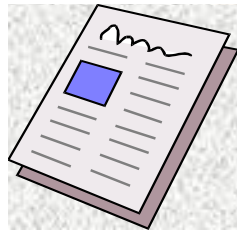


# TALK

Third Age Learning at Kwantlen

March 2011



## Scholarship Awards Dinner—Brian Bjarnason

On Thursday evening, January 20, I had the privilege and pleasure of attending the 22<sup>nd</sup> Annual Scholarships and Awards Dinner. There I had a very nice dinner in the company of the recipient of TALK’s yearly award. Alina McClement is a ‘mature student’ who is in her second year of a Bachelor of Arts Degree in English Literature with a Minor in Psychology.



She has two adult children, one of whom is an ESL teacher, the other is an electrician apprentice. When she graduates she would also like to become an ESL teacher - one of the attractions is the ability to teach overseas as well as in Canada. Her first choice of overseas postings would be Lima, Peru; no real positive reason for that choice, just one of the places she would like to visit.

One of her electives is classes in Mandarin. ESL teachers do not have to be fluent in the language of the country but it would be an advantage when applying for a position.

She was profuse in her praises for Kwantlen. She found the small classes conducive to personal contact and discussion and the professors to be enthusiastic and knowledgeable. All in all she is finding university life at Kwantlen to be a pleasant and rewarding experience.

## TABLE OF CONTENTS

Scholarship award.....1  
 Profile: Linda Coyle....2/3  
 Odd Bits.....4  
 Program committee.....5  
 Program reviews.....6  
 Quotes.....7  
 Buying tips.....7  
 Volunteering.....8  
 Pharmacy Dispensing  
 Fees.....9  
 Breathless Peru.....10/11  
 Kwantlen News.....12

## TALK BOARD

- |                     |              |
|---------------------|--------------|
| Gwen Arnold         | Gloria Kelly |
| Brian Bjarnason (P) | Liz King     |
| Linda Coyle         | Al Sabey     |
| Jean Garnett        | Selma Swaab  |
| Joan Hoyles         | Phil Warren  |
| Karen Jensen        |              |

## **PROFILE: LINDA COYLE**

**By Joanne Cunningham**

This month I would like to tell you about our energetic and efficient Board and Program Committee member Linda Coyle.



Linda was born in Chicago and spent her first five years in New Orleans and Alabama with her grandmother and siblings. She is the oldest of five children, having two brothers and two sisters. Being unable to attend school in Alabama due to segregation, she was sent with her brother to Chicago for schooling at the age of six and a half. She says she didn't fit into kindergarten as she could read and write and was taller than the others. She was very bright and was double promoted for several years, graduating high school at the age of 16. She headed straight for the University of Northern Illinois but this new world was just too big a social adjustment for a young girl who had been brought up in a non-drinking strict atmosphere, and she left after one year. She then headed for the New Mexico Institute of Mining and Technology where she studied computer science. She left the institute a year short of graduation when she married one of her instructors. They moved to California and then to Canada..

Linda and her husband moved to the Lower Mainland in BC “because it was the warmest place in Canada.” Linda got a job working in a rehabilitation centre under a LIP grant which turned into full-time employment. In this job she interviewed businesses on hiring practices for people with disabilities, and taught skills to disabled people and found work placements for the clients. They now had two children and job priorities were second to her family. In 1973 Linda landed at Douglas College as an educational planner and stayed with Douglas until the split when Kwantlen was formed. She has always been actively involved in the College community life and was the second president of the newly formed B.C. Government Employees Union at Douglas. She was president of the Faculty Association at the time of the Douglas Kwantlen split. Somewhere in this time she went to SFU to complete her degree, obtained a Masters and started work on a PhD. Into this very busy life she had another son to complete her family. Linda retired from Kwantlen in 2006 after 33 years with Douglas and Kwantlen. By this time she had risen to the position of Vice President, Ventures and Finance. She is probably the only person at Kwantlen to have been a student, staff, faculty and administrator in her years with the institution.

She has been an advocate for social justice issues and over the years has worked extensively on women's issues, anti-racism, diversity and multicultural issues both in the post-secondary system, government and businesses. She was the visible minority representative on the BC Labour Force Development Board; Founding President of the Women in Post-Secondary Education (WPSE); and sat on many other community boards. She is currently working with the Richmond Women's Resource Centre to raise money for a women's shelter in Richmond.

