



MANITOBA
NURSERY LANDSCAPE ASSOCIATION
ONLINE NEWSLETTER

SUMMER 2023



INSIDE THIS ISSUE

President's Message	2
CNLA Representative Report	3
Message From the Executive Director	4
An Introduction to TFWP	6
Skills Canada National Competition	8
Manitoba Master Gardners Association	10
Member Spotlight	13
Member News	14

President's Message

WHAT A DIFFERENCE FROM LAST YEAR!

Instead of a soggy late start, we got a heatwave in spring. From what I hear, everyone has been very busy, including your board.

In the last newsletter we were looking for volunteers to take advantage of MBNLA's "Ask a Landscaper" booth at the Home and Garden Show. Those who seized the opportunity had excellent interactions with potential clients and members. They made some sales for their businesses and were able to raise awareness of MBNLA.

We were also able to reach thousands of potential future green professionals by hosting an interactive booth at the Skills Canada event. The students were so enthusiastic we needed barriers to hold them back! A huge thank-you to CNLA, Guy Dowhy, and many other volunteers for making this happen. And congratulations to Team Manitoba for earning the bronze medal in this massive national event.

On the advocacy side, regarding the new tipping fee for yard waste, we have had correspondence with the City of Winnipeg and reached out to the Minister of Environment and Climate, Kevin Klein. I have heard from members and non-members alike... and it is terribly disappointing our industry was not notified about the extra expense before it was enacted. If members can share how they have been specifically affected, it would help us in future conversations with decision-makers.

MBNLA will participate in the Sustainable Canadian Agricultural Partnership program discussions, especially as it relates to food traceability and energy programs that could impact our greenhouse members. Our new ED is leading this charge. He also attended a Fed/Prov announcement about the 2 billion trees program. Yes, after a lengthy search, we found the right person to take over duties from Rob Officer as Executive Director.

I want to thank Rob for the work he did the last four years and welcome Marcel Hacault. Marcel has a wealth of experience in the non-profit area and has a farming background. Not quite a landscaper, but he knows what it's like to get his hands dirty and how to manage a non-profit. Additionally, he was instrumental in resolving our incorporation issues. Thanks to everyone who attended the recent special meeting.

Thanks for your continued support,

Casey Norman

President, MBNLA



**Congratulations to Team Manitoba for earning
the bronze medal at Skills Canada**

CNLA Representative Report



LIKE EVERY YEAR, the spring quarter has been quiet from the CNLA stakeholders

because all our representatives like myself were busy coordinating the start of our busy season. As part of that, all provinces continue to report that hiring continues to be the biggest obstacle in reaching our market potential. Although our recoverable wages have increased across the country and the number of applicants increased, the employee demands continue to deter the hiring process in virtually all sectors – not just our profession. Coordinating flexible schedules and supports for hiring people new to our country has added to the demands of our human resources departments. (For help with hiring, contact CNLA for advice and resources.)

CNLA's member services committee is constantly searching for new programs to help our members and get better value for their investment in our associations and hope to be announcing a commercial battery-powered equipment benefit soon. If you have any ideas that you would like member services to consider, please feel free to contact myself.

The significance of our profession at this time when there is so much discussion about climate change is making it hard for us to be ignored. CNLA has become an influence in provincial, national, and international conversations due to our vast network of members with boots on the

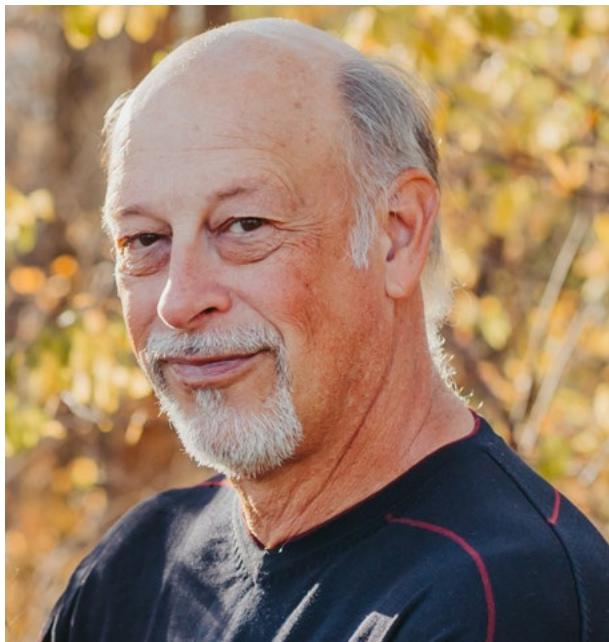
*By Guy Dowhy RSE, CLP, CLHT
CNLA provincial representative*

