

Jobs Careers Information

NORTHEASTERN REVIEW

2011

JUNE



Infrastructure Projects Driving
More Traffic Control Persons

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*ABOUT
NORTHEASTERN BRITISH COLUMBIA*

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NEAT THINGS ABOUT RAIN

Raining cats and dogs. We usually expect water from rain, but other things have been known to fall from the sky in the guise of rain. Most recently it was birds, dead birds in Beebe, Arkansas this past New Year's Eve, and again just a few days later in Louisiana. This is not unusual. It has rained jellyfish in England, spiders in Argentina and worms in Louisiana. In 2005 it rained frogs in Serbia. One theory is that strong winds travelling over water can pick fish or frogs, and carry them several miles before dropping them, but this doesn't explain the worms.

Alberta Gardener

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INTRODUCTION

NORTHEASTERN BC UNEMPLOYMENT RATES

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2004	4.4	4.2	4.6	5.0	6.3	8.3	9.0	8.0	6.3	4.7	*—	*—
2005	4.9	4.5	5.0	4.1	5.4	5.2	4.9	4.2	4.4	4.4	*—	*—
2006	*—	*—	*—	*—	*—	4.4	*—	*—	4.2	5.2	4.9	*—
2007	*—	*—	*—	*—	*—	*—	*—	*—	*—	*—	*—	*—
2008	*—	*—	*—	4.3	5.0	5.9	6.2	6.3	5.8	5.0	4.5	3.6
2009	4.6	4.6	6.5	6.5	8.4	7.7	7.9	8.3	7.9	7.2	5.5	5.4
2010	4.9	4.4	4.4	5.3	6.9	7.5	7.3	6.8	7.6	7.6	6.4	7.1
2011	9.0	9.1	8.1	5.4	5.1							

In May 2011 the unemployment rate in BC is 7.8% and 5.7% in Alberta. In May 2010 the unemployment rate in BC was 7.8% and 7.5% in Alberta.

*— The unemployment rate for Northeastern BC has been suppressed due to high sample variance.

LABOUR FORCE

- British Columbia's jobless rate edged 0.3 percentage points lower to 7.6% (seasonally adjusted) in May.** Employment in the province advanced (+0.2%), marking a fourth consecutive monthly increase. The size of BC's labour force contracted slightly (−0.1%), which also contributed the decline in the un-employment rate.

After advancing for three consecutive months, employment in the province's goods sector stalled (−0.1%) in May. While the number of jobs in the construction industry (+1.5%) continued to rise, employment in utilities (−3.8%), agriculture (−2.5%), manufacturing (−1.2%) and forestry, fishing & mining (−0.9%) was lower.

Despite significant job losses in public administration (−5.9%), finance, insurance & real estate (−3.4%) and educational services (−1.5%), service sector employment edged 0.3% higher. Offsetting these declines was strong growth in the number of jobs in management, administration & support services (+9.7%), professional, scientific & technical services (+3.8%) and information, culture & recreation (+3.3%). Data Source: Statistics Canada
- At the regional level, jobless rates (unadjusted 3-month moving average) ranged from 5.1% in Northeast to 9.5% in Kootenay.** A double-digit gain in employment in North Coast/Nechako (+11.6%) was the strongest in BC, followed by more modest increases in **Northeast** (+4.6%), Mainland/Southwest (+2.0%) and Thompson-Okanagan (+1.3%). Employment inched ahead (+0.4%) in Cariboo, while falling in both Vancouver Island/Coast (−3.7%) and Kootenay (−0.6%). Data Source: Statistics Canada

BC Stats Infoline Issue 11-23 June 10, 2011

AVERAGE EARNINGS

Median after-tax income (constant 2009 dollars) for British Columbia families of two or more people was \$67,200 in 2009, down 2.0% from the previous year. This was the first drop in median after-tax income registered following six straight annual increases.

Nationally, income was only marginally (−0.5%) lower in 2009 with eight provinces posting higher median incomes compared to 2008. Saskatchewan (+7.5%), Nova Scotia (+3.6%) and New Brunswick (+3.2%) exhibited the largest increases. British Columbia (−2.0%) and Ontario (−1.3%), on the other hand, both recorded lower median incomes in 2009. Data Source: Statistics Canada

BC Stats Infoline, June 17, 2011, Issue 11-24

INTRODUCTION

EI RECIPIENTS

In April, the number of people collecting regular Employment Insurance (EI) benefits in BC fell to 66,950 (seasonally adjusted), a decrease of 3.7% from the previous month. Nationally, the number of recipients was down 1.1% between March and April, with several provinces posting decreases.

Between April 2010 and April 2011, the number of EI beneficiaries in the province dropped a notable 17.8%, a rate of decline second only to Alberta where the number of beneficiaries fell by one quarter (-25.6%). Nova Scotia (+1.1%) and New Brunswick (+0.6%) were the only provinces to record year-over-year increases, such that nation-wide, the number of beneficiaries was down 11.3%. Data Source: Statistics Canada

BC Stats Infoline, June 24, 2011, Issue 11-25

IMMIGRANTS IN SELF-EMPLOYMENT

In 2010, about 19% of immigrant workers were self-employed, compared with 15% of their Canadian-born counterparts. About one-half of the difference in the self-employment rate was related to the higher average age of immigrants.

Self-employed immigrants and non-immigrants were similar in average age, marital status, and presence of children at home. They also shared similarities in working hours, the proportion with paid help, and incorporated business status.

Although business and professional services was the most frequent industry for both groups, the Canadian-born self-employed were more concentrated in agriculture and other goods-producing industries, while immigrants were more concentrated in trade and transportation industries.

Immigrants—especially recent immigrants—were more likely than the Canadian-born to report that they had entered self-employment because of a lack of suitable paid jobs. Still, the majority of self-employed immigrants (67%) and non-immigrants (80%) entered self-employment for reasons other than labour market difficulties.

The majority of both immigrant and Canadian-born self-employed workers would prefer to stay in self-employment even if a paid job at the going wage or salary rate were available for them. The share was lower among immigrants (65%) than the Canadian-born (73%).

Statistics Canada, Perspectives on Labour & Income June 2011 <http://www.statcan.gc.ca/pub/75-001-x/2011003/article/11500/11500hl-fs-eng.htm>

LABOUR FORCE INFORMATION

May 2011

Employment rose by 22,000 in May, bringing gains over the previous 12 months to 273,000 (+1.6%). The employment increase in May, combined with a decline in the number of people looking for work, pushed the unemployment rate down 0.2 percentage points to 7.4%.

Employment increased in Quebec, Alberta and Saskatchewan in May. At the same time, employment declined in Newfoundland and Labrador, while there was little change in the remaining provinces.

Employment gains were in retail and wholesale trade as well as in information, culture and recreation, while there were declines in educational services and manufacturing.

The number of private sector employees and self-employed workers rose in May. At the same time, there were declines among public sector employees.

Full-time employment increased by 33,000 in May. Over the past 12 months, full-time employment rose by 224,000 (+1.6%) while part time was up 50,000 (+1.5%).

Employment was up mainly among men aged 25 to 54, while it changed little among the other demographic groups. The unemployment rate for students aged 20 to 24, at 15.0%, was lower in May compared with May 2010.

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INTRODUCTION

LABOUR FORCE INFORMATION

(Continued from page 4)

Gains driven by retail and wholesale trade

Employment in trade increased by 34,000 in May, offsetting declines in the previous two months. Compared with 12 months earlier, employment in this industry was down 0.7% or 19,000.

There were also employment gains in information, culture and recreation (+15,000). Employment in this industry has risen by 41,000 (+5.5%) in the past 12 months.

Following steady increases in the first four months of the year, employment in educational services declined by 27,000 in May. Most of the declines occurred in post-secondary institutions.

Manufacturing employment was down by 23,000, following little change in the previous four months. Despite this decline, employment in this industry has risen by 25,000 or 1.4% since May 2010.

Employment in construction was little changed, although it has increased by 3.3% (+41,000) over the past 12 months.

Despite little change in public administration in May, this industry was up 1.8% over the previous 12 months.

Employment gains from 2011 Census activities in May were offset by slight declines in other sectors of the federal administration.

There were employment gains of 37,000 among private sector employees and 30,000 among self-employed workers in May. At the same time, employment fell by 44,000 among public sector employees.

Over the past 12 months, employment in the private sector has grown by 178,000 (+1.6%), compared with 48,000 (+1.4%) in the public sector and 48,000 (+1.8%) among the self-employed.

Increases in Quebec, Alberta and Saskatchewan

Employment in Quebec rose by 25,000 in May, bringing total gains over the past 12 months to 74,000 (+1.9%). The unemployment rate fell 0.5 percentage points to 7.3%, the lowest since October 2008.

Employment increased by 8,500 in Alberta. The unemployment rate fell to 5.4%, down 0.5 percentage points from the previous month. Over the previous 12 months, employment grew by 2.8%, the fastest growth rate in the country.

In Saskatchewan, employment increased by 2,500, yet was little changed compared with May 2010 (+0.2%). The unemployment rate, at 5.0%, was unchanged from the previous month and was the lowest in the country.

Following an increase in April, employment declined by 2,700 in Newfoundland and Labrador in May. At the same time, the unemployment rate rose to 11.9% (+0.8 percentage points). This province has the second fastest employment growth rate over the previous 12 months, up 2.1% (+4,700).

