

BIOQUÉBEC

Le réseau québécois des bio-industries et des sciences de la vie



PRACTICAL GUIDE FOR MEMBERS

TAKE FULL ADVANTAGE OF THE BENEFITS PROVIDED BY YOUR MEMBERSHIP IN THE BIOTECHNOLOGY AND LIFE SCIENCES NETWORK

November 2021



This guide will help you to:

- Maximize the added value of your BIOQuébec membership
- Increase your company's exposure within the network
- Facilitate your business development
- Manage your member account and its various parameters



charles river
Platinum Member
★★★

TABLE OF CONTENTS

1.	MAXIMIZE THE ADDED VALUE OF YOUR BIOQUÉBEC MEMBERSHIP	3
2.	HERE ARE SPECIFIC WAYS YOU CAN...	4
2.1	Reduce your expenses and increase your organization’s efficiency	4
2.2	Discover new business opportunities and promote your own	4
2.3	Connect with key people	4
2.4	Find contact information for potential clients and partners	4
2.5	Share your organization or sector’s challenges	4
2.6	Make your organization’s voice heard by those who can bring about change	4
3.	DISCOUNTS AND BENEFITS.....	5
3.1	Operations.....	5
3.2	Administration	6
3.3	Business development.....	7
3.4	Information and media.....	8
4.	BE SURE TO SIGN UP FOR THE ELECTRONIC MAILING LIST	9
4.1	Register for the electronic mass mailing list	9
4.2	Add someone to your organization’s member group	9
5.	STAY CONNECTED WITH BIOQUÉBEC, YOUR INFORMATION SOURCE.....	9
6.	UNLOCK THE MEMBERS’ FEATURES ON THE WEBSITE.....	10
6.1	Members Directory and event registration	11
7.	MANAGE THE “MEMBERS ONLY” SECTION.....	11
7.1	Access your Yapla account.....	11
7.2	View or modify your Members Only section information	12
8.	REGISTER FOR AN EVENT	14
9.	APPENDIX – DETAILS OF OFFERS AND BENEFITS.....	16

1. MAXIMIZE THE ADDED VALUE OF YOUR BIOQUÉBEC MEMBERSHIP

We are delighted that you are now a BIOQuébec member!

BIOQuébec provides you with support at three levels

REDUCE YOUR EXPENSES AND INCREASE YOUR EFFICIENCY

through our partnership agreements featuring human resources, laboratory products, business travel, training, and much more.

**OPERATIONS
&
MANAGEMENT**

DISCOVER NEW BUSINESS OPPORTUNITIES
and share your own through BIOQuébec.

CONNECT WITH KEY PEOPLE with the help of our team members and our administrators.

**NETWORKING
AND
BUSINESS DEVELOPMENT**

FIND CONTACT INFORMATION FOR POTENTIAL CLIENTS AND PARTNERS
and for specialized suppliers through our Members Directory, which covers the entire LS value chain.

**BUSINESS CONTEXT,
GOVERNMENT POLICIES**

SHARE YOUR CHALLENGES

by representing your network on an advisory committee.

MAKE YOUR ORGANIZATION'S VOICE HEARD

BIOQuébec represents you in discussions with opinion leaders and government representatives.

2. HERE ARE SPECIFIC WAYS YOU CAN...

2.1 Reduce your expenses and increase your organization's efficiency

- Refer to the [Discounts and Benefits](#) section on page 5 of this document.
- Let our team know which challenges you are facing so we can direct you to the most suitable offers; simply contact us at direction@bioquebec.com.

2.2 Discover new business opportunities and promote your own

- Be sure to sign up for our electronic mailing list – to see if you are registered, refer to page 8 of this document.
- Follow BIOQuébec on LinkedIn, Facebook, and Twitter – to find out how, refer to page 9 of this document.
- Send us your news and press releases by e-mailing us at direction@bioquebec.com.
- Participate in our networking conferences and events – for information on upcoming events, go to <https://services.bioquebec.com/fr/evenements-bioquebec/>.

2.3 Connect with key people

- Find the person's name in the Members Directory – to learn how, refer to page 10 of this document.
- Let our team know what you need, and we will connect you with the right person – simply e-mail us at direction@bioquebec.com.
- Participate in our networking events and ask a member of our team to introduce you to those you want to meet – for information on upcoming events, go to <https://services.bioquebec.com/fr/evenements-bioquebec/>.

2.4 Find contact information for potential clients and partners

- Consult the Members Directory on our website – to learn how, refer to section 6.1 on page 10.
- Let our team know what you need, and we will connect you with the right person – simply e-mail us at direction@bioquebec.com.

2.5 Share your organization or sector's challenges

- Participate, when asked to do so, in BIOQuébec's surveys, which are designed to define your sector – to view past surveys, go to www.bioquebec.com/actualites.
- Contact the members of our team to tell us about your particular challenges – simply e-mail us at direction@bioquebec.com.

2.6 Make your organization's voice heard by those who can bring about change

- Participate in BIOQuébec's opinion surveys when asked to do so.
- Attend BIOQuébec-sponsored events with opinion leaders – for information on upcoming events, go to <https://services.bioquebec.com/fr/evenements-bioquebec/>.
- Join one of BIOQuébec's committees – let us know you are interested in participating by e-mailing us at direction@bioquebec.com.






3. DISCOUNTS AND BENEFITS

Over the years, BIOQuébec has established agreements with suppliers to help our members with their operations management. The details on each supplier's offers can be found on our website at www.bioquebec.com/privileges





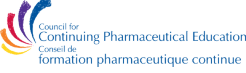












These discounts and benefits are currently being offered:

3.1 Operations

	Suppliers	Discount/Benefit	Contact Info/Details
		<ul style="list-style-type: none"> • VIP tour of the facilities <p><i>Refer to the Appendix for full details</i></p>	<p>Mario C Fillion, Ph. D. Director, CNBE-INRS mario.fillion@iaf.inrs.ca Tel.: 450-687-5010, ext. 4396</p>
		<ul style="list-style-type: none"> • 10% discount on biostatic analysis projects valued at less than \$10,000 	<p>Hani Kabbara Tel.: 1-866-556-6237 Bd@statrac.ca</p>
		<p>BioAdvantage program available only to BIOQuébec members</p> <ul style="list-style-type: none"> • Price: featured products and discount prices • Incentive discounts on consumable products and small equipment valued at less than \$2,000 • 10% discount on labour and 5% discount on parts • Free shipping and returns <p><i>Refer to the Appendix for full details.</i></p>	<p>Christine Sarafian Industry Director, Clinical and Biotech segments Tel.: 800-234-7437, ext.150-4130 christine.sarafian@thermofisher.com</p>
		<ul style="list-style-type: none"> • Discount of up to 25% depending on the sample lifecycle management service selected <p><i>Refer to the Appendix for full details.</i></p>	<p>Ingrid Saba Manager, Business Development-Canada Tel.: 581-984-2616 ingrid.saba@brooks.com</p>

3.2 Administration

	Suppliers	Discount/Benefit	Contact Info/Details
		<p>Payroll Management</p> <ul style="list-style-type: none"> • 50% discount on file opening fees and for activating and implementing the Nethris™ payroll service • A discount on periodic processing fees <p><i>Refer to the Appendix for full details.</i></p>	<p><i>Senior Sales Representative -</i> Sébastien Beetz 514-707-9291 sebastien.beetz@bnc.ca</p> <p><i>Healthcare and Life Sciences – Commercial Banking</i> Richard Parent richard.parent@bnc.ca Véronique Missout veronique.missout@bnc.ca Mathieu Guimont mathieu.guimont@bnc.ca</p>
		<ul style="list-style-type: none"> • 10% discount at all Germain hotels • 5% discount at all Alt hotels <p><i>Refer to the Appendix for full details.</i></p>	<p>Joanne Jordan <i>Business Development and Partnerships – BioTalent</i> Tel.: 613-235-1402, ext. 240 jjordan@biotalent.ca</p>
		<ul style="list-style-type: none"> • 10% discount on online courses when using the BioTalentCanada code 	<p>Go to this page and use the BioTalentCanada code when registering.</p> <p>Joanne Jordan <i>Business Development and Partnerships – BioTalent</i> Tel.: 613-235-1402, ext. 240 jjordan@biotalent.ca</p>
		<ul style="list-style-type: none"> • Up to 50% discount on most courses <p><i>Refer to the Appendix for full details.</i></p>	<p>Jim Shea <i>General Manager</i> Tel.: 514-333-8362, ext. 228 jshea@ccpe-cfpc.org</p>
		<ul style="list-style-type: none"> • Exclusive benefits program, i.e. a group insurance program and a group pension plan <p><i>Refer to the Appendix for the full details.</i></p>	<p>Marie-Ange Bonin <i>Account Manager</i> Tel.: 418-622-8550, ext. 4178</p>
		<ul style="list-style-type: none"> • 45% discount on memberships 	<p>Joanne Jordan <i>Business Development and Partnerships – BioTalent</i> Tel.: 613-235-1402, ext. 240 jjordan@biotalent.ca</p>
		<ul style="list-style-type: none"> • 5 free posts (job offers) per year on BioTalent Canada’s PetriDish portal • 25% discount on subsequent posts and on the purchase of the National Compensation Guide 	<p>Eli Duern <i>Project Manager, Marketing and Communications</i> Tel.: 613-235-1402, ext. 225 eduern@biotalent.ca</p>
		<ul style="list-style-type: none"> • Discounts on entertainment, trips, sporting events, movies, 	<p>Jules Bahanyi <i>Client Support Representative,</i></p>

