForward Board of Directors
 - Chair of PrintForward Programs Committee
 - Lead of NEXT Generation Task Force
- 



NOTE *from the* NEXT GENERATION TASK FORCE

JENNIFER MCCONNELL ROYAL PRINTERS

*The last year has absolutely flown by, and much has changed. Much has also remained the same; like the **impending gap in knowledge** as more and more of our **industry experts** prepare to retire. My question to you, industry: **What are you prepared to do about it?***

What is your organization's succession plan? Does your organization have a plan? Does your organization have any existing apprenticeship programs or plans for one? Do you need help in any of these specific areas??

I wouldn't be surprised if your responses come with more questions than answers. You certainly wouldn't be alone in that matter. Very few of us are proactively building out programs to assist in the transition from industry veterans to the new generation of industry experts. It is not easy when the pool of experts itself is extremely limited and the majority of our options are to pull staff from our competitors and colleagues or hire juniors straight out of post-secondary.

Many of you are aware of PrintForward's **PELT (Print Entry Level Training)** program, facilitated by Northwest Skills Institute and funded by the Province of BC's Community Workforce Response Grant through the Ministry of Post-Secondary Education and Future Skills. Although this program is proving to be quite successful in its 4th cohort, and will continue to grow and provide more labourers to the industry, it is not enough.

As we continue to evolve the curriculum to provide training to industry newcomers, we constantly strive for feedback and information from you, the industry. Whether you have hired graduates from the program previously or are looking to do so for the first time, it is so important that we hear from you so that we can truly tailor this program into a strong baseline for any company needing more hands-on staff. Not only

that, but your feedback will help us recognize where else we can support with training, education and mentorship. We want to do more than just PELT! More to come as we hear from you and learn what your needs are. For now, please let me tell you how incredible our cohort #4 students are! I'm very hopeful that most of them will be employed by the time you get to read this. A very passionate group of 12, the students were enthralled by the plant tours and guest lectures, some of which were provided by our very own Members. We truly appreciate everyone that donated their time and energy to help educate and inspire this class. Please make sure you are following PrintForward on LinkedIn for updates. We hope to have an all-new curriculum ready for cohort #5 when we apply for next year.

Our Mission Statement: We are passionate about the strength and stability of our industry and the workforce behind it. Our mission is to promote the acquisition and retention of people new to our industry, engage them and provide them with educational opportunities in the latest technology to support their growth and advancement within the industry.

The **NEXT Generation Task Force** sits under the umbrella of PrintForward's Programs Committee. As of April 25th, 2024 it consists of the following volunteers:

- **Jennifer McConnell** (Lead, Royal Printers)
- **Sarah Dakiniewicz** (Member Experience Manager, PrintForward)
- **Adam Mash** (Mills Office Productivity)

- **Geoffrey Grisso** (Hemlock Printers)
- **Samantha Kruchak** (IDRS Print & Mailing)
- **Vijay Chand** (MET Fine Printers)
- **Wing Wong** (GTEC Graduate, Royal Printers Ltd.)
- **Rob King** (GLBC/iDeon)
- **Tracey Pitt** (Government Affairs Liaison, Imperial Dade Canada)
- **Rachel Cheung** (GTEC Graduate, Hemlock Printers)

We want to hear from you! As Members of PrintForward and current members of our print industry, how can NEXT Generation support you?

We would like to know:

- **Where are your biggest gaps in staffing within your organization?**
- **What are your minimum requirements to fill these positions?**
- **Are you willing to interview and/or hire PELT graduates?**
- **Would you be willing to participate in an apprenticeship program with PELT students?**

Any information you offer will not only help us to improve the program each time, but also provide the necessary information required to get approval on funding. If you are interested in providing information or a Support Letter, please reach out to Jennifer or Northwest Skills Institute for further instructions:

Jennifer McConnell – Royal Printers Ltd.
jennifer@royalprinters.com
Marcus Ewert-Johns – NWSI
marcus@nwskills.org



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your paper choices to ensure
you achieve the best printed
results.

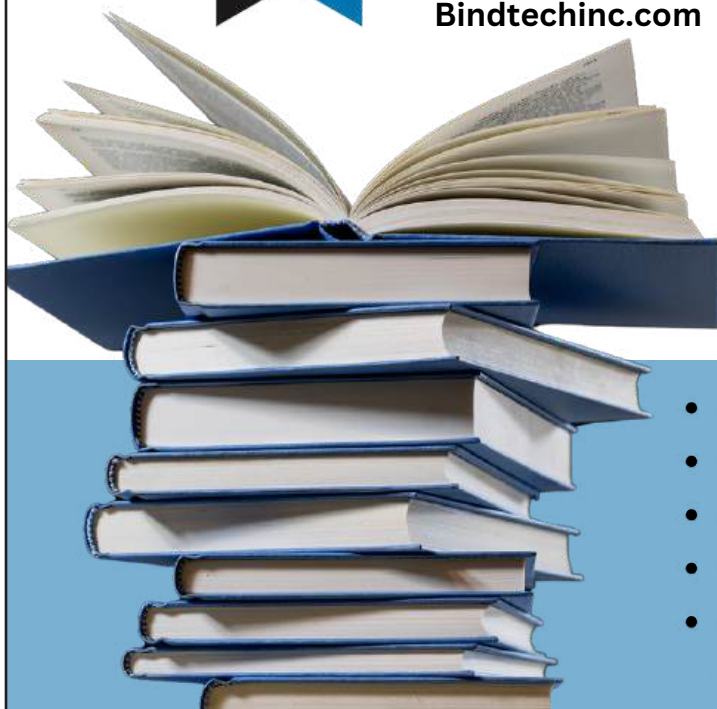
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NOTE from the GOLF COMMITTEE

CATHERINE DULEY SPICERS

The Golf Committee is already busy planning our **2024 Tournament**, which will be held again at **Mayfair Lakes Golf & Country Club** in Richmond. The date for this year's event is **Thursday July 18th**. The format will be **Best Ball** with a **Shotgun start at 1 PM**.