Employment edged down in Ontario in May (-16,000). Over the past 12 months, employment growth at 1.7% (+116,000) was slightly above the national average, and all in full-time work. The unemployment rate remained unchanged at 7.9% in May.

Employment growth primarily among core-aged men

Employment rose by 21,000 among core-aged men (25 to 54 years) in May, while it held steady among the other demographic groups.

Compared with 12 months earlier, employment increased at the fastest pace among workers aged 55 and over, with growth of 6.6% (+86,000) among women and 4.1% (+67,000) among men. Over the same period, employment among core-aged men increased by 2.0% (+118,000), while it was little changed for core-aged women and youths.

Student summer employment

From May to August, the Labour Force Survey collects labour market information about young people aged 15 to 24 who were attending school full time in March and who intend to return to school in the fall. The May survey results provide the first indicators of the summer job market, especially for students aged 20 to 24, as students aged 15 to 19 are not yet out of school for the summer. The data for June, July and August will provide further insight into the summer job market. The published estimates are not seasonally adjusted, and therefore comparisons can only be made from one year to another.

The employment rate or the proportion of students aged 20 to 24 who were employed in May was 60.8%, higher than the May 2010 rate of 58.9%. It was also 4.5 percentage points higher than in May 2009 (56.3%), when students were especially affected by the labour market downturn.

The unemployment rate for the students aged 20 to 24 was 15.0% in May, down from 16.5% in May 2010.

<http://www.statcan.gc.ca/daily-quotidien/110610/dq110610a-eng.htm>

INTRODUCTION

PAYROLL EMPLOYMENT, EARNINGS & HOURS

April 2011 (preliminary)

Average weekly earnings of non-farm payroll employees increased 0.7% from March to \$876.44 in April. Compared with April 2010, average weekly earnings were 3.5% higher.

The 3.5% growth in average weekly earnings during the 12 months to April was attributable to a number of factors in addition to wage growth, such as changes in the composition of employment by industry, by occupation and by level of job experience.

The average number of hours worked per week, which can also contribute to growth in average weekly earnings, was unchanged from April 2010 at 32.9 hours.

Average weekly earnings increased in every province in the 12 months to April. Growth was well above the national average in Saskatchewan, Alberta and Newfoundland and Labrador. The slowest growth was in Prince Edward Island.

Growth in average weekly earnings was above the national average of 3.5% in 6 of the 10 largest industrial sectors, led by health care and social assistance and manufacturing. The slowest growth in earnings occurred in construction and retail trade.

In the 12 months to April, average weekly earnings increased by 6.9% to \$817.54 in health care and social assistance. This sector has had one of the most consistent upward trends in earnings and payroll employment since 2001, when the comparable data series began (see the "Sector profile" section of this release).

The second fastest growth in average weekly earnings in the 12 months to April occurred in manufacturing, where earnings increased by 6.3% to \$989.66. Growth in this sector was particularly notable in industries such as beverage and tobacco product manufacturing; petroleum and coal product manufacturing; fabricated metal product manufacturing; and printing and related support activities.

Year-over-year growth in average weekly earnings was also above the national average in some smaller industries such as information and culture (+7.5% to \$1,104.46) and arts, entertainment and recreation (+5.2% to \$583.55). Weekly earnings in information and culture have been rising since July 2010, particularly among motion picture and sound recording industries; telecommunications; and data processing, hosting and related services. In arts, entertainment and recreation, earnings have been increasing since May 2009, mainly in amusement, gambling and recreation industries.

Average weekly hours worked

Average weekly hours fell 0.3% from March to April. Compared with April 2010, the average workweek was unchanged at 32.9 hours.

Notable year-over-year increases in average weekly hours worked occurred in health care and social assistance (+3.1%), information and culture (+2.9%) as well as finance and insurance (+2.7%). At the same time, there were declines in other sectors, mainly construction (-2.2%) and transportation and warehousing (-2.2%).

In mining, quarrying and oil and gas extraction, average weekly hours fell 1.7% to 40.0 hours, but this was still the highest of all sectors.

Non-farm payroll employment by sector

In April, non-farm payroll employment increased by 29,600 from March. On a year-over-year basis, the number of non-farm employees rose by 242,800 (+1.7%).

The monthly non-farm payroll employment increase in April occurred in a number of sectors, with the largest gains in manufacturing; accommodation and food services; and health care and social assistance.

The fastest year-over-year growth (+14.9%) occurred in mining, quarrying and oil and gas extraction, where payroll employment rose by 27,200. Growth in this sector was driven by gains in support activities for mining and oil and gas extraction in Alberta.

In construction, payroll employment rose by 2.9% (+23,800), the second largest year-over-year increase. This growth was spread across most provinces and occurred mainly in heavy and civil engineering construction and specialty trade contracting.

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INTRODUCTION

PAYROLL EMPLOYMENT, EARNINGS & HOURS

(Continued from page 6)

Sector profile: Health care and social assistance

From time to time, this release profiles an industrial sector with a notable trend in earnings, hours or employment. The profile for April 2011 examines the health care and social assistance sector because of its consistent trend of faster-than-average growth in earnings and employment, a trend that has spanned many years.

More than 1.6 million employees work in health care and social assistance, making it the second largest sector after retail trade. Hospitals account for the largest share (35%) of employees in the sector, followed by ambulatory health care services (26%); this latter group includes offices of physicians, dentists and other health practitioners as well as out-patient care centres. Another 22% of the sector's employees work in nursing and residential care facilities, while 17% work in social assistance.

In contrast to most other sectors, health care and social assistance has seen its share of total payroll employment increase steadily since 2001, when the comparable data series began. Currently, the sector accounts for 11% of total employment, up one full percentage point from 2001.

This sector is one of the few that recorded growth in payroll employment during the 2008-2009 economic downturn, as its number of employees increased by 3.1% between August 2008 and August 2009. During the same period, the number of payroll employees fell 3.4% in the remaining sectors of the economy.

For most of the past decade, health care and social assistance posted year-over-year increases in average weekly earnings. In the 12 months to April 2011, earnings in this sector increased by 6.9%, well above the national average of 3.5%.

Average weekly earnings of \$817.54 in the sector were below the national average of \$876.44. However, across the health care and social assistance industry groups, average weekly earnings ranged from \$612.97 for those working in social assistance to \$992.03 for those working in hospitals.

In the 12 months to April, average weekly earnings increased 9.1% to \$677.34 in nursing and residential care facilities and advanced 8.2% to \$835.00 in ambulatory health care services. Both gains exceeded the sector average.

Part of the 12-month growth in weekly earnings in health care and social assistance was attributable to a 3.1% increase in weekly hours, which averaged 30.3 hours in April.

Average weekly hours in this sector have been on an upward trend since October 2009. Despite the increase in April, the average number of hours worked in the sector was more than two hours below the national average of 32.9.

Statistics Canada <http://www.statcan.gc.ca/daily-quotidien/110630/dq110630b-eng.htm>

NEAT THINGS ABOUT RAIN

Acid rain. There are worse things than cats, dogs and frogs falling from the sky. Acid rain is rain that has been contaminated with chemicals from industrial or automobile emissions. Sunlight neutralizes some of these chemicals, but others fall to earth and can get back into the water system. Much of the acid rain comes from mining smelters and coal-fired generators, killing fish and bacteria, and upsetting natural balance — for example, on your car, acid rain causes windshield smearing, obscuring vision, which causes accidents. It can be removed with abrasives and chemicals; some people use a very fine grain steel wool.

Disappearing rain. Rain that falls from the sky but evaporates before it can reach the earth is called virga. A large cloud droplet can measure more than 5 mm in diameter and might drop at about nine metres per second, picking up velocity as it nears the earth, due to gravity. (A human body drops at about 125 miles per hour.) A very small raindrop might fall about two metres per second. Don't quote this. There are a lot of variables.

Alberta Gardener

CAREERS & JOB SKILLS

INFRASTRUCTURE PROJECTS DRIVING MORE TRAFFIC CONTROL PERSONS

By Shannon Moneo

Once known as "flaggers," most were untrained, but today, after mandatory training, they're called Traffic Control Persons (TCPs), and in British Columbia, their numbers aren't flagging.

At the end of March, B.C. had 18,517 TCPs. At the end of 2010, the number was 17,840. Much of that growth happened since 2008. That year, 3,624 people were trained.

In 2009, it was 5,428. In 2010, there were 6,009 new TCPs.

The influx is due to the increase in roadbuilding and construction in BC in the run up to the Olympics, as well as two big Vancouver-area projects, the Port Mann Bridge twinning and the South Fraser Perimeter Road, said Mike McKenna, executive director of the B.C. Construction Safety Alliance.

Beyond the kilometres of bridgework and roadbuilding, there's another reason why TCP numbers are climbing: higher volumes of traffic.

In 2003, the BCCSA, under a WorkSafeBC contract, began delivering TCP training and certification.

Prior to that, flaggers were getting as little as 10 minutes of instructions before being parked on a road.

Training was to ensure that all flaggers across BC were operating uniformly, that is, giving consistent messages to drivers everywhere from Osoyoos to Cassiar.

TCP training takes two days, the first day in the classroom and the second, on the road.

The course, offered throughout BC, costs between \$200 and \$300.

TCPs are paid anywhere from minimum wage (\$8.75 per hour) up to about \$15 per hour, with higher rates often found in remote areas or for the more-experienced.