ground in every plant related sector. Next August the International Garden Center Association will be hosting their congress in Quebec City and Montreal, and B.C. will be hosting the European Landscape Contractors Association September 17-21 of this year. Add to that our local Garden Centres Canada committee hosting their annual summit in Vancouver and there are lots of opportunities to learn and network at a National and International scale.

The focus event right now will be in our province as CNLA prepares to host the National Awards of Landscape Excellence in Winnipeg on August 9th at the Fairmont Hotel as part of our extensive summer meetings being held that week. I would encourage our members to attend the gala dinner to appreciate not only the award-winning landscape entries, but to also recognize companies and individuals that have worked to advance our profession. Come out and network with your peers from across the country. We will also be conducting our summer itinerary of business for all provinces and sectors i.e. the stakeholders. If you would like to attend any of these meetings as an observer to see what CNLA is doing on our behalf, I would strongly endorse it. I can't summarize this briefly enough except to say that this green machine is far larger than most of us comprehend, and it's growing with our influence on urban greening and climate change, and through our municipal outreach programs like Communities in Bloom and Green Cities Foundation. I look forward to seeing my fellow 'Tobans working the room at the NALE in August.

A Message From the Executive Director

By Marcel Hacault MBA P.Ag



IT TAKES A VERY SPECIAL group to pull me out of retirement, and I have to say that the members of the MBNLA are that group!

For those of you that don't know me, I used to farm, was involved with Keystone Ag Producers, Manitoba Pork, and the ED of the Canadian Agricultural Safety Association. I also have a Plant Science Degree and an MBA from the University of Manitoba.

The Board has asked me to help move the association forward with their strategic priorities, especially in the area of advocacy and promotion of the nursery and landscape industry.

With that in mind, we have written letters to the City of Winnipeg, asking to be part of discussions when changes in bylaws, permits and tipping

fees are contemplated. We have informally met with Minister Klein regarding the 2 Billion tree announcement and asked for a more formal meeting. Tenders are being put out and I want the MBNLA members to be aware of any opportunities. I also have been taking part in the MB Agriculture consultations regarding the Sustainable Canadian Agricultural Partnership (SCAP) as there may be funds to support the greenhouse growers.

As it pertains to promotion of the industry our next challenge is the apprenticeship program that many of you rely on to train the future workers. There seems to be a lack of enthusiasm by government and educators in supporting and promoting the program.

After consulting with some of the sponsors and members the Board has decided to postpone the fall golf classic, and we are working to see if we can organize another networking event that will be held in a "less busy" time.

Thanks to all of you who went out of your ways to help the Board with some resolutions needed to get the association back on track with paperwork.

I would love to hear from any of the members, and if you have news to share, I am willing to include it in our somewhat regular email blast.

Sincerely,

Marcel Hacault MBA P.Ag.

Advertising Opportunities

Looking for a one stop shop to sponsor MBNLA events on annual basis?

Sponsorship opportunities are available, as placed advertisements or posted job opportunities in newsletters, as banner ads on our website, and as event sponsorships.

as low as
AMBASSADOR LEVEL
\$5,200
for a year

as low as
PARTNER LEVEL
\$2,700
for a year

as low as
CONTRIBUTOR LEVEL
\$1,305
for a year

For more information
contact Marcel
mhacault@mbnla.com

An Introduction to TFWP?

