**YMCA BPP RESOURCE DOCUMENT & CONTACT LIST**

**FUNDING OPTIONS**

**Banks and Credit Unions**

Banks offer funding options for both new business start-ups and those looking to expand a business, while also offering products and services to conduct business banking (debit/credit machines, POS, bank accounts, etc).

**The Business Development Bank of Canada (BDC)**

**Website:** [www.bdc.ca](http://www.bdc.ca)

**Phone:** 1-877-232-2269

The Business Development Bank of Canada (BDC) offer services and products to many entrepreneurs who may find themselves in a broad range of scenarios; from just starting a business (operation time of less than 12 months) to advanced scenarios such as operating the business for over 24 months with strong revenue. Products and services include financing, advisory services and capital ranging from venture capital for start-ups and innovators to growth and transition capital for established, high growth companies financing new ideas or transitions. Additionally, BDC provides advisory services to ensure that entrepreneurs receive proven, practical and one-to-one relevant advice.

**Community Business Development Corporation (CBDC)**

**Website:** [www.cbdc.ca](http://www.cbdc.ca)

CBDC is a not for profit, community-based organization focused on improving the economic viability of communities. They assist in the creation of small businesses, expansion and modernization of existing businesses through financing in the form of loans, loan guarantees and equity financing. They also provide business counselling and help/advice to small businesses, provide training and entrepreneurship development to individuals and small business owners and provide technical assistance in the form of guidance and coaching. Additionally, they advocate on behalf of clients to lending establishments or regulatory agencies.

**Federal Government**

**Website:** [www.canada.ca/en/services/business.html](http://www.canada.ca/en/services/business.html)

The Government of Canada offers avariety of programs and funding opportunities for supporting those in key industries to support economic development.

**Futurpreneur**

**Website:** [www.futurpreneur.ca](http://www.futurpreneur.ca)

**Email:** sandrews@futurpreneur.ca

Futurpreneur is a national, not for profit organization that helps to fulfill the entrepreneurial aspirations of Canada’s youth by providing financing, mentoring and support tools to aspiring young entrepreneurs (ages 18-39). The mentoring program specifically hand-matches young entrepreneurs with a business expert from networks of over 3,000 volunteer mentors.

**Metro Business Opportunities (MBO)**

**Website:** [www.mbobusiness.ca](http://www.mbobusiness.ca)

**Email:** bcoady@mboc.ca

Metro Business Opportunities helps clients to develop their business or social enterprise by offering practical, insightful and essential business advice from idea generation and assessment to advising on how clients can get access to resources and financing. They also provide funding and training for clients looking to develop business skills that will help increase chances of a successful start-up and eventual growth.

**Provincial Government**

**Website:** [www.gov.nl.ca/business-and-economic-development/](http://www.gov.nl.ca/business-and-economic-development/)

The Government of Newfoundland & Labradoroffers a variety of programs and funding opportunities that support key industries in the province, ensuring that the business community and the people of NL can avail of supports needed to prosper, grow and diversify to create a strong economy.

**Rise**

**Website:** [www.risehelps.ca](http://www.risehelps.ca)

Rise is a national organization dedicated to empowering people with mental health and addiction challenges to achieve greater social and economic inclusion through entrepreneurship. Through training, mentorship, micro-financing and other customs supports, Rise helps individuals build the skills and access the capital they need to launch a small business that can improve quality of life and enable them to support themselves, their families and communities.

**GENERAL RESOURCES & SUPPORT**

**Atlantic Canada Opportunities Agency (ACOA) - Business Information Services (BIS)**

**Website:** [www.canada.ca/en/atlantic-canada-opportunities/services/business-information-services.html](http://www.canada.ca/en/atlantic-canada-opportunities/services/business-information-services.html)

**Phone:** 1-888-576-4444

**Email:** acoa.nl.bis-sie.tn.apeca@canada.ca

ACOA helps businesses grow in Atlantic Canada by providing entrepreneurs with the resources and information they need to start and run a business.No matter what stage of growth your business is in, ACOA Business Information Services can help. It is your one-stop information shop across a variety of topics and multiple levels of government. ACOA BIS can provide business start-up guides, business plan templates, as well as information on permits and licenses, intellectual property, financing, government regulations, and company structures. ACOA Business Information Services can also provide reliable market research information on demographics, potential competitors, suppliers and distributors, market and industry data and consumer trends, as well as review your professional business plan.