		<p>wellness, shopping, and much more (registration required)</p> 	<p><i>BioTalent Canada</i> jbahanyi@biotalent.ca</p>
		<ul style="list-style-type: none"> • 20% discount at the largest award-winning airport lounge in the world 	<p>Joanne Jordan <i>Business Development and Partnerships – BioTalent</i> Tel.: 613-235-1402, ext.240 jjordan@biotalent.ca</p>
		<ul style="list-style-type: none"> • Two free hours of consulting services to help you achieve your business goals. <i>Refer to the Appendix for the full details.</i> 	<p>Catherine Lamontagne Strategist and Founder Cell.: 450-578-0878</p>
		<ul style="list-style-type: none"> • Save up to 40% on parking and valet parking services. 	<p>Joanne Jordan <i>Business Development and Partnerships – BioTalent</i> Tel.: 613-235-1402, ext. 240</p>
		<ul style="list-style-type: none"> • Preferential rates on the cyberattack prevention learning platform 	<p>Joanne Jordan <i>Business Development and Partnerships – BioTalent</i> Tel.: 613-235-1402, ext. 240</p>
		<ul style="list-style-type: none"> • Complete audit of your property and casualty insurance portfolio with recommendations at no cost and without obligation 	<p>Olivier Mathieu <i>General Insurance Broker, Portfolio Manager</i> Olivier.Mathieu@MarshMMA.com Tel. : 514 210-7807</p>

3.3 Business development

	Suppliers	Discount/Benefit	Contact Info/Details
		<p>Access to:</p> <ul style="list-style-type: none"> • Free forums only available to MassBio members • Networking events and regional activities • Signature events at MassBio member prices • Purchasing groups for savings on supplies and services • Reward program for employees when creating an account on the MassBio website 	<p>Jeremiah Treanor <i>Director of Innovation Services</i> Tel.: 617-674-5106 jeremiah.treanor@massbio.org</p>
		<p>Qualified* BIOQuébec members can join IMC through a joint membership initiative</p>	<p>Wilma Deen <i>Director, Member Services</i> Tel.: 613-236-0455, ext. 207 wdeen@imc-mnc.ca</p>

		<p>Discounts on partners' events registration fees</p> <p>Information is provided in the BIOQuébec website's Events section. Members receive their promotion codes by e-mail.</p>	<p>Marie-Pierre Maltais <i>Project Coordinator, Member Services</i> Tel.: 450-522-6976 mpmaltais@bioquebec.com</p>
--	--	--	---

3.4 Information and media

	Suppliers	Discount/Benefit	Contact Info/Details
		<ul style="list-style-type: none"> • Free annual service membership • 10% minimum discount • Free press release distribution throughout the national life sciences sector when selecting general channels • Several other offers and reference documents available <i>Refer to the Appendix for the full details.</i> 	<p>Greg Blazina <i>Head of Canada</i> Tel.: 416-593-0208, ext. 227 Cell.: 416-500-6190 Greg.Blazina@businesswire.com</p>
		<p>E-mailed news bulletins and social media network posts to highlight your news and announcements.</p>	<p>Marie-Pierre Maltais <i>Project Coordinator, Member Services</i> Tel.: 450-522-6976 mpmaltais@bioquebec.com</p>
		<ul style="list-style-type: none"> • 25% discount on training and events organized by Pharmabio Développement. <i>Subscribe to the Pharmabio Développement newsletter for details.</i> 	<p>Élizabeth Droz <i>Training Coordinator</i> Tel.: (450) 629-8885, ext. 101 edroz@pharmabio.qc.ca</p>

4. BE SURE TO SIGN UP FOR THE ELECTRONIC MAILING LIST

BIOQuébec regularly e-mails its members about upcoming events, industry news, government announcements, partner offers, and more.

By default, BIOQuébec members receive e-mail communications that are intended for the entire network, as they are automatically added to the internal database when becoming a member. Members may not receive these e-mails if they have not provided their e-mail address to BIOQuébec. Should this be the case, members can follow the steps below to sign up for the electronic mailing list.

4.1 Register for the electronic mass mailing list

Members are automatically added to our mailing list, which features our newsletters, news bulletins, and announcements from our partners.

To confirm that you already on our general mailing list, simply log in to the Newsletter page (www.bioquebec.com/infolettre) on BIOQuébec's website. If you are already in our database, you will receive a notice confirming you are registered.

If you are still having difficulties, simply contact Marie-Pierre Maltais at mpmaltais@bioquebec.com for help processing your registration.

4.2 Add someone to your organization's member group

By default, everyone registered in your organization's member group will receive member-specific e-mails; they can also take advantage of the benefits associated with your organization's BIOQuébec membership. However, for them to receive these e-mails, they must first have been registered in the member group.

To add members of your organization's staff to your BIOQuébec member group, please provide their names and contact information to Marie-Pierre Maltais by e-mail (mpmaltais@bioquebec.com) or by phone at 514-360-4565.

5. STAY CONNECTED WITH BIOQUÉBEC, YOUR INFORMATION SOURCE

In addition to subscribing to the mass mailing list, another good way to keep track of what's going on in the biotechnology and life sciences industry is to regularly visit the News section of BIOQuébec's website and follow the network's LinkedIn, Facebook, Twitter, and YouTube accounts.



NEWS

www.bioquebec.com/actualites



FACEBOOK

@BIOQUÉBEC



TWITTER

@BIO_QC



LINKEDIN

@BIOQuébec



YOUTUBE

@BioQuébec

6. UNLOCK THE MEMBERS' FEATURES ON THE WEBSITE

From BIOQuébec's secure Members Only section (<https://services.bioquebec.com/en/membres/authentication>), you can unlock the features on BIOQuébec's website that are only available to members.

- Once on the page, enter the access code and password that were e-mailed to you. Click on **Sign in**. You can then choose to save your access code on Google. If you don't want to always be connected automatically, simply click on **Logout** in **My Member Space** (left menu bar) or in the menu bar at the top of the page.

- If you have forgotten your password, click on **Password reset** and enter your e-mail address. You will receive an e-mail with instructions on how to reset your password.
- If you enter the wrong password, you will be automatically redirected to this page.
- Enter your password once again. If you still are unable to log in, click on **Password reset** and follow the instructions in Step a).

Reset your password

Please enter the email address of your account. A link to create a new password will be sent to you.

6.1 Members Directory and event registration

Once all the features have been unlocked, you can access the Members Directory by clicking on **Annuaire des membres** – see the orange tab in the image on the right.

You can look up a specific member according to the page’s various search parameters:

- Scope of application
- Medical field
- Stage of development – health
- Specialization
- Services offered

Name	Domain	Development phase - Health	Website
SemaThera Inc.	Human Health	Preclinical research	http://semathera.com/
Conseil de formation pharmaceutique continue			http://www.ccpce-cfpc.org

The main benefit for a member to access the directory by unlocking their Members Only section is that it provides full access to the Directory and to the contact information for key people at these organizations. Not all of this information is available when you view the Directory page (<https://services.bioquebec.com/en/directory>), which is accessible to all. Full details are only provided once you unlock your access. Otherwise, nothing but the name and website of each organization is featured.

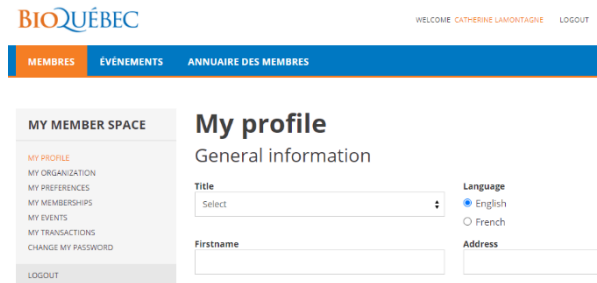
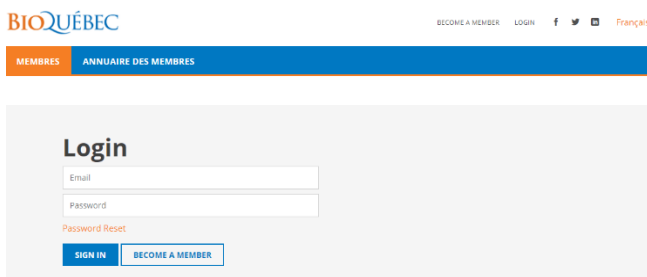
You can also register for events by clicking on the orange **Événements** tab or by going directly to our *Events* page (<https://services.bioquebec.com/en/evenements-bioquebec>).

