

## Human Resources

### CONTINUATION OF INTERVIEW WITH LINDA BARIL PLANT MANAGER

*What makes you most proud of your production team?*

It would have to be the team spirit they have, their desire to succeed together, to meet common objectives and create success. As an example, in June we just beat our monthly all-time delivery record. Our team is very proud passing this important milestone.

*What in your opinion is Novik's greatest challenge?*

Our greatest challenge at Novik is to convince the market of the exceptional quality of our product and its value. I personally believe in its enormous potential and it remains for us to bring the world along with us.

*Thank you Linda*

## NOMINATION

Novik is pleased to announce the nomination of the new manager of the Production Engineering Department, Mr. François Bouchard. François, a professional engineer by training, has just been tasked with production planning.

His role at Novik consists of ensuring quality and optimization of production. Experienced in production planning, François also watches over the ERP system already in place to be sure it is fully utilized to facilitate inventory management.

## About Novik

Established on August 2, 1995, Novik figures among the leaders in the manufacture and marketing of innovative exterior coverings made of polymer and that replace at lower cost traditional materials such as stone, brick and wood shingles. The targeted market is the residential and commercial construction industry.

The recipient of several prizes in 2005, one of which honoured its outstanding showing outside Quebec and the quality of its exports, Novik is a developing manufacturing business which has had a growth of from 50 to 60% in its last five years. Novik's distribution network extends from Canada and the United States to Russia, Poland, Ukraine, Australia and Korea. Some 100 people work there constantly redefining the standards of quality and innovation. For more information, visit Novik's website at [www.novik.com](http://www.novik.com).

## What to watch for

### COMING SHOWS

Chicago, Illinois from August 17 to 19, 2006.

The Orgill Fall Dealer Market will take place at McCormick Place. Orgill is one of the largest distributors of construction products in North America. Orgill supplies merchandise to more than 6,000 stores in 63 countries. More than 1,500 manufacturers will take the opportunity to do business here.

Minneapolis, Minnesota from August 14 to 15, 2006.

JLC Live Midwest is for entrepreneur-renovators of residential and commercial properties. It's a chance for manufacturers to promote their new construction technologies.

### DON'T FORGET TO...

VISIT OUR MODEL HOME

Loto-Maison 2006 int Drummondville from May 12 to September 30 at Promenades Drummondville.



Expo Québec on the site of ExpoCité from August 16 to 27 in Quebec City.



## Board of Directors

### NOMINATION OF TWO NEW DIRECTORS

Following the holding of Novik's annual shareholders' meeting, which took place last May 25, Mr. Michel Gaudreau, Novik's President and Chairman announced the appointment to the Board of Directors of Mr. Henry Brunelle, President of Bain Ultra, as well as Mr. Clément Boucher, Vice-President of Paré Centre du camion Volvo-Hino. "These two new directors add enormous depth to our Board, as much in terms of financial skill as in business experience, American business in particular," explained Mr. Michel Gaudreau, President of Novik, Inc.

We are pleased to welcome them to Novik.

### Winning Firm of 2005



Gala des Grands Québécois



Mécénat 2005 Industrial Production



ACIP Québec Exports Category

Mérite commercial Desjardins June 2005

Fidélités 2005 Exports Category-SME  
Fidélités 2006  
Finalist for Business of the Year

**NOVIK**  
[www.novik.com](http://www.novik.com)

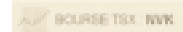
## InNOV

News Bulletin  
For the Up-to-date Reader



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## Novik on the stock Exchange



Novik Inc. was registered on the TSX Venture Exchange on October 4, 2005 using the stock symbol NVK. Visit our Investors site at [www.novik.com](http://www.novik.com) for more information.

## SUMMARY

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### Board of Directors

### About Novik

[www.novik.com](http://www.novik.com)

## News

### POLYMER EUROPEAN-STYLE ROOFING MADE IN CANADA

Recently, Novislate®, the remarkable slate-tile replica system enjoyed a favourable reception in the construction industry.

This enthusiasm really motivated the company to continue its research and add a new Noviclay® collection of roof coverings that are just as faithful to clay barrel tiles.

The Noviclay® system can be installed simply and quickly just like Novislate®. The panels have oblong reinforced holes and hooks that ensure a safe and solid connection. They are fixed to an accompanying starter strip. Hip and ridge shingles are designed to provide an esthetic finish. Composed of copolymer and subjected to a number of material strength tests, Noviclay® is guaranteed for 50 years.

The size and texture of the tiles allow the builder to reproduce the appearance of typical European roofing. Adapted to the North American reality, our carefully selected rich colours will perfectly suit different projects.