ACOA BIS is the first point of contact for ACOA (for those not currently clients of ACOA). For those completing the Business Planning Program, it would be the best place to start. If clients are a potential fit for ACOA funding, they will be directed to an ACOA Account Manager by BIS staff.

**Canada Revenue Agency**

**Website:** [www.canada.ca/en/revenue-agency.html](http://www.canada.ca/en/revenue-agency.html)

The CRA administers tax laws for the Government of Canada and for most provinces and territories. Information on items such as Income Tax, GST/HST, Payroll, Business Number (BN) registration, etc can be sourced through the CRA.

**Canadian Federation of Independent Business (CFIB)**

**Website:** [www.cfib-fcei.ca/en](http://www.cfib-fcei.ca/en)

CFIB offers resources and support to help you start and grow your new business in the crucial early stages.

**Canadian Intellectual Property Office (CIPO)**

Website: [www.ic.gc.ca/eic/siTe/cipointernet-internetopic.nsf/eng/home](http://www.ic.gc.ca/eic/siTe/cipointernet-internetopic.nsf/eng/home)

The Canadian Intellectual Property Office (CIPO) delivers intellectual property (IP) services in Canada and educate Canadians on how to use IP more effectively (trademarks, patents, copyright, industrial design, etc)

**City Of Mount Pearl**

**Website:** [www.mountpearl.ca/business/operating-business/](http://www.mountpearl.ca/business/operating-business/)

The City of Mount Pearl is committed to your business. Whether it’s finding a location or navigating applications and permits, we’re here to help. Going into business should be all smiles and the occasional permit. Not the other way around. So, we decided to put you first. Our Business Guide is as helpful as it is simple. You can download their Guide from their site.

**City of St. John’s - Business Development Department**

**Website:** [www.advantagestjohns.ca/invest-here/start-your-business-here/](http://www.advantagestjohns.ca/invest-here/start-your-business-here/)

**Phone:** 709-576-8107

The Business Development Department of the City of St. John’s offers directory services and support navigating your relationship with the municipality. The Business Information Centre will point you in the right direction and help you find answers to all your questions regarding starting, expanding or operating a business in St. John’s. Knowledgeable staff help to connect you to vital resource points (such as Futurpreneur, ACOA, etc.) that will guide you through preparing a business plan, conducting market research, finding sources of financing for your business and confirming what permits or licenses are needed for the successful incorporation, establishment and sustained operation of the business in St. John’s.

**Community Business Development Corporation (CBDCs) – CAS and SEA Programs**

**Website:** [www.cbdc.ca](http://www.cbdc.ca)

Along with providing funding to businesses (start-up and expansion options), the CBDC network also offers other programs including the Consultant Advisory Service and Self Employment Assistance:

*Consultant Advisory Service (CAS) -* The CAS program is offered by ACOA with CBDCs handling the administration and counselling involved. The program gives CBDCs the ability to offer Consultant Advisory Services to small and medium-sized businesses and not-for-profit organizations in Atlantic Canada. New and existing clients of CBDCs and ACOA will be able to access technical and financial assistance by engaging consultants to assist them with various issues, opportunities and challenges.

*Self Employment Assistance (SEA)* - Starting a new business is challenging, professionally and personally. The financial strains can sometimes leave you or your family vulnerable. The Self Employment Assistance (SEA) Program is designed to help participants in Atlantic Canada to continue to receive their Employment Insurance Benefits while going through the process of launching a new business. SEA provides assistance in the form of coaching, on-going technical advice and financial support for a maximum of 52 weeks.

**CRBE LIMITED**

**Website:** [www.commerciallistings.cbre.ca/en-CA](http://www.commerciallistings.cbre.ca/en-CA)

**Phone:** 709-754-1454

**Email:** nikki.poole@cbre.com

A commercial real estate broker acts as the liaison between sellers and buyers of commercial real estate, helping clients to sell, lease or purchase commercial real estate. The CBRE Newfoundland office is located in St. John’s and their team of professionals utilize their 10+ years of experience to provide market expertise, competitive advantage and industry-leading real estate strategies to help guide businesses in making informed real estate decisions. Their commitment to customer service, bold ideas and collaboration extends beyond business and into the community at large.