In retirement she is very active as a volunteer in Rotary - Past-President and Secretary of her Rotary club; and undertook extensive review and editing of the curriculum that is used to train presidents-elect for Rotary. In addition to her position in Rotary, she is on the City of Surrey Social Planning Advisory Committee, on the boards of the Vancouver Canadian Club, WPSE and TALK. For the past several years Linda has given some of her time to the TALK Board, program committee and has presented several courses. Her contributions are greatly valued and appreciated.

Linda is a two-time cancer survivor, lives with a large dog, a cat and a bird, loves to cruise and is currently awaiting her son's wedding this summer.



## Kwantlen President Moving On

After three years of work transforming Kwantlen Polytechnic University from a university college into a university, president and vice-chancellor David Atkinson will be leaving to join Grant MacEwan University in Edmonton as their president.

Atkinson came to Kwantlen from Ottawa's Carleton University and prior to that, was president and vice-chancellor of Brock University in St. Catharines, Ont.

“Being at Kwantlen has been one of the most challenging and rewarding experiences of my professional career,” says Atkinson. “We have made tremendous strides, in large measure due to the commitment, energy and passion of the faculty, staff and students at this university.”

By [Staff Writer - Surrey North Delta Leader](#)  
Published: **February 18, 2011 10:00 AM**

## ***SOMETHING TO THINK ABOUT.....***

### ***MOST OF THESE THINGS ARE ALREADY TAKING PLACE AND THE OUTCOME IS SET IN STONE***

**1. The Post Office.** Get ready to imagine a world without the Post Office. They are so deeply in financial trouble that there is probably no way to sustain it long term. Email, Fed Ex, and UPS have just about wiped out the minimum revenue needed to keep the Post Office alive. Most of your mail every day is junk mail and bills.

**2. The Cheque.** Britain is already laying the groundwork to do away with cheques by 2018. It costs the financial system billions of dollars a year to process cheques. Plastic cards and online transactions will lead to the eventual demise of the cheque. This plays right into the death of the Post Office. If you never paid your bills by mail and never received them by mail, the Post Office would absolutely go out of business.

**3. The Newspaper.** The younger generation simply doesn't read the newspaper. They certainly don't subscribe to a daily delivered print edition. That may go the way of the milkman and the laundry man. As for reading the paper online, get ready to pay for it. The rise in mobile Internet devices and e-readers has caused all the newspaper and magazine publishers to form an alliance. They have met with Apple, Amazon, and the major cell phone companies to develop a model for paid subscription services.

**4. The Book.** You say you will never give up the physical book that you hold in your hand and turn the literal pages. I said the same thing about downloading music from iTunes. I wanted my hard copy CD. But I quickly changed my mind when I discovered that I could get albums for half the price without ever leaving home to get the latest music. The same thing will happen with books. You can browse a bookstore online and even read a preview chapter before you buy, and the price is less than half that of a real book. Think of the convenience; once you start flicking your fingers on the screen instead of the book, you find that you are lost in the story, can't wait to see what happens next, and you forget that you're holding a gadget instead of a book.

**5. The Land Line Telephone.** Unless you have a large family and make a lot of local calls, you don't need it anymore. Most people keep it simply because they've always had it. But you are paying double charges for that extra service. All the cell phone companies will let you call customers using the same cell provider for no charge against your minutes.

## TALK Program Committee News

There are still lots of programs available this semester.

### In Surrey:

- Gang Prevention (April 1 and 8)
- Bard on the Beach (May 2)
- How to Read a Painting (May 12)

### In Richmond:

- The Importance of Bees to Future Food Security (April 6 and 13)
- Creativity and Innovation (April 19 and 26)
- Just Below the Surface (Moved to May 6 and 13)
- Is Language Necessary for Thought? (May 13)

### In Langley:

- Horticulture, the Environment and You (April 27, May 4, 11 and 18)

We are currently planning the Fall 2011 semester. If you have ideas for programs and/or speakers, or would like to join our committee to help us plan and put on these great programs, call Program Chair Jean Garnett at 604-277-1130. Please tell your friends about TALK. Word of mouth is the best advertising. If you don't have a brochure to give them, direct them to our website at [www.kwantlen.ca/talk](http://www.kwantlen.ca/talk). All the information about TALK and its programs, Philosophers' Cafes and other activities is there.

