

HALTECH
ACCELERATING INNOVATION

Annual Report 2021/22

September 2022

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A Message from the Chair of the Board of Directors

I am honored to have had the opportunity once again to work with this amazing community over the past year. While the world slowly recovered from the impacts of Omicron and allowed us all to creep towards “business as usual”, the only “usual” for me was the privilege of witnessing the ideas, talent, and dedication that Haltech has brought to clients to further drive economic impact and opportunities in the Halton Region.

Halton is home to Canada’s fastest growing and best places to live in communities. This makes our region a great place for bringing innovations to life. None of that would be possible, however, without partnership and collaboration.

Speaking of partnership, congratulations to our colleagues at TechPlace and Burlington Economic Development for five years of providing a place, space, and support for innovation to thrive. We look forward to many more years of working together, transforming innovation into action.

I would like to thank all the partners, sponsors, and community members who support our clients on their entrepreneurial journeys. I would also like to thank the talented and dedicated Haltech board members who give freely of their time, expertise, and connections to guide and shape our organization. Haltech simply could not work without you. Whatever the year ahead holds, I know that we can count on this community to pull together and make success a reality.



Jaime Barron

Chair of the Board, Haltech



Shann McGrail

Chief Executive Officer, Haltech

A Message from the Chief Executive Officer

It has been yet another year of uncertainty and adjustment for the Haltech team and its clients. I am proud to report, however, that as in previous years, this community has responded to the challenges and found new ways to innovate and capture opportunities—and there was never a dull moment doing so as we:

- Wrapped up the third cohort of the “Beyond Boundaries” program, continuing to level the playing field for innovative women entrepreneurs.
- Pushed forward with our focus on diversity, equity and inclusion.
- Deepened and expanded partnerships with organizations that bring support and benefits to the client base we serve; Brock University and Wilfrid Laurier University are just two of many examples of new relationships that will benefit our clients’ progress.
- Forged new partnerships in support of a clean and green recovery in Ontario by working with our fellow regional innovation centers (RICs) on the recently launched “i.d.e.a. Fund”.
- Opened Halton’s doors to those from the region and beyond. After a year in the making, we embarked on a new relationship with LatAm StartUps. We are so excited to be helping innovative companies make this region their home by connecting them with local talent and entrepreneurs who share their passion for innovation.

Throughout the year, clients have shared with us their stories of small gains and big wins, as well as setbacks and resets. Through it all, it has been our honour to listen, support, and celebrate these journeys. They never cease to amaze us.

Thank you to the Haltech staff, our amazing group of mentors and advisors, our sponsors, partner RICs, and community partners for your ongoing support, ideas, hard work, and commitment. While we can never be a hundred percent certain about what the year to come has in store for us, if there is one thing of which I can be sure, it is that we have the right team to tackle whatever comes our way.

Sincerely,

A handwritten signature in black ink that reads "Shann McGrail".

Chief Executive Officer,
Haltech Regional Innovation Centre

Haltech by the Numbers

M.E.V.I.C.