**Credit Counselling Services of Newfoundland & Labrador (CCSNL)**

**Website:** [www.ccsnl.ca](http://www.ccsnl.ca)

**Phone:** 709-753-5812

**Email:** info@ccsnl.ca

Credit Counselling Services of Newfoundland and Labrador is a charity founded in 1982. They are a family service agency providing confidential and unbiased credit and budget counselling services (individual and household budgeting, communication with creditors and community education) to individuals and families through face-to-face interaction, by telephone, or online requests with the aim of allowing these individuals or families to regain financial independence through ongoing support. When appropriate, they provide additional support through a Debt Repayment Program (DRP), which is one of their effective alternatives to consumer proposals and/or bankruptcy. For 35 years, they have provided financial counselling and other supportive and practical services to over 26,000 families. Every year, they help almost 1,000 families repay their debt, maintain their dignity, privacy and self-respect. They offer professionally educated and trained counsellors, affordable repayment programs and personal finance tools.

**Empower NL (The Disability Resource Centre)**

**Website:** [www.empowernl.ca](http://www.empowernl.ca)

Mandate: To provide support, resources and opportunities for empowerment, which enable persons with disabilities to make informed choices about their lives. The number of barriers to accessing services can sometimes be great, particularly for people with disabilities. With a focus on empowering the people to do their own advocacy, at Empower we help people build their own skills and determine their own approach to solve the problems they face. At Empower, we want to encourage independent living by helping people build their own skills and develop their own approach to the problems they may face.

**The Government of Canada’s Business Benefits Finder**

**Website:** <https://www.innovation.ised-isde.canada.ca/s/?language=en_CA>

While all entrepreneurs need to familiarize themselves with the Government of Canada website, the Business Benefits Finder Tool acts as a one stop shop to determine available resources such as funding opportunities and other forms of support at a provincial, regional (Atlantic Canada) and national level. This tool is meant to be used as an ongoing resource. This means that your results from the Finder are not final. The resources that you find at first are not always the same ones you end up using. Feel free to manipulate ‘Your Story’ at the beginning of the process to learn about all relevant and available services.

**Newfoundland & Labrador Organization of Women Entrepreneurs (NLOWE)**

**Website:** [www.nlowe.org](http://www.nlowe.org)

NLOWEs start-up services are free of charge and available to any woman in Newfoundland and Labrador who is interested in starting a business. They offer a variety of start-up services including business concept assessment, business plan counselling, market research advice, access to Self Employment Assistance (SEA) program, and access to opportunities to establish contacts and networks within the business community.

**NRC IRAP**

**Website:** <https://www.nrc.canada.ca/en/support-technology-innovation>

The National Research Council of Canada Industrial Research Assistance Program (NRC IRAP) provides advice, connections, and funding to help Canadian small and medium-sized businesses increase their innovation capacity and take ideas to market.

**Provincial Government - Labour Standards**

**Website:** [www.gov.nl.ca/ecc/labour/nonunion](http://www.gov.nl.ca/ecc/labour/nonunion)

The Labour Standards Division administers the province’s *Labour Standards Act* and *Regulations* which mandates minimum terms and conditions of employment. The*Labour Standards Act* is designed to provide protection to individual workers while requiring employers to establish conditions of employment that meet at least the legislated minimum standards for their employees. The Division also administers the *Shop’s Closing Act* which sets the observance of holidays when shops must be closed.