### Program Committee

Jean Garnett—Chair	Karen Jensen
Sandra Carpenter	Trevor Phillips
Linda Coyle	Angela Smith
Joanne Cunningham	Phil Warren

### REMEMBER

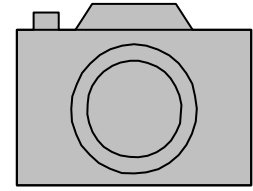
Your TALK membership entitles you to a Kwantlen Library card. Just take your membership card to the Library to get a library card.

## PROGRAM REVIEWS

### Introduction to Digital Photography and Photo Editing

by Susan Rathborne

Would you like to see how President Barack Obama looks with his wife Michelle's eyes, teeth and wearing her diamond stud earrings? It's all possible using Adobe Photoshop Elements. This is one of the digital alterations demonstrated in the final class of the 4-session Digital Photography course presented by Don Rathborne at the Richmond Kwantlen Campus. During the series participants learned tips for taking better pictures with their cameras and digital techniques for image enhancement using the options in the industry-leading Adobe Photoshop Elements. Don also created panorama pictures using a series of photographs, exchanged faces in group photographs, and inserted an African elephant on the grounds of the Forbidden City in Beijing. With the advent of digital photography and photo editing seeing is no longer believing!



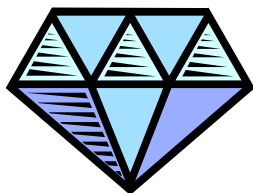
### Gems & Jewels with Donna Hawrelko

By Angela Smith



Donna is a highly qualified gemologist and is currently President of the Accredited Gemologists Association. She is a Fellow of the British and Canadian Gemological Associations and she has served as Chief Examiner for the Canadian Gemological Association. She is also Program Co-ordinator of the Gemology Program at Vancouver Community College.

In two very informative sessions she shared some of her knowledge with a group of eager TALK students. We learnt that a *carat* is a unit of weight (200mg) for precious stones and pearls and a *karat* is a measure of the purity of gold (24 kt is pure gold). She also explained how appraisers do their job, how the grading process works and how to tell the difference between a cubic zirconium and a diamond. When shopping for diamonds (as we all do now and again!) look for a "ninety niner," a stone that weighs .99 carat and it will be much better value for money than one weighing 1.0 carat. We also heard about the various ways of cutting a diamond and how to assess clarity of diamonds and other precious stones. Donna brought many samples of precious and semi-precious stones and we were able to handle them and look at



them closely. We also heard about the various ways that gems can be enhanced e.g. heat-treating and oiling. Some of these have to be disclosed, some don't. At the end we were all ready to go shopping for new jewels.

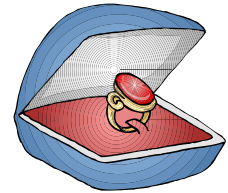
## PHOTOGRAPHY QUOTES

1. **You don't take a photograph, you make it.** - *Ansel Adams*
2. **Your first 10,000 photographs are your worst.** – *Henri Cartier-Bresson*
3. **Beauty can be seen in all things, seeing and composing the beauty is what separates the snapshot from the photograph.** – *Matt Hardy*
4. **Which of my photographs is my favorite? The one I'm going to take tomorrow.**  
– *Imogen Cunningham*
5. **You've got to push yourself harder. You've got to start looking for pictures nobody else could take. You've got to take the tools you have and probe deeper.**  
– *William Albert*

### Tips on Buying Gemstones (Off the Internet)

Gemstones have been sought after and treasured throughout history. They have been found in ruins dating several thousand years. They are valued as gifts symbolizing love. Generally, the price of any gemstone is determined by: size, cut, quality (color/clarity/treatments), and type. Here are some questions to ask about quality:

- Has it been treated? (See treatments listed below)
- Is the stone natural or synthetic?
- Are there any noticeable scratches, chips or inclusions?
- Is the colour even throughout the stone?
- How good is the color? (Is it vivid?)
- If you are buying the stones for earrings or cufflinks, are the stones well matched? There are many ways that dealers treat gemstones. The savvy buyer asks lots of questions and hopefully tests the results. Here are some treatments to look for:
  - ◇ Irradiation: It is common to irradiate Aquamarine, London Blue Topaz, Emerald, and Diamond as well as other stones. This treatment brings out color and removes imperfections. Many dealers know if the stones they are selling have been irradiated. Honest ones will tell you if they are aware of the treatment.
  - ◇ Heat Treatment: Amethyst, Aquamarine, Ruby, Tanzanite and Topaz are often heated at high temperatures to enhance color.
  - ◇ Dye: This is the most common treatment used. On clear stones, dye may be visible in cracks that are darker than the rest of the stone. Sometimes dye appears as a residue that rubs off or white patches. Lapis and Rose Quartz are commonly dyed. Amethyst and Citrine are often dyed. Black Onyx is permanently dyed in normal processing.
  - ◇ Coatings: Jasper is often dipped in petroleum products to bring out color and to seal it. Emerald is oiled; Turquoise is waxed.
  - ◇ Fake stones: Some dealers will try passing off fake stones instead of natural ones. There are fake stones for most gemstones on the market. Always ask what stone something is if you are not certain. Honest dealers will tell you. If a stone looks too perfect it may be fake, irradiated or dyed. I avoid laboratory-made products which are known as synthetics.