Based on feedback from both Golfers and Sponsors that attended last year's tournament, the course was in fantastic shape, and the food and service from Mayfair Lakes staff was top notch.

We cannot run this tournament without the support of our many sponsors. **KOMCAN / Komori Canada** will be our **Main Event Sponsor** once again this year; **Landa** has stepped up to **sponsor the iScore platform**; and **Fujifilm Canada** has secured the **Air Cannon Sponsorship**. The Gold Hole sponsorships are also quickly filling up.

The Golf Tournament is PrintForward's annual signature event & key fundraising for our Association. We are hoping to get out as many golfers as possible this year. We have 144 spots available. Book your Foursome and Gold Hole Sponsorship now to make sure you don't miss out on this wonderful day of Golf, Fun and Networking.

And a special thank you to the Golf Committee who work tirelessly to bring this event to fruition each year.

Golf Committee

Cathy Duley Chair of Committee; Spicers
| **Sarah Dakiniewicz** PrintForward
Member Experience Manager | **Donna Denham** PrintForward Support Services
| **Kevin Burden** PrintForward Director;
West World Paper | **Christian Beveridge**
Hemlock Printers | **Troy Illes** Mostad
Printing & Media | **Marilynn Knoch**
Lifetime Member | **Debi Rumley**
SupremeX | **Greg Running** HP
| **Ross Stertz** Konica Minolta

Recognizing our 2023 Sponsors

We wouldn't be able to hold this amazing event without the support of our sponsors:

Main Event Sponsor

- KOMCAN/Komori

Affinity Sponsor

- Federated Insurance

Air Cannon Sponsor

- Westworld Paper

Gold Hole Sponsors

- Cascades Recovery
- Domtar
- Federated Insurance
- Focus Prepress Systems
- Fujifilm Canada
- Gryphon Graphics
- Heidelberg Canada
- Imperial Dade Canada
- Konica Minolta
- R&M Trade Laminating
- Ricoh Canada
- Spicers
- SupremeX
- Unigraph
- Xerox Canada

Wine Sponsors

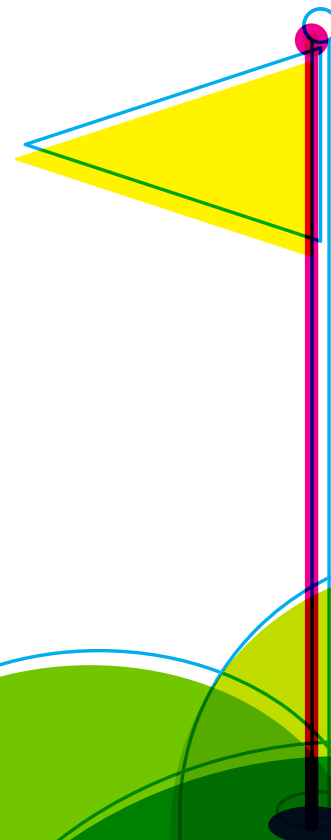
- Pacific Bindery
- IDRS
- Fujifilm Canada

Hole-In-One Sponsor

- Federated Insurance

Catherine Duley

- Director of PrintForward Board of Directors
- Chair of PrintForward Golf Committee





GOLF TOURNAMENT

Thursday, July 18, 2024

Mayfair Lakes Golf & Country, Richmond, BC

- 11:00 am - 12:30 pm: Registration
- 1:00 pm: Shotgun Start
- 6:30 pm - 8:30 pm: Reception, Dinner, Awards Ceremony



CONTACT US:

604-542-0902
info@printforward.org
212 - 211 Columbia Street, Vancouver, BC
Canada V6A 2R5
www.printforward.org

Golf Package Includes:

Golf, Green Fees, Power Carts, Concession Lunch Ticket (Sandwich, Chips & Beer) & Banquet Dinner (presentation of awards, prize draws, 50/50 draw, Heads & Tails contest for the Lorne Patterson Scholarship fund)

Gift: Each golfer receives a unique memento of the tournament.

Foursome Golf

- Members: \$1,120 (\$280 per Golfer)
- Non-Members: \$1,440 (\$360 per Golfer)

Individual Golfers

- Members: \$305
- Non-Members: \$395

Dinner Only

- Members : \$90
- Non-Members: \$110

Ticket Packets

- \$25 contains tickets for putting contest, door prizes, and draw prizes.