**Provincial Government - Registry of Companies**

**Website:** [www.gov.nl.ca/dgsnl/registries](http://www.gov.nl.ca/dgsnl/registries)

The Commercial Registrations Division has responsibility for maintaining 9 legal registries for the province: Registry of Companies, Co-operatives, Deeds, Personal Property, Lobbyists, Limited Liability Partnerships, Condominiums, Mechanics Liens, and Limited Partnerships. For online searching and other services for the Registries of Companies, Deeds, Mechanics Liens and Co-operatives, visit Companies And Deeds Online (CADO)

**Public Legal Information Association of NL (PLIAN)**

**Website:** [www.publiclegalinfo.com](http://www.publiclegalinfo.com)

**Phone:** 709-722-2643

**Email:** info@publiclegalinfo.com

The Public Legal Information Association of Newfoundland & Labrador (PLIAN) is an independent non-profit organization and registered charity dedicated to educating Newfoundlanders and Labradorians about the law, with the intent of increasing and improving access to justice. They are the designated public legal education and information provider for Newfoundland and Labrador and are also a member of the Public Legal Education Association of Canada (PLEAC).

**Service NL (Bizpal)**

**Website:** [www.gov.nl.ca/dgsnl/](http://www.gov.nl.ca/dgsnl/)

**Phone:** 709-729-4834

**Email:** servicenlinfo@gov.nl.ca

The Digital Government and Service NL platform supports individuals starting a new business. One way this organization provides service is through Bizpal, which is a virtual catalog of necessary licences, permits, and registrations for practically all forms of business. This step/process tends to be underestimated but it is important that one avoids taking such processes lightly as you need licenses and permits to start a business (including home-based businesses). BizPal is not the only service ServiceNL provides. Be sure to review their website for industry specific provincial requirements.

**SkillsPass NL**

**Website:** [www.skillspassnl.com](http://www.skillspassnl.com)

SkillsPass NL gives business owners, managers, employees and job seekers free, accessible online training sponsored by the Government of Newfoundland and Labrador. Clients receive standardized training on a variety of topics including workplace productivity, food safety basics, alcohol and drug policy, and many more. Clients get up-to-date information and training to ensure that they are not left behind and stay ahead as the business/entrepreneurial environment continues to change and remain ever dynamic.

**Town of Conception Bay South**

**Website:** [www.conceptionbaysouth.ca/business/grow-your-business-here/](http://www.conceptionbaysouth.ca/business/grow-your-business-here/)

Conception Bay South has established an ‘open for business’ mindset and offers promising commercial, industrial and tourism investment opportunities. The Town of Conception Bay South has a variety of tools and resources that can help prospective and existing business owners make decisions about location and logistics.

**Workplace NL**

**Website:** [www.workplacenl.ca](http://www.workplacenl.ca)

WorkplaceNL provides no-fault workplace injury insurance to employers and workers across Newfoundland and Labrador under the direction of the [*Workplace Health, Safety and Compensation Act*](https://assembly.nl.ca/Legislation/sr/statutes/w11.htm) (the *Act*). They also work with employers and workers to promote safe and healthy workplaces, prevent workplace injuries, support injured workers and their families, and to establish strong return to work programs.

**MARKETING/ADVERTISING/COMMUNICATIONS**

Some of the businesses listed, are full-service advertising agencies, while others focus on specific areas (communications, branding, content marketing, etc). Please conduct your own research to connect with the company that would best suit your needs.

**Bulls Eye Branding**

**Website:** [www.bullseyebranding.ca](http://www.bullseyebranding.ca)

**Phone:** [709-238-2583](https://www.google.com/search?q=bulls+eye+branding&rlz=1C1GCEA_enCA795CA795&oq=bulls+eye+branding&aqs=chrome..69i57j46i175i199i512.4073j0j7&sourceid=chrome&ie=UTF-8)