7. MANAGE THE “MEMBERS ONLY” SECTION

This section outlines how to manage your Members Only section on the Yapla platform correctly.

7.1 Access your Yapla account

You must first log in by following the steps in Section 6. Unlock the features on the website that are only available to members by entering your access code and password where indicated in the secure Members Only section of BIOQuébec’s website (<https://services.bioquebec.com/en/membres/authentication/>). This will bring you to your Member Space section.

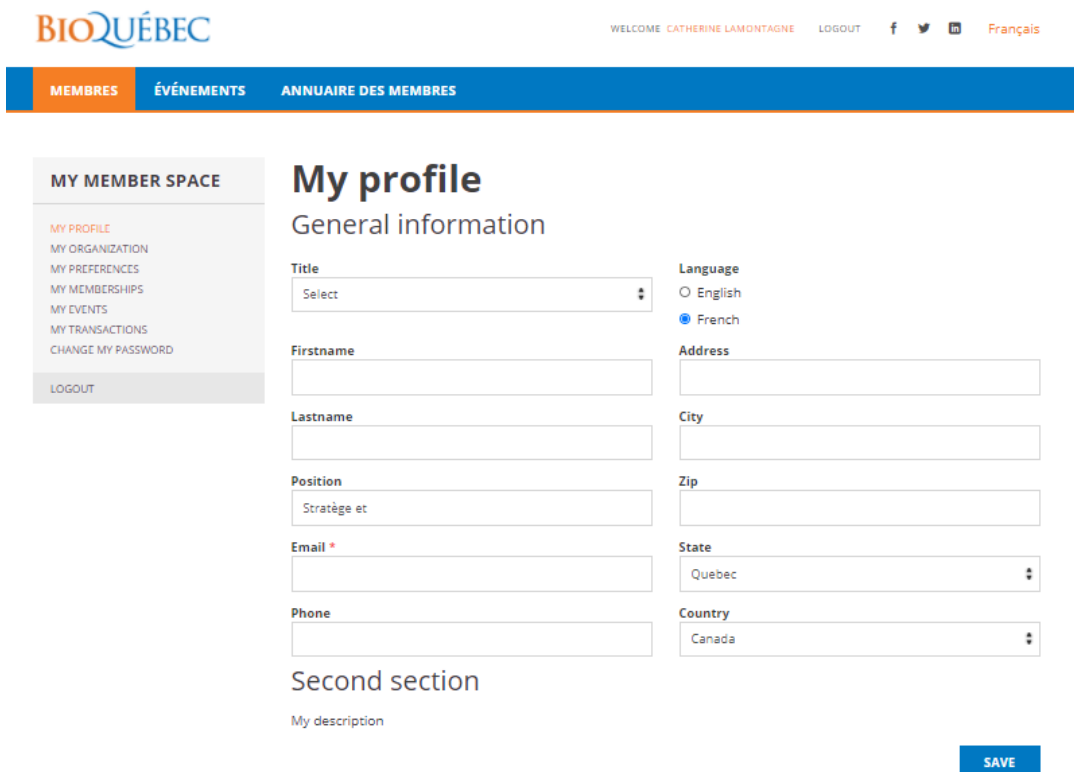


7.2 View or modify your Members Only section

information

Once you have accessed your BIOQuébec Members Only section on Yapla, you will be able to view or modify the information found in your Members Only section.

1. Update the general information in **My profile** then click on **Save** to save these changes.



2. **My organization** contains information about your company, its activity parameters, and a list of its members and administrators. You can modify these details by clicking on **Edit**. Make sure to then save the changes by clicking on **Save**.

MY MEMBER SPACE

MY PROFILE

MY ORGANIZATION

MY PREFERENCES

MY MEMBERSHIPS

MY EVENTS

MY TRANSACTIONS

CHANGE MY PASSWORD

LOGOUT

My Organization

[EDIT](#)

General information

Name	OROKOM Communication-Marketing Inc.	Phone	450-578-0878
Année d'implantation		Website	http://www.orokom.com

3. In **My preferences**, you can unselect the option of displaying your profile in the directory. It is selected by default.

MY MEMBER SPACE

MY PROFILE

MY ORGANIZATION

MY PREFERENCES

MY MEMBERSHIPS

MY EVENTS

MY TRANSACTIONS

My preferences

Privacy parameters

Display my profile in directory

[SAVE](#)

4. In **My memberships**, you can view your membership history and renew your current membership. You will receive an e-mail notifying you that your membership is due for renewal. Simply follow the steps to renew online or contact Marie-Pierre Maltais by e-mail (mpmaltais@bioquebec.com) or by phone at 514-360-4565. She will then issue an invoice and e-mail it to you. A single invoice is issued for all members of the group and is sent to its administrator.

MY MEMBER SPACE

MY PROFILE

MY ORGANIZATION

MY PREFERENCES

MY MEMBERSHIPS

MY EVENTS

MY TRANSACTIONS

CHANGE MY PASSWORD

LOGOUT

My memberships

[RENEW MY MEMBERSHIP](#)

Memberships History

Year	Membership Type	Transaction date	Membership Start date	Membership Renew	Status
2019	1 à 9 employés	12-02-2019	01-01-2020	01-01-2021	Validated
2019	1 à 9 employés	03-26-2019	01-01-2019	01-01-2020	Canceled
2014	1 à 9 employés	09-30-2014	09-30-2014	01-01-2020	Canceled
2014	1 à 9 employés	09-30-2014	09-30-2014	01-01-2020	Expired

- The **My events** section includes the list of events in which you have participated or are registered. By clicking on **View details**, you can modify the information you had provided when registering. Don't forget to then **Save** your changes. You can also click on **Back** to go back to the My events page.

Event name	Registration date	First name	Last name	Price	Status
BIOQuébec Annual General Meeting	20-09-2019 08:29	Catherine	Lamontagne	\$57.49	Validated View detail

BIOQuébec Annual General Meeting
REGISTRATION MANAGER'S EDITION
IDENTIFICATION

Firstname
Catherine

Name
Lamontagne

Email
catherine@orokom.com

Organisation
Orokom Communications et Marketing

[EDIT](#) [BACK](#)

- All transactions processed since your membership was activated are listed in **My transactions**. Each transaction's status is also shown.

Transaction	Date	Status	
Transaction 247119			
1 à 9 employés	2019-12-02	Payment received	\$2,299.50
Total			\$2,299.50
Transaction 220481			
BIOQuébec Annual General Meeting	2019-09-20	Payment received	\$57.49
Total			\$57.49
Transaction 174530			
Remboursement	2019-03-27	Payment received	-\$172.46
Total			-\$172.46
Transaction 173992			
Entrepreneur incubé	2019-03-26	Payment received	\$172.46
Total			\$172.46

- Just as with any account requiring a password, you can change your password by clicking on the **Change my password** tab. Simply enter your current password, type in a new one, and save it by clicking on **Save**.

8. REGISTER FOR AN EVENT

To register for an event, you must first log in to the secure Members Only page (<https://services.bioquebec.com/en/membres/authentication/>) on BIOQuébec's website by following the instructions on page 9.

Once you are logged in, you will be given the option of clicking on the **Events** tab. Click on the event you would like to attend, read the details, and follow the registration instructions. You will also be able to view all past and future events (see the dropdown list and links to the right of each event).

Note: You may be unable to register for an event if your membership is inactive or if you aren't listed as an employee of your organization in our system. In that case, please contact Marie-Pierre Maltais by e-mail at mpmaltais@bioquebec.com or by phone at 514-360-4565.



**BIOQuébec thanks its Annual Platinum Partner:
Charles River Laboratories.**

They have a long-standing relationship with the BIOQuébec network and provide unwavering support to the Quebec life sciences and biotechnology industry. Charles River Laboratories are very supporters of BIOQuébec's various activities and operations. Thank you for contributing to our network's success!

9. APPENDIX – DETAILS OF OFFERS AND BENEFITS

NATIONAL BANK

BIOTALENT CANADA

BROOKS LIFE SCIENCES

BUSINESS WIRE

CENTRE NATIONAL DE BIOTECHNOLOGIE EXPÉRIMENTALE (LNBE-INRS)

COUNCIL FOR CONTINUING PHARMACEUTICAL EDUCATION (CCPE)

CQIB

FISHER SCIENTIFIC

GERMAIN HÔTELS

LES CONSEILLERS EN AVANTAGES SOCIAUX SAGE

MASSBIO

INNOVATIVE MEDICINES CANADA

OROKOM

PERKOPOLIS

STATRAC

VÉZINA ASSURANCES

BIOQuébec Members

Entrust us with your payroll service and get:

- ✓ 50% discount on file opening fees and employee files activation;
- ✓ 50% discount on modules and options implementation;
- ✓ Discount on periodic processing fees.