### Tips on buying beads:

- Good sized holes (so you can use a stronger thread).
- Evenly shaped beads (as appropriate).
- If the beads are being sold in a 16" strand -- I make sure it is 16" if possible-- not 14" or 15."
- Look for the best quality stone (if buying real stones).
- Make sure beads are not cracked or chipped by the holes as this tears the thread.
- Good color (so can create harmonious necklaces and matching earrings).

## **We're All Volunteers!** By Trevor J. Phillips

**Volunteer**

Over the last decade or so, I have had the privilege of working with two organizations in a volunteer capacity. I should broaden that statement: I have had the privilege of working with and for two organizations that were staffed *entirely* by volunteers. One was my townhouse strata council, the other, Third Age Learning at Kwantlen...our own TALK. Although similar experiences in many respects, there were differences, caused in part by the contrast in size between the two enterprises. TALK is ten times the size of the strata.

Even in the relatively small body there were, among owners who had criticisms to level at their elected council, those who were constructive in that criticism...and those who were downright unfair. Unfair because it was often forgotten that council members were volunteers, not paid staffers, volunteers who in many cases had never previously served in the office they were currently holding, were learning on the job, doing their best for all strata members. In any case, these 'unfair' critics should have realized that if they were truly opposed to the direction the council was taking the strata there was always the opportunity at the next AGM to 'kick the blighters out'...or attempt to.

Here at TALK, one hears the occasional criticism directed at the Board of Directors, a program, or perhaps an individual...once again a criticism of the constructive or what I've termed the unfair variety. What we have to keep in mind is that TALK was built and is presently sustained by many volunteers, from the President, the Board, to the various Program Chairs. Oh, yes, we do have a paid support staff, supplied by Kwantlen Polytechnic University, bless their hearts, but it is volunteers who channel to that staff material they have formulated and directives they have produced. And I would be terribly remiss if I didn't remind you that our presenters, both the lecturers in TALK and those in Philosophers' Cafes, are participating strictly as volunteers.

All this is not to say TALK couldn't be a more perfect enterprise, but that will happen when more members volunteer, when more of you take advantage of the many opportunities you are offered to make suggestions for improvement and submit your 'fair' criticisms. And please remember, current volunteers are susceptible to burnout; being refreshed, even replaced is healthy and necessary for us all.

So, whether on strata councils, TALK or the myriad other similar organizations, volunteers are what keeps things running, and running in style. Let us not forget their contribution...and honour it.

**Volunteer**

**Volunteer**

**Volunteer**

## PHARMACY DISPENSING FEES

Telus Health (formerly Emergis) has published a report showing average dispensing fees from various pharmacies across BC from January 2009 through June 2009. As is evident from the table, the average dispensing fee across BC is \$9.09. The least expensive pharmacies are located, shock and awe, at Costco and Wal-Mart. If your benefits plan uses paper reimbursement the plan is paying for all of the dispensing fee charged by the pharmacy. If your plan has a drug card with no dispensing fee deductible, then again the plan pays for the whole fee. If on the other hand, the drug card has a dispensing fee deductible, the plan member pays the cost of the pharmacy fee. Using a dispensing fee deductible encourages members to shop where the fees, and often drugs, are the cheapest. However, members can only be savvy consumers if they know where to shop. Social engineering is going to be the next frontier in benefit plan cost control, encouraging members to be savvy shoppers, getting them to change their prescription purchasing habits and eventually lifestyle habits. Simply convincing members to shop at one pharmacy rather than another can result in savings of thousands of dollars in unnecessary costs.