By August Wiens
MBNLA Director



IN THE PAST FEW YEARS we have seen employers from different industries across Canada facing serious labour shortages, forcing Canadian employers to look for different options to fulfill their company's needs.

TFWP is the Temporary Foreign Worker Program, the Employment and Social Development Canada (ESDC) and the Immigration, Refugee and Citizenship Canada (IRCC) came together to create a temporary foreign worker program which allows employers to hire temporary foreign labour. I will give some insight to the process and how to qualify.

So, how does it work? Employers can't just outrightly hire a worker under the Temporary Foreign Worker Program without first qualifying from certain criteria and requirements set forth by law. A labour market opinion (LMO) is usually required of a Canadian employer to hire foreign workers, subject to the exception of certain jobs

that do not require an LMO. An LMO can be obtained from Service Canada for the following:

- for a particular worker or position, or
- for pre-approval for a series of employment positions, which mostly apply when recruiting for a large number of foreign workers.

Please check Labour Market Impact Assessment (LMIA) if your industry requires an assessment, fees may be applicable. <https://www.cic.gc.ca/english/helpcentre/answer.asp?qnum=193&top>

4 Steps to Hire a Temporary Foreign Worker in Canada

As an employer, you may bring foreign workers to Canada in four (4) steps.

1. The first thing to do is determine whether you need to file an application for a Labor Market Opinion (LMO). Canadian employers commonly retain an immigration lawyer to perform the tasks from assessment to the issuance of the proper work permits to prospective foreign employers whom employers seek to hire. <https://www.canada.ca/en/employment-social-development/services/foreign-workers.html>
2. If required, you may apply for a Labor Market Opinion (LMO) from Service Canada. Upon receiving from Service Canada a

positive LMO, you will have to send specific documents to the prospective foreign worker who will use those documents in applying for a work permit. The alien worker you seek to hire will include the following in his or her application for a work permit:

- i. the confirmation letter of the positive LMO
- ii. your written job offer
- iii. a signed contract in some cases

3. Get your prospective foreign worker to fill out and complete the work permit application. In cases when employers retain an immigration lawyer, they just leave this task to their attorneys and benefit from the hassle-free method of hiring foreign workers.

4. An officer at Canada Border Services Agency, if the worker is qualified, will issue the work permit at the port of entry at the time the foreign worker comes to Canada.

Some MBNLA members are using the program and are happy they have hired a foreign worker, if you are thinking about hiring a foreign worker for the 2024 season, you should consider starting the process soon. There are several agencies that help with the process, I can not recommend an agency at this time. I hope this has give you some thought and insight, please do your own further research on how to qualify.





Volunteers Guy Dowhy and Anne Kadwell

Skills Canada National Competition

MBLNA WAS PLEASED to be a part of the Skills Canada National Competition in Winnipeg from May 24-27. This year's event featured over 12,000 student visitors, industry leaders, government officials, and industry celebrities. Events included the Skills Symposium, a Skills Showcase – featuring First Nations, Inuit, and Métis Skills – the Empowering Women in the Trades initiative, and over 50 Try-a-Trade and Technology activities.

The Try-a-trade event was especially successful, providing opportunities for K-12 grade students to have fun hands-on experiences with 50 different trades. We were able to showcase our amazing and diverse landscaping profession.

Booths included a Landscape Gardening activity, where students had the opportunity to learn about a career in horticulture; and a TAT paver challenge, where students competed to place blocks in a pattern. Students were also taught how to plant and take care of an annual and were given one to take home.





Marcel Hacault, MBNLA Executive Director, said many of the students “looked like they had a little baby and they were walking around protecting this little plant which is great.”

Overall, the association was pleased with the turnout and interest from the students.

“The takeaway is that kids are interested,” said Guy Dowhy, MBNLA representative on the Canadian Nursery Landscape Association (CNLA) board. He learned that very few of the students had horticultural or plant science programming at their schools.

“We’re the boots-on-the-ground, carbon sequestration experts,” he said. “We’re planting the plants, growing the plants, maintaining the plants. They are going to help climate change, mitigate water management, and this must be taught earlier so we can feed them into careers sooner.”