**DC Design**

**Website:** [www.dcdesignhouse.ca](http://www.dcdesignhouse.ca)

**Phone:** 709-682-7891 or 709-237-7321

**The Idea Factory**

**Website:** [www.ifactory.ca](http://www.ifactory.ca)

**Phone:** 709-726-1449

**JAC**

**Website:** [www.jac.co](http://www.jac.co)

**Phone:** [709-754-0555](https://www.google.com/search?q=jac+agency&rlz=1C1GCEA_enCA795CA795&sxsrf=APq-WBvsmWv0H7bqiG2z3FI2MpaaEousPw%3A1648118678648&ei=lks8YsiVJ92lptQPy7iE8AU&oq=JAC+a&gs_lcp=Cgdnd3Mtd2l6EAMYADIFCAAQgAQyBAgAEEMyBQgAEIAEMg0ILhCxAxDHARCjAhAKMgsILhCABBDHARCvATINCC4QgAQQxwEQrwEQCjILCC4QgAQQxwEQowIyBQguEIAEMgoILhDHARCvARAKMgUIABCABDoECCMQJzoOCC4QxwEQ0QMQ1AIQkQI6BQguEJECOgQILhBDOggILhCxAxCDAToLCC4QgAQQsQMQgwE6CAguEIAEENQCOggILhCABBCxAzoFCAAQkQI6DgguEIAEELEDEMcBEKMCOgsIABCABBCxAxCDAToHCAAQgAQQCkoECEEYAEoECEYYAFAAWKwWYMwpaABwAXgAgAHLAYgBiQeSAQUwLjMuMpgBAKABAcABAQ&sclient=gws-wiz)

**Perfect Day**

**Website:** [www.perfectdaycanada.com](http://www.perfectdaycanada.com)

**Phone:** [709-753-6253](https://www.google.com/search?q=perfect+day+advertising&rlz=1C1GCEA_enCA795CA795&sxsrf=APq-WBuhQTlC39bMi-3KXpFCyH2cy6jd9g%3A1648118668562&ei=jEs8Yuz4IfWmptQPkpqnuA4&oq=perfect+day+advert&gs_lcp=Cgdnd3Mtd2l6EAEYATIFCAAQgAQyBggAEBYQHjoHCAAQRxCwAzoHCAAQsAMQQzoKCAAQ5AIQsAMYAToMCC4QyAMQsAMQQxgCOg8ILhDUAhDIAxCwAxBDGAI6BAgAEEM6BAguEEM6CwguEIAEEMcBEK8BOgUILhCABDoFCAAQkQI6CQgAEMkDEBYQHkoECEEYAEoECEYYAVCpB1i7ImCYNmgBcAF4AIABuAGIAdIIkgEDMC43mAEAoAEByAESwAEB2gEGCAEQARgJ2gEGCAIQARgI&sclient=gws-wiz)

**Plum Creative Works**

**Website:** [www.plumcreativeworks.com](http://www.plumcreativeworks.com)

**Phone:** [709-753-3729](https://www.google.com/search?q=plum+creative+works&rlz=1C1GCEA_enCA795CA795&sxsrf=APq-WBtZIs3jFNNne9qlxfjFvJL6WU46_A%3A1648118491602&ei=20o8YrqvJJGmptQPgOWYwAM&gs_ssp=eJzj4tFP1zcsqCwstsipKjRgtFI1qDBJMkhONE5LMk01NjRNMTW1MqgwT0xJSUlNNk21SDFPSU2z9BIuyCnNVUguSk0sySxLVSjPL8ouBgBkVBhO&oq=plum+creative&gs_lcp=Cgdnd3Mtd2l6EAMYATIECCMQJzILCC4QgAQQxwEQrwEyBQgAEIAEMgYIABAWEB4yBggAEBYQHjIGCAAQFhAeMgYIABAWEB4yBggAEBYQHjIGCAAQFhAeOgQILhAnOggILhDUAhCRAjoICAAQgAQQsQM6DgguEIAEELEDEMcBEKMCOgsILhCABBDHARDRAzoKCC4QxwEQowIQJzoFCC4QkQI6BAgAEEM6BwgAELEDEEM6CAgAELEDEIMBOggIABCABBDJAzoFCAAQkgM6CgguELEDENQCEEM6CggAELEDEMkDEEM6CgguEMcBEK8BEEM6BwguELEDEEM6BQguEIAEOggILhCABBCxAzoLCAAQgAQQsQMQgwFKBAhBGABKBAhGGABQAFj6DWDBMWgAcAB4AIABsgGIAY0QkgEEMC4xM5gBAKABAcABAQ&sclient=gws-wiz)

**Ray Creative Agency**

**Website:** [www.rayagency.ca](http://www.rayagency.ca)

**Phone:** 709-699-4175

**Rogue Penguin Creative**

**Website:** [www.goroguepenguin.com](http://www.goroguepenguin.com)

**Phone:** [709-763-4788](https://www.google.com/search?q=rogue+penguin+creative&rlz=1C1GCEA_enCA795CA795&sxsrf=APq-WBuHh3YGiJwzdhyA55Mhnzo11J0NXA%3A1648118358528&ei=Vko8YrPcH62optQP8v66mAE&oq=rogue+pen&gs_lcp=&sclient=gws-wiz)

