

# SURREY BUSINESS NEWS

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### **EVENTS**

#### April 13

B2B at McQuarrie Hunter LLP

#### April 14

Lunch with A/Commr Bill Fordy, Surrey RCMP

#### April 22

Leadership Surrey Dialogue – Business & Childcare

#### April 27

Fraser Valley Business Showcase

#### May 6

Surrey Industry Tour

#### **May 10**

Business in the City

#### May 12

Surrey International Trade Awards Reception

#### **May 17**

B2B Networking at SFU Surrey

#### **May 19**

Mayor's State of the City Address

#### **May 26**

Surrey's Top 25 Under 25 Awards

#### May 27

VIP Reception, Surrey Children's Festival

### **CONTENTS**

And the Winners Are	3
From the Chair and CEO	4
Federal Budget 2016	5
International Trade	7
City News	9
Personalities and Events	11
Reduce Red Tape	14
Surrey Business Leaders	15
Your Business	16
SBOT Calls For Action	17
Urban Planning	18
Social Issues	19
Women in Film	20
Member Announcements	21
Business Workshops	22

# **Award Winning Women**

### **SBOT Awards Business Women and Entrepreneurs**



Left - Right: Acting Mayor Vera LeFranc and Keynote speaker Christine Day of Luvo Inc, stand with winners Janice Comeau, Sara Hodson, Melanie Houlden, MaryAnne Connor, and Amanjit Lidder; joined by SBOT CEO Anita Huberman.

On Tuesday, March 8, 2016, the Surrey Board of Trade hosted the **7th Annual Surrey Women in Business Awards Luncheon,** with Presenting Sponsor Vancity Savings Credit Union. The event recognized the hard work of Surrey's women-led or owned business and organizational leaders, with over 350 guests in attendance.

"Women entrepreneurs and leaders are a dynamic and growing segment of the global ecosystem. Canada's theme for International Women's Day was that women's empowerment leads to equality. This includes access to education, financial independence, living free from violence, and participation in government processes. Surrey's business women have developed a strategy, created a vision, and marketed this vision culminating in their recognition at the Surrey Women in Business Awards program," said Anita Huberman, CEO Surrey Board of Trade. **Continued on page 3** 

### Budget 2016



Eamonn Percy, Ken Peacock and Robert Levy, regular contributors to this paper, consider what the future holds in anticipation of the Federal Budget SBOT's Economic Forecast lunch in February. The lunch was facilitated by Greg Thomas and sponsored by Tien Sher Homes. Read SBOT's review of Budget 2016 on page 5; Ken and Robert's thoughts on page 6.

### SBOT Mayor's Breakfast



The first joint SBOT and City of Surrey Mayor's Breakfast sold out quickly with all levels of government and large corporations well represented. Sponsored by Cascade Aerospace, the special guest was Minister of Infrastructure and Communities, the Honourable Amarjeet Sohi. For more photos of this and other events, go to pages 11 and 12.

#### **Belarus Visits SBOT**



A full contingent of Belarusians, led by Mayor Mechyslau Hoi of Grodna, included business representatives who spoke to a full room of SBOT members. SBOT's International Centre works regularly with consulates to bring representatives to Surrey to discuss trade opportunities. Save the date for SBOT's International Trade awards (May 12) and go to page 7 for more information on SBOT's International Trade Centre.

APRIL - MAY 2016 Page 2 SURREY BUSINESS NEWS

### Canada's Top 10 Barriers to Competitiveness in 2016

The Surrey Board of Trade, as a member of the Canadian Chamber of Commerce, contributes to the development of national policy and supports the advocacy of the Canadian Chamber. Each year, the top 10 barriers to competitiveness are determined by contributions to advocacy issues by members and national dialogues.

#### 1. Public policies block small companies from becoming bigger

Canada has tax barriers and policies in place that keep its small businesses from growing into big businesses with more resources to hire, invest and innovate. Big firms are more productive, which is essential to the competitiveness of the Canadian economy. Yet, only 1.4% of mid-sized Canadian firms become big businesses. To grow Canada's companies, the government needs to change the corporate tax rates and breaks that penalize growth.

#### 2. Canada is vulnerable to cyber crime

Canada loses \$3.12 billion to cyber crime per year, and nearly half of all small businesses have been the victim of a cyber attack because they are less equipped to handle attacks. The government has a role to play in ensuring small businesses get help with their digital literacy and cyber resilience.

#### 3. Canada's trade agenda—new agreements are just the start

Canada has been aggressive in pursuing new trade agreements over the past few years but its businesses continue to face substantial barriers expanding abroad, and Canadian exporters are falling behind in key markets like China. Canada needs to help businesses scale up internationally. Canada also needs to ratify the Trans-Pacific Partnership and the Comprehensive Economic and Trade Agreement with the European Union, get new deals done with China and India, and cooperate on regulations with its trade partners.

#### 4. Canadian resources cannot get to world markets

Canada's trade and foreign investment flows depend on natural resources and its future economic prosperity depends upon its ability to provide reliable infrastructure to allow Canadian energy resources to fuel Asian economic growth at world market prices. Yet, Canadian energy products are exported nearly exclusively to the United States because Canada lacks the infrastructure to get these products to markets abroad. Governments need to support pipelines and other infrastructure that will allow Canadians to trade with the world.

#### 5. Poor literacy, numeracy and digital skills are limiting productivity in segments of Canada's workforce

Robotics and artificial intelligence are changing the workplace and increasing the demand for high-skilled workers. Yet, half of Canadians do not have the levels of literacy, numeracy and digital problem solving skills they need to compete in today's economy. Canada needs a plan to make sure people have the skills for tomorrow's jobs.

#### 6. Canada needs a more aggressive and effective innovation strategy

Public and private sector R&D spending is vital for exports, jobs and wealth creation. Yet, federal R&D expenditures as a proportion of GDP have fallen by a quarter in just five years. Canada needs to reinvest in an innovation ecosystem that supports the capability of business to rapidly respond to change.

#### 7. Canada is not ready for climate change

Climate change affects all Canadian industries, from agriculture and natural resources to tourism and defence. As nations advance policies and regulations to combat greenhouse gas emissions, Canada must keep pace to maintain its competiveness as a location for investment and a source of products. Canada needs clear federal policy on carbon regulation and a climate adaption strategy.

#### 8. Internal barriers to trade cost Canadians billions and restrict investment

The Canadian economy remains divided by artificial barriers to trade and labour mobility that frustrate business investment and cost

consumers billions of dollars every year. To get free trade within Canada, the federal government should apply pressure on the provinces and expand the right of private parties to seek

#### 9. Lack of clarity regarding businesses' responsibilities to Indigenous peoples constrains investment

In the cut and thrust of global competition, Canada can no longer afford for its governments, businesses and Indigenous peoples to work at cross-purposes. Canada needs meaningful reconciliation with its Indigenous peoples; however, it is not clear to businesses what reconciliation means and what they need to do to do their part in achieving it. The federal government, as the primary interlocutor between Indigenous peoples and other constituencies, needs to lead the way.

#### 10. Canada's brand does not support business competitiveness

The world sees Canada as a great place to live but not to do business, and Canada has not been doing a good job at changing those perceptions. A strong business brand would encourage foreign direct investment in Canada, increase awareness of Canadian export products and support Canada's tourism industry. The government must increase its efforts to improve its business brand through tourism and investment promotion.