Students learn about the Ministry of Transportation, WorkSafeBC and Motor Vehicle Act regulations, equipment and devices used, setting up/maintaining/removing work zones and basic-to-advanced traffic control skills.

Changes over the years have also paved the way for better conditions.

Large message boards are used to give motorists advance warning of roadwork.

It also used to be that when a TCP needed a break, they were replaced with a road crew member, who had no traffic control experience.

That doesn't happen anymore.

Some companies enroll all of their employees in TCP training so they can step in the role as need be, McKenna said.

The all-company training may be another reason why there have been so many new TCPs recently, he added.

"It's a very dangerous job that they do," he said.

"They have to know where to stand, to assert themselves, make eye contact. They have to be vigilant for the entire shift. They never know when there will be a hazard."

Even more daunting is that TCPs don't know if the driver approaching them is impaired with alcohol, drugs or emotionally or medically, not to mention cell phone users.

To keep safe, TCPs are taught to always have an escape route, position themselves for maximum sight lines and to give drivers all the information they need so they clearly know where to travel.

Even with the training, three TCPs have been killed in BC since 2006. The fatalities in 2006, 2008 and 2010 represent an overall drop since the BCCSA's mandatory training program started. Still, injury claims by TCPs have remained steady.

Reed Construction Data



CAREERS & JOB SKILLS

GET THE HANDSHAKE RIGHT, GET A SHOT AT THE JOB

It's a gripping issue: As students flood the marketplace looking for jobs, they --and in fact anyone facing a job interview --might be wise to think about their handshake.

It can say a lot about you in general, and in particular when you're interviewing for a job.

Are you a floppy fish with the grasp? Or is yours firm?

Along with maintaining eye contact, smiling and appearing attentive in job interviews, how you shake hands can influence the prospective employer's opinion. A wobbly handshake can convey an anxious, shy or introverted personality. A firm, solid handshake implies friendliness, ease in social situations and authority.

But is a handshake a real deal breaker in job interviews, and in sealing the deal at work?

Researchers Greg Stewart and Susan Dustin at the University of Iowa, Murray Barrick of Texas A&M University and Todd Darnold at Creighton University say handshakes can have an effect on your success in a job interview.

The researchers studied 98 undergraduate students for the quality of their handshakes during mock interviews and related the kind of handshakes given to interviewer hiring recommendations. The authors of the study measured the student's personalities and asked them to participate in a mock interview. They found that despite what the candidates wore or how they looked, the handshake had an effect on how the interviewer assessed the candidate for job suitability.

It turns out that handshakes communicate a lot. And since it is one of the initial behaviours we engage in when meeting prospective employers, it can be critical to get it right. A firm handshake has been linked to personality traits like extroversion and the ability to express emotion, according to the authors.

Being extroverted is a plus when it comes to getting a job. Conveying an outgoing attitude through a firm handshake can be key to success in landing employment. You seem persuasive, sociable and skilled interpersonally when a solid handshake is used as a greeting.

In the work world, being interpersonally savvy is increasingly important. Employers are looking for people who can work well with others and collaborate. The emphasis on teams underscores the need for people who can resolve conflict, behave non-defensively and be solution-oriented. Employers value a positive attitude or a can-do mindset.

The strong grip of a firm handshake can convey these abilities in a single non-verbal move. It's true that not everyone who has a great handshake is an exemplary team player, but in the process of trying to prove yourself on the job, a firm handshake can get you in the door. Without it, you may lose that chance.

The initial impression we make is key and it must be sustained once the job is yours. So, concentrating on the way you come across at first is important.

Many elements, from physical attractiveness to comportment, to wardrobe choices, have been linked to positive interviewer evaluations. But interestingly, the researchers found that physical appearance and professional dress were not as important to interviewer recommendations to hire as was the firm handshake.

So, dress well, but remember that the first handshakes are even more helpful in making yourself attractive to the employer. We can't do anything about our relative attractiveness, but we can offer a job-getting handshake.

But don't squeeze your prospective boss's hand so hard that it hurts. This kind of extreme handshaking behaviour can convey over-zealousness, a lack of consideration for others, or an overly competitive and aggressive streak.

The researchers noted that when women have a firm handshake, it can spell more benefits than for men who have a solid shake. That's because women typically have weaker handshakes and a woman firmly shaking hands can impress an interviewer more, because it's somewhat unexpected. However, while women's grips may be more tentative, they make up for the lack of strength in the handshake with the adept use of other non-verbals, including posture, eye contact and smiling during an interview.

Working on your handshake can give you a leg up in an interview and practising the skill, if you are unfamiliar with it, is important. Practice with a friend; as silly as it may sound your next job may depend on it.

Dr. Jennifer Newman and Dr. Darryl Grigg are registered psychologists and directors of Newman & Grigg Psychological and Consulting Services Ltd., a Vancouver-based corporate training and development partnership.

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CAREERS & JOB SKILLS

AN INTRODUCTION TO INTROS

Robert Half International

There's a certain art to meeting and greeting people. For a select few, introductions are effortless. If, however, you're one of the many individuals for whom initiating conversation does not come naturally, the following greeting guidelines can help:

Master the handshake

Almost every professional interaction begins with a handshake, and a good one can help you make a positive first impression, whether you're meeting a potential employer or a new colleague.

Avoid vigorous arm rattling, a double-handed upper-arm grip or a wince-inducing squeeze, which will make for a bumpy beginning. Instead, aim for a firm handshake and pair it with a pleasant smile and good eye contact. You'll communicate both friendliness and self-confidence. A proper handshake lasts about three seconds -- two or three pumps -- starting and stopping crisply.

Embrace formality

To hug or not to hug is becoming a common question in the workplace, especially in offices that have a casual atmosphere. But it's still best to play it safe by favouring handshakes over hugs when in business settings.

Hugging is often considered an intimate gesture and might not be welcomed by everyone. While there are situations when a quick hug is appropriate or instinctive (when unexpectedly running into a close business associate, for example, or after your best friend in the company receives a promotion), it's generally best to err on the side of caution when you're not sure of an "open armed" welcome.

Sidestep space invaders tactfully

Do you dread meeting with colleagues or clients who are "huggers"? One technique for protecting your personal space is to extend your hand early to indicate you'd prefer a handshake.

Of course, some hugs are impossible to dodge without embarrassing the other person. As manners guru Peggy Post notes: "Sometimes you can't avoid the contact, and it's best to grin and bear it; backing away a bit once the person has released you should signal your feelings."

Introduce in the right order

If you're meeting with a group, be courteous by introducing yourself to new contacts before exchanging pleasantries with those you already know. Also, always introduce junior-ranking employees to senior-level people, mentioning the person of higher rank first ("Director John Doe, I'd like you to meet our new intern Carl Coffeefetcher.").

Win the name game

Have you ever been introduced to someone at a busy networking event only to forget his or her name five seconds later? You're not alone. To commit the name to memory and guard against goofs, restate the person's name ("I'm so pleased to meet you, Charles.").

To help others remember your name, speak slowly and clearly. If you're at a conference where a name tag has been provided, stick it near your right shoulder; when you shake people's hands, their eyes will go directly to the tag.

Show you're interested

Knowing how to make and give a perfect introduction does little if you're not adept at the chitchat that typically follows. Have ready some standard topics that anyone can relate to -- weather, traffic and weekend plans are perennial winners.

Also pay sincere attention to what the other person is saying, and make sure your body language reflects your interest. You're not sending signs of engagement if you're compulsively checking your Smartphone, looking at your watch or scanning the room for others to talk with.

Finally, be mindful that appropriate business greetings vary significantly from country to country. A series of cheek kisses is common in some nations, while bowing is customary in others. Nuances abound. In Japan, for instance, it's considered impolite to immediately put a person's business card in your pocket without first studying it.

Before heading into a meeting with international colleagues or embarking on a trip abroad, research the prevailing greeting culture so you don't inadvertently commit a major etiquette faux pas.

The bottom line: Whether you're meeting business contacts from across town or the other side of the globe, use good judgment and do your best to make them feel respected and comfortable in your presence.

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CAREERS & JOB SKILLS

THINGS YOU SHOULD KNOW ABOUT THAT JOB INTERVIEW

By Diane Stafford, The Province

For all the weary job hunters out there, here is a hypothetical Reader's Digest version of "What HR People Won't Tell You About the Job Interview."

Among the tips:

- Find out everything you can about the company before the interview. Never ask: "Tell me about your company."
- Try to avoid cancelling an interview at all costs.
- Don't fall for tricks to reveal you have young children. Some managers don't want to hire people with child care worries.
- There's a bias against hiring fat people.
- Turn your cellphone off. Completely. No buzzing.
- Shake hands firmly.
- If the job includes weekend duty, be careful about talking about your church or religion. The manager may decide you won't be available.
- Don't interrupt the interviewer who talks about himself/herself.
- Be nice to everyone - the parking lot attendant, the receptionist, etc. They'll talk.
- Never tell the interviewer you were fired.
- Have an appropriate, job-related, short answer to "Tell me about yourself."
- Never give a former boss's name as a reference unless he or she will recommend you.
- Know how to pronounce the interviewer's name.
- Send a thank-you note a few days after the interview, not the next day.
- If they check your credit, a low score may eliminate you from consideration.
- If you don't hear back, call or write twice. After that, stop or you'll be annoying.
- You'll probably never learn the real reason you didn't get the job.