**Upstream**

**Website:** [www.upstreammarketing.ca](http://www.upstreammarketing.ca)

**Phone:** [709-738-2600](https://www.google.com/search?q=upstream+marketing&rlz=1C1GCEA_enCA795CA795&oq=upstream&aqs=chrome.0.69i59j69i57j46i67j0i67j46i175i199i512j0i512j69i60l2.4078j0j7&sourceid=chrome&ie=UTF-8)

**DIGITAL, WEB & SOCIAL MEDIA**

Some of the businesses listed offer a variety of digital, web, communications and social media services, while others focus on one specific area (content marketing, digital, branding, SEO optimization, website and app design, etc). Please conduct your own research to connect with the company that would best suit your needs.

**Amplified Social**

**Website:** [www.amplifiedsocial.ca](http://www.amplifiedsocial.ca)

**Phone:** 709-680-3895

**Intuitive Media**

**Website:** [www.intuitivemedia.ca](http://www.intuitivemedia.ca)

**Phone:** [709-770-4299](tel:7097704299)

**KCD Web Services**

**Website:** [www.kcdwebservices.com](http://www.kcdwebservices.com)

**Phone:** 709-699-9703

**Mobile Guest**

**Website:** [www.mobileguests.ca](http://www.mobileguests.ca)

**Phone:** [709-764-7889](tel:17097647889)

**Newfound Marketing**

**Website:** [www.newfoundmarketing.ca](http://www.newfoundmarketing.ca)

**Phone:** 709-769-2725

**Reflective Marketing**

**Website:** [www.reflectivemarketing.com](http://www.reflectivemarketing.com)

**Phone:** [709-500-4352](https://www.google.com/search?q=reflective+marketing&rlz=1C1GCEA_enCA795CA795&sxsrf=APq-WBuz7BtzUq0_P6owLdQzg8LAEBeOGA%3A1648119095155&ei=N008YrOHCdmkptQPj-CFsAg&gs_ssp=eJzj4tVP1zc0TE_LtchJKy8xYLRSNagwSTJITjQ2MUgzTUlMtki2tDKoME5NMjZPTTI0MUq0tEy1MPESKUpNy0lNLsksS1XITSzKTi3JzEsHAGu2GA8&oq=reflective+marketing&gs_lcp=Cgdnd3Mtd2l6EAEYADILCC4QgAQQxwEQrwEyBQgAEIAEMgYIABAWEB4yBggAEBYQHjIGCAAQFhAeMgYIABAWEB4yBggAEBYQHjIGCAAQFhAeMgYIABAWEB4yBggAEBYQHjoECAAQQzoRCC4QgAQQsQMQgwEQxwEQowI6DgguEIAEELEDEIMBENQCOgsIABCABBCxAxCDAToOCC4QgAQQsQMQxwEQowI6EQguEIAEELEDEIMBEMcBENEDOgQIIxAnOgUIABCRAjoQCC4QgAQQhwIQxwEQrwEQFDoICAAQgAQQsQM6BwgAELEDEEM6CgguELEDENQCEEM6EQguEIAEELEDEMcBENEDENQCOgcIABCABBAKOgQIABAKSgQIQRgASgQIRhgAUABYiRVgriRoAHABeAGAAfcBiAG5FZIBBjAuMTkuMZgBAKABAcABAQ&sclient=gws-wiz)

**ACCOUNTING, BOOKEEPING & PAYROLL**

Some of the businesses listed offer a full suite of financial services (accounting, assurance, bookkeeping, etc), while others focus on one specific area. Please conduct your own research to connect with the company that would best suit your needs.