WHEREVER YOU ARE TAKING YOUR BUSINESS, OUR EXPERIENCE CAN HELP. **BUSINESS TRANSITIONS** 

We support businesses just like yours. Our clients are primarily small and mid-sized businesses, yet a few are very large businesses, and all represent a variety of industries in Surrey and beyond. Whether you are growing, planning, reorganizing or retiring, our team is well-equipped and experienced to help you transition to your next stage. A selection of our services include:

- incorporations
- · shareholders/partners agreements
- · buying/selling businesses
- · family business succession planning

Wherever you are taking your business, our experience can help.



### AND THE WINNERS ARE...



Rowena Rizotti, Lark Group, presents to Sara Hodson

#### Sara Hodson - LIVE WELL Exercise Clinic

Sara Hodson is Founder & President of LIVE WELL Exercise Clinic in South Surrey, delivering clinically supervised exercise and education to prevent and treat chronic disease. Sara lives to maximize clients' health, in spite of their health issues, and has fun while doing it. LIVE WELL's three pioneering clinics (two in Surrey) specialize in helping people with health conditions such as diabetes, obesity and heart disease by offering medically-designed, customized fitness programs, nutritional counseling, goal-setting, and habit formation in a safe, supportive and supervised environment. She and her staff work in the emerging field of Exercise is Medicine, to help people live healthier, more active lives while reducing the burden of chronic disease on the health care system.

#### Professional:

#### Amanjit Lidder - MNP LLP

Not-for-Profit Leader:

**Melanie Houlden – Surrey Libraries** 

Melanie is the Chief Librarian for Surrey Libraries, and is responsible for planning, leading and delivering a range of

library services to meet the evolving needs of Surrey residents. She recommends and implements strategies, policies, and

plans to achieve the vision, mission, goals, and values of Surrey Libraries. She helps create an organizational culture that is

energetic, achievement-oriented and client service-focused,

achieving the highest professional standards in the manage-

ment and delivery of library services. With over 32 years of

role model for hundreds of women in the profession and in

progressive public library experience, Melanie has served as a

Amanjit is a partner in the MNP's Surrey office and the Regional Tax Leader for the Lower Mainland Region. Amanjit provides specialized tax services to small and medium-sized organizations in a variety of industries, helping her clients pursue attractive tax opportunities. Working one-on-one with clients, she provides advice and strategies for corporate and personal tax planning, estate and succession planning and corporate reorganizations, as well as mergers and acquisition planning. She holds a Chartered Professional Accountant (CPA) and Chartered Accountant (CA) designation, qualifying in 2001.



Shaulene Burkett, Leader Newspaper, presents to

Parminder Chohan, Desiardin Financial, presents to Melanie Houlden

Corporate/Leadership:

Surrey.

#### Janice Comeau – LMS Reinforcing Steel Group

Janice has been the Chief Financial Officer of LMS Reinforcing Steel Group since January 2013, and has 33 years of experience as a chartered accountant. Janice demonstrates her ability to drive financial results at LMS through strategic financial planning and execution; building a motivated, skilled professional team; and implementing business controls across all financial functions. At any given time, LMS has 200+ projects underway and 650 employees on payroll. Under Janice's leadership, LMS has achieved greater project profitability, enhanced communication with clients, earlier detection of issues, and has greater insight into team performance.



L-R: Janice Comeau receives from Marlyn Graziano, KPU

Lily Grewal, Vancity, presents to MaryAnne Connor

#### Social Trailblazer:

#### MaryAnne Connor - NightShift Street Ministries Society

MaryAnne Connor is Founder and President of NightShift Street Ministries Society, based in downtown Surrey. Her vision for NightShift continues to grow. Originally a nightly service to feed the hungry, the ministry is now an all-encompassing center of caring, a place for all people to find purpose. MaryAnne continually ensures that services are relevant to people in need and easily accessible to everyone. In addition to supporting the mission of the ministry, MaryAnne created a clothing donation program that operates through Sisters Thrift Boutique. Not only does this ensure a supply of clothes and blankets free of charge to those who are in need, but work experience for those who seek employment in the mainstream.

### Women Entrepreneurs a **Priority for SBOT**



Keynote Speaker Christine Day, CEO of LUVO, formerly Lululemon and Starbucks

Master of Ceremonies Steve Darling of Global BC led the full room through a full program recognizing the hard work and dedication of women in their chosen fields. Keynote Speaker Christine Day, CEO of Luvo, gave an inspirational overview of her 20-year journey

from the accounting office to CEO of Starbucks and the lessons learned early of always listening to the customer and connecting with them. After taking a break to be with her growing family, she became CEO of Lululemon, then made a move to be CEO of a new and up-andcoming frozen food health company, Luvo Inc. Her message to all business and community leaders in the room is to care about what you do and how you do it; most especially for whom you serve — your customer.

Excitement was contagious throughout the room as winners were announced in five categories, including the new Social Trailblazer Award. Nominations were submitted in five categories and judged on the nominee's work in Surrey, business acumen, leadership, balanced lifestyle and community involvement, and service.

SBOT thanks their presenting sponsor, Vancity Savings Credit Union; and award sponsors, Desigrdins Financial Security Independent Network, Kwantlen Polytechnic University, and the Lark Group. Media Sponsor was The Leader Newspaper. SBOT thanks the generosity of their sponsors, who ensure events celebrating business success in Surrey occur for the benefit of all.

### Women in Business Entrepreneurship Services Launched

At the 2016 Surrey Women in Business Awards Lunch, the Surrey Board of Trade (SBOT) launched their Women in Business Entrepreneurship Service Initiative.

Services, programming and capital for women entrepreneurs, developed through collaborative partnerships, will be funneled through the SBOT's Business Centre. The four core areas for female business owners will be: Funding, Growth, Mentorship, and Leadership — and guided by the newly created SBOT Women in Business Team.

"The Surrey Board of Trade believes that women leaders are integral to high performing work teams. We know that by propelling women, high-growth women entrepreneurs, even female youth entrepreneurs, and their ventures one by one, we are leading a transformation of the entrepreneurial ecosystem as a whole," said Anita Huberman, CEO Surrey Board of Trade.

Women-run companies create new jobs four times faster than the national average. Women create companies at double the national average. The number of women with incorporated businesses more than doubled in the past decade. These facts drive the need to ensure women's endeavours are supported.

The Surrey Board of Trade, over the course of 2016-2017, will bring together a community of experts to drive female entrepreneurship to ensure full participation as entrepreneurs and leaders in small, medium, and high growth businesses. By supporting their ventures, SBOT Business Services support women entrepreneurs create the jobs of today and tomorrow, fuel innovation, and drive economic arowth.

The Surrey Board of Trade will:

- 1. Actively identify women-led ventures in the Surrey market, which is positioned to be the largest city in British Columbia.
- 2. Blaze new ground with a differentiated and holistic model that provides inclusive teams and their ventures with services and support that they need to propel growth through collaborative partners.
- 3. Implement the unique SBOT Mentorship program, as part of SBOT's Workplace Development strategy. This program was designed by specialists in HR and Essential Skills and is unique in the opportunities that it presents to help build a bridge to a better work experience. Mentors will be provided with an Essential Skills training workshop (a \$250 value) to develop aware ness and enhance their own leadership skills — a great benefit for their organization. Protégés will have the opportunity to work with an experienced mentor to enhance their oral communication, cultural sensitivity when working with others, critical thinking, and problem solving skills.

"The Surrey Board of Trade has positioned itself to reduce the gender gap by actively supporting female entrepreneurship. We know that we need to work together to improve the access to and the quality of programming that empowers and champions women with equal opportunity for success," said Anita Huberman.

Page 4 SURREY BUSINESS NEWS APRIL - MAY 2016

### SB@T SURREY BUSINESS NEWS

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### **TROM THE SBOT CHAIR**

# Preparing for the Future Investing In Succession Planning



Shelley Besse

It's also key to focus on mentorship.