Air Cannon

- \$40 per foursome
- 1 Shot per Golfer
- Sold at Hole

50/50 Tickets

- 3 for \$10
- 9 for \$20

Heads or Tails Game

- \$25 each
- Proceeds go to the Lorne Patterson Scholarship Fund



Thursday, July 18, 2024 | Golf Tournament Mayfair Lakes Golf & Country Club, Richmond, BC REGISTRATION FORM

All Sponsors Receive Logo Recognition:

- On the PrintForward Website.
- In the PrintForward golf program, found on each cart.
- On the iScore scoring platform.
- In all PrintForward advertising and social media.

☐ Main Event Sponsor | \$2,000 | **SOLD**

- Printed Banner on every golf cart.
- Logo recognition on the scoring platform as main event sponsor.

☐ Gold Hole Sponsor | \$785 (9 available)

- Logo Pin Flag at your sponsored hole.
- Signage at the hole.
- MAX 2 Persons representing your company can be at the hole.
- Ability to offer any giveaways

☐ Range Sponsor | \$750

- Signage on the Driving Range.

☐ Air Cannon Sponsor | \$1,500 | **SOLD**

☐ iScore Sponsor | \$1,500 | **SOLD**

- Main sponsor logo recognition on the scoring platform

☐ Gold Hole Sponsor (Can serve Liquor) | \$785 (1 available)

- To serve Liquor on Holes 9 & 13 (Liquor must be purchased from Mayfair Lakes)

☐ Putting Green Sponsor | \$785

☐ Wine Sponsor | \$400

- Logo on place mats in banquet room

All prices subject to 5%GST

	QTY	AMOUNT	TOTAL
Sponsorship (Indicated above)			
Sponsorship (Indicated above)			
Foursome Golf - Members: \$1,120			
- Non-Members: \$1,440			
Individual Golfers - Members: \$305			
- Non-Members: \$395			
Dinner Only - Members : \$90			
- Non-Members: \$110			
Ticket Packects - \$25 each			
50/50 Tickets - 3 for \$10			
- 9 for \$20			
Heads or Tails Game - \$25 each			

Golfer Name:

Mobile Phone:

Email:

Company Name:

Address:

City:

Contact Person:

Postal:

Email:

Phone:

Please submit this completed registration to the office at info@printforward.org and you will be issued an invoice. Participation is on a first come first serve basis, so please submit your registration form early to secure your spot. We look forward to seeing you on the green!

MEMBERSHIP *matters*

We wouldn't be here without you, *our valued Members!* A heartfelt *thank you* goes out to the many individuals & organizations that are part of our *PrintForward community*. Did you know that if your place of work is a Member of our association, then you are, too? Our Membership extends to each and every employee of a Member organization, and includes Student Members from BCIT & PELT. *Together, we form a rich tapestry of talent, interwoven across every facet of our industry.*

Honorary Life Members: Kris Bovay – Marilyn Knoch – Tom Chambers **Members:** BC Mail Plus – BCIT Digital Arts/Broadcast & Media Communication – Buchanan Printing – CETTEC Digital Imaging – DataCore Mail Management Ltd. – Domtar Inc. – EM Plastic – Federated Insurance – Focus Pre-Press Systems – Frederickson Graphics Inc. – Globe West Printers – Great Little Box Company – Gryphon Graphics Inc. – Hall Printing Co. (1968) Ltd. – Heidelberg Canada Graphic Equipment Limited – Hemlock Harling Distribution Inc. – Hemlock Printers Ltd – IDRS Ltd. – Imperial Dade Canada – Kaizen Learning Partners – Komcan Komori – Konica Minolta Business Solutions Canada – Landa Digital Printing – MET Fine Printers Inc. – Metro Printers – Mills Office Productivity – Mitchell Press – Moore Canada Corporation Division of DCM Management Corp. – Mostad Printing & Media – Pacific Bindery – Porchlight Press – PrintPrint – R&M Trade Laminating Ltd. – Ricoh Canada Inc. – Royal Printers Ltd. – Samco Printers Ltd. – Spicers Canada ULC – Sun Chemical Limited – SupremeX Inc. – TC Transcontinental Printing – Wayside – West Coast Reproduction Centres Ltd. – West World Paper – Westkey Graphics Ltd. **Student Members BCIT (First Year):** Alex Ng – Banban Zhao – Christy Wu – Demmaj Hamed – Dixie Salvacion – Emmarin Malakul – Faye Zuvun – Gabriela Aikawa – Hailey Han – Janet Ha – Jocelyn Aguilar – Khanh Bui – Louise Abiog – Ki Yan Ko – Miranda Yan – Morgan Thi – Nats Chua – Parsa Parsinejad – Patrick Liu – Rainbow Yang – Rita Do – Yasmin Jalilpour – Yannick Fong – Yuki Lau **Student Members BCIT (Grads):** Adrian Lo – Ana Paula Moreno – Carlos Lopez – Cindy Pham – Hooman Salehi – Jisu Kim – Joanne Chen – Julius Conanan – Laurie Chin – Maria Mendez – Perry Nazari – Mark Dao – Rachel Cheung – Sarah Trieu – Tanner Hockey – Tosin Ajibike – Willow Brown **Student Members PELT (Grads):** Ava Lapena – Beeai Ng – Bradley Smith – Dawson Ho – Habibullah Omar Khain – Keith Herndier – Luigi Hernandez – Matthew Read – Mohammad Safarzadh – Patrick Fung – Randy Hernandez