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WOMEN OVER 55 COUNTRY'S FASTEST-GROWING LABOUR MARKET DEMOGRAPHIC

By Darah Hansen, Vancouver Sun

Statistics Canada has reported employment among women 55 and older grew by 29,000 in April.

Year-over-year, the numbers are up nearly eight per cent, the fastest employment growth rate of any demographic group.

Employment for so-called core-aged workers 25 to 54 was little changed for women during the past year, and up less than two per cent for men during the same period, the federal agency reported.

Jan Snell, a Vancouver-based business developer with the staffing firm Hunt Personnel/Temporarily Yours, said she is seeing a definite shift among employers when it comes to hiring women in their 40s and 50.

"We are seeing women in this demographic getting jobs," Snell said.

Increasingly, employers are seeing the advantage of mature staff. Older workers are more likely to remain in a job longer than the more-mobile generation of 20- and 30-somethings, and often bring a whole host of valuable life and professional skills to the job, Snell said.

Not that ageism doesn't still exist.

"It's definitely alive and well," she said, noting a common misconception that older workers returning to the workforce are somehow less committed and less likely to keep up with technology and other demands of the office.

"There are a lot of pre-conceived notions out there, usually coming from younger managers who don't understand," she said.

It's up to the job seeker to help dispel those ideas with a résumé that highlights their experience within the modern workforce, including updated computer and social media skills.

Listing a work history that dates beyond a decade is "the worst thing" an older worker can do, Snell said. Too often "they are nixed before they even get in the door."

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CAREERS & JOB SKILLS

CANADA'S OLDER WORKERS HAVE GOOD SHOT AT JOBS: SURVEY

Older workers are more likely to get a welcome from employers in Canada this year than anywhere else, according to a new survey.

Sixty per cent of Canadian CEOs said they plan to increase their recruitment and efforts to retain older workers. That's much higher than the 42% average in the rest of the world, the poll of 1,200 chief executive officers in 69 countries found.

This focus on older workers was at least partly explained by the challenges executives said they have in hiring and keeping people under 30. A majority of the Canadian CEOs – 75% – said they have experienced trouble integrating younger workers into their businesses and keeping them once hired.

"In terms of attracting and holding onto the new generation of workers, companies haven't quite figured it out yet. As a result, they are focusing on the talent they know best – older workers," said Ellen Corkery-Dooher, of PwC (formerly PricewaterhouseCoopers LLP), which did the survey.

The higher interest in retaining older workers appears to indicate there is more confidence in Canada about an economic rebound, she said. While the survey didn't ask about specific age ranges or tenures, "I'd say there is a big concern about continuing to tap into the expertise of older, experienced workers," who might otherwise be planning retirement.

The report found 83% of Canadian CEOs expect a limited supply of skilled candidates to be a key challenge, compared with 66% globally.

The study, and another survey, found that many senior Canadian managers plan to upgrade their talent management strategies this year and provide more incentives to attract and retain both old and young employees.

Companies are putting higher portions of their incentive budgets toward their own people, rather than the traditional uses of incentives in outside marketing programs, customer retention and rebate programs, a survey of 429 Canadian business leaders by Berkeley Payment Solutions found.

Most CEOs in the PwC survey said they plan to use more non-financial incentives to keep talent, such as training and mentoring programs, with a stronger focus on career progression. Despite that, fewer than 40% of CEOs said they are planning to vary their people strategies to meet the different expectations of younger workers, the poll found.

To retain younger workers, employers have to look at offering more training and opportunities to expand their skills within the company, Corkery-Dooher said.

At the same time, CEOs are likely to find many older workers willing to continue to offer their expertise. "There is a growing thirst among older workers to either stay on or opt for a career change rather than retiring," Ms. Corkery-Dooher said.

CANADA AND THE WORLD

60% Portion of Canadian CEOs expecting to add employees this year.

51% Average portion of CEOs in rest of world expecting to add staff.

20% Portion of Canadian employers planning to hire more part-time than full-time staff (compared with 32% average in rest of world).

88% Portion of Canadian CEOs planning to provide more skills training.



CAREERS & JOB SKILLS

AFRAID TO LIST YOUR FORMER BOSS FOR A REFERENCE? HERE'S WHAT TO KNOW

Alina Dizik, Special to CareerBuilder

If you didn't have the best working relationship with your previous manager, deciding whether to list your former boss as a job reference can be a tough decision. It's especially difficult because "former bosses are generally the first reference employers look for from job applicants," explains Chris Posti, president of outplacement firm Posti and Associates. "If you don't provide your former boss as a reference, it will cause concern, unless you can give a solid explanation." Since reference checks are often one of the last steps to getting hired, it's even more important to not raise any red flags.

Not sure whether to list your former boss? Here, human resources experts weigh in on what to do if you think you'll get a less than stellar reference from your boss:

Check it out

Knowing your company's policy about the kind of things a reference can include is important. There's a chance that your boss or HR department will only be able to verify your title and dates of employment, but won't be able to speak to the quality of your work, says Ann Dunkin, the operations manager at Attorney Resource Inc. On the other hand, if you've heard your boss give a negative reference before, then it's definitely a good idea to skip him or her as a reference. Whatever your hunch, it may be worth digging deeper into the kind of reference you'll actually get. "Listing your former boss as a reference gives you points right off the bat, even before anyone makes a single reference call," Posti says.

Have a 'closure' conversation

Even if you didn't see eye to eye, speaking to your ex-boss ahead of time can help you get favourable results, Posti says. "Start the conversation by saying that you realize that you two did not always agree, but that it was business, nothing personal, and you hope you can both put it behind you," he says. "Having a closure conversation like that frees you up to ask your former boss what he or she plans to say about you in reference checks." Casually using this time to hint at the kinds of questions he or she may be asked about your candidacy is important. Remember, even if you weren't a fit for your former position, you can still be a fit for your future position.

Find a replacement from the firm

There are some companies that absolutely require a reference from your most recent employer. And even at companies that don't have this as a requirement, having someone from your very last job can create a sense of transparency that could set you apart from the competition. That said, you can circumvent your former boss by asking a peer or another manager to weigh in on your behalf, Dunkin says. Check to see "if there is someone else in your former employer's organization who observed you and your work product, perhaps they would be willing to serve as a reference," says Dunkin who often deals with personnel issues. A peer who observed you on the job can also provide a reference if needed.

Provide other high-quality references

If you really can't use your boss as a reference, be sure that the other references provided are of high calibre and can really speak about you as an outstanding candidate. "Provide several other notable references, which would make it less apparent you have skipped over your last boss," explains Posti. Since many companies ask for two or three references, this can be a simple solution and help you avoid listing your previous manager.

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NEAT THINGS ABOUT RAIN

The Urban Heat Island effect. If you farm or garden on the downwind side of a large city, you are probably getting more rain than your neighbours on the windward side. The UHI effect may also increase the length of your growing season. Conversely, you are probably suffering poorer air quality by being on the receiving end of pollutants such as ozone.

Rain myths and maybes. When cows lie down, rain is coming. Flowers of the morning glory close when rain is due. Rain on your wedding day guarantees good luck and a happy marriage. Oak and maple leaves tend to curl up preceding a rain and pine cone seeds remain closed. Cats clean behind their ears before a rain. If the grass is dry at sunrise, it will probably rain. Red sky in morning, sailors take warning.

Alberta Gardener

CAREERS & JOB SKILLS

MR. INAPPROPRIATE AND 15 OTHER CHARACTERS YOU'LL MEET IN YOUR CAREER

Sean O'Neil and John Kulisek, authors of "Bare Knuckle People Management"

You just landed the job you've always wanted. You sailed through the required coursework and acquired the necessary skills to succeed. This is going to be a slam dunk, right? Not so fast. Until now, you've achieved success due to your own hard work -- you put your head down and got it done. But now that you're entering the work world, you'll need to rely on others. You need to determine who among you them can help you shine.

We've identified 16 classic employee character types: Franchise, Legend, Player, Badass, Future, Steady Eddie, Noodler, Doer, Whistler, ADHD Butterfly, Needy Ned, Mr. Inappropriate, Slacker, Burnout, Retread and Asshole. Familiarize yourself with them, for if you haven't yet met them all, you will. Everyone at work fits in here somewhere.

Starting five -- Your go-to group

- **The Franchise.** May you be blessed enough to work alongside Franchise. She's the gold standard. Franchise does everything exceptionally well. You can learn lots from her. Your challenge will be keeping up and standing out from behind her shadow.
- **The Legend.** He no longer delivers the way he used to, and he's definitely lost a step, but Legend still has some juice. Learn to leverage his deep industry knowledge and sterling reputation among peers.
- **The Player.** Player makes a stunning first impression and works a room like a pro, flattering everyone he encounters. An impeccable dresser and a verbal acrobat, Player appears a shoo-in for the C-suite. But don't look too hard for substance or depth. Just feed off his energy.
- **The Badass.** She's the bull in a china shop. Badass knows one direction (straight ahead) and one speed (100 mph). She'll deliver big results, but she'll also run roughshod over you if you let her.
- **The Future.** You see pockets of greatness and raw ability with a swagger to match. The Future's on his way to big things. Future could be you!

