



NewsForum

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Health Disaster Relief Programs for Business Owners

The HDRP Specialists

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Quality and craftsmanship

MTM Automation Gages and Dies Inc.

In 1987, two days after arriving in Canada from his native Croatia (part of the former Yugoslavia), Marijan Munjic began working full time in his trained profession.

The year before, he had come to Canada on an exploratory mission to find employment and plan his family's immigration. Unlike the plight of many immigrants who struggle for years to have their professional qualifications recognized, as a skilled tradesman, Marijan was instantly employable.

"Skilled trades people from Eastern Europe are in high demand," he explains, and they experience few difficulties getting hired." He goes on to add that East European (Yugoslavian) trained tool and die makers are considered some of the best in the world, "because we had the West German school system and the West German apprenticeship program."

As a result, Marijan was able to secure a position with ATS Automation Tooling Systems in Cambridge where he worked for nine years. "Then I started my own company," he says. "My challenge, my goal, was to be on my own."

This July, Marijan celebrates the tenth anniversary of his gage making business, MTM Automation. MTM has been serving the automotive industry since its inception. Today Linamar, FAG, Siemens Westinghouse and Magna are just some of the high profile companies drawn to the quality and craftsmanship in everything MTM produces.

It's a bold commitment to make at a time when the words fast and cheap are on everybody's lips. "My style is top quality," he says. If somebody asks him to cut costs by cutting corners on craftsmanship or materials, he sends them elsewhere. "The reputation of MTM will stay the same as it has been since the very beginning," Marijan insists.

"Today we are known as a reputable small company. Everyone

knows: if you need a quality job, you should go to MTM. You will pay more, but you will receive an outstanding product."

Marijan says he often thinks of expanding his operation to 20 employees or more. The main thing holding him back is the lack of qualified people available for hire. And when you ask where he finds qualified people, he jokingly says, "Maybe I can ask you to help me find them. Today it is very, very difficult to find a good tool and die maker." In fact, he says, "it's much easier to find a good brain surgeon."



Marijan inspects the Jig Grinder (G32) he purchased and rebuilt himself in 2003. It's the most sophisticated and most accurate grinding machine owned by MTM.

Marijan predicts that over the next five to ten years qualified trades people are going to be in ever increasing demand. Employers will be facing a declining pool of candidates and growing competition from companies willing to pay higher and higher wages to get the talent they want.

Still Marijan is looking towards new markets in the aerospace and health industries. "Our skills allow us (to work there) because of our commitment to precision and quality

in gage making. We insist on excellent workmanship, on using the best materials and we check our products with micro-accuracy," says Marijan. "Our work is simply top of the line. With our experience, each and every new target in designing and building gages is easier to achieve for us."

When asked what advice he would give a young person setting out in life, Marijan looks back to his early days at ATS where he trained himself to learn new technologies and meet new requirements.

"I wish every person could be trained for life," he says, "but working in today's industry is a life-long learning process. This is what makes it challenging and satisfying, and I wish more capable young people would take up interest in tool and die making."

Marijan Munjic has a wife Ana, daughter Sanda, and son Tomislav. He's a self-confessed perfectionist who enjoys making wine and sausages.

Family Matters

Finding entrepreneurial success in a sister-brother business partnership

By Naki Osutei & Narsen Osutei

There is an old adage that serves as a warning against mixing family and business. Naki Osutei and her brother Narsen have chosen to ignore it outright.

This creative powerhouse opted to join forces after many years of separately lending their respective talents to a host of personal and professional projects, many of which revolved around the idea of bringing cultures together and celebrating diversity.

The prospect of fusing their individual interests with a shared passion for diversity and exploring the possibilities therein proved too tempting to resist, and in May of 2005, after leveraging the artistic talents of Naki's husband Justin Morris, the NOX Group of companies was initiated.

The Naki Osutei Cross-Cultural Group was borne out of a fascination with the myriad opportunities that Toronto's unparalleled position as the locus of cultural exchange could offer those with an entrepreneurial spirit. Founder and Director, Naki Osutei opted to consolidate the projects and ideas stemming from her academic, social and professional activities into an all-encompassing economically viable enterprise.



Pictured from left: Narsen, Justin and Naki at Naki and Justin's July 24 2005 wedding.