**NOVIK**



High-performance Polymer Coverings and Accessories Systems

## Sales

### NOVIK DEVELOPS ITS NORTH AMERICAN MARKET

New distribution agreements have just been concluded with three important American distribution houses.

Alcoa Home Exteriors, a subsidiary of the giant Alcoa Inc., has put certain Novipro® series coverings on the market under one of its banners. The agreement which takes the form of an open purchase order is opportune for potential growth in a market that demands exclusive products. Remember that Alcoa Home Exteriors is the leader in the United States vinyl and aluminum manufacturing sector. Alcoa thus completes its range of coverings products being offered in all American states.

The distributor, Tri-County, specializing in coverings products, placed a first order in April 2006, thus contributing to the consolidation of a network of distributors for the U.S. north-east. Tri-County mainly serves the states of New Jersey and Pennsylvania.

The new Novik roofing products have received the attention of Woolf Distributing which owns four branches in Wisconsin, Illinois and Missouri. A marketing program was implemented by the two parties in order to maximize the success of these products.

Woolf Distributing represents the manufacturers of roofing and exterior covering products and other finishing products for the residential and commercial sectors.

The association with these three distributors having a total of more than forty years of experience in the sector contributes to reinforcing the distribution network and increasing exports.

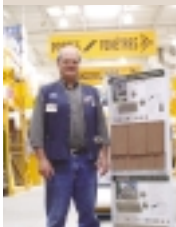
#### ABROAD:

The business has seen rapid growth in recent years. After a commercial fair held abroad recently, an order was placed by a very large Spanish manufacturer of pre-fabricated homes interested in all of our products. Located in Valencia, the company, Casa Prefabricados Carbonell, expects to distribute Novik products in its region.

#### IN QUEBEC:

On May 30, Novik products obtained a choice place with the retailer RONA. It's a significant marketing showcase, since the RONA banner is a lode star of renovation products distribution. NOVIK exterior covering products are now available for consumers and entrepreneurs in more than 25 RONA L'entrepôt and RONA Le régional superstores across Quebec.

More to follow...

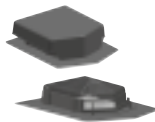


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## Research & development

### ROOM FOR COMPACT MODELS

Always looking for ways to improve its products' performance, our designers have developed two innovations suited to the needs of Novik customers: the Novik # 60 roof ventilator and the Flex™ rustic cedar quoin. Fitted with a "snap-in" clip assembly, it is easy to install and adapts readily to steep pitched roofs.



The new Flex™ quoin allows an adjustment of up to one inch play in height for a better covering panel finish. Compact and light, it is designed as a single piece whose ends fit over one another and snap together quickly and easily, ensuring a better seal.



Decidedly, not the time to stint on R&D.

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## Productivity

### NOVIK OPTIMIZES YET AGAIN

At the start of 2006, Novik accomplished a complete makeover of its assembling department.

In addition to assembling the polymer columns, aluminum columns and ventilation grills, which make up a large number of products, the assembling team has the responsibility of supplying our marketing team with a wide range of promotional items. From a simple colour sample set to assembling a complete showcase intended for the many exhibitions Novik takes part in, these items are essential for the growth of anticipated sales volumes. It was thus important to obtain optimum efficiency and find the best operating conditions for the department.



For the amount of work, we've succeeded in eliminating operations that don't add value. The reduction of motion, of handling, the optimization of work methods and the improvement of work station ergonomics have helped Novik to achieve big labour savings. Moreover, the makeover of work stations has helped us increase worker safety and gain appreciable additional storage space.

And this is just a beginning. Our team is presently working to improve the ergonomics of work stations in the injection department, the computer system and optimize the paint department.

## Human Resources



INTERVIEW WITH LINDA BARIL PLANT MANAGER

We met Ms. Linda Baril, (Plant Manager since 2003), in her office at Novik.

Hello Linda.

Tell us, Linda, what was your first big job as Plant Manager at Novik ?

The first big job we had to face was the transfer of our operations from six different sites to our new factory at St-Augustin in 2004. We had to get all our logistics in place and that was a lot of reassembling for our team. We got there with a minimum of interruption of deliveries to our customers and within the expected deadlines.

Since then, what were the great achievements ?

Another important achievement was the implementation in 2005 of a new computerized financial and operations management system, the ERP system. That helped us to manage our personnel and inventories more effectively. In addition, as we look for other ways of using this system, it has become a constant quality improvement tool.

What are the development projects for 2006 ?

The year 2006 is slated for automation and robotization. We have installed a new conveyor in the paint department and two robots in the injection department. We've thus achieved substantial gains, as much in labour costs as in productivity and response time to customer orders.

continuation of interview...p.4