Utility players -- Good if the role fits

- **Steady Eddie.** He hits single after single and never wants praise. Steady Eddie keeps a low profile and places the team's needs above his own. Eddie's obsessed with process, so he'll get paralyzed by sudden change.
- **The Noodler.** She values precision and accuracy. Noodler investigates for truth, and can get lost in the weeds. If you have a hard deadline that requires corner-cutting to meet, then steer clear.
- **The Doer.** She gets in the office first and sticks around to close the place down. Her "to do" list is a mile long. Her calendar is packed with committee meetings and conference calls. She'll volunteer to help, but you can't rely on her unless you get her focused.

Benchwarmers --When you need a body with a pulse

- **The Whistler.** Whistler knows the company handbook cold, and she's burned a path to your HR rep's office to report violations. Whistler is hated and feared, and the team player in you resents this rat. Mind your Ps and Qs around Whistler, or she will bust you!
- **ADHD Butterfly.** He's everywhere, but never in one place for more than three minutes. Butterfly flutters about and talks constantly about nothing at all. His fidgety behaviour will drive you mad.
- **Needy Ned.** Needy Ned's anxiety and constant need for assistance make him a chore to be around. He has an insatiable appetite for your attention, is afraid of everything, and requires kid glove treatment to avoid displays of tears.
- **Mr. Inappropriate.** Mr. I is the pervert in your shop. He's quick with a dirty joke and a seedy smile. This guy epitomizes old school. Only problem is, his old school classmates have graduated, and you newbies don't appreciate his act.
- **The Slacker.** You love Slacker, but he expends twice the energy eluding work than he does working. Slacker has mastered the discreet Friday afternoon golf outing, and is quicker with a creative new excuse than a finished product.

(Continued on page 15)

CAREERS & JOB SKILLS

MR. INAPPROPRIATE AND 15 OTHER CHARACTERS YOU'LL MEET IN YOUR CAREER

(Continued from page 14)

Disabled list -- Better off doing it yourself

- **The Burnout.** Burnout could once deliver, but you can't remember his last good day. Now he wears his fatigue on his sleeve, and you realize the light has been almost completely extinguished. And he smells like meatloaf.
- **The Retread.** She's held twenty jobs in eighteen years and can't identify a notable, verifiable achievement. Somehow (perhaps because she's a professional interviewee) your boss hired her. This nightmare overpromises and under-delivers, and consumes more negative energy than you can afford to expend.
- **The A-hole.** Most offices have one, and they all stink. A-hole doesn't have a redeeming quality. He's rude, abrupt, untrustworthy and purely self-centered. No one likes him and he doesn't produce, so why the hell does he still have a job?

Sean O'Neil and John Kulisek are the authors of "Bare Knuckle People Management: Creating Success With The Team You Have - Winners, Losers, Misfits, And All"
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REASONABLE DRESS CODES HAVE THEIR PLACE

Insisting that all underwear be flesh-coloured might be going too far

By Diane Stafford, Postmedia News

Perhaps you heard about the 43-page dress code at Swiss bank UBS AG.

Yes, 43 pages.

The human resource community was all atwitter about the code's excruciating depth, exposed on the Internet.

Jewelry and metal eyeglass frames should match. Jacket shoulders should have "natural" proportions. Jacket pockets mustn't bulge with stuff.

And one of the biggest doozies: Underwear should be fleshcoloured. Pity the boss assigned to check that.

After worldwide derision, the Swiss bank backpedaled from the code and said guidelines were under revision.

Meanwhile, in comments posted to a www.LegalWorkplace.com blog, someone suggested a far simpler dress code:

"If you can see up it, down it or through it, don't wear it."

Brilliant!

But that may not be enough guidance for those who stumble in matters of taste, propriety and suitability. So guidelines are handy. Others simply want to fit in --whether having a job interview, starting a new job or trying to advance in the ranks.

The best advice in those cases: Look around.

Notice what the people who do the job you want to do are wearing. Usually, it behooves you to blend in.

Tattoos, piercings, cleavage, oddly dyed hair, baggy pants, illustrated T-shirts -anything that distracts attention because it's not the workplace norm may work against you.

We can champion self-expression and individuality, but human nature gravitates toward sameness.

People tend to prefer doing business with those who make them feel comfortable. And in this "judge a book by its cover" employment world, appearances count.

Studies have shown that it's not just apparel that makes a difference in job offers and pay levels. Height, weight, skin colour and accents sadly have been shown to matter, too.

Diversity is a valued goal. We need it in the workplace. But we have to acknowledge that those who fit the appearance code have an edge.

CONSTRUCTION

Construction Permits for Dawson Creek

	May
Permits issued 2011	19
Single Family Dwelling	6
Mobile Home	
Duplex	2
Multi-Family	
Garage/Renovation	9
Commercial	
Institutional	1
Industrial	1
Monthly Permits	\$3,253,390
2011 Permits	\$12,738,175
2010 Permits	\$21,194,351
City of Dawson Creek	

Construction Permits for Fort St John

	May
Permits issued 2011	53
Single Family Dwelling	13
Mobile Home	1
Duplex	3
Multi-Family	
Garage/Renovation	30
Commercial	5
Institutional	
Industrial	1
Monthly Permits	\$10,267,000
2011 Permits	\$291,565,000
2010 Permits	\$18,653,000
City of Fort St John	

ROOFING

Kin Arena, 1101-106 Ave, Dawson Creek

Roofing alterations to Kin Arena.

TENDERS DUE

Journal of Commerce

2011 CAPITAL ROADS

Fort St John, BC

The work generally consists of the following: Approx 7600 m2 of asphalt road construction, approx 1380 m of curb and gutter, and approx 420 m of street lighting.

AWARD

Interoute Construction
 501 Rolla Rd, Box 28
 Dawson Creek BC V1G 4E9
 Phone: 250-782-7966
 Fax: 250-782-7635
 \$1,773,280

Journal of Commerce

MECHANICAL SYSTEM

Peace River Regional District Building, Dawson Creek, BC

Project consists of design and install a replacement heating and cooling mechanical system in the Dawson Creek Regional District main office.

AWARD

Zwick Plumbing & Heating
 1720 102 Ave
 Dawson Creek BC V1G 4L7
 Phone: 250-782-3534
 Fax: 250-782-3588
 \$307,000

Journal of Commerce

BULK WATER FACILITY

Fort Nelson

The project includes design and construction of a 3 bay commercial bulk water station with 2 domestic bays including: Road access and apron; Building and cover to bays; Water main and sewer; Mechanical and electrical metering and dispensing systems; Accounting system and user interface; Optional heated concrete slab under bays; Services (BC Hydro and natural gas).

\$500,000 estimated construction cost.

AWARD

IDL Projects Inc
 11080 Chemainus Rd
 Ladysmith BC V9G 1Z1
 Phone: 250-246-9840
 Fax: 250-246-9842

Journal of Commerce

CONSTRUCTION

PROPHET RIVER MULTIPLEX

Prophet River IR #4

Wood structural frame, package air conditioning/heat pump system, The Scope of Work shall include the construction of a Health Centre, Band Administration, and a small gymnasium, including a mezzanine with an exercise (weight) room, archives room and mechanical. Site works will include selective clearing and logging, two asphalt parking areas, a service road, sewage treatment, geothermal field (vertical loops), relocation of existing stage shed and new landscaping.

AWARD

Grand Construction Ltd
4539 210A St
Langley BC V3A 8Z3,
Phone: 604-530-1931
Fax 604-530-8527
\$5,186,000

Journal of Commerce

UNDERGROUND SERVICES

Site C Clean Energy Project

To provide to BC Hydro general underground excavation services related to the proposed Site C Clean Energy Project ("Site C") at sites located in the Peace Region, near Fort. St. John, in northern British Columbia. This RFP is for work that includes the construction of new portal structures and rehabilitation of existing adits. BC Hydro may expand the scope of work to the portal construction of new adits depending on the results of initial field investigations. The work is investigative and exploratory in nature, and dependent on the geologic formations present and field conditions at the site.

AWARD

RokTek Services Inc
7961 Otway Rd
Prince George, BC V2M 7B4
Phone: 250-564-9011
Fax: 250-561-1538
\$1,000,000

Journal of Commerce

DAMS

Liard River Hot Springs Provincial Park

The scope of this project is to remove the old wood cladding, check the condition of the rock gabion, repair that if required and then re clad the dam.

TENDER CLOSED

Journal of Commerce

BRADEN ROAD PHASE 3

From John Hart Hwy 97 to 218M Rd

Widen, strengthen & double pass seal coat 14.1 km of road in preparation for future pavement. Two year project with seal coat postponed to 2012. This year works include new fencing, Clearing & Grubbing, stripping, excavation and embankment. Drainage improvements with new culverts, turf reinforced ditches with check dams, concrete catch basins and asphalt spillways. Waste material to be wasted on site. Crushing of WGB and aggregate seal at East Pine Pit.

TENDERS DUE

Journal of Commerce

HMAC PAVEMENT

Alaska Hwy Km 435.5 to 443.5

Work under this Contract is for the Hot Mix Asphalt surfacing of approximately 8.0 km of Alaska Highway from km 435.5 to km 443.5 in British Columbia. Work includes but is not limited to the following: Repair of frost heaves and soft sections of Highway Excavate, haul, place and compact embankment for Roadway Widening Supply, haul, place and compact select granular, sub-base course, base gravel, and shoulder fillet Producing aggregate Supply of asphalt cement Asphalt production and asphalt surfacing km 435.5 to km 443.5 Supply and install culvert liners Other related work.

\$8,000,000 estimated construction cost.

