



UPCOMING EVENT

Cyber Brews October 9th 5 to 7pm

Ganaraska Brewery Must RSVP to attend.

Enjoy Snacks, Trivia and Networking.



We’re excited to announce that Deep Patel has stepped into a new role as Helpdesk Lead and Networking Technician. With a proven track record of technical expertise and a commitment to exceptional support, he will now be leading our helpdesk operations while continuing to provide top-tier networking solutions. This dual role reflects his dedication to keeping our systems running smoothly and our team empowered with reliable, responsive IT support. Deep has successfully led multiple cloud migration projects streamlining infrastructure and enhancing scalability across our clients’ systems. We are so excited to see Deep thrive in his new role and take on greater challenges with ease.

Brought to you by: 2025 NMA

2025 MANUFACTURING CONFERENCE

November 5, 2025 • 7:30 a.m. - 3:00 p.m.
Best Western Hotel
Cobourg, ON

Network with over 100 of your peers, & learn from top industry leaders.
Delicious hot breakfast & lunch included

PIERRE CLEROUX
BDC Chief Economist
KEYNOTE: ECONOMIC UPDATE

JACK VEITCH
Manager of Community Engagement and Education with the Canadian Mental Health Association, Haliburton, Kawartha, Pine Ridge
KEYNOTE: STRESS MANAGEMENT & HEALTH ENHANCEMENT

PANEL DISCUSSION
Ontario East Regional Framework: Developing New Economic Development Strategies Adapting to New Realities for Manufacturers and Trade

JERSEYS, BIBBLEHEADS & BELONGING: CULTURE THAT CONNECTS

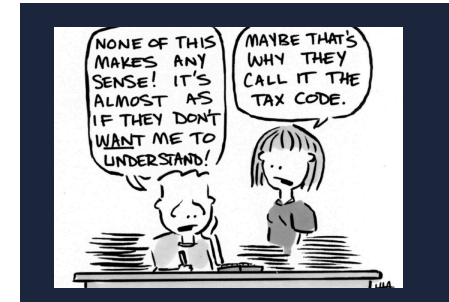
AI LAW & POLICY

OWNERS/OPERATORS - SUCCESSION OR SELL?

GRANT & PROPOSAL WRITING

REGISTRATION & INFO:
www.themanufacturingconference.ca
\$199+HST

Sponsored by:



If you run a small business in Ontario, chances are email is your lifeline. For invoices, client communication, marketing, and everything in between. But here’s the catch: cybercriminals know that too. And they’re getting smarter. Let’s break down what’s changed, what’s working, and what you can do to protect your business without hiring a full-time IT team.

Not long ago, email security was pretty basic. You had spam filters, maybe antivirus software, and hoped for the best. Most threats were easy to spot bad grammar, sketchy attachments, obvious scams. Today? Not so simple.

Hackers use AI to craft convincing emails that look like they’re from your bank, your suppliers, even your own staff. They’re after your data, your money, and your reputation.

Real Stats, Real Risks

- Over 70% of Canadian small businesses have faced a cyber incident.
- Phishing and email spoofing are the top ways attackers get in.
- The average cost of a ransomware attack? Nearly \$2 million.
- And yes, small businesses are just as likely to be targeted as big ones.

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Here’s what you can do today:

- Stop Spoofing: Set up SPF, DKIM, and DMARC. These are like ID checks for your email domain.
- Encrypt Your Emails: Use TLS (for sending securely) and consider end-to-end encryption for sensitive info.
- Secure Outbound Mail: Make sure outgoing emails aren’t leaking data. Use content filters and data loss prevention (DLP) tools.

If this sounds technical, don’t worry your IT Team or trusted partner can help you set this up.

EMAIL SECURITY IN ONTARIO: FROM LEGACY DEFENSES TO MODERN RESILIENCE

▶ OLD LANDSCAPE

▶ MODERN THREATS

▶ STATS & STORIES

Managed Service Providers (MSPs) across Ontario are helping small businesses by:

- Using AI-powered tools to catch threats before they hit your inbox.
- Training staff to spot phishing emails (still the #1 way hackers get in).
- Setting up Zero Trust systems—basically, no one gets access without proving they’re legit.

Let’s Talk About Email Security (Without the Jargon)

If you’re running a small business in Ontario, email is probably your go-to tool for everything from client communication to invoices. But here’s the thing cybercriminals know that too. So let’s walk through a few key questions together and talk about what you can do to stay protected.