TechPlace

866

Total Advisor Hours

97

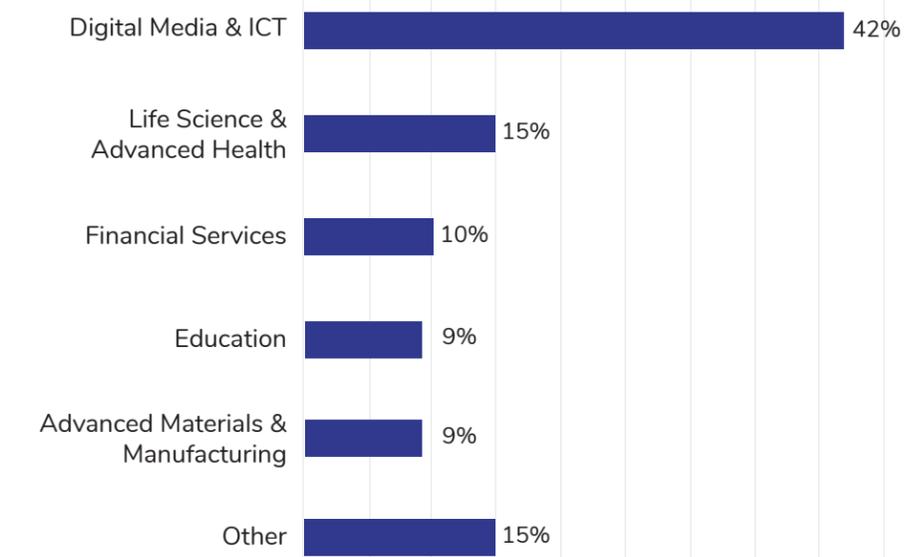
Total Events Hosted

1,511

Total Event Attendees



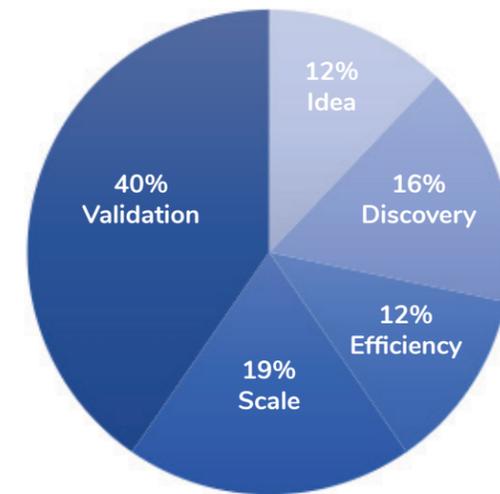
By Sector



By Location

Oakville	26%
Burlington	19%
Toronto	12%
Milton	9%
Hamilton	7%
Missisaga	7%
Halton Hills	1%
Other	13%

By Stage



43%
Women Founders



22%
Youth Founders



10%
Social Innovation

"I would like to thank you for supporting AI Materia throughout the year. I am very grateful for all the opportunities you provided us to connect, learn and grow, to access mentorship from experienced mentors, and for inviting us to professional events, Advanced Design and Manufacturing Expo, Equation angels, and the Hi5 Pitch competition. At AI Materia, we very much appreciate your support and look forward to our continued collaborations with Haltech."

- MARYAM EMAMI, FOUNDER AND CEO OF AI MATERIA

Notable Events and Programs



HERhalton Women's Day Social

120 Attendees

HERhalton is an annual International Women's Day social which brings together women entrepreneurs and champions from across Halton. Attendees support and empower one another through respectful and honest discussions, collaboration, and networking opportunities.



Beyond Boundaries Cohort 3

17 Registrations

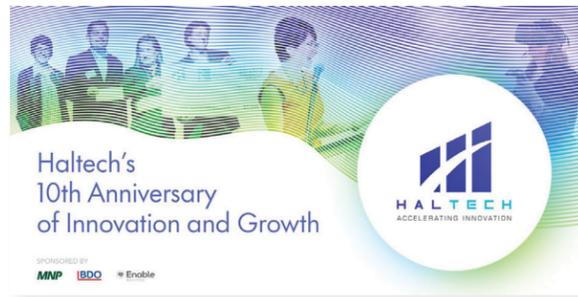
Beyond Boundaries is a 10 week virtual accelerator program in Halton Region aimed to advance women's economic empowerment. Our objective is to support women identifying entrepreneurs to grow, scale-up their business and reach global markets.



Hi5 Pitch Competition

57 Attendees

This yearly pitch competition provides our most innovative clients with a fantastic opportunity to generate awareness of their company by pitching to a panel of industry professionals and gaining exposure to industry partners and investors.



10th Anniversary of Innovation & Growth

79 Attendees

In August 2021, entrepreneurs and innovation enthusiasts from across Halton joined us to celebrate Haltech's 10th Anniversary of Innovation & Growth. This virtual event welcomed brilliant minds to mix and mingle with our incredible Clients, Board Members, Chief Executive Officer, Advisors and Staff.

Diversity and Inclusion

Haltech's continued commitment to diversity, equity and inclusion

Diversity, equity and inclusion continues to be an important piece of Haltech's client care and programming strategy. As our Diversity and Inclusion Committee brings forward new ideas, we're working together to create a more equitable and diverse economic recovery.

Here's a taste of the latest initiatives happening at Haltech:



WOMEN ENTREPRENEURS

Offering programming for women entrepreneurs fosters equitable growth in Halton's tech sector.