Streamline payroll processing for your employees

We understand that payroll processing can be complex. Thankfully, National Bank payroll solutions, powered by Nethris®, are here to meet the needs of Canadian businesses.



Employee payments

Salaries are calculated from gross to net, and employees are paid in your name via cheque or direct deposit. Payslips can be consulted directly online.



Payment of remittances

The calculation of withholding taxes and payments to government agencies are done on your behalf. Say goodbye to hassles and penalties!



Year-end processing

The documents and data you need for the end of the year, including tax paperwork (T4 and Relevé 1) and your federal summary, are prepared for you.

What is Nethris?

For almost 45 years, Nethris has offered Canadian businesses all-in-one solutions for payroll processing and employee management. Their know-how has been proven, and is now recognized by the 16,000 companies with whom they do business every day.





Reduce the risks involved in payroll processing and preparation

- > Avoid costly penalties
- > No more annual updates
- > Free yourself of handling government remittances
- > Benefit from unlimited assistance
- > Access your information 24 hours a day
- > Free and secure mobile app
- > Data stored in Canada
- > Administration of businesses managed by the CCQ (Commission de la construction du Québec)

Solutions offered

HR PRO > Human Resources Pro

Manage all your human resources in one place: trainings, performance evaluations, disciplinary measures, employee file appendices, work accidents, etc.

TM > Time Management

Simplify the entry of employees' worked hours with the help of punch clocks or timesheets, and benefit from an accurate follow-up.

GI > Group Insurance

Save time by easily managing your group insurance plan.

GL > General Ledger Interface

Transfer your entries to your accounting software, error-free.

RG > Report Generator

Create your own reports according to your needs. Produce them using data updated in real-time.

SS > Self-Service

Give your employees easy and effective access to their payslips, T4, Relevé 1, attendance, etc.

DR > Deductions to Recover

Manage pending deductions and maximize your investment.

PRE > Pre-Employment Verification

Make the right choice. Reduce the risks of fraud and internal theft.

Choose National Bank payroll solutions today, powered by Nethris!

→ Visit nbc.ca/business-payroll or speak with our expert below.

Senior Sales Representative – Marketing Payroll Service

Sébastien Beetz

514 707-9291 | sebastien.beetz@nbc.ca

Life sciences and Health - Business Banking

Richard Parent | richard.parent@nbc.ca

Véronique Missout | veronique.missout@nbc.ca

Mathieu Guimont | mathieu.guimont@nbc.ca



CGI Payroll Services Centre Inc. is the sole provider of payroll processing solutions and services marketed under the Nethris® brand, for which National Bank of Canada acts only as distributor.

* Nethris is a registered trademark of CGI Payroll Services Centre Inc.

© 2019 National Bank of Canada. All rights reserved. Any reproduction, in whole or in part, is strictly prohibited without the prior written consent of National Bank of Canada.

Guide du Programme national de rémunération de BioTalent Canada

Comment fidéliser vos meilleurs employés? En leur offrant des salaires concurrentiels.

SACHEZ COMBIEN OFFRIR POUR ATTIRER ET RETENIR LES MEILLEURS EMPLOYÉS

Chef de file en matière de production de rapports sur le marché du travail à l'intention du secteur de la bioéconomie canadienne, BioTalent Canada compile des données sur la rémunération et établit des points de référence nationaux de manière à alléger le fardeau des PME cherchant à attirer et à fidéliser les employés talentueux au sein d'un milieu concurrentiel.

Dans ce guide :

- Découvrez les pratiques de rémunération ayant cours habituellement dans l'industrie de la bioéconomie
- Comparez votre régime de rémunération à celui de vos concurrents sur le marché
- Servez-vous des données du marché pour fidéliser vos meilleurs employés et réduire le taux de roulement
- Renforcez votre connaissance du marché pour recruter en toute confiance
- Obtenez des données abordables sur la rémunération propres à la bioéconomie



LES PLUS RÉCENTES DONNÉES SUR LA RÉMUNÉRATION AU BOUT DE VOS DOIGTS

- NOUVELLES DONNÉES : Directeur, Relations publiques
- NOUVELLES DONNÉES : Chef du soutien technique
- 36 profils de compétences recherchées dans le secteur de la bioéconomie canadienne
- Description de poste
- Expérience professionnelle, compétences et formation requises pour chaque poste
- Données sur les salaires et les avantages sociaux
- Données sur les fluctuations salariales

OPTIONS DE DONNÉES PERSONNALISÉES

Vous souhaitez limiter les résultats à un poste précis ou à une région du Canada? Informez-vous au sujet des **BioProfils sur demande** : des rapports personnalisés de BioTalent Canada sur la rémunération et les avantages sociaux.

ÊTES-VOUS MEMBRE DE BIOQUÉBEC?

Les membres de BIOQuébec obtiennent un rabais de 25 % à l'achat du Guide national sur la rémunération*. Commandez le vôtre dès aujourd'hui au biotalent.ca/fr/GuideRemuneration.

Pour obtenir de plus amples renseignements, communiquez avec BioTalent Canada à products@biotalent.ca.

* N'est offert qu'en anglais à l'heure actuelle

BIOQUÉBEC

À PROPOS DE BIOTALENT CANADA

BioTalent CanadaMC est le partenaire RH et le catalyseur de la croissance de la bioéconomie du Canada. Grâce à nos partenariats avec des employeurs, des associations, des établissements d'enseignement postsecondaire, des organismes de services aux immigrants et des fournisseurs de services, nous avons bâti un réseau dynamique axé sur le renforcement des compétences qui permet de mettre en relation des employeurs et des travailleurs qualifiés et de créer des occasions d'emploi.



Un monde de ressources pour la bioéconomie canadienne

Visitez biotalent.ca/fr/GuideRemuneration

Babillard d'emplois Le PetriDish^{MC}

Vous souhaitez faire croître votre entreprise? Trouvez les talents dont vous avez besoin à l'aide du Le PetriDish^{MC}.

FAITES-VOUS REMARQUER PAR LES PROFESSIONNELS DE LA BIOTECHNOLOGIE

Le PetriDish^{MC} est **l'unique tableau d'affichage national bilingue de postes en biotechnologie du Canada**. Il met les employeurs en contact avec plus de 17 400 chercheurs d'emploi possédant les qualifications et l'expérience nécessaires à la croissance de leur entreprise, des débutants aux experts, en passant par les professionnels formés à l'étranger.

ENTREZ EN CONTACT AVEC PLUS DE CANDIDATS CIBLÉS

- Joignez des candidats spécialisés en bioéconomie.
- Triez les CV plus rapidement.
- Trouvez davantage de candidatures pertinentes en bioéconomie.

PROFITEZ D'AFFICHAGES GRATUITS

Le saviez-vous? Les membres de BIOQuébec ont droit à 5 affichages gratuits, un avantage d'une valeur de 1 000 \$.

Communiquez avec Eli pour accéder à vos offres d'emploi gratuites.

The logo for BIOQUÉBEC features the word "BIO" in orange and "QUÉBEC" in blue, with a stylized blue wave-like graphic underneath.

CARACTÉRISTIQUES CLÉS

- Affichage de poste en trois étapes simples
- Diffusion à l'échelle du Canada sans frais supplémentaires
- Options de paiement flexibles : payez maintenant par carte de crédit ou plus tard avec la fonction M'envoyer une facture
- Offres d'emploi affichées pendant 30 jours
- Alertes de mises en candidature envoyées aux employeurs
- Suivi et gestion des candidats
- **Partage des offres d'emploi sur Facebook, Twitter et LinkedIn**
- Rabais de 25 % sur toutes les offres d'emploi une fois les affichages gratuits épuisés
- Nouveau site Web en 2019!

COMMENT POUVONS-NOUS VOUS AIDER?

Vous avez des questions sur l'affichage de postes ou vous avez besoin d'aide? Communiquez avec Eli par téléphone, au 613-235-1402, poste 225, ou par courriel à eduern@biotalent.ca.

The logo for Le PetriDish features the text "Le PetriDish" in a bold, sans-serif font, with "Le" in black and "PetriDish" in red. Below it, the tagline "L'endroit où les grandes carrières en bioéconomie décollent." is written in a smaller black font.

Le PetriDish est une marque de commerce enregistrée de BioTalent Canada.