Pharmacy	Avg. Disp Fee Submitted
<b>Average Pharmacies</b>	<b>\$9.09</b>
Costco	\$4.45
Wal Mart	\$7.98
Zellers	\$8.35
Sante Services	\$8.50
Overwaitea	\$8.51
Emergis Reimbursements	\$8.54
Save On Food & Drug	\$8.55
Loblaws	\$8.56
Canada Safeway	\$8.57
Meditrust (mail order)	\$8.60
London Drugs	\$8.61
Pharma Plus/Medicine Shoppe	\$8.72
Independent	\$9.23
Pharmx Rexall	\$9.35
Peoples	\$9.39
Pharmasave	\$9.77
Shoppers Drug Mart	\$10.44



Posted by Robert Reynolds

## **Breathless Peru by Mahara Sinclair**

The central Andes Mountains range is spectacular from the air. It is a glorious entrance to Cusco Peru, home of the fabled Machu Picchu activities, and about an hour's flight from Lima. With Cusco as our base for a month, we are exploring the area, including the most visited spot in South America, the Machu Picchu site. We also plan to do many one-day birding trips, go up to Lake Titicaca and Puna, maybe down to Arequipa, and finish with a grand finale birding trip that includes hiking down, not up, from Machu Picchu, birding along the way, going to the Sacred Valley and spending five days in the Amazon Jungle. Peru has an amazing 1,800 different species of birds.

The town of Cusco is lovely, and has ancient traces going back about 3,000 years. The current city is around 500 years old. The large, charming square, Plaza de Armas, is graced on two sides by two huge, elaborately designed churches. The other buildings surrounding the square have charming wooden-carved balconies facing the street. Many are now restaurants offering these balcony seats with great views of the bustling square. It has plenty of flower gardens, a fountain, benches, and lots of tourists and locals. Cusco is surrounded by green hills and moody grey and blue skies. The high mountain scenery leaves you literally breathless.

We knew that Cusco is the tourism capital of Peru but we were surprised to see so many obvious foreigners in high tech sports clothes strolling the streets. Depending on whose website you check, Machu Picchu receives around 600,000 to 850,000 visitors a year, and most pass through Cusco. This is not peak season; in June, July, and August hundreds of tourists arrive for a day or two. By contrast, in Buenos Aires we spoke Spanish primarily and saw few tourists.

I imagined the main area would be full of adventure clothing stores, similar to Bariloche, Argentina. There were some but mainly the shops feature Peruvian souvenirs. There are dozens of shops selling alpaca garments, Peruvian paintings, gourds, and the brightly coloured fabrics made into all manner of clothing. We are not used to being approached by street vendors to buy art and dolls, or girls in bright coloured costumes carrying goats or herding llamas asking us to take their pictures with them, for a fee. Every time we go to the square, about fifteen street vendors ask us to buy things, but I must say I find them most pleasant, friendly and not threatening. Plenty of shops offer short day trips to various areas; hiking, bird watching, and other adventure travel. You can book most day trips from Cusco, as there is plenty of competition.

Our accommodations are interesting. We are about eight blocks from the main square, up winding, narrow streets. We are in a residential neighbourhood, and it's nothing like what we imagined – poor but authentic. Cusco is also in an earthquake zone, with apparently half the city destroyed with a magnitude seven earthquake in 1950. Everywhere we turn we see construction in progress; the local residents are building simple concrete and brick structures. The price is right - we rent a three-bedroom apartment for \$750 for a month which we share with our American friend Kris. However, apparently most homes in Peru have no heat! Ok in the jungle but not at 3,300 metres above sea level. We bought gas for various space heaters, but it was still not satisfactory. It's freezing. Ah well, this is what makes travel memorable.

Cusco is high in the Andes, around 11,000 feet or between 3,000 to 3,500 metres, depending on where you are, so most people try to come up a few days early to adjust to the altitude. Preventing altitude sickness is an important activity, especially for those hiking the 48K Lares Trail, a four-day gruelling trek up to Machu Picchu.