ZERO - TOLERANCE DISCRIMINATION POLICY

Tackling discrimination starts with our core policies.

50/30 CHALLENGE

Gender parity within our board and minimum 30% representation of under represented groups.

RECONCILIATION, EQUITY AND ANTI - RACISM TRAINING

Staff, Board and Committees receive training courtesy of Oakville Community Foundation.

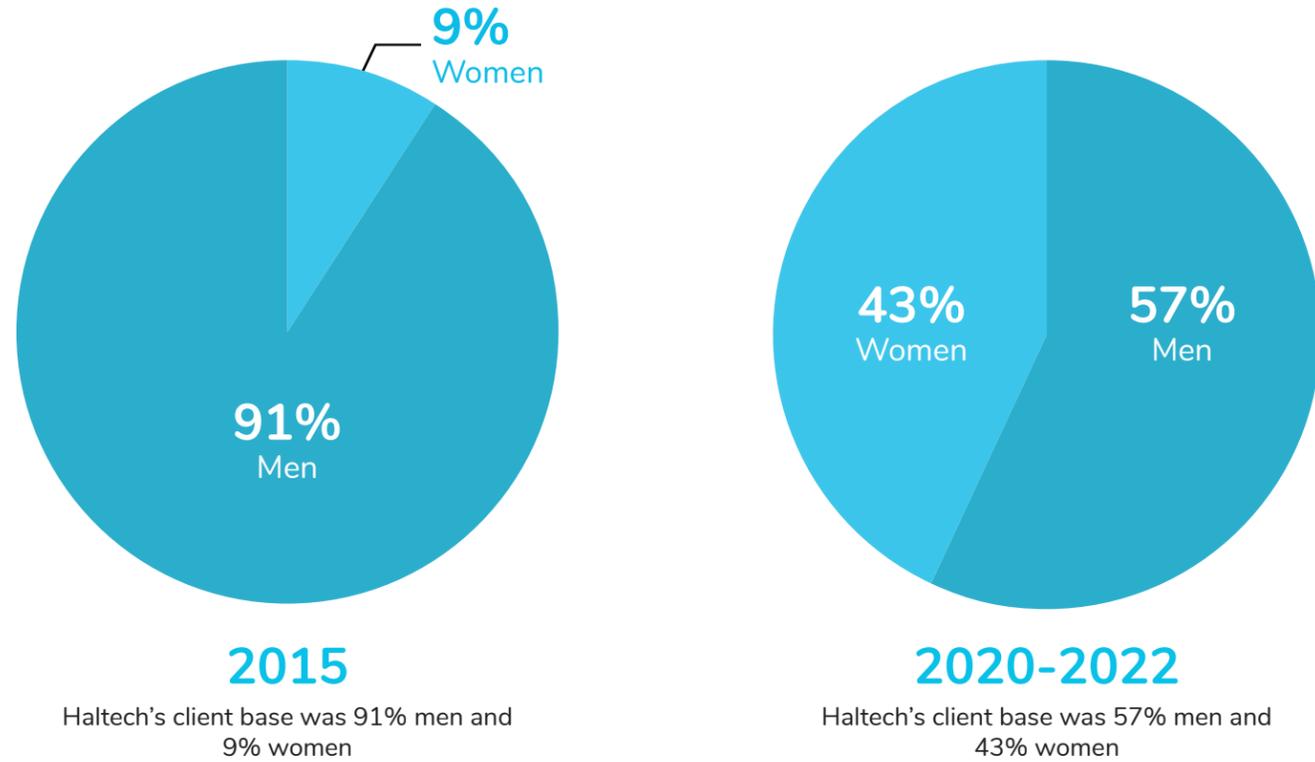
LAND ACKNOWLEDGMENTS

Honouring the indigenous peoples who have lived and worked on this land historically and presently.

FOSTERING DIVERSE TALENT

Our boutique style client care strategy treats clients like people. We strive for equitable opportunities for growth.

Women Entrepreneurs at Haltech



Our Programs for Women Founders



Beyond Boundaries
Haltech's accelerator program for woman identifying entrepreneurs to help them grow, scale-up and reach global markets.



Roadmap To MVP
A combination of content sessions and mentoring that help women starting tech companies deepen their technology skills and launch their Minimum Viable Product.