Visitors were provided with a Skills for Success passport which was signed after each Try-a-Trace activity was completed. Passports were submitted for a chance to win a prize.

The goal of the Skills Canada National Competition (SCNC) is help promote and engage the rewarding careers in the skilled trades and technologies that are available to the Canadian youth. It is the only national multi-trade and technology event of its kind in Canada.



**Team Manitoba,
Jacob Abbey
and Kayla Wieler
took home the
Bronze medal in
the Landscape
Gardening Skills
competition**

Manitoba Master Gardeners Association News

Invasive Ornamental Plants

The Manitoba Master Gardener Association recently held an educational event highlighting a shortlist of “plants of concern” that are found in many local landscapes. This list includes many “Invasive Ornamental Plants”, which can have negative consequences on the entire ecosystem. Ten plants were listed, including the Common barberry and Bishop’s goutweed.

For any questions on the list, contact Linda Dietrick at education@mgmanitoba.com.

LINK: <https://www.mgmanitoba.com/invasive-plants-weeds/>

Prevent the Spread of Invasives

If you’re a nursery or landscape professional, consider joining the CNLA in supporting the National Voluntary Code of Conduct for the Ornamental Horticulture Industry. The Code of Conduct includes 11 regulations to follow in order to prevent the spread of invasive species. Examples include promoting alternative species

through selection and breeding and disposing of unwanted stock and waste responsibly to reduce spread.

LINK: https://canadainvasives.ca/wp-content/uploads/2019/06/2019-01-16_CCIS_Code_of_Conduct_FINAL.pdf

New Trees for Manitoba

Well-known plant breeder Rick Durand has kindly given permission to share this detailed list of new tree introductions for Manitoba, which he presented at the Manitoba Horticultural Association annual general meeting in March 2023. Some of the trees are currently available, while others will be coming onto the market in the next few years.

The detailed chart includes useful information about each tree, including both the common and scientific names, the height and width, the hardiness zone rating, each trees tolerance to salt and drought, possible planting locations and other notes. Check out the chart on the following page.



**Awards of Excellence Entries Accepted:
Until December 1, 2023**



A Manitoba Nursery Landscape Association Program

New Trees for Manitoba

List of trees mentioned in Rick Durand's presentation at the MHA Annual meeting on March 25, 2023
 (Developer of trees referenced with superscript numbers on page 3.)