Most business owners put their heart and soul into growing their company. Although years are devoted to the day-to-day operations of the business, it can be a challenge to think

ahead to a time when you, as the business owner, are no longer a part of the business. In fact, studies show that fewer than 30 percent of small business owners have a written succession plan in place.

For many larger companies, succession planning is a key component of their businesses. In my organization, we carefully identify key people who we see as future leaders and invest time and resources in preparing them for future opportunities. At times, we have also provided people with stretch roles outside of their current skill set to help them develop in new areas. But where do small businesses get started?

First, I would encourage business owners to hire with the future in mind. When interviewing candidates for openings in your company, think beyond the role they are applying for. Could they be a future leader in your company? Do they have natural leadership abilities and skills that would be applicable in a higher-level position? By selecting candidates with these skills you will be helping your company both now and in the future.

The second area to focus on is having meaningful career discussions with your employees. What future do they see at your company? Are they interested in developing leadership skills and moving beyond their current position or are

they content with where they're at? Next, think through whether their goals align with the behaviours you have witnessed and the capabilities they have and develop a list of potential leaders. You can then identify any gaps these individuals have and provide them with learning opportunities to help bridge those gaps and develop their skills.

I spoke about this in a column last year, but it's also key to focus on mentorship. Once you've identified your potential leaders, you need to invest in them. Sharing your knowledge and expertise with the up and comers in your company will help prepare them for the future and will help them grow and develop in new areas. It is vital to the long-term success of your company.

Although it can be hard to think about, there will come a day when you pass the torch onto someone else and your business will carry on without you. Will that future be a bright one marked by a smooth transition and continued growth? Or will it mark the beginning of a slow decline of all that you have built? Investing in succession planning today can ensure that your legacy lives on and continues to remain a part of the thriving business community in Surrey.

Shelley Besse is Chief Operating Officer of First West Credit Union.

### FROM THE CEO

### **GROWTH AND PROGRESS**



Anita Huberman

In my 10th year as CEO, I continue to be proud of our results and work in the Surrey Board of Trade's mission to support and attract business. What differentiates this business organization is the value of our service delivery. Surrey is a city of entrepreneurs fuelled by a vision to innovate. What is unique is the blend of our work—business engagement and partnership—with our service organizations that help to improve the livability of Surrey. Although we are an independent voice of business, we work collaboratively with stakeholders. And we are inclusive as almost 50% of our population has a mother tongue other than English. What I say to business when they are looking to relocate here is that Surrey

has the human capital to build their workforce, to build their products, to deliver their service. Our diversity is Surrey's strength.

The Surrey Board of Trade is not any business organization—it is fueled by a supportive board of directors in partnership with its staff to provide value to our diverse industry base of members including manufacturing, forestry, clean technology, service, construction/development, and health. We have been leaders on social advocacy issues on childcare, families, poverty reduction, and so much more.

**THE NEWS:** On April 7th, 2016, the Surrey Board of Trade launched a new look that reflects the move of an organization in a city that will be the largest city in B.C. and a true economic powerhouse. We are uniquely positioned with the largest amount of industrial land inventory, a border city crossing with our largest trading partner, and an international docking facility that brings in goods from all over the world. We are local but our new image reflects our global reality.

**THE PHILOSOPHY:** The Surrey Board of Trade's hallmarks and brand are that we are Innovative-Inclusive-Independent in all that we do for business and for Surrey's livability. And as we embark on our 100th anniversary in 2018—yes we've been in Surrey since 1918—we see a downtown core emerging with Surrey City Hall,

the library, SFU, KPU, Marriott Hotel, 3 Civic Plaza, and towers from WestStone Properties, Bosa and so many other developer proponents. We work together with our City of Surrey to continue to build industry, build jobs, build and support our people.

**MORE NEWS:** To support our people means supporting our newcomers, our immigrants, our refugees.

And to further enhance our inclusivity philosophy, the Surrey Board of Trade announced on April 7 their commitment to supporting Newcomer Entrepreneurs—Immigrants and Refugees. They are a part of our community, our workforce and job creation. The Surrey Board of Trade provides a community of support systems through our Business and Trade Centre.

The Surrey Board of Trade also announced the commitment to connect companies with Newcomers by working with individuals and corporations on a variety of activities, which can include:

 Core business. Addressing the refugees or newcomers needs through a company's core business operations, human resources hiring practices, training, sourcing policies, supply chains, as well as the development of products and services for refugees and newcomers. By providing access to business opportunities, funding and more through the Surrey Board of Trade's

- business centre helps fulfill dreams of economic and workforce participation.
- Social investment and philanthropy. Financial contributions, relief items and strategic social investment support through volunteer efforts.
- Advocacy and public policy engagement. Fostering social cohesion and inter-group dialogue and relationship building in the work place, marketplace and community.
- Partnership and collective action. Joining forces with Governments, organizations and/or other businesses to act collectively and find solutions for refugees and newcomers and forge long-term partnerships for regional economic and sustainable development.

We will share the actions that local companies are taking to help respond to our new residents. And as co-chair of Surrey's Local Immigration Partnership Table, the Surrey Board of Trade is the only business organization in all of these partnership tables in B.C.—there to improve the livability of our city, enhance the human capital of our workplaces and support new enterprises.

"We should be taught not to wait for inspiration to start a thing. Action always generates inspiration. Inspiration seldom generates action." Frank Tibolt



### New Federal Budget Is an Investment Budget

### — Good for National and Local Economic Infrastructure Stimulus

The Surrey Board of Trade congratulates the new Federal Finance Minister Bill Morneau on tabling the first Federal Liberal Budget. "The Surrey Board of Trade wanted to see infrastructure spending, small business tax breaks, climate action and housing. This is a stimulus budget incurring deficits to address a variety of needs highlighted in the fall election Liberal platform. We recognize the need to stagger federal investments over multiple priorities over several years," says Anita Huberman, CEO of the Surrey Board of Trade. "Investments in Transportation and Education, as core philosophies of the Surrey Board of Trade's strategic plan, were important."

#### **Transit Investment**

"The Public Transit Infrastructure Fund will provide needed federal support for Surrey's proposed construction of the Light Rail project," said Huberman. "The federal funding for accelerated design, implementation and construction work for new large-scale projects, such as new light rail transit lines in Surrey and Metro Vancouver coupled with the new innovative direction to get projects moving quickly by having the Federal Government fund up to 50% of eligible costs for projects could prove well for Surrey's Light Rail Transit vision."

Total infrastructure investment of \$11.9 billion over five years to modernize and upgrade infrastructure systems, including

- \$3.4 billion over three years to upgrade and improve public transit systems across Canada
- \$5.0 billion over five years for investments in water, wastewater and green infrastructure projects across Canada
- \$3.4 billion over five years for social infrastructure, including affordable housing, early learning and child care, cultural and recreational infrastructure, and community health care facilities on reserve

The Surrey Board of Trade noted that funding under the program is to be allocated to municipalities based on ridership; B.C. at 13.63% (share of national public transit ridership) equals \$460,490,000.

"The Surrey Board of Trade looks to the provincial government's decision to work with the Mayor's Council on how to move needed transit and transportation projects forward. The full 27km vision for Surrey's Light Rail Transit line is what Surrey needs to build and connect our communities—and attract business."

### Innovation, Apprenticeships, Skills, and Universities

Skills are the number one challenge for Canadian business, including Surrey businesses. The Surrey Board of Trade appreciates the additional investments of \$125 million for Labour Market Development Agreements, alongside \$50 million for the Canada Job Fund Agreements. These provide a range of training and employment programs.