With much of her professional life committed to the social service and arts sector, (having worked for such organizations as the Thistletown Community Services Unit, Toronto Artscape, Canadian Magazine Publishers Association and The Royal Conservatory of Music), NOX Group would inevitably have a socially conscious slant, while capturing the innumerable possibilities Canada has for marketing, communicating and producing work that embraces the mixing of cultures, genres and forums.

Prior to joining NOX Narsen Osutei worked extensively in the higher-education sector, particularly with respect to international education. His experience in forging closer links amongst

students and institutions in developing countries with higher education institutions in the world at-large has proved invaluable to the NOX vision of bridging cultures.

Adding him to the NOX team was not even a question. Although still active in the higher education industry, Narsen remains deeply involved in the quotidian business of the NOX family enterprise, overseeing the company's research and planning division.

The addition of Naki's husband Justin into the NOX fold was inevitable. His keen eye for design, colour and composition captured in his photography and visual art of a various media have served NOX well in designing marketing materials to accompany communication plans designed by NOX. The sum of these talents have also resulted in a coveted position in the Graphic Design program at the prestigious Ontario College of Art and Design.

The preceding year has brought with it several new opportunities and growth for the company. It also gave rise to projects and contracts that have come to fruition, not through aggressive advertising or ballyhoo, but by way of word of mouth, friends and family.

Over the past two years NOX Communications, (consulting division) and the ReelWorld Film Festival and Foundation have formed a strong relationship. In 2003 Naki attended a conference that featured ReelWorld founder and Young & the Restless actress Tonya Lee Williams as guest-speaker.

Though the idea of NOX Group was merely a twinkle in her eye, Naki prepared a media kit for it and presented it to Ms. Williams. A former co-worker of Narsen's who happened to work for ReelWorld came across the contact information and alerted NOX to a possible marketing and promotional contract.

As fate would have it NOX would land the opportunity to develop an outstanding and comprehensive marketing plan for ReelWorld which has since translated in more contracts and a fantastic working relationship between Tonya and Naki.

We have all heard the sentiment of family and business being a doomed combination or one incompatible with success. With openness, honesty and professionalism, NOX Group is determined to remain a monument to the successful family business model and force those with other leanings to rethink and reconsider.

Entering their second year of operation the future remains promising for NOX Group as the doors to cross-cultural creativity remain as wide as ever.

Visit www.noxgroup.net or contact info@noxgroup.net for information on NOX and its subsidiaries.

Tax Managed Investing Strategy

Maximizing discretionary RRIF income by borrowing to invest

If you are an investor with discretionary Registered Retirement Fund (RRIF) income, you can put that income to good use.

By borrowing to invest, you not only achieve tax savings each year, but gain the potential to significantly increase the value of your non-registered investment portfolio over the long term.

Perhaps you are someone with additional sources of income, who does not need the money from your RRIF payments for day-to-day living expenses. Instead, your RRIF payments are actually reinvested into a separately held non-registered investment.

If this sounds like you, then you are probably in a higher tax bracket, making quarterly tax installments-and looking for ways to reduce taxes.

A unique strategy tailored to people like you is available. The strategy involves creating a tax deduction using discretionary RRIF income to pay the interest on funds borrowed to invest.

The interest payments are generally tax deductible, and instead of investing after tax RRIF income each year, a large lump sum amount gets working right away.

An in-depth look at the issue...and the opportunities

Individuals who are reinvesting their after-tax discretionary RRIF income each year because they don't need the money to meet their living and other discretionary expenses can put that revenue stream to work.

Instead of building their non-registered investment with their RRIF payments, they can consider borrowing to invest.

Here's how it works:

- You apply for an investment loan.
- The amount of the loan is applied in lump sum to purchase non-registered investments.
- The loan interest is paid with the discretionary RRIF payments being received.
- The loan interest paid becomes a deductible on your tax return.

As you can see, it's very straightforward-and it can make a big difference to your bottom line.

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Health Clinic

Heart attack: The difference between men and women

Many people don't realize the symptoms of a heart attack can differ between men and women.

It has widely been taught that the warning signs of a heart attack include a sharp, persistent pain in the chest and left arm, and while this generally holds true for men, the symptoms of heart attack in women can be less distinct. This has led to heart attacks going unnoticed, untreated or even misdiagnosed in women.