Large-Sized Trees

Common Name	Scientific Name (Hardiness Zone)	Height (Width) In feet	Hardiness Zone	Salt Tolerant	Drought Tolerant	Planting Location				Notes
						Boulevard	Smaller Space	Park	Natural Area	
Hulk ¹³ Manitoba maple	<i>Acer negundo</i> 'Hulksun'	40 (33)	2	Medium	High	Yes	No	Yes	Yes	Very hardy, yellow fall colour, male (no seed)
Trailblazer ¹ Manitoba maple	<i>Acer negundo</i> 'ByPSN705'	40 (33)	3	Medium	High	Yes	No	Yes	Yes	Reddish tinge to leaves, fast grower, male (no seed)
Finnish Selection ¹ Norway maple	<i>Acer platanoides</i> 'ByFinnish selection'	40 (33)	2	Medium	Medium	Yes	No	Yes	No	Cold hardy, available in 2026
Silver Cloud ⁴ silver maple	<i>Acer saccharinum</i> 'Silver Cloud'	50 (33)	3	Medium	Medium	Yes	No	Yes	No	Best cultivar of silver maple and is male (no seed)
Inferno ¹⁰ sugar maple	<i>Acer saccharum</i> 'Jeferno'	40 (30)	3	Low	Low	No	No	Yes	No	Good fall colour, provide regular watering and protected site
Prairie Horizon ⁶ alder	<i>Alnus hirusta</i> 'Harbin'	40 (20)	2	Medium	High	Yes	No	Yes	No	Very fast growing, drought tolerant, needs large space
Trojan ⁴ green ash	<i>Fraxinus pennsylvanica</i> 'Dured'	40 (28)	2	Medium	Medium	Yes	No	Yes	Yes	Hardest of the green ash cultivars
Northern Acclaim ⁶ honeylocust	<i>Gleditsia triacanthos</i> 'Harve'	40 (33)	4	High	High	Yes	No	Yes	No	Very drought resistant, not totally prairie hardy
Cloud 9 ¹ cork tree	<i>Phellodendron amurense</i> 'ByPSN800'	35 (26)	3	High	High	Yes	No	Yes	No	Exotic looking, no fruit, uneven crown form
Amigo ³ trembling aspen	<i>Populus x</i> 'ByJoe'	49 (26)	2	Medium	Medium	No	No	Yes	Yes	Excellent full crown cultivar, high disease resistance
Gatekeeper ¹ aspen	<i>Populus x</i> 'ByMike'	40 (8)	2	Medium	Medium	No	No	Yes	No	Wide columnar form, moderate resistance to bronze leaf disease
Guardian ¹⁰ aspen	<i>Populus x</i> 'Jefguard'	40 (10)	2	Medium	Medium	No	No	Yes	No	Wide columnar form, moderate resistance to bronze leaf disease
Sundancer ⁷ hybrid poplar	<i>Populus x</i> 'ACWS151'	49 (13)	2	Medium	Medium	No	No	Yes	No	Very fast growing, upright crown form, high disease resistance
Shooting Star ⁴ northern pin oak	<i>Quercus ellipsoidalis</i> 'DurMarg'	40 (33)	3	Medium	Medium	No	No	Yes	No	Green foliage turns purple in fall, needs some wind protection
Admiration ⁹ oak	<i>Quercus x jackiana</i> 'Jefmir'	40 (30)	2	Medium	High	Yes	No	Yes	No	Attractive glossy leaves and bark
Bylands columnar ¹ oak	<i>Quercus x</i> 'By1902'	40 (8)	3	Medium	Medium	No	No	Yes	No	Columnar crown form, available in 2026
Fargo Express ¹ bur oak	<i>Quercus macrocarpa</i> 'By1801'	40 (13)	2	Medium	High	Yes	No	Yes	Yes	Fast growing, glossy leaves, good disease resistance
Top Gun ⁴ bur oak	<i>Quercus macrocarpa</i> 'ByDur'	40 (13)	2	Medium	High	Yes	No	Yes	Yes	Upright form of bur oak, reduced pruning required

Common Name	Scientific Name (Hardiness Zone)	Height (Width) In feet	Hardiness Zone	Salt Tolerant	Drought Tolerant	Planting Location				Notes
						Boulevard	Smaller Space	Park	Natural Area	
Curb Appeal ¹³ American linden	<i>Tilia americana</i> 'Jordsun'	40 (23)	2	Medium	Medium	Yes	No	Yes	No	Improved cold hardiness, good growth rate, retains strong leader
Lighthouse ¹⁰ linden	<i>Tilia x flavescens</i> 'Jefhouse'	40 (30)	3	Medium	Medium	Yes	No	Yes	No	Attractive upright growth, dense crown
Lone Star ¹¹ little leaf linden	<i>Tilia cordata</i> 'BySkinner'	40 (23)	2	Medium	Medium	Yes	No	Yes	No	Very symmetrical branching, hardest of all the little leaf lindens
Endeavor ¹ elm	<i>Ulmus x</i> 'By1709'	65 (40)	3	Medium	High	Yes	No	Yes	Yes	High DED resistance, no seeds, American x Japanese hybrid
Night Rider ⁴ elm	<i>Ulmus x</i> 'ByRick'	40 (30)	3	Medium	High	Yes	No	Yes	No	High DED resistance, tiny seeds (only a few) Japanese (75%) x Siberian (25%)