Budget 2016 will also provide \$85.4 million over five years to support union-based appren-

ticeship training. In addition, it will strengthen co-op and on-the-job opportunities for young people. "However, the Surrey Board of Trade needs industry to commit to partner to train apprentices," said Huberman.

In the 2016 budget, there is \$2.26 billion of funding announced, almost all of it destined to Canadian universities via the strategic infrastructure investment fund. This is welcome; however, Canada's public sector expenditure on research and development is already among the highest in the OECD. The trouble is that Canada lags in commercialization, in venture capital and in growing technology businesses beyond a certain size. The government's support for private sector innovation was modest, with additional support for incubators and an extra \$50 million for the National Research Council's Industrial Research Assistance Program.

In 2016, the government will launch its Innovation Agenda, a "bold new plan" that will redesign and redefine how it supports innovation and growth. SBOT cannot wait.

#### **Small Business Tax**

The deferral of further reductions on small business taxes and reductions in El premiums is understandable but SBOT would encourage the government to establish a timeline for when further reductions can be achieved to allow small business to assist in the growth required to make this budget successful over the long term. The Employment Insurance premium rate will decrease from the current 1.88 to 1.61, instead of the previously planned 1.49, due to the deteriorating economy and additional costs in the expansion of El eligibility.

The Surrey Board of Trade noted that a push back on the small business tax and increasing CPP, as businesses struggle, could slow down job creation and investment.

The previous budget legislated that the Small Business Tax rate would fall by 0.5% per year from 11% to 9% in 2019. The rate is currently at 10.5%, and the government has deferred the decreases that were coming in future years. There was no date or estimate given for the duration of the deferral. This means that small businesses across the country will pay over \$1 billion more than expected.

The government has also tightened the rules so that investment income is no longer eligible for the small business rate. Also, the budget announces new rules so that partnerships and corporate structures cannot be used to separate businesses into smaller entities that qualify for the lower rates.

#### Additional Revenue

The Surrey Board of Trade noted that the government clearly thinks that there is massive tax evasion going on. The budget will spend \$444 million over five years to crack down on it, and the government expects to raise \$2.6 billion. The government is so confident in the amount it can collect that the budget includes as revenue.



Ken Peacock, Chief Economist of Business Council of BC, and Cllr Tom Gill, Chair of City of Surrey's Finance Committee discuss the impact of the Federal Budget 2016 on Surrey's expectations for transit funding. Shelley Besse, COO of First West Credit Union and SBOT Chair, facilitated the March 23 dialogue.

#### **Canada Pension Plan**

On the Canada Pension Plan, which could bring about a significant increase in payroll taxes, the government will launch consultations with Canadians in the coming months. The government maintains its goal of coming to a collective decision with the provinces and territories on enhancing the CPP by the end of 2016.

#### **Fiscal Responsibility**

The budget deficit will reach \$29 billion this year and next, before gradually declining to \$14 billion in 2020. At 1.5% of GDP, Canada's deficit compares favourably to Europe (3.3%) or the U.S. (3.9%), but a significant deterioration from the \$3.4 billion back in November.

The arguments for increased spending do resonate: borrowing costs are cheap in this low interest rate environment, and austerity in the midst of economic weakness can be self-defeating. However, caution is strongly advised or there will be a return to too much spending as has occurred in the past.

SBOT points out that if the government can achieve its deficit targets then the overall debt-to-GDP ratio will fall from 2017–2020 simply because the economy will be growing faster than the debt. But this will take tremendous discipline.

#### **International Trade**

The government said that Phase 2 of the infrastructure plan, which will contain the fast, efficient trade corridors allowing Canadian exporters to benefit fully from international trade and measures to modernize the economy will be announced in the next year.

#### **Environment**

\$1 billion in funding over the next four years will be allocated to support clean technology in the forestry, fisheries, mining, energy, and agriculture sectors. Also included for environment, is \$2 billion over two years to establish the Low Carbon Economy Fund, which will assist

provinces and territories with reducing greenhouse gas emissions. Accelerated Capital Cost Allowance rates will be expanded for a variety of clean energy technologies, including electrical energy storage and electric vehicle charging.

The government is proposing \$14.2 million to the Canadian Environmental Assessment Agency as well as \$16.5 million to the National Energy Board and Natural Resources Canada to improve consultations and environmental assessment processes.

#### **Tourism**

Every community in Canada can benefit from tourism. Surrey is a sports destination city. The government's announcement of an additional \$50 million investment in Destination Canada over the next two years to improve the marketing of Canada as a tourist destination is quite welcome

#### **Arts and Culture**

The Government of Canada confirmed today that it plans to allocate additional funding to the National Film Board in the amount of \$13.5 million for the next 5 years, \$1.5 million in 2016—2017 and \$3 million in subsequent years. The NFB's total annual budget will be \$61.5 million (2016—2017) and \$63 million in the years following.

This announcement, made as part of the 2016—2017 Federal Budget, confirms that culture and creativity are a priority for the government.

The CBC also had renewed funding.

"And so for cultural industries, locally and nationally, we are going to see a renewed commitment to our creative and innovative arts and culture work which will enhance our presence and the impact of our works on the Canadian public and the entire world," said Huberman.

Continued on page 6

Page 6 SURREY BUSINESS NEWS APRIL - MAY 2016

### **⇒**BUDGET 2016, continued

### **Consideration for Transit**

# More People are Settling in Surrey than any other B.C. City



Ken Peacock

Which B.C. city has experienced the largest population increase since 2011? Most readers will not be surprised at the answer: Surrey. Between 2011 and 2015, more than 43,000 additional people became residents of Surrey, which translates into an average of 900 more people per month over the past four years. During the same period, the City of Vancouver recorded the second biggest absolute population gain of just over 29,000, followed by Coquitlam (+14,000), Richmond (+11,700) and Langley District (+10,600).

While Vancouver's population is still significantly larger, Surrey is gaining more new residents every month and every year. Put another way, Surrey currently accounts for about 20% of Metro Vancouver's population, yet it is absorbing closer to one-third of the region's new residents. If the trends evident in the past four years continue, Surrey is on track to become the largest city in the province sometime around 2035. And, with mounting housing affordability issues in Vancouver and a much greater supply of land in Surrey, it is possible that Surrey will become the biggest city in the province sooner than 2035. While patterns over a short four-year time frame are not a sufficient basis for long-term projections, it is worth noting that Vancouver's annual population growth rate has dipped from 1.6% to just 0.8% over the past few years while Surrey's growth rate has remained stable around 2% annually.

When thinking about regional transportation planning, population growth dynamics are an important consideration. The federal Liberal government's first budget will deliver billions of dollars in economic stimulus. Prime Minister Justin Trudeau and his government are committed to funding new infrastructure, especially as it supports communities and helps families. The Liberal election platform stated that the government "will invest in public transit to shorten commute times, cut air pollution, strengthen our communities, and grow our economy and much of this will likely be

directed towards cities." The platform reinforces this commitment by promising to "provide long-term predictable federal funding" to make transit plans a reality, and it points to rapid transit service along the Broadway corridor in Vancouver and light rail in Surrey as examples of projects that the new government will be looking to support.

Federal funding has always been a necessary component of financing for large and costly transit infrastructure. And all indications are more federal funding for transportation projects in Metro Vancouver will be coming. The challenge is that Ottawa's money will only cover part of the capital cost of new projects, which means the province, the region, and users may need to cover a portion of the costs. So while increased federal funding is welcome, residents of Metro Vancouver may soon be faced with having to decide on the best model for ensuring regional funding for new transit development—only a short time after last year's failed plebiscite.