TENDERS DUE

Journal of Commerce

CONSTRUCTION

ASPHALT SURFACING 2011/12

Highway 2

Paving several sections both new construction and existing distressed pavement in the Dawson Creek and Pouce Coupe area. The combined sections will result in 29.8km of newly paved roads.

TENDERS DUE

Journal of Commerce

HORN RIVER PROJECT GAS PROCESSING FACILITY

70 & 75 Km NE of Fort Nelson

Project has received conditional regulatory approval from the National Energy Board. Detailed engineering is underway. Owner expects construction to commence by end of 2011. Further update at that time. Nova Gas Transmission Ltd is a subsidiary of the TransCanada Corporation.

13120; pre-engineered structures, 13120; metal building systems, proposed construction of two new natural gas processing facilities to be located about 70 Km and 75 Km respectively, northeast of Fort Nelson, BC which will transport sweet natural gas to the Alberta System. The proposed project also includes acquisition of the existing National Energy Board (NEB) regulated Ekwan Pipeline, which is anticipated to be effective fourth quarter of 2011; construction of the Horn River Mainline (Cabin Section), which will consist of approx 72 Km of up to 36 inches in diameter pipe and related facilities, including metering stations and valve sites; and construction of Komie East Extension, which will consist of approx 2.5 Km of up to 24 inch diameter pipe and related metering and valve facilities.

\$307,000,000 estimated construction cost.

NEGOTIATED/WORKING DRAWINGS

Journal of Commerce

101 STREET ROADWORKS

Fort St John, BC

Project consists of approximately 400 lm curb and gutter, approximately 200 lm LED street lighting, approximately 2200 m2 of asphalt paving and approximately 2500 m2 of road construction.

TENDERS DUE

Journal of Commerce

WATERMAIN & FIRE HYDRANTS

Airport Rd to Elevator Rd, Fort St John BC

Project consists of approximately 950 lm of 300 mm PVC watermain complete with 2 trenchless railway crossings and approximately 3 fire hydrants.

TENDERS DUE

Journal of Commerce

THEATRE ROOF

Phoenix Theatre, 5319 50 Ave S, Fort Nelson, BC

Project consists of the supply and installation of rooftop units for the Phoenix Theatre. The work involves: the removal of 2 existing rooftop units and roof curbs; new ductwork and electrical power supply; cutting and patching of the roof, ceiling and walls.

TENDERS DUE

Journal of Commerce

QUINTETTE MINE

20 Km S of Tumbler Ridge

Proposed re-opening of the Quintette Mine which could see approximately steelmaking coal production of 3.0 million tonnes per year.

\$500,000,000 estimated construction cost.

CONTEMPLATED

Journal of Commerce

CONSTRUCTION

RECLAIMED WATER FACILITY

11620-1 St, Dawson Creek

Proposed construction of a reclaimed water treatment facility. This facility will treat effluent water to be used by oil and gas industries situated in the City of Dawson Creek. The water from this facility is non-potable and will only be used by oil and gas industries and other related facilities. package type sewage lift stations and associated force mains; Interconnection piping between existing City sewage treatment aeration lagoons, the SAGR process, and the reclaimed water facility; A four bay bulk effluent truck fill facility rated at 600m3 per day.

\$12,000,000 estimated construction cost.

WORKING DRAWINGS

Journal of Commerce

THUNDER MOUNTAIN WIND PROJECT

33 Km SE of Tumbler Ridge, BC

Concrete slab on grade foundation, 13660; wind energy systems, 13669; wind driven electrical generators, 13660; wind energy equipment, proposed wind farm with a ttl generating capacity of 333 MW; depending upon the type of turbine in the final selection, there will be between 150-200 turbines on rock or concrete foundations; also a related 230 kV transmission line 50 Km in length.

\$1,000,000,000 estimated construction cost.

CONTEMPLATED

Journal of Commerce

HACKNEY HILLS WIND PARK

100 Km NW of Fort St John

Concrete slab on grade foundation, 13660; wind energy equipment, 13660; wind energy systems, 13669; wind driven electrical generators, 13660; wind energy equipment, proposed wind farm with a ttl generating capacity of 380 MW; depending upon the type of turbine in the final selection, there will be 100+ turbines on rock or concrete foundations; also a 230 kV related transmission line between 40-70 km in length.

\$1,000,000,000 estimated construction cost.

CONTEMPLATED

Journal of Commerce

NEAT THINGS ABOUT RAIN

Are we running out of water? The balance of water on earth remains fairly constant over time. Water simply moves from one place to another and often in one form or another: from river to ocean, from ocean to atmosphere, through evaporation, condensation, precipitation, infiltration, runoff and subsurface flow and it does so in different phases: liquid, solid or gas. In its various movements and stages, water is purified, replenishing fresh water supplies around the earth and, in doing so, redistributing minerals.

Water storage. About 95% of the earth's water supply is stored in oceans, which supply about 90% of the water that enters the water cycle through evaporation. The world's largest man made cistern is in Yerebatan Sarayi in Turkey. It was built in 527 AD and can hold 80,000 cubic metres of water in underground vaults.

Rainmakers. Cloud seeding with dry ice or silver iodide and even salt has been tried to varying degrees of success. However, today's rainmakers encounter about as much scepticism as did the rainmakers of old, who were shown to be charlatans. The effectiveness of cloud seeding is much in doubt. (The only real way to guarantee rain is to wash your car.)

Alberta Gardener

ENERGY & MINES

OIL & GAS SALES

The **June 2011** petroleum and natural gas sale in British Columbia resulted in \$21.7 million in bonus bids, bringing the calendar year total to over \$66.37 million from six land sales at an average price of \$815 on 81,404 hectares sold.

A year ago, the province had collected \$609.22 million from six land sales to the end of June with 245,417 hectares selling for an average price of \$2,482.

The June sale offered 26 parcels in northeast B.C. covering 23,055 hectares. Fifteen drilling licenses and nine leases were sold, for a total of 24 parcels covering 22,487 hectares. The average price was \$968 per hectare. The June 2010 sale of oil and gas rights in Northeastern BC brought in \$404 million for 108 parcels covering 134,216 hectares. The average price per hectare for this sale is approximately \$3,012.

Key parcels in June's sale included five drilling licenses located in the Julienne Creek region, about 140 kilometres northwest of Fort St. John. Cumulatively, these licenses covered 3,376 hectares and received tender bonus bids in excess of \$11 million.

- June 2010 \$404 million
- June 2009 \$178.38 million
- June 2008 \$213 million
- June 2007 \$11.87 million
- June 2006 \$151.25 million
- June 2005 \$100.49 million
- June 2004 \$30.23 million
- June 2003 \$19.1 million
- June 2002 \$16.74 million
- June 2001 \$15.34 million
- June 2000 \$15.18 million
- June 1999 \$2 million
- June 1998 \$5.1 million
- June 1997 \$21 million

JuneWarren-Nickle's Energy Group

ALTAGAS GAS PROCESSING FACILITY

AltaGas Ltd. says it has received the final regulatory approval required to begin construction on its 120 mmcf a day Gordondale gas processing facility, located approximately 50 kilometers east Dawson Creek, BC.

The plant will be equipped with liquids extraction facilities to capture the natural gas liquids. The two phased project will allow for early production to their Pouce Coupe facility in the coming months prior to Gordondale coming online late next year.

The Gordondale gas processing facility and gathering system will cost approximately \$235 million. The gas processing facility is expected to be in service in late 2012. By using existing infrastructure in the area, AltaGas anticipates providing processing for early production by mid-2011. The project has now received all the necessary regulatory approvals.

The plant is located in the Montney resource area, one of the largest, low-cost, liquids rich resource plays in the Western Canadian Sedimentary Basin. This plant will allow AltaGas to provide a midstream solution to a number of producers in the area.

The addition of deep cut facilities to the project allows producers to extract additional value for liquids from the gas they bring to the plant for processing. The natural gas liquids extraction facilities also allow AltaGas to expand its service offering to market liquids for customers and to purchase gas at the plant gate and extract the value of the liquids.

JuneWarren-Nickle's Energy Group

ENERGY & MINES

ALTAGAS SOUR GAS PLANT

AltaGas Ltd. has decided to sell its Groundbirch facility in northeast British Columbia .

AltaGas announced a year ago the \$28 million acquisition of a 28 mmcf per day sour gas plant in the Groundbirch area, designed to meet strong producer demand in northeast B.C. and northwest Alberta by expanding existing facilities and building new infrastructure in the area.

AltaGas declined to say how much the deal was worth, citing a confidentiality agreement but did report the sale resulted in a pre-tax gain of approximately \$6 million.

In northeast B.C. and northwest Alberta the company is adding the Henderson pipeline and a 30 per cent interest in a pipeline to the Younger extraction plant.

Construction is continuing on AltaGas' Forrest Kerr run-of-river project in northwest British Columbia. During the quarter, camp construction and some bridgework were completed and tunneling commenced.

The 195-megawatt project is expected to be in-service in July 2014 and is backed by a 60-year electricity purchase agreement with BC Hydro that is inflated to the consumer price index.

JuneWarren-Nickle's Energy Group

TRINIDAD DRILLING SELLS EQUIPMENT

Trinidad Drilling has entered into an agreement to sell its well servicing rigs and related equipment (TWS) to **Central Alberta Well Services Corp.** (CWC) for \$38 million in cash, excluding positive working capital.