Medium-Sized Trees

Common Name	Scientific Name	Height (Width) In feet	Hardiness Zone	Salt Tolerant	Drought Tolerant	Planting Location				Notes
						Boulevard	Smaller Space	Park	Natural Area	
Prairie Rouge ¹⁰ red maple	<i>Acer rubrum</i> 'Jefrouge'	33 (20)	3	Medium	Medium	No	No	Yes	No	Excellent fall colour, slow growth rate
Raging Bull ¹ Freeman maple	<i>Acer x freemanii</i> 'Byage'	33 (20)	3	Medium	Medium	No	No	Yes	No	Excellent fall colour, moderate growth rate, available 2026
Regal Celebration ² Freeman maple	<i>Acer x freemanii</i> 'Jefcel'	33 (30)	3	Medium	Medium	No	No	Yes	No	Excellent fall colour, slow growth rate
Prairie Torch ⁶ buckeye	<i>Aesculus x</i> 'Bergeson'	30 (26)	3	Medium	Medium	No	No	Yes	No	Excellent consistent fall red colour, exotic looking
Purple Treasure ⁵ birch	<i>Betula papyrifera x</i> 'ByDaveK'	30 (20)	2	Low	Low	No	Yes	No	No	Improved cold hardiness and slower growth rate
Bylands Columnar ¹ aspen	<i>Populus tremuloides</i> 'Bylands Columnar'	33 (6)	2	Medium	Medium	No	Yes	Yes	No	Excellent replacement for Swedish, available in 2026

Small-Sized Trees

Common Name	Scientific Name	Height (Width)	Hardiness Zone	Salt Tolerant	Drought Tolerant	Planting Location				Notes
						Boulevard	Smaller Space	Park	Natural Area	
Hot Wings ⁸ Tatarian maple	<i>Acer tataricum</i> 'Gar Ann'	23 (20)	3	Medium	Medium	No	Yes	Yes	No	Hardest of Tatarian types, attractive seeds in summer
Ambassador ⁴ crabapple	<i>Malus</i> 'DurBy'	26 (16)	2	Low	Medium	No	Yes	Yes	No	Denser crown than Gladiator
Courageous ⁴ crabapple	<i>Malus</i> 'DurLawrence'	26 (16)	2	Low	Medium	Yes	Yes	Yes	No	Seedless, tiny seedless fruit (only a few), abundance of fragrant flowers
Dark Knight ¹ ornamental crabapple	<i>Malus</i> 'ByFrank'	26 (16)	2	Medium	Medium	No	Yes	Yes	No	Attractive dark purple leaves, very small fruit

Common Name	Scientific Name (Hardiness Zone)	Height (Width)	Hardiness Zone	Salt Tolerant	Drought Tolerant	Planting Location				Notes
						Boulevard	Smaller Space	Park	Natural Area	
Gladiator ⁴ ornamental crabapple	<i>Malus</i> 'Durleo'	26 (16)	2	Medium	Medium	No	Yes	Yes	No	Improved resistance to leaf scab
Green Wall ¹⁰ Columnar crabapple	<i>Malus</i> 'Jefwall'	20 (6)	2	High	High	No	Yes	Yes	No	Excellent choice for live screen in yard with green colour
Midnite Spire ¹⁰ Columnar crabapple	<i>Malus</i> 'Jefguard'	20 (6)	2	High	High	No	Yes	Yes	No	Excellent choice for screen in yard with purple colour
Purple Spire ¹² columnar crabapple	<i>Malus</i> 'Jefspire' (Zone 2)	20 (6)	2	Medium	Medium	No	Yes	Yes	No	Excellent choice for live screen in yard with dark purple fall colour
Starlite ² ornamental crabapple	<i>Malus</i> 'Jeflite' (Zone 2)	26 (16)	2	Medium	Medium	No	Yes	Yes	No	Best choice for birds since fruit small and persistent in winter
Starlite selection ¹ Columnar crabapple	<i>Malus</i> 'Starlite Selection' (Zone 2)	20 (6)	2	Medium	Medium	No	Yes	Yes	No	Columnar form with much smaller fruit size
Velocity ¹³ crabapple	<i>Malus</i> 'Sunvel' (Zone 2)	26 (20)	2	Low	Medium	Yes	Yes	Yes	No	Improved disease resistance compared to Spring Snow crabapple, small seedless fruit
Klondike ¹⁰ Amur cherry	<i>Prunus maackii</i> 'Jefdike' (Zone 2)	26 (16)	2	Medium	Medium	No	Yes	Yes	No	Fast growing and golden bark
Ming ¹⁴ cherry	<i>Prunus maackii</i> 'Ming' (Zone 2)	26 (16)	2	Low	Medium	Yes	Yes	Yes	No	Best in group, no trunk cracking, tight upright crown