At a high level, there are good reasons to support light rail in Surrey. The fast expanding population is one factor. Additional transit capacity is and will be necessary to accommodate this demographic growth. A transit line would also provide a major opportunity to help shape community growth and encourage densification along proposed transit lines. Another consideration is that Surrey and other cities south of the Fraser River do not have the same level of transit and bus service as Vancouver and other communities that lie north of the Fraser. Light rail transit would greatly enhance transit service in Surrey and Langley.

On the other hand there is also a solid business case for the Broadway transit project. In Vancouver, the Broadway corridor is reportedly the busiest bus route in North America and the existing bus system often is often badly overcrowded with insufficient capacity during peak hours. As a well-established, high volume corridor, Broadway is a good candidate for more investments in rapid transit.

While federal funding for improved transportation infrastructure and services is necessary, it will likely come in the form of a lump sum and may not be tied to specific projects. Translink, the province and local governments will need to determine how the funds will be spent. Ideally, both of the major projects on the books in Metro Vancouver will proceed. But there is a risk that funding challenges compounded by ever-present regional tensions will complicate project sequencing. If so, lower service levels coupled with Surrey's rapid population growth suggest that new transit projects south of the Fraser should be a top priority.

Ken Peacock is Chief Economist and Vice President of Business Council of B.C. ken.peacock@bcbc.com

### Divergence



Robert Levy

The theme of divergence has been playing out in the global economy. One example is how the U.S. Federal Reserve has begun their path of gradually raising interest rates whereas central banks like the Bank of Japan or European Central Bank have acted in recent months to lower policy interest rates and provide further economic stimulus through quantitative easing. Another, in the United Kingdom there is talk of a "Brexit" where citizens will vote in a referendum this June whether to remain a part of the European Union. Even in Canada we see divergence in the form of how the BC economy performs compared to the rest of the country.

Over the course of 2015, as commodities prices continued to tumble, the Canadian energy sector has had a net negative effect on the countries labour market. The province of Alberta lost more jobs last year than they did in 1982 when they were in recession. B.C. on the contrary, has seen employment growth of 3 per cent in the twelve months trailing February 2016. It leads the pack of Canadian provinces and is one of three to actually add jobs over the last year. Parts of this country are very challenged with economic opportunity while other regions are forecasted to show modest growth.

This in itself presents a very difficult challenge for the new Federal Liberal government

as we begin to examine and digest the details of their first budget over the next couple of months. There are very clear have and have not regions of this country, and they must insure stimulus spending is (to quote Harvard economist Larry Summer's) "targeted, timely, and temporary."

Of the three T's, all imply their own level of importance, but I'll expand on the notion of being temporary. Whether the government runs a deficit amounting to half a percent or full percent of GDP is really inconsequential in the short run. That being said, TD's Economics department updated their projections for the Fed's budget with the latest data from the Finance Department and found from their estimates they are on track for run deficits totaling 150 billion over the next five years. This would, in fact, twice break a Liberal promise of first capping deficits at 10 billion per annum and then second keeping the debt-to-GDP ratio fixed. This risks government spending creating negative connotations for returning to economic growth over the long run and having a debt that runs away like during the late 1980s and early 1990s.

Thankfully Canadian politics have exhibited a level of civility that is absent in most other western nations making headlines at the moment, and our new government has been given a mandate to spend as they see fit to reignite the Canadian economy. As B.C.'s forecasted to be most prosperous province through 2016 though we should hope for two things. The first being that the fiscal stimulus measures of the federal budget can provide an effective temporary lift to the Canadian economy. But, the second is certainly be careful what we wish for as the risks to over spending mean either higher taxes down the road or higher deficits bigger than planned as the government gets itself mired in debt.

Robert Levy is the Managing Director of Border Gold and a financial commentator on CKNW Radio. rlevy@bordergold.com

Continued from page 5

#### New Federal Budget Is an Investment Budget

Canada's economy is facing huge challenges. Weak energy and commodity prices are likely to persist at least through 2017. Canadian consumers are among the most highly indebted in the world and the housing market is overvalued in many communities especially in Metro Vancouver. Canada can no longer rely on the traditional sources of growth—natural resources and consumer spending—that powered the Canadian economy over the past decade.

To continue to grow and to improve our standard of living, the Canadian economy must succeed in exporting, in creating new businesses, and in commercializing the technologies of tomorrow. Our number one priority in Surrey, and as it should be for Canada, has to be the improvement of productivity and innovation. The Federal Budget's stimulus is positive, however, job creation, busi-

ness sustainability, business attraction, and more innovation need to occur at the same time. A flourishing business sector will get more Canadians into high paying, highly skilled jobs and provide the tax revenues to pay for the social programs that are need. The economy and social programs go hand in hand.

On a cautionary note, the Surrey Board of Trade, though agreeable on short-term spending, also urges the federal government to balance the budget soon—at least in the 3rd or 4th year of the new government's term.

The Surrey Board of Trade will be forwarding specific budget information to the 11 Advocacy Teams to evaluate specific details within the budget and assess the impact on our members and businesses in Surrey. The budget still needs to be passed by the Federal Government.



### Surrey Board of Trade Attends | SBOT Attends Mineral 66th Republic Day of India

The Surrey Board of Trade attended the 66th Republic Day of India Celebration hosted by Consul General Shri. Rajiv K. Chander at the Fraser-View Banquet Hall in Vancouver. The event was well attended with many prominent Indo-Canadians, Consul Generals, and community members. The evening concluded with a speech from Minister of Technology and Citizen Services, Amrik Virk. Minister Virk spoke of the great accomplishments of Indo-Canadians here in B.C., the wonderful trade relationship both countries have as well as the on going strengthening of the relationship by current Premier Christy Clark. The Surrey Board of Trade thanks Consul General Chander for the invitation and looks forward to strengthening relationships with the consulate through SBOT's International Trade Centre.



The Honourable Amrik Virk, Minister of Technology, speaks at the Republic Day of

### **Belarus Visits SBOT**

On January 27, 2016, the Surrey Board of Trade was pleased to receive a delegation of about 10 members from Belarus, including representatives from both the public and private sector. The SBOT gave a short presentation about Surrey. Mayor Mechyslau of Grodna and a few representatives spoke about Belarus and the different businesses within the country, and various industrial booms that the country is currently going through. The group was very pleased to visit Surrey and noted many similarities between Surrey and Belarus. The Surrey Board of Trade International Trade Centre will be bringing more delegations to Surrey, to fulfill its mandate of "creating global connections, for local businesses." SBOT thanks their



L-R: SBOT Vice Chair Dr. Greg Thomas accepts a gift from Mr. Mechyslau Hoi, Mayor of Grodna, Belarus.

Eurasian partner, CERBA, for assisting in the organizing of the event.

### Ask a Customs Broker What is the Food Safety Modernization Act?

The U.S. Food and Drug Administration's (FDA) Food Safety Modernization Act (FSMA) is a legislation that intends to prevent the U.S. food supply from contamination.

Many Surrey farms and food production facilities will be affected by this act if they import their goods into the U.S. as the FSMA requlates businesses that manufacture, process, pack, transport, distribute, receive, hold, export or import food, or food components for human or animal consumption.

The FSMA was signed into law on January 4, 2011, and many parts of the legislation became effective immediately. This included increased authority of the FDA to demand records access, greater frequency of inspections based on riskbased priorities, strengthened "whistle-blower" protection and mandatory recall authority for products that have a reasonable probability of serious adverse health consequences. Beginning in January 2013, the FDA put forth seven foundational rules, which are scheduled to become final throughout 2016. These rules

include preventative controls for human and animal food, produce safety, foreign supplier verification program, third party certification, sanitary transportation and intention adulteration.