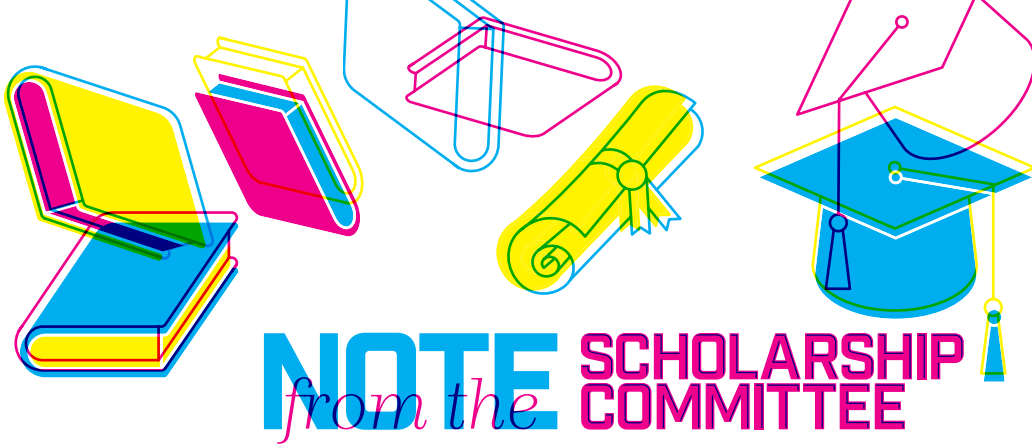
Are you interested in becoming a Member? Please email sarah@printforward.org to connect with our Member Experience Manager. Let's build a beautiful community together!

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DOUG CLIMIE HEMLOCK PRINTERS

PrintForward's financial commitment to supporting student Scholarships continues to make a difference in the lives and careers of the recipients who receive them. The high level of recognition and appreciation runs throughout all the stakeholders, including those at the [BCIT Foundation](#), the [Canadian Printing Industries Scholarship Trust Fund](#), and of course the [students themselves](#). To get a sense of the impact, here's a sampling of some warm and wonderful comments we've received recently:

"Your support has already begun to shape brighter futures for our students as they work toward building meaningful careers that will make a difference in our communities. But with the skyrocketing cost of living, far too many are at risk of abandoning the very education that would help ensure a better future for everyone. On behalf of our students, I want to share our profound gratitude for your generosity and continued support."

– [BCIT Foundation](#)

"Your generosity and commitment to our cause are truly remarkable and we are immensely grateful for your support. Your investment in their future will undoubtedly make a lasting impact on their lives and the printing industry as a whole."

– [Ken Freek, Executive Director, Canadian Printing Industries Scholarship Trust Fund](#)

"I want to take this opportunity to show my gratitude for the generous support from all donors to the Lorne Patterson Memorial Award. It not only signified the recognition of my hard work and dedication academically but also affirmed my passion for the graphic communications industry. Thank you

so much again for unloading financial stress and the opportunity to broaden my connection within the printing community, nourishing personal growth."

– [Rachel Cheung, BCIT Student](#)

"Being a recipient of the Canadian Print Scholarship validated my decision to return to post-secondary school as a mature student. The award not only alleviated a portion of the financial strain, but also gave me a re-assuring boost of confidence to continue doing my best. I want to extend my thank you to any Member or company helping new people like me succeed in the industry – whether contributing a donation or volunteering your personal time within the community in organizations such as PrintForward."

– [Tanner Hockey, BCIT Student](#)

"I am writing to express my profound gratitude for selecting me as a recipient of the Lorne Patterson Scholarship. It was not just financial support; it was a pivotal moment that infused my journey with empowerment and possibility."

– [Te-yu, Wu, BCIT Student](#)

"Your support was pivotal when my computer broke down, threatening my studies. With the scholarship, I managed to repair it, ensuring uninterrupted education. Your generosity not only eased my financial burden but also significantly boosted my confidence. Knowing that PrintForward believes in students like me has been incredibly encouraging"

– [Linh Dan Pham, BCIT Student](#)

Our thanks to all who have contributed to our Scholarship fundraising efforts over the past year. We look forward to growing the funding we can provide these students to help them succeed – your ongoing support will be an invaluable part of that investment in the future.

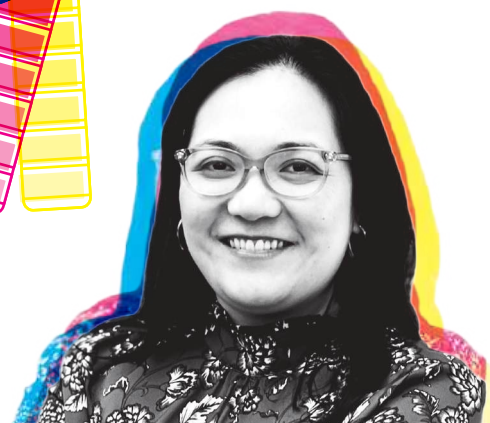
Doug Climie

- Vice Chair of PrintForward Board of Directors
- Chair of PrintForward Scholarship Committee





NOTE *from the* BCIT CO-OP PROGRAM



JOAN PASCUAL BCIT

The *Graphic Communications diploma* currently being offered by *British Columbia Institute of Technology* prepares talented individuals with a solid foundation of creative, business and technical training so that they have the vision, knowledge and applied skills to drive the graphic communications industry into the future. Recently, they've introduced a *new initiative* in the form of a *Co-operative Education option for the Graphic Communications program*. Joan Pascual is the Co-op Coordinator, at BCIT. Read on to find out more about how Joan and her team are building a talent pipeline through BCIT Co-op work terms.