À PROPOS DE BIOTALENT CANADA

BioTalent Canada^{MC} est le partenaire RH et le catalyseur de la croissance de la bioéconomie du Canada. Grâce à nos partenariats avec des employeurs, des associations, des établissements d'enseignement postsecondaire, des organismes de services aux immigrants et des fournisseurs de services, nous avons bâti un réseau dynamique axé sur le renforcement des compétences qui permet de mettre en relation des employeurs et des travailleurs qualifiés et de créer des occasions d'emploi.



petridish.ca

Un monde de ressources pour la bioéconomie canadienne

WAGE SUBSIDY PROGRAMS



Igniting the bio-economy's brainpower
Catalyseur de l'intelligence en bioéconomie



STUDENT WORK PLACEMENT PROGRAM

- Up to \$ 7,500 in wage subsidies
- The internship must be carried out with an organization from the bioeconomy sector and the tasks can be of various nature
- Full-time or part-time position (min 10 hours per week)
- Placement duration: 4 to 16 weeks

SCIENCE HORIZONS PROGRAM

- Up to \$ 25,000 in wage subsidies
- The position is for recent graduates
- It must support a "green" project within the organization (an initiative with a positive environmental impact)
- Full time position
- Placement duration: 6 to 12 months

➔ [BIOTALENT.CA/CO-OPFUNDS](https://biotalent.ca/co-opfunds)

➔ [BIOTALENT.CA/SCIENCEHORIZONS](https://biotalent.ca/sciencehorizons)

Affinity Discounts for BioTalent Canada's Partners

Access the following discounts for BioTalent Canada's partners and their members.

BioTalent Canada's Products and Services

Free or 25% off on The PetriDish™ job postings and The National Compensation Guide, may be available through your industry association membership.



The PetriDish™
Where great bio-economy careers are cultured.

Please contact Jules at JBahanyi@biotalent.ca for details on how to access.

Other Available Benefits

iii HealthPartners
PartenaireSanté Charities At Work
La philanthropie au travail

Create healthier and more engaged employees through select programs and activities, charitable giving, information sharing and other initiatives. To learn more, contact BusinessDevelopment@HealthPartners.ca



Building skills for Canada's bio-economy

For more info visit
biotalent.ca/discounts



10% off each registration of Life Science courses.



Discounted news releases.



The good life. Made easy.

45% off an annual membership with GoodLife fitness.



Enjoy great savings on entertainment, travel, attractions, shopping, health, wellness, sport and more!



20% discount at the world's largest award-winning independent airport lounge.



5% discount at all Alt Hotels and 10% discount at all Germain Hotels.



Earn rewards and save up to 40% on valet and parking services.



Preferred rates on learning platform for avoiding cyber attacks.

Advancing life science discoveries that bring healthier and brighter tomorrows

Brooks Life Sciences is a leading provider of sample solutions that includes a full suite of reliable cold-chain sample management solutions and genomic services across areas such as drug development, clinical research, and advanced cell therapies. Brooks Life Sciences' GENEWIZ division is a leading provider of gene sequencing and gene synthesis services. The industry's top pharmaceutical, biotech, academic, and healthcare institutions around the world look to Brooks Life Sciences and GENEWIZ to support their research and advance their discoveries.



STORAGE TEMPERATURE SERVICES

Brooks Life Sciences provides a range of sample management services to meet clients' needs in various stages of Research and Development. Transfer the risk of managing valuable samples to ensure they are secure, audited, conditioned and processed to protect sample integrity at a central point.

- Storage Temperature Capabilities
 - Ambient (15°C to 30°C)
 - Refrigerated (2°C to 8°C)
 - Freezer (-20°C to -40°C)
 - Ultra-low Freezer (-70°C to -80°C)
 - Liquid Nitrogen (-135°C to -196°C)
- Over 200 different sample types and products stored
 - Human or animal - blood, plasma, urine, tissue, bone, cells, fluids, DNA, RNA, forensics. API, bulk drug substance, retains.
- Certified sample managers
- A rigorous and proven Quality Management System with cGMP compliance
- FDA 21 CFR Part 11 Compliant Software
- 150+ industry best-practices
- ISO 9001, CAP accredited, NRC and CLIA certified
- Project management oversight and expertise



EXCLUSIVE OFFER to BIOQuebec biotechnology and life sciences network

By combining Brooks sample management and lab services, BIOQuebec members benefit from quick turnaround time to pull and prepare samples for testing, safe and secure storage, and the selection of appropriate technologies to meet budgets.

Contact your local Brooks Life Science representative

Ingrid Saba – Business Development Manager

Cell: 581-984-2616 | Repository: 514-333-4450 | Email: Ingrid.saba@brooks.com

All active BIOQuebec members can receive up to a 25% discount.

GENEWIZ Genomics Services

FROM SYNTHESIS TO VALIDATION - YOUR PARTNER OF CHOICE

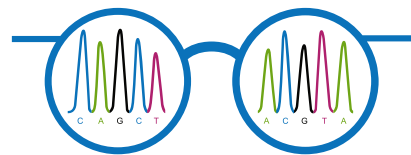
Writing Genes

Build optimal constructs using GENEWIZ's unparalleled synthetic DNA services:
Gene Synthesis | Library Synthesis | Oligo Synthesis



Reading Genes

Screen or validate constructs with GENEWIZ's best-in-class sequencing service:
Sanger Sequencing | Next Generation Sequencing



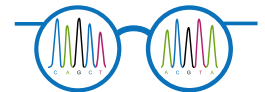
GENE SYNTHESIS

GENEWIZ can synthesize naturally occurring sequences, codon-optimized genes, gene libraries, complex sequences, large sequences, or any other sequence you need for your research. Choose from a variety of convenient service types, including cloned products and fragments, all backed by our PhD-level project management support to help you through your project.



SANGER SEQUENCING

GENEWIZ Sanger is well-equipped to handle DNA sequencing of all complexities including single tube, high-throughput, direct bacterial colony, AAV-ITR, CLIA, or GLP DNA sequencing projects. Our mission is to eliminate bottlenecks, improve productivity, and advance your research forward.



NEXT GENERATION SEQUENCING

GENEWIZ's next generation sequencing services deliver an unmatched combination of quality, reliability, and expertise. We have spent years optimizing our processes to deliver the highest-quality results that meet your budget and deadline.



- ✓ RNA Sequencing
- ✓ Amplicon Sequencing
- ✓ Whole Genome Sequencing
- ✓ Targeted Sequencing
- ✓ Clinical Sequencing
- ✓ Epigenomics
- ✓ Immunogenomics
- ✓ Metagenomics

QUALITY THROUGH EVER STEP

 1. Design Free consultations from expert scientist	 2. Extraction Many sample types accepted	 3. Library Prep Automated processes improve reproducibility	 4. Sequencing Latest platforms and technologies	 5. Bioinformatics Customizable offerings
--	--	---	---	--

Contact your local Brooks Life Science representative

Ingrid Saba – Business Development Manager

Cell: 581-984-2616 | Repository: 514-333-4450 | Email: Ingrid.saba@brooks.com

All active BIOQuebec members can receive up to a 25% discount.



Business Wire is the leading source for companies all over the world for news releases, photos, multimedia and regulatory filings. Through the partnership with BIOQuébec we are able to offer our members the following benefits:

- Complimentary Business Wire membership
- No minimum spend and a minimum 10% discount on press release distribution
- Tailored discount packages to meet our members' needs, from startup company deals to large corporate packages
- Full-text posting of your press releases, logo, and multimedia at BusinessWire.com and at leading online news sites, portals and databases
- Distribution in Canada through Business Wire's exclusive partnership with Postmedia Network
- Full-text news release transmission via QuickWire, Postmedia's proprietary content distribution software
- Full-text posting of your news on a designated page on the Financial Post
- Promotion of your news through the canada.com online network
- Distribution available in English and French, with reasonable translation rates
- How to Write a News Release: <https://blog.businesswire.com/how-to-write-a-news-release-in-2020>
- Sample Press Release: <https://services.businesswire.com/resources-education/sample-press-release>

To take advantage of this offer please

visit: <https://services.businesswire.com/biotecanada-members>

To take advantage of this offer:

Please contact **Greg Blazina**, Head of Canada, Business Wire

at Greg.Blazina@businesswire.com or call **416.593.0208 x227** for more information.