Trees developed by the following:

- 1 Rick Durand, Bylands Nurseries
- 2 Rick Durand, Jeffries Nurseries
- 3 Rick Durand and Joe Moniz
- 4 Rick Durand, Prairie Shade Nursery
- 5 Dave Klassen, Shannon Oaks Tree Farm
- 6 North Dakota State University
- 7 PFRA Shelterbelt Centre
- 8 Plant Select Colorado
- 9 Dr. Philip Ronald, Jeffries Nurseries
- 10 Dr. Wilbert Ronald, Jeffries Nurseries
- 11 Hugh Skinner
- 12 Summerland Research Station
- 13 Sunstar Nurseries
- 14 University of Saskatchewan Horticulture Program



Q&A

Member Spotlight



Bruce Dixon, MALA, CSLA

Employer / Company Name:
HTFC Planning & Design

Title / Role in company:
Senior Associate and Landscape Architect

Q What is the company specialty/market?

Landscape Architecture and Planning

Q How many years in the profession?

26 years, MBNLA for 15 years.

Q Why did you Join MBNLA?

To support the industry and stay informed on new materials, products and trends.

Q What do you like most about working in the green profession?

My passion for golf and design led me to the industry. But it's the collaborative nature of our whole profession that I enjoy the most - working with other consultants, clients, contractors, and suppliers to design and build spaces for people to experience and enjoy.



Member News

Our Newest MBNLA Members:

Galay Landscaping

<https://galaylandscaping.com/>

Stonehenge Design

<https://stonehengedesignedlandscapes.com/>

<https://stonehengedesignedlandscapes.com/>

Fusion Pro

<https://fusionproirrigation.ca/>

Manitoba Metis Federation

<https://www.mmf.mb.ca/>

Tree Planting Planning Officer kevin.
wasylenko@mmf.mb.ca

Superb Sprinkler Service

<https://www.superbsprinkler.com/>

The Urban Pollinator

Jon Morrisseau

Ms. Dawn Harris

from Acorn Hill Partners.

Member Benefits

Don't forget to check out your member benefits. There are benefits for vehicles and equipment, business services, industry training, travel and accommodations, and financial services and insurance. Check out the exclusive savings for MBNLA members.



Q Is there a piece of advice you wish you'd given yourself when you were younger?

Don't sweat the small stuff.

Q How do you define success?

Each design challenge is like a puzzle, where there might be multiple solutions. I always strive to meet a client's needs with a uniquely tailored, aesthetically appealing solution that is mindful of scale and most importantly, user experience.

Q Who do you consider a mentor?

Our founder, Garry Hilderman was a wonderful mentor to all our staff, with an outstanding contribution to the profession and legacy of landmark built work across the city and province.

Q What are your hobbies?

Golf, hockey, fishing, and drawing

Q What was the first concert you ever went to?

Van Halen, 1984 at the Winnipeg Arena

Q What is your favourite meal?

Toss-up between Pizza and Steak... Let's go with Pizza

Q What is something most people wouldn't know about you?

I illustrated my first children's book last year.



Experience a New Vision for Hardy Plants.

Bylands Nurseries has been a trusted source for Proven Winners Shrubs and Perennials for over 15 years. Proven Winners introduces the industry's best, most unique, high performing plants, produced under the highest quality standards, and unsurpassed in terms of flowering, growth habit, disease resistance, and garden performance.

**John Leperre, Manitoba &
Ontario Sales Representative**

+1 (204) 997-2905 | johnl@bylands.com