People are the greatest assets of any organization. As industries experience retirements, technological changes, and turnover, it is important to have a talent pipeline – a source for new qualified talent to tap into. For the last 15 years, British Columbia Institute of Technology's Graphic Communications (GCOM) program has been a talent pipeline by preparing students for the workforce through industry-driven curriculum and project-based learning.

To help bridge the gap between students and industry, BCIT has recently launched a Co-operative Education option for the Graphic Communications program.

What is the Co-op program?

Students between 1st and 2nd year of their diploma are available for full time paid summer work in the industry. They are prepared with technical training in Adobe Creative Suite, colour management theory, bindery and finishing, digital printing, and print production management. Students are eager to help in roles in production, sales, or design.

Working closely with the Co-op students, Co-op Coordinator Joan Pascual says, "I'm impressed with the calibre of the students in this program. Many are going through a career change and come with professional experience from business or design. They come with a professionalism and a passion for the

career opportunities available in the graphic communications industry."

What are the benefits for the Co-op program?

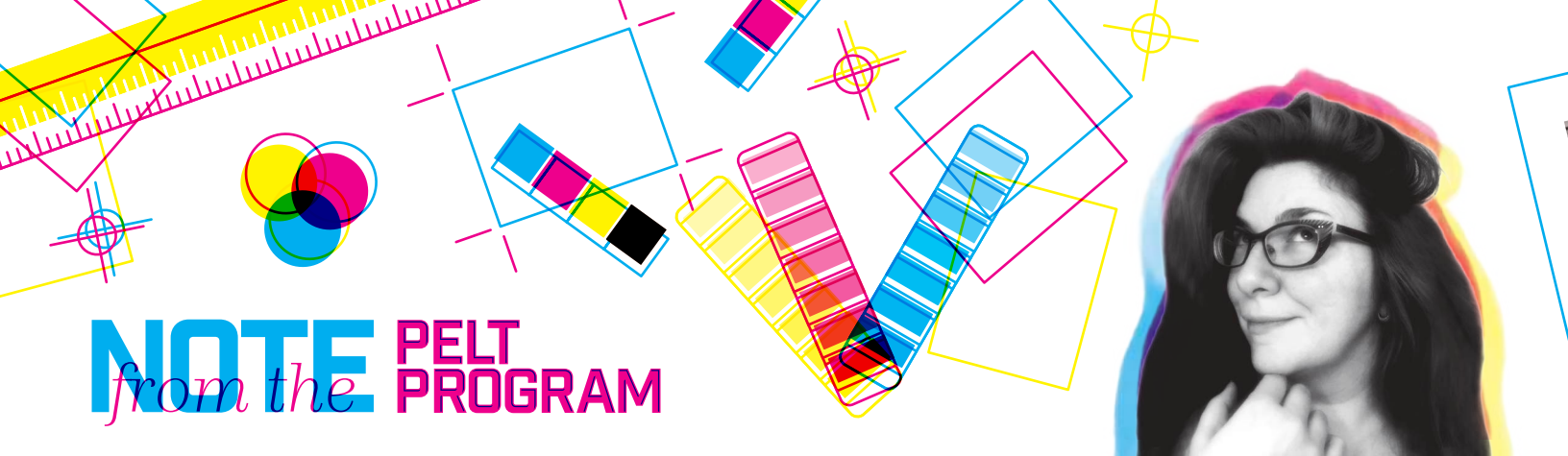
As one Co-op employer says "I've hired students in different industries before and it is win-win. The student gets some great experience for the summer. We get to hire short term help at lower costs to free up staff time and identify potential hires for the future."

Hiring a student is a great way to try out students in your team before they commit to other roles after graduation. It is also a great way to have project work completed or free up your staff for other tasks during the summer.

BCIT Co-op students are available for full time work every June – August. Students may be eligible for federal government grants to hire a student. For more information about hiring a student, please contact **Joan Pascual**, Co-op Coordinator at jpascual6@bcit.ca







NOTE from the PELT PROGRAM

SARAH DAKINIEWICZ NORTHWEST SKILLS INSTITUTE

*It's funny how **time has such a hold on us...** Our perception of time is a direct result of our contextual situations. When you're waiting for something – especially when it's something that you're really looking forward to – time really seems to drag on and sloooow down. Conversely, when you're quite busy, time really flies! One fateful day of this year, I was bright eyed and bushy tailed, ready to embrace my journey as an **instructor for PELT**. I was nervous, but mostly excited to meet the students and share with them my passion for print. **And then I blinked.** Now, here we are: 10 weeks having whizzed by in a flash!*

To say that I am proud of our latest cohort of PELT students would be an understatement. I am in awe with how quickly everyone took to the lessons, how easily they adapted their language and understanding of print, and how much they truly fostered a love and respect for our industry.