Symptoms of a heart attack in women may come and go and can include some or all of the following:

- tightening and poorly defined pain in the chest that may extend to the neck, jaws and shoulder
- heartburn
- nausea/vomiting
- breathing difficulties
- shortness of breath
- feeling of weakness
- pale complexion
- anxiety
- sweating.

Source: Canadian Health Network

Before entering mid-life, a woman's hormones provide extra protection against heart disease putting her at a lower risk compared to men the same age. But after menopause,

her risk gradually increases until age 65 when it is equal to that of her male counterparts—especially if the woman is a smoker and/or has high cholesterol levels in her blood.



All plan members will benefit from programs that educate them on heart disease and stroke, including

support to quit smoking, control cholesterol, manage their weight, get and stay active and reduce stress in their lives.

The Rotary Four Way Test

Of the things we think, say or do:

One: Is it the truth?

Two: Is it fair to all concerned?

Three: Will it build goodwill and better friendships?

Four: Will it be beneficial to all concerned?

The Seven Health Disasters & How To Avoid Them

Making HDRPs work for you (final)



In this issue, I will discuss the last two disasters and our prescribed HDRP solutions for them.

Avoidable Health Disaster Six

The unthinkable happens and you or your "Number One" gets real sick and even though you recover, you lose business anyway. Why? Because your business just can't take the loss of short-term cash flow

big money.

Imagine all the multi-million dollar policies that are bought every year... they aren't bought by poor folks or people without the very best of professional advisors. They buy it for a reason: they want it so that their hard work will stand as a legacy for future generations and while they may be gone. They'll never be forgotten.

Hey, sometimes it can even be a tax-deductible expense. Sometimes, you can get a large portion of the cost from the Federal Government—you know, the Receiver General—The Canada Revenue Agency. Think of it as a gift from the Prime Minister. Ahhhh... That's more like it...Government support for your family's nobility. Perfect.

Let us show you how. Have a great summer.

HDRP Six – "The Bad News/Good News Program"

Another little known fact (where has everyone been?) is that 1994 saw the advent in Canada of an entirely new kind of insurance. Critical Illness Insurance (CII) pays tax free money when you're diagnosed with life threatening disease. We hear everyday about how medical advancements have helped people survive heart attacks, strokes and cancer. Here is a financial advancement that makes sure the finances survive too.

A friend's father had heart bypass surgery a year ago and was back to work in less than a month! CII works here. What's even less well known is that it has some tremendous tax free cash flow advantages when used properly in business situations. You can even get your money back if you never need it. Ask me how.

Invented in South Africa by the brother of the man who pioneered Heart Transplants, Dr. Marius Barnard, this valuable HDRP and its unique tax strategies provide the tax-free cash you need to weather any storm of recoverable illness, for your employees, management team or you. According to Dr. Barnard, "You need insurance, not only because you're going to die, but because you're going to live".

Every prudent person needs to see what CII could do for them. But, unfortunately, the insurance companies are catching on to some of the real value here and there is strong pressure to keep increasing the cost. It would be a good idea to check this out before the price sky-rockets beyond your reach.

Avoidable Health Disaster Seven

You had hoped to leave your business to your kids but they have to sell it, "Ending the Empire"; there just wasn't any cash to pay the income taxes.

HDRP Seven – "Tax Free Cash at Death"

OK, I admit it. This is just plain, un-sexy old life insurance. I know that a lot of people just get by without it but not the people with the



About the company. We've focused on small business owners and executives since 1988. Founded by Lordy Morgan Numekevor, Numekevor & Associates is one of Canada's leading corporate insurance advisory organizations. We are the innovators of Health Disaster Relief Programs (HDRPs), combining comprehensive benefit and insurance programs to give you, the business owner, the peace of mind you're after. Contact Numekevor & Associates Inc., 88 Robson Avenue, Cambridge, Ontario, N1T 1L2, Tel: 519-621-4422; Fax: 519-621-1466; hdrp@numekevor.com; www.numekevor.com. **About the newsletter.** This newsletter belongs to our clients. Publication dates are January and July with deadlines in November and May. Submissions of original articles, photos or artwork are welcome. For guidelines contact us at 519-621-4422 or email hdrp@numekevor.com. We reserve the right to edit articles for length and clarity.