**BDO Canada LLP**

**Website:** [www.bdo.ca](http://www.bdo.ca)

**Phone:** 709-579-0600

**Clarified Accounting**

**Website:** [www.clarifiedaccounting.ca](http://www.clarifiedaccounting.ca)

**Phone:** 709-800-9480

**Coastal Accounting**

**Website:** [www.coastalaccounting.ca](http://www.coastalaccounting.ca)

**Phone:** 709-765-2801

**Feltham & Associates Chartered Professional Accountants**

**Website:** [www.feltham-associates.ca](http://www.feltham-associates.ca)

**Phone Number:** 709-364-7300

**Keen Payroll & Bookkeeping**

**Website:** [www.keenpayroll.ca](http://www.keenpayroll.ca)

**Phone:** 709-757-3573

**Noseworthy Chapman Chartered Professional Accountants**

**Website:** [www.noseworthychapman.ca](http://www.noseworthychapman.ca)

**Phone:** 709-701-1969

**Seaview Accounting**

**Website:** [www.seaviewaccounting.ca](http://www.seaviewaccounting.ca)

**Phone:** 709-746-4848

**HR SUPPORT AND RESOURCE ORGANIZATIONS**

Some of the businesses listed offer a full suite of Human Resource services (recruitment, employee engagement, policy, compliance and consulting), while others focus on one specific area. Please conduct your own research to connect with the company that would best suit your needs.

**Advantage Group NL**

**Website:** [www.onyourteam.com](http://www.onyourteam.com)

**Phone:** 709-579-4990

**ethree Consulting**

**Website:** [www.ethree.ca](http://www.ethree.ca)

**Phone:**[709-368-4627](https://www.google.com/search?gs_ssp=eJzj4tVP1zc0zDBOKsnNSSoyYLRSNagwSTJITkpOMjezTE0EgiQrg4rUVHOLJAMLCxOzxJQ0k8QkL8HUkoyi1FSF5Py84tKcksy8dAA_aBe9&q=ethree+consulting&rlz=1C1GCEA_enCA795CA795&oq=ethree&aqs=chrome.1.69i57j46i39i175i199j0i10i512j0i10i433l2j46i10i175i199j0i10i131i433j0i10i433j0i10i131i433.3007j0j7&sourceid=chrome&ie=UTF-8)

**Higher Talent**

**Website:** [www.highertalent.ca](http://www.highertalent.ca)

**Phone:** 709-739-1953

**HR Project Partners**

**Website:** [www.hrproject.ca](http://www.hrproject.ca)

**Phone:** 709-221-8800 or 709-699-0294

**Email:** jacqui@HRProject.ca

**NGA Human Resources**

**Website:** [www.ngahr.com](http://www.ngahr.com)

**Phone: 709-757-7001**

**People Stuff**

**Website:** www.peoplestuffnl.ca

**Phone:** 709-697-2423

**Email:** chad@peoplestuffnl.ca

**LEGAL SERVICES**

The services provided by the organizations listed below are not broken down by firm. Available services may include specific legal counsel, corporate formation/reorganization (incorporation), corporate services, intellectual property protection, mergers and acquisitions, support for small and medium-sized enterprises, business immigration/disputes, handling contract negotiations and drawing up contracts, handling breach of contract and debt collection, acquisition of assets/shares of existing companies, franchise agreements, purchase/sale of real estate or equipment and commercial financing (mortgages included). Please feel free to choose among these alternatives according to your preferences as they are all competent organizations.

**Bennett Law**

**Website:** [www.bennett-law.ca](http://www.bennett-law.ca)

**Phone:** 709-754-3535

**Benson Buffet**

**Website:** [www.bensonbuffett.com](http://www.bensonbuffett.com)

**Phone:** [709-579-2081](tel:709%20579%202081)

**Cox and Palmer**

**Website:** [www.coxandpalmerlaw.com](http://www.coxandpalmerlaw.com)

**Phone:** 709-738-7800

**Gittens and Associates**

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**Phone:** 709-579- 8424

**McInnes Cooper**

**Website**: [www.mcinnescooper.com](http://www.mcinnescooper.com)

**Phone:** 709-722- 8735

**Email address**: Lindsay.baird@mcinnescooper.com (Recommended)

**Orr Cabot Crosbie Oley Law**

**Website:** [www.occolaw.com](http://www.occolaw.com)

**Phone:** 709-702-8900

**Parsons Law**

**Website:** [www.parsons-law.ca](http://www.parsons-law.ca)

**Phone:** 709-722- 5100

**Stewart McKelvey**

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