The wonder and joy that danced across the students' faces when we went on our first official field trip to Porchlight Press was palpable! You could see a spark growing in people's hearts and minds, as they slowly fell head over heels in love with print. With each guest speaker, and every tour we had the pleasure of attending, the students' understanding and appreciation grew.

But we wouldn't even have a print industry without our people. Their passion, determination, dedication, and pure love of their craft is why our industry is what it is today. Without these devoted pioneers persevering in spite of lingering threats of obsolescence, we've rallied as professionals and proven time and time again that **print is not dead**. I would like to extend a heartfelt thank you to the following individuals and organizations for their support:

Tours:

- **Porchlight Press** – Heather Braun, Michael Nunweiler, & team
- **Bond Reproductions** – Jason Hodge, Paul Fairhall, Steve Lambie, & team

- **R&M Trade Laminating** – Rob Varnell, & team
- **Hemlock Printers** – Jim Butterfield, Jeff Cooper, & team
- **Spicers** – Kevin Thompson, Catherine Duley, Jazzia Firstenhaupt, & team
- **Multigraphics Ltd** – Lionel Prins, & team
- **The Hive Printing** – Rebekah McGurran, Norbert Mantik, & team
- **TR Trades Reproduction Ltd.** – Carla Duncan, & team
- **Royal Printers Ltd.** – Bryce Gieschen, Jennifer McConnell, & team

Guest Speakers:

- **Jennifer McConnell**, Royal Printers Ltd.
- **Milena Cisarova**
- **Tracey Pitt**, Imperial Dade Canada
- **Dan McDonald**, MET Fine Printers
- **Brent Dickie**, Royal Printers Ltd.

A huge thanks goes to our partner Northwest Skills Institute in giving our PELT program a home:

- **Marcus Ewert-Johns** | **Cormac O Reilly**
- **Jacob Joh** | **Ravi Manhas** | **Ray Mar Asuncion** | **Malmie Gunawardena**
- **Ivan Weigerstorfer** | **Barry Armstrong** | **Cindy Xiong**

Thank you to everyone who has shown their unwavering support, and helped us gain momentum as an industry leader in providing print education for entry level training. It's through programs such as these that our legacy as print professionals will live on, allowing us to share our

knowledge while nurturing our next generation of print & imaging leaders. **A very special thank you goes to Jennifer McConnell** who spear headed this program with integrity and a fiery passion for our beautiful print industry. Thank you for showing us what can be accomplished when we put our hearts and souls into ensuring the sustainability of our industry.

Lastly, I'd like to extend a heartfelt **congratulations to the alumni of PELT cohort #4!** You've put in the time, hard work, and effort needed to be successful in our little corner of the manufacturing market. Your curiosity, tenacity, and perseverance have not gone unnoticed. It fills my heart with great joy to have the honour & privilege of warmly welcoming you into the wonderful world of print.

Congratulations, class of 2024!





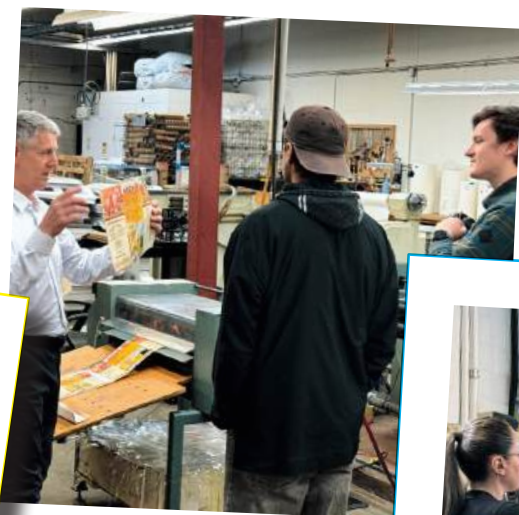
Porchlight Press - letterpress printing tour