The FSMA includes a mandate to produce plain language publications specific to small businesses affected by FSMA. These publications include information on registration, hazard analysis and preventative controls, produce safety, tracking and tracing, training and education.

More information can be found on the Pacific Customs Brokers' 'Your Broker Knows' blog or by attending one of our seminars or webinars on FDA regulated goods. Register by visiting pcb.ca/education.

'Ask a Customs Broker' is a reoccurring column contributed by Pacific Customs Brokers. Submit your import and export questions to askus@pcb.ca or luke@businessinsurrey.com.



# Conference



L-R: Sharon Singh, Bennett Jones LLP, Tulegen Kalau, DOSTYK Ventures, Erin Chutter, Global Cobalt Corp, CERBA staff

The Surrey Board of Trade was in attendance on January 26th for the CERBA Mineral Conference, sponsored by Deloitte and held in their learning centre. Some of the speaker highlights were Mr. William Hoyle (Senior Manager, at B.C . Ministry of International Trade) described B.C. as being similar to "Silicon Valley in the early days." Another notable speaker was Sharon Singh from

Bennett Jones LLP who spoke about Corporate Social Responsibility within the industry. The final presenter of the day was Stuart Muir of Resource Works who summed up the entire event and the relationship between B.C. and the mining industry with the phrase, "We are all environmentalists at heart." The SBOT looks forward to supporting their international partners such as CERBA at future events.

### Certificates of Origin Available at Surrey Board of Trade

The Surrey Board of Trade offers various trade documentation services, through our International Trade Centre, as part of our overall offering in our International Services

One crucial document in the portfolio is the Certificate of Origin (CO). Certificate of Origin is a document that validates that goods in a particular shipment have been exclusively attained, manufactured, mass-produced or handled in a specific country of origin, hence the name Certificate of Origin. CO's are sometimes requested by customs administrations, importers, freight forwarders and banks to ensure that good business practices are carried out; these parties look to The Surrey Board of

Trade as a trusted ally in deterring fraud and other negligence. The issuance of a CO is an important function for The Surrey Board of Trade as many regions such as the Middle East and Asia, view The Surrey Board of Trade Seal as a credible organization, and as such require that we authenticate documents with our stamp or seal. We also have the authority to sign and seal as the Surrey Chamber of Commerce and as such offer that value to our

To learn more about our Certificate of Origin program or any other trade documentation service contact Luke Arathoon at the Surrey Board of Trade, luke@businessinsurrey.com, or visit www.businessinsurrey.com

### Venture Prize Awards

The Surrey Board of Trade sponsored The Fifth Annual Coast Capital Savings Venture Prize Awards and Reception Ceremony at SFU Segal Graduate School of Business. All three winners received a complimentary 1 Year Membership with the Surrey Board of Trade as part of their prize. The Surrey Board of Trade is a proud supporter of business start-ups and works with many community partners to offer services to individuals looking to start or expand their business



Page 8 SURREY BUSINESS NEWS APRIL - MAY 2016

### **→INTERNATIONAL**, continued

Given the current media coverage of the U.S.A. Presidential Election process, two of our regular contributors consider why the interest and what the impacts will be. This is particularly important, as Surrey is a border city to the U.S.A.

# to Surrey



Richard Dendy

In a globally interconnected world, walls are increasingly harder to keep up.

In the 1980's we had Ronald and "Reaganomics." Some 35 years later, are we getting ready to embrace Donald and "Trumponomics"? America is looking to make a change, for a "political outsider" who is brave enough to challenge the powers of the political estab-

Trumponomics is a phrase gaining momentum in the growing possibility Donald Trump wins the Presidency of the United States. Trumponomics refers to Donald's three primary policy platforms: 1) massive tax cuts, 2) immigration reform, and 3) trade reform—to "Make America Great Again!"

Trump blames high taxes for high unemployment and recently stated, "Right now, we're the highest taxed country in the world" (Feb.6/16). He proposes to significantly cut taxes from 40% to 25% for individuals, and from 35% to 15% for corporations. This tax shift would have a dramatic impact on disposable income and corporate investment.

Trump blames immigrants for stagnant wages and has plans to "deport over 11 million undocumented immigrants" (Nov.21/15). Many estimate the cost for this deportation between \$500 and \$950 billion annually. This would have an impact on labour, wages and future economic growth.

Trump blames trade with China as "the

biggest theft in US history," stating, "their leaders are smart... they take our jobs and pay no taxes" (Aug.25/15). He proposes huge tariffs on Chinese goods, to protect the remaining manufacturing jobs in the U.S. This would have an impact on existing trade agreements.

What impact on Canada can we expect from the November Presidential Election south of the border? Trump's promise to build a wall along Mexico's 1,933 mile border, begs the question on how to protect the back door, that being U.S.A.'s 5,525 mile border with Canada. When asked, Trump responded, "I love Canada," and, "I would not build a wall on the Canadian border." Wall or no wall, border security would be heightened, border crossing would become more regulated and restrictive, creating a "thicker" border.

Trump's ongoing threat of tariffs, as high as 45% on Mexican goods, would effectively unwind NAFTA. His focus is on fair trade, and not free trade, which would put trade with Canada on similar ground, particularly with a 72-74 cent Canadian dollar.

A Trump administration could bring a fair amount of unpredictable consequences. But most would generally acknowledge that Trump's strength is his business acumen, and a good businessman would treat his best customers with utmost care and attention, doing his best to ensure a valued and reciprocal trusted partnership.

Trumponomics could, at first, result in a period of optimism for change, an appreciated U.S. dollar, with a high level of uncertainty. The reality of budgets and getting changes passed through Congress, will naturally bring a more balanced approach over the long term.

Most businesses in Surrey which either rely on U.S. imports of supplies and products, or which export their finished products into the U.S., need to be prepared to weather the potential fallout of Trump's protectionist trade policies. In a globally interconnected world, walls are increasingly harder to keep up. Surrey is favorably positioned, given our proximity and strong relationships with our neighbours to the south, as well as our highly intelligent workforce, primed with innovative and eco-friendly technology.

I find it ironic it was Reagan, who in 1987 made the statement, "Tear down this (Berlin) wall." Today, we need inspiring leaders who mend relationships and build trust.

Richard Dendy is the Chief Financial Officer and Chief Revenue Officer of A&A Customs Brokers Ltd. He also serves as the 2nd Vice-Chair of the Surrey Board of Trade, and Chair of the SBOT Finance and Taxation Team.

### The Impact of Trumponomics | Rise of the Trumps — Why Populism Is All the Rage

Donald J. Trump is still leading all the polls nationwide in the Republican primaries even though Ted Cruz eked out a tiny lead in lowa. What is the Trump appeal? Surely it can't be the casual racism, the absurd hair or the semiliterate non-answers to basic questions ("You know what I'm good at? The military.") Actually, it's the complete, utter rejection of the establishment and the status quo. And it's not just an American phenomenon. The parties that are leading the polls in gentle Sweden, France, and the Netherlands are the anti-immigrant, ultra-right. Extreme right is gaining ground right across Europe, including Denmark, Italy, Austria and the U.K. (where the U.K. Independence Party is now in second place).

The migrant crisis has been a massive challenge for Europe but that can't be the whole story, because leftist parties are also turning to extremes. The British Labour Party has nominated Jeremy Corbyn, who wants to nationalize energy companies and the banks while introducing a maximum wage for CEOs. In the U.S., support is surging for a 74-year-old selfavowed socialist, Bernie Sanders, who wants a "political revolution."