LNBE

*Your drug development accelerator
in preclinical animal studies*



- ✓ **Turnkey contract research (CRO services)**
- ✓ **Specialized in exploratory non-GLP studies:**
- ✓ **74 multifunctional animal housing rooms BSL-1, BSL-2 and soon BSL-3 (spring 2021)**
- ✓ **Fast turnaround time, flexibility & highly qualified personnel**
- ✓ **Partnership with different CRO to offer a larger spectrum of services**
- ✓ **Animal husbandry available for your own studies**
- ✓ **Over 20 years experience**

Laboratoire National de Biologie Experimentale (LNBE)
531 boul. des Prairies, Laval, Qc, Canada , H7V 1B7



YOUR DRUG DEVELOPMENT ACCELERATOR

VIVARIUM LEASING WITH FULL SERVICES

- ✓ **NO CAPITAL EXPENDITURES**
- ✓ **SPACE AVAILABLE FOR IMMEDIATE OCCUPANCY**
- ✓ **FLEXIBLE TERM COMMITMENT**
- ✓ **SCALABILITY**
- ✓ **74 MULTIFUNCTIONAL HOUSING ROOMS FOR SMALL AND LARGE ANIMALS**
- ✓ **LABORATORIES AND PROCEDURE ROOMS AVAILABLE**
- ✓ **FULL SERVICES INCLUDING SANITIZATION**
- ✓ **TECHNICAL ASSISTANCE IS AVAILABLE ON HOURLY BASIS**
- ✓ **SURGERY AND NECROPSY ROOMS AVAILABLE**
- ✓ **ANIMAL PURCHASING AND LOGISTIC SERVICES**
- ✓ **24/7 SECURE ACCESS**
- ✓ **AAALAC INTERNATIONAL AND CCAC ACCREDITED**

ANIMAL SPECIES

Non-human primates	Rodents	Large animals	Dogs	Unusual species	Others
Cynomolgus macaques	Mice (including transgenic, nude, SCID)	Pigs	Beagle dogs (colony)	Ferrets	Rabbits
Rhesus macaques	Rats (including transgenic, nude, SCID)	Minipigs	Mongrel dogs	Cotton rats	Chicken
Capuchin monkeys	Guinea pigs	Goats			Chicks
Squirrel monkeys	Hamsters	Sheep			Turkeys



YOUR DRUG DEVELOPMENT ACCELERATOR IN ANIMAL MODELS (DRUG EFFICACY)

✓ VACCINE AND INFECTIOUS DISEASES

- BSL-2 and BSL-3 (for both small and large animals)
- Bacterial and viral infectious models
- Murine endotoxemia models

✓ ONCOLOGY

- Syngeneic, xenografted models (NSG, NOD, SCID, etc...)

✓ LIVER DISEASE

- Acute liver injury (D-GalN and LPS-induced)

✓ IMMUNITY

- Polyclonal antibody production (rabbit, sheep, goat)

J DERMATOLOGY

- Wound healing in various models (diabetic rats, pigs)

J SURGERY MODELS





YOUR DRUG DEVELOPMENT ACCELERATOR IN DMPK STUDIES

✓ **MULTIPLE ROUTES OF ADMINISTRATION**

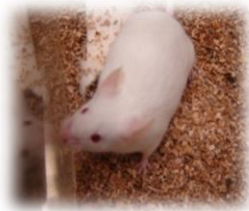
- per os (gavage)
- intravenous (IV)
- intraperitoneal (IP)
- subcutaneous (SC)
- intramuscular (IM)
- intradermal (ID)
- intratechal (IT)
- endotracheal (ET)
- intravesical (Ive)

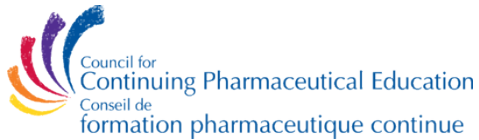
✓ **SAMPLING**

- Blood, serum, plasma
- Urine and feces
- Organs
- Bone marrow

✓ **FAST TURNAROUND AND FLEXIBILITY**

- Days or weeks (not months)





Education, Accreditation, Professional Ethics
Éducation, agrément, éthique professionnelle

Meaningful, valuable conversations that “*make stakeholders think*”, based on “*knowing your stuff*” and communicating your ideas, are the most impactful way to engage colleagues, customers and even the public.

Whether your audience is recognizing a need for you to upgrade your knowledge in a specific [Therapeutic Area](#), a need to upgrade your Management, or Communication skills, or a need to be able to discuss specific topics such as [Access](#), [Evidence Based Medicine](#), [Launch Life Sciences Products](#), or [Pharmacoeconomics](#), CCPE-CFPC courses will do the job. Over 45,000 course registrations have helped Healthcare Industry Employees meet the challenge laid down by their stakeholders.

In a historical first, BIOQuébec and [CCPE-CFPC](#) are partnering to provide you with an opportunity to benefit from outstanding Professional Development programmes at CCPE-CFPC corporate member prices.

As a non-pharma BIOQuébec member or non-pharma BIOQuébec member company employee you save 50% on most of the course catalogue – you get CCPE-CFPC Member price!

In fact, your cost savings may pay your BIOQuébec membership for the year!

See the course [catalogue](#) for course overviews, to look at their tables of content and get prices.

You benefit by the co-op nature of CCPE-CFPC.

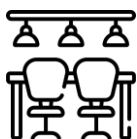
Ensure that you know your stuff!!! ... Explore the www.ccpe-cfpc.org website now.

Ready to take the next step in
Life Sciences Entrepreneurship?

Get to know the CQIB >>



Conduct your research in modern laboratories and on state-of-the-art scientific equipment



Access services and support offered on the Campus of INRS – Armand-Frappier



Benefit from our diversified expertise, to finance or launch your project



Operate in the heart of the vibrant Biotech City, where top industry players like GSK, Servier, Roche, Sanofi, Bausch, Coréalis and other neighbors reside



L'incubateur des sciences de la vie
The Life Sciences Incubator



Exclusive benefits for

BIOQUÉBEC

members

Obtain a 15% rebate on **coaching, acceleration programs, and networking events**

Benefit from advantageous pricing and terms, for the use of **scientific equipment, labs and offices**

Use our **meeting rooms** for free
(under certain conditions)

Learn more !

Visit CQIB.org

Contact
Perry Niro

perry.niro@cqib.org



BioAdvantage Program

BIOQuébec and Fisher Scientific Partnership Benefits

The Fisher Scientific™ team is pleased to have the opportunity to partner with BIOQuébec as the primary supplier of laboratory and safety products.

Here are some of the many benefits you will receive as part of the BioAdvantage program:

- **Pricing**
 - Hotlist prices: aggressive pricing on a select list of products that biotech customers order most often
 - Discounted pricing: BIOQuébec members qualify for highly competitive pricing
- **Rebate Incentives on Consumables and Small Equipment** (Less than \$2,000)
 - 1% annual rebate on baseline volumes*
 - 3% annual rebate on incremental volumes*
 - 1% instant discount on FisherFast e-commerce orders
- **Unity™ Lab Services Discounts**
 - 10% discount on labor and 5% on parts
- **Advantages on Transportation and Product Returns**
 - Free shipping (FOB destination)
 - No restocking fee on return of standard catalog items

*Baseline will reset every year. Some restrictions may apply.



For more information, contact:

Christine Sarafian christine.sarafian@thermofisher.com

© 2017 Thermo Fisher Scientific Inc. All rights reserved.
Trademarks used are owned as indicated at fishersci.com/trademarks.

In Canada:

For customer service, call 1-800-234-7437

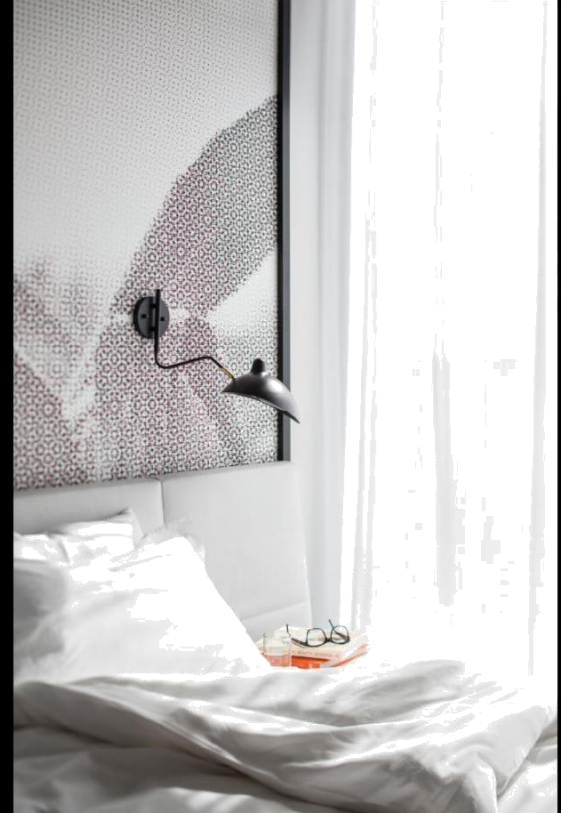
To fax an order, use 1-800-463-2996

To order online: fishersci.ca

17-2141 LW 05/17

The Fisher Scientific logo, featuring a stylized 'F' inside a circle, followed by the text 'fisher scientific' in a blue, sans-serif font. Below this, it says 'part of Thermo Fisher Scientific' in a smaller, black, sans-serif font.

fisher scientific
part of Thermo Fisher Scientific



OFFRES EXCLUSIVES

Code promotionnel: PEF2019

Groupe Germain Hôtels est fier de s'associer au BioTalent Canada afin de vous offrir une réduction sur toutes les chambres des Hôtels Le Germain, Alt et Alt+. Profitez d'une réduction de 5% dans tous les hôtels Alt et de 10% dans tous les hôtels Germain, valable tous les jours!