Well servicing has been an important part of Trinidad's operations for more than ten years and has provided a level of diversification as the Company has grown its contract drilling business. Trinidad now operates more than 120 drilling rigs across North America, providing broad geographic diversification and reducing the need for the diversification added by the well servicing division.

Trinidad's well servicing division has 22 well servicing rigs operating from three centers in Alberta. The well service fleet is made up of:

- Two skid doubles
- Six mobile free standing class III singles
- Five mobile class III doubles
- Two mobile class III free standing doubles
- Seven mobile free standing class II singles

CWC has agreed to purchase all 22 of TWS's service rigs and anticipates that they will retain the vast majority of employees currently working for TWS. The sale is expected to close on June 15, 2011. Trinidad expects to use the proceeds from the sale to fund the growth of its deep, technically advanced drilling fleet or to reduce overall corporate indebtedness.

www.rigzone.com

SASOL BUYS 2ND INTEREST IN TALISMAN

South African petrochemicals group **Sasol** has completed the \$1.03 billion acquisition of its second shale gas interest in Canada's **Talisman Energy Inc.**

Sasol is picking up a 50 per cent stake in Talisman's Cypress A acreage in the Montney Basin in northeastern British Columbia, where the company also bought a stake in Talisman's Farrell Creek assets last year.

Sasol said the final purchase price amounted to \$1.034 billion. The amount comprises of an initial purchase price of \$246 million and \$788 million in the form of a commitment to fund 75 per cent of Talisman's future development costs.

Talisman, Canada's third-largest independent oil explorer, is one of numerous North American gas producers that have taken on foreign partners for shale gas projects, which require expensive technology to unlock reserves.

JuneWarren-Nickle's Energy Group

ENERGY & MINES

BLACKSPRING RIDGE I WIND PROJECT

Greengate Power Corporation signed a turbine supply agreement, as well as long-term service and maintenance agreements, with **Vestas-Canadian Wind Technology, Inc.** for its 300 MW Blackspring Ridge I Wind Project.

"Entering into these agreements is an important milestone for this project," said Dan Balaban, president and CEO of Greengate. "We are continuing to move forward to a construction start in 2012 and expect the project to be operational in early 2013. We expect this to be the largest operating wind project in Canada when completed."

The windfarm is located in Southern Alberta in Vulcan County, near the Village of Carmangay, about 165 km southeast of Calgary.

Under the agreements, Vestas will supply 166 of its V90-1.8 MW wind turbines for Blackspring Ridge I.

Greengate received the final approval from the Alberta Utilities Commission in March to construct and operate its Blackspring Ridge I Wind Project and has permits for this model of Vestas wind turbine.

Deliveries of the turbines are expected to begin in the third quarter of 2012.

Vestas will provide ten years of service and maintenance at a predetermined cost.

Stantec completed the environmental assessment of the project and **GL Garrad Hassan** completed the wind design, engineering and assessment work.

GL Garrad Hassan is the world's largest renewable energy consultancy.

It offers independent technical and engineering services, products, and training courses to the onshore and offshore wind, wave, tidal and solar sectors.

Upon completion, Blackspring Ridge I will have a total generating capacity of 300 MW.

Journal of Commerce

TECK RESOURCES

Teck Resources Limited is undertaking a feasibility study and is planning a multi-million dollar investment to re-open the Quintette mine in northeast British Columbia.

Teck started a study in 2010 to analyze the feasibility of restarting the mine, which is located about 20 kilometres south of Tumbler Ridge in northeastern B.C.

The feasibility study is expected to be completed in mid-2011, with construction scheduled to begin early next 2012.

The estimated capital cost of the open-pit project is about \$500 million and the target market for the mine's output is steelmaking facilities in China and other parts of Asia.

If Quintette gets regulatory approval, construction is expected to begin early 2012 and is expected to be in production by 2013. It has a projected life of 16 years.

The mine was closed in 2000, after operating since 1982.

Journal of Commerce

ANGLO COAL BUYS HOTEL

The **Best Western Hotel** in Tumbler Ridge is now property of **Anglo Coal Canada**.

The order for sale indicates the hotel was bought for \$7,015,000. That's a significant increase over the \$6.4 million approved offer put in by the **Canadian Dehua International Mining Group** (CDIMG) prior to the court date, but still far below the \$7.5 million asking price for the property.

"We're considering how this will form a part of our accommodation strategy," said **Peace River Coal** (PRC) Trend mine manager Steve Amor. Anglo Coal Canada is the majority stakeholder in Peace River Coal, and is a wholly-owned indirect subsidiary of **Anglo American PLC**.

The hotel has been run at Brar's expense by a court-appointed receiver, Vancouver-based **D. Manning and Associates**, since last June.

Tumbler Ridge News

ENERGY & MINES

ACTIVE OIL RIGS — PEACE LIARD

<http://www.bcogc.ca/>

June 21, 2011

The following are the names, addresses and numbers of rigs active in Northeastern BC.

There are 40 rigs drilling.

There are 8 rigs released.

Prep to spud 5 rigs.

Prepare to resume 1 rigs.

Company	Address	Fax #	Phone #	# of Rigs
Akita Drilling	2302-8th Street, Nisku AB T9E 7Z2	780-955-6726	780-955-6700	5
Beaver Drilling	2003 76th Avenue, Edmonton AB T6P 1P6	780-436-3630	780-436-6950	
Chinook Drilling	2550 300-5th Avenue SW, Calgary AB T2P 3C4	403-263-4015	403-269-2612	1
Ensign Drilling	2000-5th Street, Nisku AB T9E 7X3	780-955-7208	780-955-8808	7
Horizon Drilling	7803-39th Street, Leduc AB T9E 3B0	780-955-5056	780-986-7450	2
Jomax Drilling	9411 37th Avenue, Edmonton AB T6E 5N4	780-462-4742	780-462-4740	2
Nabors Drilling	Box 1006, 902 20th Avenue, Nisku AB T9E 8A8	780-955-2188	780-955-2381	9
Pantera Drilling	1103-7th Street, Nisku AB T9E 1R1	780-979-0237	780-979-0232	
Patterson-UTI Drilling Co Canada	1306 8th Street, Nisku AB T9E 7M1	780-955-7773	780-955-7777	3
Precision Drilling	1513-8th Street, Nisku AB T9E 7M1	780-955-7067	780-955-7922	9
Stoneham Drilling	7509 42 Street, Leduc AB T9O 0L2	780-986-2017	780-986-9789	2
Savanna Energy Services Corp	1800 311 6 Avenue Calgary AB T2P 3H2	403-503-0654	403-503-9990	
Trinidad Drilling	3059 - 4th Street, Nisku AB T9E 8L1	780-955-7527	780-955-2340	8

In June 2010, there were 39 rigs drilling, 16 rigs released and 11 rigs prepped to spud.

In June 2009, there were 23 rigs drilling, 06 rigs released and 05 rigs prepped to spud.

In June 2008, there were 30 rigs drilling, 06 rigs released and 17 rigs prepped to spud.

In June 2007, there were 26 rigs drilling, 10 rigs released and 06 rigs prepped to spud.

In June 2006, there were 33 rigs drilling, 08 rigs released and 01 rigs prepped to spud.

In June 2005, there were 33 rigs drilling, 08 rigs released and 18 rigs prepped to spud.

In June 2004, there were 09 rigs drilling, 01 rigs released and 16 rigs prepped to spud.

In June 2003, there were 08 rigs drilling, 02 rigs released and 12 rigs prepped to spud.

FORESTRY

LUMBER PRODUCTION

BC's sawmills registered yet another year-over-year boost in March as output of lumber jumped 6.6%. Both Coastal (+7.5%) and Interior (+6.5%) mills ramped up lumber production significantly. Nationally, production was also higher (+0.7%) than in the same month last year, with strength in BC offsetting slowdowns in most of the other lumber-producing provinces. Data Source: Statistics Canada

BC Stats Infoline, June 3, 2011, Issue 11-22

SURGING CHINA MARKET A BRIGHT LIGHT

Despite slow growth, 2011 expected to be profitable

By Brian Morton, Vancouver Sun

B.C.'s forest industry may be facing tough times, but moves to diversify into the China market are paying off, according to a national report released Wednesday.

"Exports to China have skyrocketed in recent years with considerable potential for more growth," the Conference Board of Canada's Spring 2011 Outlook concluded. "According to the B.C. Ministry of Forests, Lands and Natural Resource Operations, 4.6 million cubic metres of softwood lumber products were exported to China in 2010, a 76-per-cent increase from 2009."

Regarding future potential, it said there is a huge supply gap between China's forest resources and its industry demand, so Chinese lumber imports are expected to double over the next five years to 12 billion board feet.

The growth in exports to China was a bright note in the conference board report that said despite slower production growth in 2011, Canada's wood product industry will record a second consecutive year of profitability, largely due to cost-cutting measures and diversification efforts.

However, it noted that production growth nationally will lose momentum in 2011, slowing to 3.9 per cent this year, down from a 10.7-per-cent increase in 2010.

Starting in 2012, an improvement in residential construction activity in Canada, rising exports to China and the long-awaited recovery in the U.S. housing market should support stronger production growth, although industry production is not expected to return to its 2005 peak during the forecast period through 2015.

The report said that after recording losses totalling \$1.6 billion between 2007 and 2009, the industry returned to profitability last year.

In 2011, pre-tax profits will increase by 13.8 per cent to \$694 million, while profit margins will hover around 3.6 per cent this year and continue rising over the next four years.

There was no provincial breakdown.