Canada is no exception even though its parties, thankfully, are more sensible and centrist. Last May, Alberta elected the furthest alternative to its conservative dynasty by offering a landslide to the NDP. Canada was prepared to do the same (for months, the federal NDP led with 40% support) until Mr. Mulcair rushed to straddle the middle by promising to balance the budget—that left Mr. Trudeau and his deficits as the most radical alternative.

Rich country electorates seem to be opting for the extreme alternatives to whatever the status quo is. Why are we all rejecting the establishment?

Since the great recession of 2008, our

economies are in much better shape, but many people aren't feeling it. In the U.S., unemployment has fallen from 10% in 2009 to 5% in 2015. But household incomes have, generally speaking, been stagnant for 15 years. In 2014, the median household income was \$53,657, compared with \$57,843 in 1999. In Canada and throughout Europe, household incomes have similarly stagnated.

Certain sectors have been hard-hit, particularly in manufacturing where shrinking employment has been a common trend in almost all OECD countries. From 1998 to 2008, the United States lost close to one-quarter (4.1 million) of its manufacturing jobs. Similar losses were felt in the United Kingdom (29%), Japan (24%), and Canada (26%).

Of course many more amazing jobs have been created in the service sector, but evidence is now showing that the transition has been harder than we realized. The OECD worries that more workers are in "precarious employment"—jobs that are temporary or of lower quality. TD Economics reports that this is a big problem for Canada as well. And people are upset. A recent CNN/ORC poll suggests 69% of Americans are either "very angry" or "somewhat angry" about "the way things are going" in the U.S.

The lesson is that improving business competitiveness must be a national priority in order to create more high-paying, highly-skilled jobs. We also need the best training and skills in the world to pull more Canadians into the middle and upper classes. Otherwise, governments will face the wrath of the electorate and the rise of Trumps and Corbyns.

Hendrik Brakel is the Senior Director, Economic, Financial & Tax Policy for the Canadian Chamber of Commerce.

### Surrey International Trade Awards

Join us for an evening of networking, award celebrations, and an international trade show! Learn from your colleagues how you can take advantage of trade opportunities for Surrey.

Date: Thursday, May 12, 2016

**Time:** 5:30-8:30 p.m.

**Location:** Sheraton Vancouver Guildford Hotel, 15269 104 Ave **Admission:** Free, registration required at info@businessinsurrey.com

Sposored by Kinder Morgan



### Surrey Board of Trade Supports Surrey's 2016 Budget Plan

The Surrey Board of Trade presented the 9th annual SBOT review of the Surrey Budget to Mayor Linda Hepner, Chair Tom Gill and Council at the Finance Committee meeting in February at Surrey City Hall. The City's Utilities Budget was released in November 2015 and the City's Operations/Capital Budget was released in February 2016. Each year, as part of its mandate, the Surrey Board of Trade reviews public sector spending and, where appropriate, suggests ways to maximize productivity of the local economy and encourage growth in the private sector.

"The Surrey Board of Trade, as the independent voice of business in Surrey, is cautiously supporting the increased property tax rate that Council has to vote on this year," said SBOT CEO Anita Huberman. "The Surrey Board of Trade supports the expenditures that Surrey is undertaking in terms of social investments for additional policing costs and investment in infrastructure and community amenities to

enhance Surrey's livability."

For 2016, the Surrey Board of Trade used the extensive membership network in the SBOT Advocacy Teams to provide detailed recommendations to Council on Red Tape Reduction, Affordable Housing, Transportation Infrastructure, Arts and Culture, Crime Reduction, Finance and Taxation, International Trade and Manufacturing. All recommendations were debated through the advocacy team structure throughout 2015 then approved by the Surrey Board of Trade Directors.

"While some of our advocacy team recommendations call for increased expenditures or staffing levels, we appreciated Council's supportive comments and willingness to dialogue on our suggestions for improved services for business and residents in Surrey as well as improved amenities for Surrey taxpayers. Our goal is to ensure that Surrey is the destination of choice for businesses," said Huberman

### Surrey Once Again Named Among World's Top 7 Intelligent Communities

For the second consecutive year, the City of Surrey has been named as one of the Top 7 Intelligent Communities by the New York-based think tank Intelligent Community Forum. The fourteenth annual Top 7 list includes cities from four nations. Montreal and Winnipeg are the other Canadian cities to make the list and the remaining communities are from Germany, Taiwan, and New Zealand.

"It is an honour to be named for the second year in the row among the Top 7 Intelligent Communities," said Mayor Linda Hepner. "With our rapid growth, we are always looking to innovate and make the best use of leading edge technology to continually improve the quality of life for our citizens and to shape the Surrey of the future"

Surrey has been recognized for its diversification strategy and partnership between its institutions of higher learning and local business. In particular, the City's Innovation Boulevard project where the city, universities and business are building clusters in health technology, clean tech and advanced manufacturing.

"Being recognized like this is an indication of the great work being done to advance smart city strategies in our community," said Councillor Bruce Hayne, Chair of the City's Investment and Innovation Committee. "This worthy global movement is leading cities around the world and sharing best practices in open data, broadband inclusion and utilizing technology to make fact-based decisions and provide better services to citizens."

The Intelligent Community Forum studies the economic and social development of the 21st Century community. ICF studies and promotes the best practices of the world's Intelligent Communities as they adapt to the new demands and seize the opportunities presented by information and communications technology.

# Surrey Tour of Industry MAY 6, 2016

Join SBOT members on a day filled with networking while you travel in comfort throughout Surrey visiting some of our own unique businesses and industries. Colliers will provide an informative commentary of various parts of Surrey. Start at SBOT office for 7:15 a.m. continental breakfast, tour 4 to 5 industries, have lunch then return at 2:00 p.m. Space is limited. Details and registration: http://www.businessinsurrey.com/sidebar-events/

### City Goes High Tech



L-R: Jason Jung, ASTTBC; Ken Lee, Raj Reddy, and Taylor Spraggs, City of Surrey; Hon Stephanie Cadieux, MLA, Surrey-Cloverdale, and Marvin Hunt, MLA, Surrey-Panorama; John Leech, ASTTBC CEO; Fraser Smith, City of Surrey, (just behind John Leech); Craig Amundsen, Surrey Board of Trade; Cheryl Blachuras, ASTTBC; Sinisa Petrovic, City of Surrey; David Riel, KPU; Regent Ma, City of Surrey

The Applied Science Technologists and Technicians of BC (ASTTBC) hosted Honourable Minister Stephanie Cadieux and MLA Marvin Hunt at the ultra high tech Surrey Traffic Management Centre to support the provincial announcement of Technology Skills Appreciation Week March 21st-25th, 2016. Representatives from business, education, and Government attended to highlight the status of technology jobs such as those in the Surrey Traffic Management Centre that

incorporate diverse training form trades, engineering, technology and science. The Surrey Centre is amongst the most advanced centers in Canada in its ability to monitor over 300 wireless cameras monitoring all major intersections in Surrey. Staff can adjust the traffic signals under urgent circumstances and in the near further more advanced controls will be in place to allow for more efficient traffic flow and reduced emissions due to idling.

### State of City Address by Mayor Linda Hepner

Mayor Linda Hepner will be giving her second State of the City address at a lunch for business and community leaders of Surrey. Surrey Board of Trade is co-hosting the lunch with the Cloverdale Chamber of Commerce, Downtown Surrey Business Improvement Association, Fleetwood Business Improvement Association, Newton Business Improvement Association, South Surrey / White Rock Chamber of Commerce, and Tourism Surrey. All the hosts thank presenting sponsors Fortis BC and McQuarrie Hunter LLP; and supporting sponsors Century Group, KPMG, and Port Metro Vancouver, for their generosity in helping make this event successful. The Mayor's lunch always sells out early, so book your seat now.