Beyond Boundaries and Roadmap to MVP are funded by the Federal Economic Development Agency for Southern Ontario.

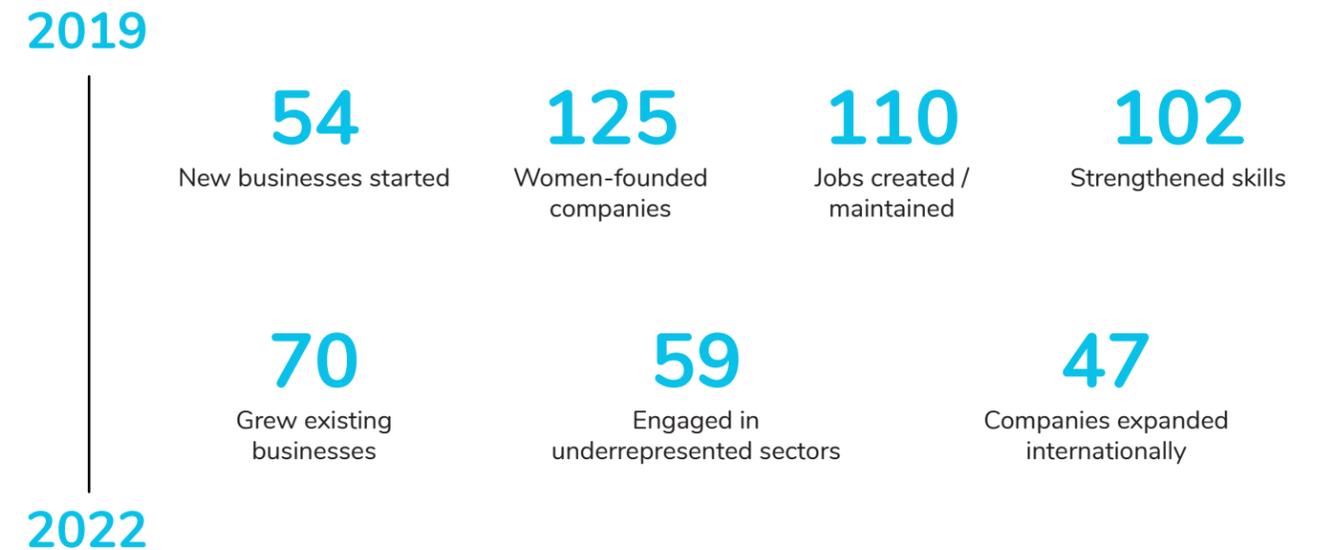


The Impact of Beyond Boundaries

Beyond Boundaries Metrics



Women Founders Impact 2019-2022



Client Profile

Rebecca Featherstone | Musicology

Tell us a bit about you

To start off, we first asked Rebeca who she is and to share a bit about her background: “Hi, my name is Rebecca Featherstone, and I’m the Founder and CEO of Musicology, my background is a music teacher and I have a BA in music.” We followed up by asking her about her company and when it was founded: “Musicology was founded in 2020 and is umbrellaed under my music school, Featherstone Music, which was founded in 2008.”

What services and mentorship have helped you most?

Furthermore, she tied her next answer to our question of what services were quite helpful to her start-up. She shared: “The services that Haltech offers that I found the most helpful are definitely the Beyond Boundaries Program. That was fantastic. It was so well organized. I learned things that I didn’t even think that I needed to know.”

She continued by saying: “I love that I can just contact anybody here and they will refer me to somebody. I’ve needed somebody to help me with my CanExport application; Haltech referred me. Someone for FedDev; Haltech referred me.



MUSICOLOGY

A lawyer; Haltech referred me. They just seem to know everybody and anyone.”

What would you tell other entrepreneurs who are thinking of joining Haltech?

Finally, we wrapped up by asking Rebecca what she would tell others entrepreneurs thinking of joining Haltech. Rebecca went on to say: “I would tell other entrepreneurs who are thinking about joining Haltech that it is a wonderful organization. Everybody is so supportive. They have the resources at their fingertips. If you need help with anything in your journey, they’re there to guide you. They guide you through things that you didn’t even think that you needed to know. So it’s – do it. Just join.”