Altitude sickness did us, specifically Ken, in. We arrived four days before our Bolivia trip to acclimatize, but Ken got HAPE, high altitude pulmonary edema. He couldn't get enough oxygen and his lungs became infected. After a day at the hospital and chest x-rays, blood work and an ECG, two doctors advised him not to take the trip. Although Cusco is high, La Paz comes in at

about 900 feet higher, or 3,600 metres and we were to go up to 19,000 or over 6,000 metres on the trip. Apparently, high altitude sickness affects people randomly, with young fit athletic men being especially prone as they challenge nature. Unfortunately, we had to cancel our ten-day Bolivia trip. Peru is part of the “**Gringo Trail**,” the so-called major paths that thousands of North Americans, Western Europeans, Asians and Australians have traversed over the years. There are three well-known travelers’ trails throughout the world. The oldest one is the “**Hippie Trail**” which dates from the 60s, as people traveled overland from Europe to India, and Asia. The second one is the “**Banana Pancake Trail**,” and covers South East Asia. The whimsical term refers to the variety of cheaper lodgings and restaurants that sprung up, with the common element being the banana pancake breakfast. Unfortunately, there is now a worldwide **Lonely Planet** trail. This refers to the amazing popularity of the guidebook, and its pros and cons. Because thousands use these guidebooks to tell them what to do and where to go next, locals cater to them. Many argue that traveling has become a less than authentic experience. The plus side of following these well-worn trails is the relevant ease for first time travelers. The Peru airport has Starbucks and other chain stores - we could have been in any country in the world.

Because of its Gringo Trail status which includes Central and South America, Peru is an easy entry into a foreign language country. It is easy to cope with minimal Spanish. We immediately noticed the prevalence of English everywhere compared to Argentina. Many people- the airport staff, hotel staff, and service people speak English - our Lima taxi driver estimated that about 50 to 55% of Peruvians speak English. We asked him plenty of questions. He is happy with the current government, a shock after Argentina, as we met no one there who liked their government. In contrast to Argentina’s 25% inflation rate, the big problem here is salaries; he felt it was necessary to work 16 hours a day to feed his family. Thirty percent of the population is ‘poor’.

Besides the language, another major difference between Argentina and Peru is the people. Peru’s population is 45% Amerindians and 37% Mestizos – a mixture of Amerindians and mostly Spanish ancestors. About another 15% are of European descent and three percent are Asian Peruvians. The Andes is the heart of the Inkan and Quechua traditions. In contrast, Argentina is a country of immigrants like Canada and the US, although mainly Italian and Spanish descent. They have fewer indigenous people, apparently about one-half of one percent. Argentina was once a first world country and with a middle class population of around 10 million people, according to one lawyer I met.

It’s fairly difficult to put an exact finger on the differences in some defining characteristics of the two cultures, especially in one week. We feel much safer here, although comparing a city of 14 million, Buenos Aires, with the half million population of Cusco is unfair. The people in our residential neighbourhood seem to go about their daily lives and be happy. Buenos Aires is definitely more stressful, with fashionable styles and a western lifestyle. We can’t say we like one more than the other – they are just very different.

We love the food, ceviche, a marinated, raw seafood dish and other authentic Peruvian dishes. The Chinese and Japanese influences on food are apparent and as well, Peru is a seafood country. Cusco also has Thai, Indian and Malaysian restaurants. What a treat to enjoy different ethnic dishes again.

Mahara’s book “**The Laughing Boomer: Retire from Work - Gear Up for Living**” is available in Chapters



# **KWANTLEN POLYTECHNIC UNIVERSITY**

## **ANNUAL FINE ARTS EXHIBITION**

**March 25 to 31, 2011**

Gallery Hours: March 28 to 31

10 AM to 2 PM

**OFFICIAL OPENING OF THE NEW CLOVERDALE FINE ARTS  
SPACE**

**5500 - 180th St, Surrey, BC**

**Room 1843**

*Everyone Welcome - Bring your family and friends*

**Exhibition Party:**

**Friday March 25th, 6 to 9 PM**

**[www.kwantlen.ca/fine-arts](http://www.kwantlen.ca/fine-arts)**

### **Kwantlen Polytechnic University named a B.C. Top Employer again**

(METRO VANCOUVER, B.C.) For the fifth year in a row, Kwantlen Polytechnic University has been recognized as a Top Employer in B.C. for 2011.

MediaCorp Canada annually recognizes British Columbia's best places to work; Kwantlen has been selected as one of B.C.'s top organizations that lead their industry in attracting and retaining quality employees.

"We are immensely gratified that Kwantlen has once again been recognized as one of B.C.'s Top Employers," says David W. Atkinson, president and vice-chancellor of Kwantlen. "Our change from a university college to a university results from the hard work of all those who work at Kwantlen, and who make it the special place it is."

The selection of the B.C.'s Top Employers is based on performance in several areas, including: physical workplace; work and social atmosphere; vacation and time off; employee communications; training and skills development; and health, financial and family benefits.