The Hive Printing - screen printing tour



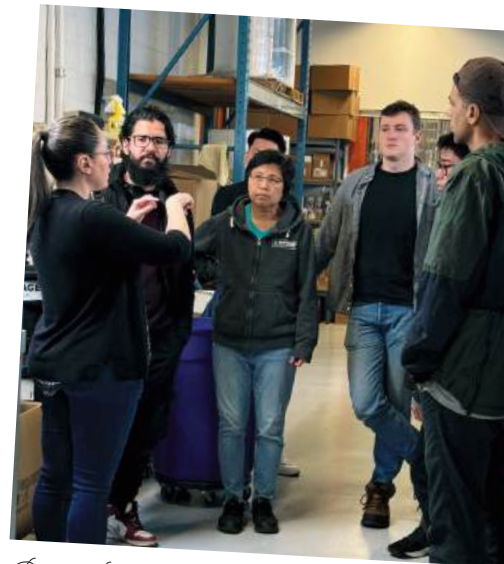
Spicers - ink mixing tour



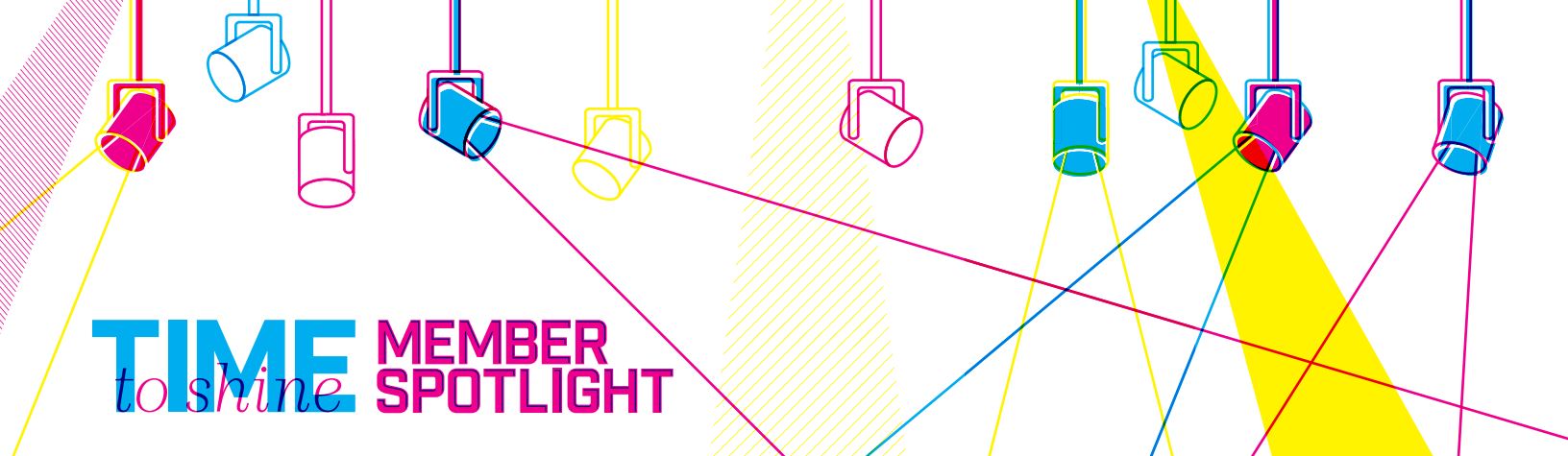
R&M Trade Laminating - tour



Hemlock Printers - production tour



Royal Printers - production tour



TIME *to shine* MEMBER SPOTLIGHT

ROYAL PRINTERS LTD. | BRYCE GIESCHEN | PRESIDENT

We are pleased to welcome *Royal Printers Ltd.* as a *new Member* of *PrintForward*. We had the pleasure of sitting down with *Bryce Gieschen* (President of *Royal Printers Ltd.*) to talk shop, succession planning, and the importance of sustaining a good company culture.

How did you get started in print?

Well, that's a good question. I suppose it all started when *I was roughly 13 years old and working in the summers with my father and grandfather.* I'd work cleaning the presses, keeping the shop orderly, meeting all the staff, and really digging into what the company is all about. From there, I expanded my experience to include digital printing, training with some of our press operators, and our bindery staff. Once I'd had a few years of operations experience under my belt, I moved into the office.

How many generations has Royal Printers been in your family?

The company was founded in 1932 by my great grandfather. My sister Chelsea and I purchased the company in 2021. She and I are now the *fourth generation of owners.*

What are you most proud of when it comes to Royal Printers?

I think what I'm probably most proud about is the years of service that our staff has put into the company. Right across from my office, I can see three plaques on our wall. We commemorate all our staff members that have hit 20 years, 30 years, and 40 years of service. There's currently eight people on the 40-year board. There's another eight people on the 30-year board. And another ten people on the 20-year board. And I think that really speaks highly of the type of culture we're trying to build here. I'm not speaking just about myself, but previous generations as well. *We're trying to provide a place of work where people love to be.*

Being part of a company for several decades doesn't seem to be the

norm anymore. Do you see us ever returning to a longevity mindset in the workplace?

Well, of course, there are things within our control and things that are out of our control. And certainly, you can kind of see a shift and a change in overall attitudes towards those longer stints. Ultimately, as a company, all we can do is try to recognize that change and try to get ahead of it. And we adjust accordingly. We listen to our staff, we try to hear what it is that they want, and what they need to be able to have a fulfilling career and not just a job. I think that's a really important component to it. *I always say that we don't aim to be the biggest company, we just aim to be the best.* And I mean that from all perspectives. It's the best place to work. It's the best company to work with as a customer. And it's the best company to partner with as a supplier. And we do everything we can to uphold that. When we're looking for hiring opportunities, we're looking for people that are willing to reciprocate that same level of commitment to our core values.

Succession planning and knowledge sharing are quickly becoming buzzwords in our industry due to our current workforce retiring, and other factors. Would you be able to provide some examples of how knowledge sharing has been valuable in improving processes or outcomes in your experience?

Knowledge sharing has been integral to our success. It's not just a matter of transferring information; *it's about fostering a culture of collaboration* where insights and experiences are

openly shared and documented to fuel the next generation of the print industry. Leveraging the collective expertise of our team allows us to enhance processes, solve problems, and deliver an incredible customer experience. One example of this is when we encourage our production team members to share their feedback on specific jobs with our Project Managers and Estimators. They're given feedback slips they can fill out and put into the docket bag to suggest alternative ways of running a job, which is incredibly valuable for our office team and provides them with a different perspective that they may otherwise not see

How are you implementing succession planning and knowledge sharing in your workplace?

One thing we always strive for is cross-training: always thinking towards the future and preparing for any potential unforeseen departure. *Ideally everyone should know how to fill at least 2 roles or run at least 2 pieces of equipment.* This prepares us so we can pivot if needed, and at the same time, provide some less experienced staff with a wider skillset that they can leverage in their career.