Rebecca Featherstone
Founder | Musicology

Quick Facts

Founder	Rebecca Featherstone
Founded	2020
Joined Haltech	2020

Services Used

- Advisory Services
- Beyond Boundaries
- Education Services
- Networking Opportunities
- Investment Readiness

Client Profile

Elizabeth Plouffe | Spero Careers Canada

Tell us a bit about you

Elizabeth started by sharing a bit about herself and her background: “My son was diagnosed at seven with Asperger’s Syndrome, which is a high functioning form of autism. When he turned 18 and we were trying to look for jobs there were very little resources.” As a result, she saw an opportunity to create a solution not only for her son, but for all Canadian job-seekers with autism spectrum disorder.

What services and mentorship have helped you most?

Plouffe shared that she had applied for and got into the Launchpad program for TechPlace and saw Beyond Boundaries happening face to face, so when it became available online, she jumped at the chance to leverage the expertise being offered.

She went on to say that her and her business partner Paulette Goddard signed up for Roadmap to MVP with Reema Duggal: “Roadmap to MVP was fantastic because it helped Paulette to understand more of the strategy conversations we were having around scaling, collaboration and partnership development. Both programs filled knowledge gaps for us and just streamlined communication.”



What would you tell other entrepreneurs who are thinking of joining Haltech?

To end off the interview we asked her what she would tell others entrepreneurs thinking of joining Haltech. She shared: “Haltech provides a huge amount of networking opportunity, smaller events, workshops you can attend. Use one of those workshop opportunities, the networking opportunities, there’s so much that Haltech puts on. You will find a skill gap that you have, that you will get benefit out of.”

“You will have a collision at one of those events if you put yourself in a position to go. Haltech will have something that works for you. You need to believe in what you’re doing to get through those moments where you need somebody like Shann to say, hang on.”



Elizabeth Plouffe
Founder | Spero Careers Canada

Quick Facts

Founder	Elizabeth Plouffe
Founded	2017
Joined Haltech	2019

Services Used

- Roadmap to MVP
- Beyond Boundaries
- Education Services
- Networking Opportunities
- TechPlace Launchpad Program

Client Profile

Lee St James | Social Robots

Tell us a bit about you

To start off the interview we wanted Lee to tell us a bit about herself and the mission behind Social Robots. The Founder and President of Social Robots shared: "The company was founded in the fall of 2019. We offer robot helpers to engage and entertain older adults and staff in retirement homes and long-term care facilities. The mission of Social Robots is to help reduce social isolation, loneliness and boredom for older adults."

What services and mentorship have helped you most?

To bounce off the last question we continued by asking her about the services she's taken advantage of: "I have participated in so many activities at Haltech. Both formal educational activities, and networking activities, and especially at the start of COVID, it was incredibly valuable how quickly they switched to doing virtual networking and activities. She continued by saying: "that was a huge benefit to me because I was literally just at a point of gaining momentum and starting a pilot study. If I hadn't been part of Haltech at that point, I'm sure I would have dropped the whole thing."



So it was so valuable to be part of this community and to really feel connected to that group. And now I get the weekly emails and I sort of see what might be relevant to me and I sign up for webinars."

What would you tell other entrepreneurs who are thinking of joining Haltech?

Lee shared that entrepreneurs thinking of joining should "go with an open mind and really be engaged and part of the community. Listening is so important and really understanding. I remember I got a piece of advice early on that this was going to take at least three years and I had to be patient and careful and I was like 'Three years! I can't afford that.' And I'm so glad I have it because it's been really important."



Lee St James
Founder | Social Robots

Quick Facts

Founder	Lee St James
Founded	2019
Joined Haltech	2020

Services Used

- Advisory Services
- Hi5 Pitch Competition
- Education Services
- Networking Opportunities
- Beyond Boundaries

New & Notable Clients



Nova is a professional workspace for collaboration. We help teams who work on complex multi-stakeholder projects collaborate effectively. Our online workspace is a productivity platform that helps teams collaborate without the chaos. We break down complex projects into digestible milestones and steps - to improve clarity, hit project deadlines, and boost collaboration in one place.

Validation



Digital Media & ICT Sector



Take the guesswork out of plants - EarthOne Plant Monitors guarantee an improvement in yield, foliage and flowering. EarthOne provides science based plant care to enthusiasts that want to take their plant game to the next level.