Hôtel Le Germain Calgary Hôtel Alt Calgary Hôtel Le Germain Charlevoix
Hôtel Le Germain Montréal Hôtel Alt Montréal Hôtel Le Germain Ottawa
Hôtel Alt Ottawa Hôtel Le Germain Québec Hôtel Alt Québec Hôtel Alt Halifax
Hôtel Alt Saskatoon Hôtel Alt Winnipeg Hôtel Alt St. John's
Hôtel Alt Aéroport de Toronto Hôtel Alt Quartier Dix30 Hôtel Alt+ Quartier Dix30

Le Germain Hotels
legermainhotels.com

Alt Hotels
althotels.com

Alt+ Hotels
altplushotels.com

GERMAIN
HÔTELS



LE GERMAIN



OUR GROUP INSURANCE SERVICE OFFERING

WHO ARE WE?



In business since 1998 and servicing more than 1600 corporate clients, the SAGE team identifies its client's needs and provides them with innovative solutions.

Technology-focused and efficiency-driven, our dynamic team will leverage their expertise to serve you.

Our consultants provide you with a highly skilled analysis on all aspects of your group plans.

THE SAGE DIFFERENCE — OUR EXPERTISE

- + Optimized multiple carrier program
- + In-depth analysis of your plan's financial component
- + Consulting services and recommendations in line with new industry trends
- + Proactive cost-containment approach
- + Creation and management of flexible benefit/modular plans
- + Analysis of quarterly claims reports and pharmacological analysis
- + Employee communication (information/awareness session)
- + Self-insurance: Relevance and feasibility study
- + Creation of multiple employer plans
- + Actuarial services

OUR ENHANCED OFFERING — INNOVATION-DRIVEN

- SINGLE SIMPLIFIED ADMINISTRATION – Interfas
- HUMAN RESSOURCES ASSISTANCE – No charge
- TRAVEL INSURANCE – Superior coverage: trip cancellation, lost baggage, duration 180 days
- \$5,000 OF CRITICAL ILLNESS (6) COVERAGE provided to plan members free of charge
- \$25,000 OF OPTIONAL CRITICAL ILLNESS (40) COVERAGE with no medical exam – Enrolment at employee's option
- No-charge LIABILITY INSURANCE for employee benefit administrator
- PRIVATE VIRTUAL MEDECINE – Fast access for your employees
- PRIVATE MEDECINE – Preferentially priced private clinic consultations card
- ACTIVE MAIL-ORDER PHARMACY – Economical online service
- CYCLONE SANTÉ – Private workplace health assessment services
- SAGE EAP – Affordable, flexible Employee Assistance Program
- GROUP RETIREMENT PLANS – Full offering and preferred contract arrangements

» Find out about all the benefits on the reverse side of this document

* Please refer to your policy for details not provided in this promotional document.



INTERFAS
UNIQUE, INNOVATIVE
CONCEPT

f interfas

EMPLOYEE BENEFIT ADMINISTRATORS

- ✓ Personalized customer service – A dedicated team of multidisciplinary professionals
- ✓ Management of multi-carrier programs
- ✓ Real-time insurance premium billing
- ✓ Optimal flex (modular) plan management
- ✓ Simplicity when changing insurers
- ✓ Insurance certificates in the company's image
- ✓ Liability insurance for employee benefit administrators
- ✓ Health Care Spending Account administration
- ✓ Tax optimization

flextranet

POWERFUL TRANSACTIONAL TOOL

- ✓ Multi-carrier technological platform
- ✓ Transactions relating to group insurance plan administration
- ✓ Cost simulation
- ✓ Payroll deductions and taxable benefits
- ✓ Calculation of annual Health/Dental costs
- ✓ Cumulative taxable benefits

Welcome to MassBio, members of BIOQuebec!

As a member of BIOQuebec you are able to take advantage of some of the core benefits of MassBio membership.

- **Expand your network with our professional development events!** Attending [MassBio events](#) is one of the best ways to become a known member of the Massachusetts cluster.
 - Sign up to attend our [free Forums](#)—these 2-hour professional development seminars begin with networking, and are followed by a panel or a speaker.
 - Join us after work for our casual **Networking Events and Regional Mixers**.
 - You can also take a deeper dive into specific areas of the industry at our **Signature Events**, and these events come with a great discount for members.
- **Save on supplies and services!** MassBio offers each of its members the ability to take advantage of excellent discounts through our **Purchasing Consortium**. [Lea Sansone](#), our Manager of Member Benefits, can help you get set up with all of the vendors you are interested in.
 - MassBio also offers individual discounts on local restaurants, businesses and attractions through our [Employee Rewards program](#), which can be accessed by creating an account on our website!
- **Stay tapped into our community!** We have daily newsletters that allow you to stay tapped into your areas of the interest. You can sign up for these through your MassBio.org account. Be sure to sign up for the Friday Upcoming Events email, as it gives a full list of everything on our calendar. Let's get started!

The next step is to create an account:

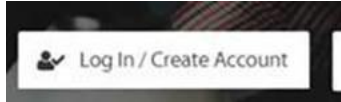
- Visit www.massbio.org
- Click "Create Account" at the top of the home page
- Enter your **work email address** and click "Submit"
- You will receive an email prompting you to complete your account set up. Follow the instructions given to complete your account.

Check MassBio.org for more information!

Creating a MassBio Website Account

We recently launched a new portal which requires everyone to create a new account on www.massbio.org. You will only need to do this once.

You will need to click on the login/create account button first.



On the next page you will need to click on the "Sign up now" link to create your account.

OR

Don't have an account? [Sign up now](#)

On the create your account page you will enter your work email address and then click on the "send verification code" button.

A form section titled "Work Email Address" with a sub-header "Please enter a valid email address." Below this is a text input field labeled "Work Email Address" with a "What is this?" link to its right. Below the input field is a button labeled "Send verification code".

Once you click the button to have the code sent, the button will change to say "verify code". The email with the code will arrive in your email pretty quickly. Enter the code and click the "verify code" button and it should then disappear.

You can now enter your password twice and your first and last name and click the "create" button at the bottom.

A form section titled "New Password" with a sub-header "8-16 characters, containing 3 out of 4 of the following: Lower ~ ' () ; .". Below this is a text input field labeled "New Password" with a "What is this?" link to its right. Below the input field is a button labeled "Send verification code". Below this is a form section titled "Confirm New Password" with a sub-header "8-16 characters, containing 3 out of 4 of the following: Lower ~ ' () ; .". Below this is a text input field labeled "Confirm New Password" with a "What is this?" link to its right. Below the input field is a button labeled "Send verification code". Below this is a form section titled "First Name" with a text input field labeled "First Name" and a "What is this?" link to its right. Below the input field is a button labeled "Send verification code". Below this is a form section titled "Last Name" with a text input field labeled "Last Name" and a "What is this?" link to its right. Below the input field is a button labeled "Send verification code". At the bottom of the form are two buttons: "Create" and "Cancel".

You have now created your account and should be logged into MassBio.org.

Vous avez maintenant créé votre compte et devriez être connecté à MassBio.org.

If you need help, please contact Ben Bradford Ben.Bradford@massbio.org



BIOQUÉBEC AND INNOVATIVE MEDICINES CANADA (IMC) ARE PLEASED TO CONTINUE AN EXCITING JOINT MEMBERSHIP INITIATIVE FOR EMERGING BIOPHARMACEUTICAL COMPANIES AND ASSOCIATED STAKEHOLDERS IN QUEBEC.

JOINT MEMBERSHIP INITIATIVE

Emerging biopharmaceutical companies and clinical/contract research organizations (CROs) play a critical role in the R&D ecosystem and share a common interest with larger established companies, i.e. IMC Full Members¹², in the development and commercialization of innovative medicines and vaccines.

In an effort to enhance networking opportunities and develop partnerships that will lead to the discovery of the next generation of life-saving therapies, qualifying BIOQuébec members that do not yet derive revenues from product sales and royalties in Canada are invited to join IMC through a joint membership initiative.

This initiative provides an exclusive opportunity for a new or existing BIOQuébec member to obtain membership within IMC as a Life Sciences Associate member for a 20% premium on the BIOQuébec membership fee.

The renewal of a BIOQuébec membership or the decision of a potential new member to join BIOQuébec is not linked to becoming a member of IMC; however, eligible companies are encouraged to take advantage of this cost-effective opportunity to gain access to the many benefits that both BIOQuébec and IMC offer their members.

Life Sciences Associate Membership with IMC is open to Persons who do not qualify as Full Members, who support the purposes of the Association, and whose membership, in the determination of the IMC Board of Directors, would be consistent with the purposes of the Association and would enhance the ability of the Association to attain such purposes.