“Have I ever received a suspicious email that looked real?”

If you’ve ever paused before clicking, wondering “Is this legit?”, you’re not alone. Phishing emails are getting better at pretending to be someone you trust your bank, a supplier, even your own team.

What you can do: Train yourself and your staff to spot red flags

- unexpected attachments,
- urgent language, or weird email addresses.
- make sure you have a way to report suspicious emails quickly

Who is actually managing my email ‘security?’

If you’re not sure, that’s a red flag. Whether it’s you, your IT person, or a managed service provider (MSP), someone should be actively monitoring and updating your defenses. What you can do: Have a quick check-in with whoever manages your tech. Ask what tools you’re using, and whether they’re keeping up with modern threats.

“Can I improve security without making things harder for my team?”

Yes, you can. The best tools today are designed to be invisible until they’re needed. They protect your business without slowing anyone down. What you can do: Look for solutions that integrate with your existing email platform and offer real-time protection, not just spam filtering

Start by asking the right questions, making a few smart changes, and keeping security part of your regular routine. Because when your email is secure, your business is stronger.



INNOVATIVE TECH TRENDS FROM THE INDUSTRY TRADE SHOW

1. Vertical AI Strategies

These tools provide real-time feedback on tone, body language, and phrasing during video calls, helping professionals improve communication and engagement. Why it matters: They democratize professional development, leveling the playing field for smaller businesses.

2. AI Powered Infrastructure

Oracle and other cloud giants are building smarter infrastructure that adapts to workloads in real time. This means faster, more efficient computing for everything from e-commerce to scientific research

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Smart IT isn’t about buying every shiny new platform. It’s about shaping technology so it supports your people in ways they actually notice and appreciate. Here’s where it makes the biggest impact.

1. Make Reliability and Usability Non-Negotiable

Ask yourself: How many minutes a day do your employees lose to slow-loading apps or glitchy systems? Those minutes add up. Devices and applications should be fast, well-configured, and dependable under real workloads. That means fewer VPN dropouts, fewer app crashes, and fewer “try turning it off and on again” moments. Usability matters just as much. A clean, intuitive interface lets employees focus on the task, not figuring out which button to click. When design is done well, technology almost disappears into the background, becoming a silent enabler instead of a daily obstacle.

2. Personalize the Employee Experience with AI

Tech that treats everyone the same rarely works for everyone. AI can change that by shaping the experience around the person, not just the role. It can answer routine questions instantly, point people toward resources they’ll actually use, and recommend training that fits both their current work and where they want to go. Imagine a new project manager suddenly asked to move from Waterfall to Agile. Instead of hunting through endless documents, their dashboard quietly serves up a short crash course, sample boards, and a list of colleagues who’ve made the same switch. That kind of thoughtful support sends a clear message: “We see you, and we’re here to help,” and that’s a real boost for morale.

3.Strengthen Communication and Collaboration

Strong morale thrives on strong connections. Tools like Teams, Slack, Zoom, and integrated project management platforms keep those connections alive, whether people are across the hall or across time zones he magic happens when systems actually talk to each other. If updating a task in your project tool automatically updates calendars and sends a Slack notification, you’ve just saved someone multiple manual steps. .



Spending less time switching between disconnected apps means more time for meaningful work and fewer moments of frustration

4. Support Flexibility and Work-Life Balance

Flexibility is one of the most powerful morale boosts modern IT can deliver. Being able to work from home, from a client site, or from a coffee shop when needed? That’s huge. However, it’s a double-edged sword. Without guardrails, “flexibility” can blur into burnout. Smart IT can help by letting people set status indicators, block focus time, or quiet notifications outside work hours. The goal isn’t just productivity anywhere but to make sure people can stop working, too.

5. Recognize and Reward Contributions Digitally

Recognition is fuel, and tech can make it immediate and visible. A quick shout-out in a recognition platform after someone solves a customer issue might seem small, but it sticks. So does acting on employee feedback. When people see their input led to real changes, whether it’s a better tool or a smoother process, it reinforces trust. Over time, that’s what makes people want to stay.

Turn Technology into a Morale-Boosting Advantage

Many IT investments are justified in terms of efficiency, cost, or scalability

. All important. However, they miss a bigger truth: The way employees experience technology is a core part of how they experience the company. If you’re looking at your own setup right now, here are a few quick angles:

·Ask before you act: Employees know what’s working and what’s driving them up the wall.