What do you think the future of print will look like?

The future is harder to predict than ever before, however there are some writings on the wall that I think most print companies have picked up on. We've seen the expectations of clients shifting towards *quicker turnaround times, preferences for sustainable products, and more high-value goods as opposed to transactional/commodity print.* Each generation of Royal has needed to make



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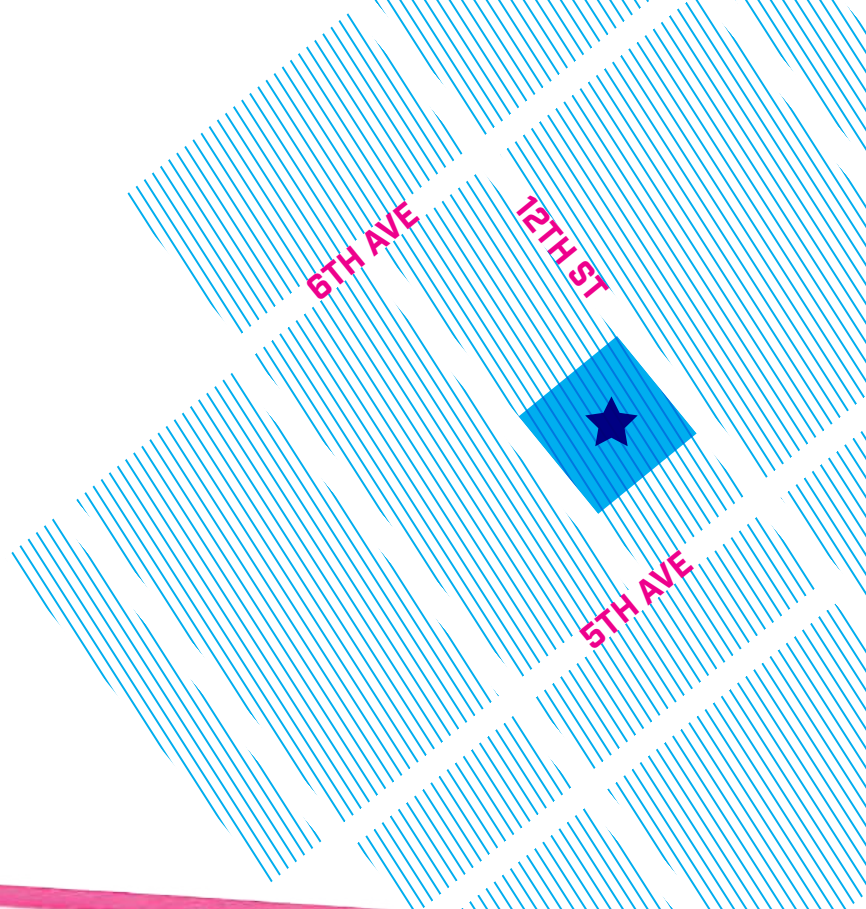
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a few major shifts, and I have no doubt Chelsea and I will need to do the same. Honestly, it's very exciting and makes what we do that much more rewarding

Thank you so much for your time, Bryce! We really appreciate your industry insights, and your willingness to share your expertise.

Royal Printers Ltd. is a 4th generation owned printing business based out of New Westminster, British Columbia.

Their offerings include (but are not limited to) digital & offset printing, labels, and warehousing & fulfillment. They are also the **only company in Canada to be offering Sugar Sheet™ Paper**, which is made from 100% sugar cane residue fibre and is available in a wide variety of weights, sizes, and coatings to suit any printing need. For additional information, please visit royalprinters.com to find out more. Thank you again, Bryce! It's been a real treat!





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PRINTFORWARD PROUDLY PRESENTS YOUR 2024 EVENTS

Hot on the heels of a very *successful Pub Night on April 11*, we continue to bring you *meaningful ways to foster connections with your industry peers*. It's through our tight knit community that we grow our relationships, learn something new, explore potential business opportunities, and give ourselves the mental health breaks we all need and deserve. It's time to connect! Here's what's on deck for the coming months.

July 10 – Safety Boards, What Stays What Goes

Safety boards get a bad rap. A lot of great info is shared on a safety board. Learn what stays, what goes, and how to keep them interesting.

July 18 – Golf Tournament

Join us for a friendly round of golf at Mayfair Lakes. 1pm shotgun start.

August 14 – PPE What the Stats Say

Keeping a close eye on your stats can help prevent injuries. Let's take a look at what you're tracking.

August 22 – Canadians Baseball Game

Play ball! Enjoy a warm summer evening at Nat Bailey Stadium with us.

September 11 – Mental Awareness SAD

Seasonal Affective Disorder affects millions of Canadians annually. Learn how we can create a workplace that people can thrive through during this time.

Pub Night – Fall

Catch up with beers & peers at this popular event.

October 9 – Mock Workplace Investigation

We'll be conducting a mock workplace investigation complete with witnesses. Bring your thinking caps.

November 13 – Handling Conflict

Workplace conflict costs employers millions every year. Learn how to handle tough situations professionally.

November 22 – Year End Celebration Dinner at JOEY Burnaby

It's time to gather once more. Join us for our year end function.





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