As a qualifying Life Sciences Associate Member of the industry trade association that represents innovative research-based biopharmaceutical companies of all sizes, there are a number of key benefits available:

¹ IMC Full Member – An innovative company which researches, develops, manufactures and/or distributes pharmaceutical prescription preparations under its own label in Canada

- Access to industry leaders (CEOs, Presidents, and General Managers in Canada) through attendance at the Association's annual meeting;
- Access to the environmental pulse of the innovative industry;
- Access to a full range of expertise in government relations, IP, scientific & regulatory affairs, policy development, public affairs, communications, and stakeholder relations;
- Access to a large network within government, stakeholders, the health care industry, academia, etc.;
- Remain abreast of important, ever-changing issues, developments, legislations and regulations within the biopharmaceutical marketplace through networking forums.

Under this joint initiative with BIOQuébec, membership in IMC will remain subject to the approval by the IMC Board of Directors.

IMC members develop the vast majority of medicines and vaccines, bringing collective expertise to the table from clinical trials to commercialization. Each IMC member demonstrates its commitment to working in a highly ethical manner through adherence to a Code of Ethical Practices.

IMC has been successful in developing cooperative relationships with numerous partners in Canada's healthcare system and continues to actively promote competitive intellectual property protection and a regulatory framework that encourages the discovery and development of new medicines. As a collective voice, IMC, its members, and its partners can help lead the discussion on healthcare sustainability that is supported by a

vibrant knowledge-based economy and focused on patient outcomes.

Given the growing importance of our biotechnology and associated communities and the issues of commercialization and global competitiveness, gaining a better understanding of the work of research-intensive companies in Canada is made possible through collaborative initiatives such as this joint membership opportunity with BIOQuébec and IMC.

To become a Life Sciences Associate Member of IMC through this joint membership initiative, please contact:

Wilma Deen
Director, Member Services
T (613) 236-0455 ext. 207
E wdeen@imc-mnc.ca

ILS SE SONT LANCÉS AVEC CONFIANCE

BIOQUÉBEC

THE
COOLEST
HOTSPOT

Pharmabio
Développement

BioTalent
Canada

Medtech
Canada

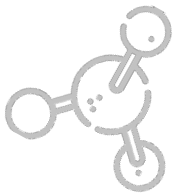
CATALIS
QUEBEC CLINICAL TRIALS

Phinc.
Modeling

cqdm

STATRAC
Statistical Research & Analysis Consulting

Profitez-en vous aussi grâce à cette offre aux membres BIOQUÉBEC
CONSULTATION DE 2 HEURES GRATUITE



Services-conseils communication, marketing, management

PAR PROJET | EN SOUS-TRAITANCE | EN IMPARTITION

Pour solutionner vos enjeux de...

Positionnement : clarifier votre proposition de valeur

Identité : créer, uniformiser et déployer votre image de marque

Notoriété : faire connaître votre organisation en ligne et hors ligne

Réputation : faire apprécier vos idées, vos services, votre entreprise

Engagement : attirer, faire agir et mobiliser vos parties prenantes

Capacité : obtenir le soutien opérationnel dont vous avez besoin

Expertise : accéder à des services-conseils et à de la formation

Gestion du changement : planifier, communiquer, gérer

Reddition de comptes : structurer, améliorer, diffuser ...

Faites appel à notre équipe multidisciplinaire
et bilingue dès aujourd'hui !



Building skills for Canada's bio-economy

We're excited to announce we've partnered with Perkopolis!

Use your Perkopolis membership to enjoy great savings on **entertainment, travel, attractions, shopping, health, wellness, sport and more!**

Registration for BioTalent Canada Partners and Partner Members

Contact Jules, Client Support Representative at BioTalent Canada, at jbahanyi@biotalent.ca to register with Perkopolis.

Get exclusive perks from top brands like these



SONOS

Indigo



brother

**SKILL
SHARE.**

perkopolis.com

StatRAC's experienced biostatistics team is ready to help you in every aspect of **preclinical**, **clinical trials** and **epidemiology research** to deliver precise and useful analyses from protocol designs to dissemination of results across all therapeutic areas.

StatRAC has a **unique statistical tool** that help decision makers and could explain 67% of total positive events in infection and other diseases, a percentage of coverage that would never be achieved by classical methods.



Join the pace! Major aerospace, **pharma**, retail and automotive companies are running our tool, providing immediate payback. Government organizations, universities and labs too, **solving complex problems** previously **impossible to address**. Our tool has answered more than **90,000 questions in less than a year**.

In addition to the drug development and health fields, we offer:



Specialized Human Resources to fulfill temporary on-site or off-site biostatistician, statistician or programmer positions, we can even provide a complete team to suits your needs;



Statistical services as Data collection, Opinion polls, Market surveys, Business plan and more to help you to achieve your business objectives;



Workshops to help you and your team master the right programs and methodologies.

CONTACT **HANI KABBARA** NOW AT

1 (866) 556-6237 | info@statrac.ca

FOR BIOQUÉBEC MEMBERS 10% OFF FOR PROJECTS OF LESS THAN 10 K\$

Biostatistics

- Solve complex problems previously impossible to address
- Count on an expert team with at least 15 years of experience (most of them with Ph. D. degree)
- Have horizon to solve showstopper and found solution
- Opt for peace of mind: we conduct hundreds of preclinical, clinical, epidemiological studies and articles in different fields and subsectors

Statistical Programming

- Rely on an expert team with at least 15 years of experience (most of them with SAS certification)
- Put your trust in our mastership to write, develop, maintain and update SAS macros and programming code using SAS, STATA, SPSS, R, Matlab and others

Medical Writing and Regulatory Affairs

- Save 30% average time advantage in study start-up performance
- Bank on our extensive knowledge of legal, regulatory and ethical requisites
- Gain from our mastery of the Health Care Networks & Regulatory Agency requirements
- Benefit from our efficiency: we wrote hundreds of reports and articles

Data Collection and Management

- Profit from the most update Data Electronic Capture (EDC) Dacima software which had features not available in other EDC software
- Obtain cost-efficient solution data management for Clinical Trials and other research studies
- Lean on our experience working with big dataset, like RAMQ's, and very small one

Accurate | Rely on our ability to collect low incidence rate data and information on sensitive topics from hard-to-reach populations. Our services are designed to conform to your specifications and meet the industry requirements.

Swift | We have the ability to respond quickly to your tight timelines and many times requirements change.

Versatile | Count on both experienced and creative minds covering a wide range of topics and research areas.

Updated | We use cutting edge technologies and methodologies to deliver optimal results.

INVOLVE STATISTICIANS RIGHT FROM THE BEGINNING



Offre exclusive aux membres de BioQuébec

Expertise dans votre secteur d'activité

Vézina assurances inc. vous offre sans frais et sans engagement un audit complet de votre portefeuille d'assurance de dommages avec recommandations sur les couvertures et commentaires sur votre structure de gestion de risques.

Il est primordial pour une entreprise dans le secteur des sciences de la vie de s'assurer que les risques inhérents à la nature de ses activités soient parfaitement reflétés dans ledit portfolio d'assurance. Effectivement, un produit d'assurance étant avant tout un contrat avec un assureur, les clauses et avenants ont un impact déterminant sur les couvertures d'assurance, et de cause à effet sur la pérennité de la compagnie.

Risques inhérents à votre industrie

Notre connaissance approfondie des risques auxquels est exposé le secteur des sciences de la vie permet à nos experts d'offrir des solutions novatrices et concurrentielles, conçues sur mesure pour vos besoins.

• Dommages aux biens et interruption des affaires :

- frais de rétablissement de projets de recherche
- pertes relatives aux animaux et échantillons utilisés pour la recherche et développement
- contamination radioactive et biocontamination
- dépenses encourues pour la validation d'une salle « propre »
- produits sensibles à la température
- cyberrisques

• Responsabilité civile :

- emplacements, opérations et produits
- essais cliniques
- rappel de produits
- erreurs et omissions, incluant la faute professionnelle médicale
- erreurs et omissions des manufacturiers

• Responsabilité civile des administrateurs et dirigeants

• Atteinte à la vie privée des patients et clients

• Étendue mondiale des études multicentriques

• Engagements contractuels (clauses d'indemnisation et de renonciation aux recours)

Secteurs d'activité

- Manufacturiers et distributeurs de produits pharmaceutiques, nutraceutiques et cosmétiques ainsi que de dispositifs médicaux
- Centres de recherche clinique (« CRO »)
- Opérations de recherche et développement
- Opérations précliniques (entreprises en démarrage)
- Laboratoires de recherche

BIOQUÉBEC

Vézina assurances inc.,

Une société de Marsh & McLennan Agency, LLC
Cabinet en assurance de dommages

4374, ave. Pierre-De Coubertin
Montréal, QC, H1V 1A6

+1 514 253-5221 | +1 877 253-5221



Pour en savoir plus

Olivier Mathieu

Courtier en assurance de dommages
Gestionnaire de portefeuille

+1 514 210-7807

Olivier.Mathieu@MarshMMA.com

Possibilités infiniesSM