John Allan, president and CEO of the Council of Forest Industries, which represents forest companies in B.C.'s interior, said in an interview that while he expects things to improve for the province's lumber producers in the long term, for now they're "barely breaking even."

Allan agreed that demand from China bodes well for B.C., with some mills now dedicating their entire output to that market. "It's taken the pressure off. It's helped prop up North American lumber prices, which would be lower in the absence of volumes going to China."

Sales growth in B.C. — up 6.8 per cent in April compared to April 2010 — exceeds the Canadian average, although sales are still just half 2004's dollar value, said Michael Burt, the conference board's associate director for industrial economic trends.

Burt added: "Ongoing weakness in the U.S. housing market and a slowdown in residential construction activity in Canada are limiting growth in demand for wood products.

"However, the industry is expected to remain in the black in 2011, thanks to cost-cutting measures implemented in previous years and industry efforts to diversify away [from] the U.S. market."

FORESTRY

CROSS-LAMINATED TIMBER

By Scott Simpson, Vancouver Sun

A sturdy manufactured timber product, cross-laminated timber or CLT, is rolling off the assembly line at a new facility in Okanagan Falls.

The producers, **Structurelam**, are optimistic that CLT will open up new markets in British Columbia and elsewhere as a durable, lightweight construction material in the commercial and multifamily residential sectors.

CLT panels are made by gluing together layers of two-by six lumber, each layer set at a right angle to the one immediately beside it. A similar principle is used to make plywood and oriented-strand board.

The result is a panel as thick as a concrete wall.

It can be set in place by crane to speed along construction - just as happens now with tiltup concrete panels. CLT is about the same strength as concrete but only one-sixth the weight.

The new 1,400-square-metre, state-of-the-art Structurelam plant will be the second to emerge in B.C.

Canadian Sustainable Timber, based in New Westminster, has been researching and producing CLT for three years.

Structurelam and its predecessor companies have been manufacturing laminated wood products in B.C. since 1962, but the new plant is a unique addition to its facilities on the site of a former **Weyerhaeuser** mill.

CLT was already in use when Structurelam's operators took note of it three-and-a-half years ago at a wood design conference in Europe.

"So we came back from there and started floating it around with the architects in Western Canada and they said, 'Hey, that's something we could probably use,'" Products president Bill Downing recalled.

The company is flying in two dozen architects, mostly from the Lower Mainland, representing the biggest architectural firms in British Columbia, to show them the plant and run seminars on how to do engineering and design using the product.

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HEALTH & SOCIAL SERVICES

OBESITY COSTS ECONOMY UP TO \$7-BILLION A YEAR

Obesity is on the rise and becoming increasingly costly, according to new report.

But the 54-page study from the Canadian Institute for Health Information and the Public Health Agency of Canada also notes that some simple measures – at least in theory – like exercising more could avert a lot of weight gain.

Not surprisingly, this report shows that improving lifestyle behaviours, such as healthy eating and physical activity, can have a significant impact on reducing the waistlines and improving the health of Canadians," said Jeremy Veillard, vice-president of research and analysis at CIHI.

Here are some highlights of the new report entitled Obesity in Canada:

- Obesity cost the Canadian economy somewhere between \$4.6-billion and \$7.1-billion a year. Those costs are split pretty evenly between direct health-care costs and indirect costs such as lost productivity of people unable to work either because of disability or because they are unable to find employment due to discrimination.
- About 15% of women and 17% of men are considered obese, based on their self-reported height and weight. (Obese is defined as having a body mass index over 30, meaning roughly 30% of body weight is composed of fat.)
- However, when researchers actually measured and weighed Canadians, they found that more than 1 in 4 adults – 25.4% – were actually obese.
- That means there are somewhere between 3.3 million and 5.2 million Canadian adults who are obese, depending on the method of calculation.

(Continued on page 26)

HEALTH & SOCIAL SERVICES

OBESITY COSTS ECONOMY UP TO \$7-BILLION A YEAR

(Continued from page 25)

- There are more obese males than obese females in every age category, except the over-75 group.
- More than half of Canadians, 51.1%, report being overweight, meaning they have a BMI of over 25. When they are actually weighed and measured that increases to 62%. That means almost 13 million Canadians are of an unhealthy weight.
- In the past 30 years, the percentage of obese adults in the population has doubled.
- Obesity is increasing not only in numbers but in severity. The biggest increases have been in the number of morbidly obese –those whose BMI exceeds 40.
- About 1 in 11 children – 8.6% – are considered obese.
- In children and youth, the prevalence of obesity tripled between 1979 and 2008.
- As you move from west to east across the country, obesity rates increase: British Columbia has the lowest prevalence at 12.8% and Newfoundland and Labrador the highest at 25.4%.
- There is a six-fold variation in obesity rates between various regions of Canada.
- Canada's "lightest" community is suburban Richmond, B.C., with an obesity rate of 5.3%.
- Canada's "heaviest" community is the Mamawetan/Keewatin/Athabasca region of northern Saskatchewan, with an obesity rate of 35.9%.
- Obesity rates are strikingly high among Canada's aboriginal people: 37.8% of aboriginal adults are obese based on measured height and weight; the self-reported obesity rate is 25.7% among aboriginal adults.
- Obesity rates among aboriginal children differ by background: 17% among Métis, 20% among off-reserve First Nations and 25.6% among the Inuit. (There is no good data for on-reserve First Nations children.)
- International obesity rates vary greatly, from a low of 3.4% in Japan to 34.3% in the United States.
- Socio-economic status is a good predictor of obesity. For example, in Halifax, 11% of those in the highest 20% of income earners are obese, compared with 26% of those in the lowest-income group.
- Women in high-income families are significantly less likely to be obese than women in low-income families. However, that does not hold true for men.
- Physical inactivity – meaning a person is active less than 15 minutes a day – is the greatest predictor of obesity.
- An estimated 646,000 cases of obesity in women and 405,000 cases of obesity in men could be averted if inactive populations became active.
- Similarly, getting those who eat virtually no fruits and vegetables to eat the minimally recommended five servings daily could result in 265,000 fewer men being obese and 97,000 fewer women being obese.
- If low-income Canadians shifted to a higher-income group, that could result in 158,000 fewer women being obese, but there would be no significant difference in men.
- Obesity significantly increases the risk of 18 chronic illnesses, including diabetes, cardiovascular disease, osteoarthritis and some forms of cancer.
- Almost 45% of morbidly obese Canadians and 27% of the obese suffer from cardiovascular disease; by comparison, 8% of normal weight and 16% of overweight Canadians have heart trouble.
- About 9.3% of all deaths in Canada can be attributed to obesity.

PUBLIC HEALTH REPORTER—Globe and Mail

NEAT THINGS ABOUT RAIN

Rain and driving. Don't use speed control in the rain. If you hydroplane, your car could actually accelerate and what little control you might have is lost. If the roads have been hot and dry, the first few hours of a rain can be the slickest as engine oil and grease may have built up and will interact with the water droplets.

Alberta Gardener

INFORMATION TECHNOLOGY

DOIG RIVER FIRST NATION GETS CONNECTED

With the flick of a switch, the families and businesses of the Doig River First Nation are now able to access broadband Internet service in their community for the very first time.

Doig River is also one of the first communities to be connected under Pathways to Technology, a \$40.8-million province-wide First Nations connectivity project managed by the All Nations Trust Company (ANTCO), with funding from the Province and the Government of Canada.

Previously, Doig River's Internet access was limited to only satellite and dial-up. Now, with better and faster access to Internet services, the Band and its 260 community members will be able to improve local health care, open up educational and cultural opportunities for children and families, and manage resources more effectively. As well, local businesses will be able to more easily expand beyond the borders of the community, creating jobs and greater economic opportunities.

In the next three to five years, the Pathways project expects to connect or enhance connectivity to more than 50 remote First Nations communities that currently have no Internet access or only limited service.

The Pathways to Technology project has also recently signed a \$23-million contract with TELUS to connect the majority of these communities, many located in the TELUS service area. Doig River is the first community to be connected by TELUS as part of the project.

Government of BC News Release

INTERNET BODY APPROVES NEW WEB SUFFIXES

Agence France-Presse

A global body that charts the course of the Internet voted to allow the creation of new website domain suffixes by private companies, enabling major firms to replace ".com" with their own brand.

The Internet Corporation for Assigned Names and Numbers (ICANN) voted overwhelmingly in favour of the proposal at a meeting in Singapore despite fears that opening up new suffixes could cause some confusion.

"This is the biggest change to domain names since the creation of '.com' 26 years ago," said Theo Hnarakis, chief executive of Melbourne IT Digital Brand Services, a California-based company that provides online branding services.

Under the changes, businesses would no longer be restricted to the list of generic top level domains (gTLDs) that include .com, .net and .org when they apply to register a website address.

Industry observers say global giants such as Apple, Toyota and BMW, to cite examples from various regions, could be in the vanguard of launching websites with their own domain names.

Hnarakis told AFP that the companies that will benefit most are "big brands with a clear marketing and customer education strategy to exploit the name for competitive advantage."

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NEAT THINGS ABOUT RAIN

Dirty rain. Every raindrop holds a grain of dust around which the water can condense. Even the cleanest rain contains about 1,000 dust particles per cubic metre of air. This adds credence to the "Red sky in morning" rain myth in that the red sky denotes a fair amount of dust in the atmosphere.

Alberta Gardener