Validation



Green Tech



Natural craft mead, raw unpasteurized honey and whole local foods are our specialty. We brew sustainable alcohol by fermenting honey, we keep bees, we grow and curate real food for your table from your community of local makers. Come explore new tastes and find where you belong around Nature's table.

Scale



Agriculture



Bits & Bytes



Funding Highlights

- Innovia Geo, a geothermal heating and cooling solutions company, received \$260K from Mitacs / NSERC
- Rettna, an all inclusive smart security and home platform, closed Series A funding round
- Turing, an A.I.-based R&D solutions company, raised \$16.5M in Series A funding
- Kinetika, a sports bio-mechanics company, raised \$25K in seed funding from Mitacs



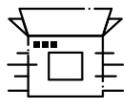
Partnership Highlights

- Qwhery, a connected city information service, named System Ready Specialty business partner by Esri.
- Enable Education, a learning management solutions provider, partnered with Oakville Community Foundation to create diversity, equity and inclusion training to help build a more inclusive Halton Region
- Social Robots, a social isolation solutions company, partnered with Canadore College to conduct pilot studies of the impact of robots with older adults



Client Awards Recognition

- BestLifeRewarded awarded the Canadian HR Reporter's 2021 Readers' Choice Award in the Top Wellness Programs category
- Qwhery won 'Open Data for Impact' award from the Canadian Open Data Awards
- Shirook Ali and Ecosystems Informatics was named the winner of the Clean and Green award at the Mississauga Board of Trade awards
- CareGo, a technology-driven heavy metals transportation and storage company, won Burlington EcDev award (Excellence in Innovation and Technology)
- IRIS, an A.I.-enabled transportation company, named winner of Muskoka 4.0 annual start up competition



New Products / Services Brought to Market

- SPOT, a recruitment and hiring platform, now available in Alberta
- Catapult, a design studio, completed successful pilot with the RCMP
- SafeCheck-IN, a workplace occupancy management solution, implemented a new check in system at TechPlace
- Tilaus Inc. releasing its beta version of its compilation engagement software
- ScriptString, an ESG data management & reporting company, filed a patent in January through direct referral

Haltech's Board of Directors

Jamie Barron

Chair Board of Directors, Haltech
Partner, Technology & Life Sciences—BDO Canada
Director & Treasurer, Interactive Canada

Allison Christilaw

Vice Chair, Haltech
Principal, Ozone Advisory Group Inc. Consultant, Calebco
Chair, Board of Directors, Meta Materials Inc.

Marybeth Edge

Chair of the Diversity Equity and Inclusion Committee,
Board Member, Haltech

Stephanie Mazhari

Co-Chair, Diversity Equity and Inclusion Committee,
Board Member, Haltech
Manager, Entrepreneurship Services—Halton Region

Sarah Romanuck

Board Member, Haltech
Director, Southwestern Ontario & GTA—RBCx

Cameron Hay

Chair, Strategic Oversight Committee
Board Member, Haltech
Co-Founder & CEO, Dispatch Integration

Amy Leask

Board Member, Haltech
Founder, RedT Media
Co-Founder/Co-Owner, Enable Education

Evangeline Chima

Board Member, Haltech
Founder & Executive Director, Black Mentorship Inc (BMI)

Steven Leach

Board Member, Haltech
Owner, Ridout & Maybee LLP

Jim Wilson

Board Member, Haltech
Senior Vice President, Occupier Services,
Lennard

Daniel Kube

Board Member, Haltech
CEO, servicePath

Haltech would like to thank Lucie Lalumiere and Anthony Khoraych for their years of service and valuable contributions to the board.

A special call out to our advisors and mentors. You make all the difference in the journey of the Haltech clients. Thank you for your knowledge, dedication, support and excellence.

Sponsors



Partners



Post Secondary Partners



Haltech receives funding through the Government of Canada through the Federal Economic Development Agency for Southern Ontario.

Funded by the Government of Ontario, Regional Innovation Centres (RICs) help Ontario-based innovators and entrepreneurs clear commercialization hurdles — accelerating the growth of companies so that they can compete and succeed globally and create high quality jobs in our province.



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