·Measure the human side: Uptime matters, but so do satisfaction scores and “how easy is this to use?”

·Streamline don’t stack: Fewer tools that talk to each other beat a jumble of disconnected apps.

·Rollouts matter: Even the best tool can flop without context, training, and follow-up.

·Keep evolving: Needs shift. Review regularly.

Smart IT is less about owning every tool under the sun and more about building an ecosystem that works together, works well, and works for people. Do that, and you get a team that’s engaged, capable, and genuinely glad to log in each day.

So, here’s the last question: If your tech could be the reason people love working for you, what’s stopping you?

Do you want to explore how better IT strategies can help you keep your best people? Contact us today to learn more.

girls inc.

of Durham

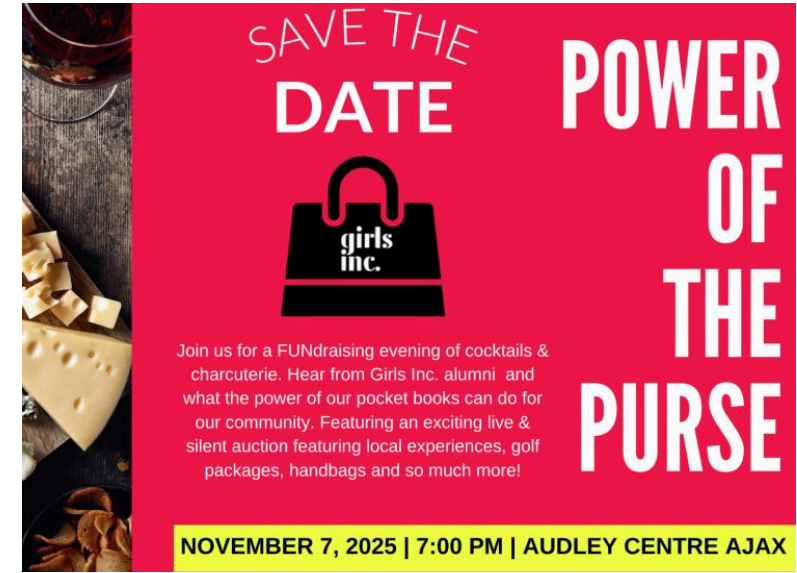
SEPCIAL EVENT IN DURHAM NOT TO BE MISSED: GIRLS INC POWER OF THE PURSE EVENT

Girls Inc. Durham is proud to present Power of the Purse 2025 — an inspiring evening of cocktails, charcuterie, and community, taking place on November 7, 2025, at Audley Recreation Center. This annual fundraising event is more than a night out; it’s a celebration of empowerment, supporting programs that help girls grow up strong, smart, and bold. Save the date for Power of the Purse 2025, a fundraising evening of cocktails, charcuterie, and community. This event is more than just an evening out; it’s about empowering girls to be strong, smart, and bold through mentorship, advocacy, and leadership programs. Girls Inc. is currently seeking corporate sponsors to help us make this event a resounding success. Sponsorship opportunities include:

- Recognition both online and at the event
- Branding visibility in our silent and live auctions
- Exposure to a passionate, local audience dedicated to positive youth development

We are also welcoming donations for our silent auction, which add a special touch to the evening and directly support ongoing programming that builds confidence, leadership, and opportunity for girls in our community.

If you’re interested in sponsoring, donating an item, or learning more, please contact Stephanie Bourque at sbourque@durham.girls-inc.org or call 905-428-8111 ext. 227. Visit girlsinc-durham.org for more details.



Women in Durham Region are making bold moves in tech and skilled trades, supported by programs like Durham College’s Women in Skilled Trades (WIST) and Women in Tech Canada’s Ontario chapter. These initiatives offer hands-on training, mentorship, and networking opportunities that help women thrive in traditionally male-dominated fields. Girls Inc. Durham is also playing a vital role through programs like Operation SMART, which introduces girls to STEM and digital literacy from a young age. That’s why the Power of the Purse is so important to attend. Every sponsorship and auction item helps fuel these transformative programs, ensuring girls and women in our community have the tools, confidence, and support to lead in tech, trades, and beyond.



GIRLS INC. OF DURHAM SPONSORSHIP OPPORTUNITIES AVAILABLE FOR 2025