Mayor Linda Hepner giving her first State of the City Address to a packed room of business and community leaders in 2015.

**Date:** May 19, 2016 **Time:** 11:15 a.m. – 1:30 p.m.

**Location:** Sheraton Vancouver Guildford Hotel, 15269 104 Ave, Surrey

**Tickets:** \$90+gst, Table of 10: \$900+gst

**Register** with info@businessinsurrey.com or online.

APRIL - MAY 2016 Page 10 SURREY BUSINESS NEWS

### **TEAM UPDATES**

### SBOT Government Advocacy Teams Continue Action Plans for 2016

The Surrey Board of Trade works hard to advocate on behalf of the needs of our members and the business community of Surrey. Our 400 hard-working volunteers review issues and challenges that affect businesses and the economic potential of Surrey. Our teams, along with staff, proactively research and identify critical concerns and develop policy positions and advocacy statements.

Our best information comes from our members. Our best volunteers are our members. Let us know what concerns you and consider joining one of the advocacy teams. Read on to find one that fits your knowledge and passions.

#### **Agriculture**

Chair: Norm Attridge, Envision Financial The Agriculture team hosted the March 2 Agriculture reception at Kwantlen Polytechnic University, Cloverdale Campus. Nearly 200 agricultural, business and community leaders, came to network and listen to presentations from BC Ministry of Agriculture's Regional Manger, Orlando Schmidt; Cllr Mike Starchuk, chair of Surrey's Agriculture Committee; Allan Asaph, Executive Director of Abbotsford Chamber of Commerce; and Mark Neill, on City of Abbotsford's AgRefresh land review initiative. Presenting sponsor, Canex Building Supplies, was joined by Canadian Association of Petroleum Producers, Farm Credit Canada, KPU, Now Newspaper, Vancity Credit Union, McQuarrie Hunter LLP, and Schmidt & Funk. The team is discussing farmland security concerns, and developing strategies to encourage food producers to develop and grow in Surrey. Contact Anne@businessinsurrey.com for more information.

#### **Crime and Justice**

Chair: Sandra Benz. Fraser Valley Real Estate Board

The team continues to work on cyber-crime and online fraud, retail crime, prolific offenders and more that cost businesses in time and

money. The team is actively involved in the Business Safety Breakfasts hosted by SBOT and encourages members to attend the next one on June 8 in Guildford.

Contact Craig@businessinsurrey.com for more information.

#### **Development and Land Use**

Chair: Jagdeep S. Shergill, Lawson Lundell LLP



The team continues to work with City staff to reduce red tape and delays for development. The team will actively review and, if appropriate, express support for larger commercial projects as they are proposed. Recently, the

team held a dialogue on the importance of industrial land to our economy.

Contact Craig@businessinsurrey.com for more information.

#### **Environment and Infrastructure**

Chair: Jao Rao, WSP

Climate change and carbon credit, the recently proposed provincial climate action plan, the protection of surface water legislation, the proposed changed to the emergency management plan act, and



more, are on the team's agenda for this year. They are actively looking for and recommending potential nominees for September's

Annual Environment Awards and will be developing two Leadership Surrey Dialogues for the fall: Business Resilience Post-Disaster, and It's All About Energy.

Contact Anne@businessinsurrey.com for more information.

#### Finance and **Taxation**

Chair: Richard Dendy, **A&A Contract Customs Brokers** 

The Finance and Taxation team has been busy working through the City of Surrey, BC and Federal budgets



and establishing our policy positions in anticipation of budgets. The recent SBOT response to the Federal budget can be found on page 5 The team is also looking at larger policy is-

sues and research around business taxes, CPP and El as well as provincial issues such as MSP Premiums. This team is putting forward resolutions to the BC Chamber of Commerce on MSP Premiums as well as sugar-sweetened beverages and a tolling policy.

Contact Craig@businessinsurrey.com for more information.

#### **Manufacturing**

Chair: John Folka, KPMG LLP

The Manufacturing Team is active in engaging the manufacturing industry, trades training institutions and government on issues related to attraction and retention of manufacturing firms in Surrey. The availability of a well trained pool of potential employees is a key concern of manufacturing and other industries and this team is active in collaborating with the key stakeholders to ensure the Surrey, with the youngest population base in the lower mainland, is well placed to attract manufacturing and industry to Surrey.

Manufacturing is also working in partnership with the International Team to develop a marketing package with other stakeholders to facilitate the promotion of Surrey for businesses seeking locate in the lower mainland or re-locate to Surrey. The team is also actively promoting Surrey's Innovation Awards and Manufacturing month in October.

Contact Craig@businessinsurrey.com for more information.

#### **International Trade**

Chair: Dr. Greg Thomas, G3 Consulting

The International Trade Advocacy Team is working with our current members involved in international trade as well as promoting



nies considering seeking external markets. The International Trade team is also working in partnership with the Manufacturing Team to develop a marketing package with other stake-

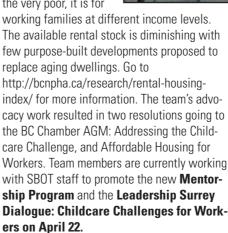
holders to facilitate the promotion of Surrey for businesses seeking locate in the lower mainland or re-locate to Surrey. International Trade is also promoting Surrey's International Trade Awards in May.

Contact Craig@businessinsurrey.com for more

#### **Social Policy**

Chair: Doug Tennant, Semiahmoo House Society

The team welcomed CIIr Vera LeFrance at a recent meeting to discuss affordable housing strategies that the City of Surrey is working on. Affordable housing is not just for homeless or the very poor, it is for



Contact Anne@businessinsurrey.com for more information.

#### **Tourism, Arts & Culture**

Chair: John Kearns, Sheraton Vancouver **Guildford Hotel** 

The team is working through its action plan to support and grow Surrey's creative economy. Creative industries are necessary for economic

development as theatre, film, digital animation, public art spaces, and more, add to a rich community that is attractive to businesses and residents alike. Contact Craig@businessinsurrey.com for more information.

#### **Transportation**

Chair: Bill Wehnert, Fraser Surrey Docks

Minister Peter Fassbender attended the Transportation Advocacy Team meeting on March 23rd to discuss his outreach on the issue of ride sharing,



and the work of the SBOT Transportation Team.

The Minister asked for feedback from SBOT members as to what principles should guide the review and what were our considerations that he should take into account in this review process. He cautioned that the B.C. government would not make a quick decision and would take enough time to ensure a fulsome review and that proper considerations be given to the concerns of the Taxi industry and other transportation stakeholders.

The team is hosting a dialogue breakfast on Mobility Pricing on Friday, April 8th and noted the government has decided to review tolling with the bridge infrastructure projects underway in the Lower Mainland. Contact Craig@businessinsurrey.com for more information.

#### **Workplace Development**

Chair: Tammy Rea, TD Bank

The biggest project for the team is launching



the new **Mentorship** program, designed with experts in essential skills development and overseen by the Mentorship Advisory Group of HR specialists and Adult Educators. **Applications are** open until end of day, April 15th. Other

projects and initiatives that are gaining ground include developing a framework for a labour market study, and the launch of three new teams: Women in Business, Immigrant Entrepreneurs, and Indigenous Entrepreneurs. These teams will be focusing on supporting new and developing business initiatives through SBOT's Business Centre. The Workplace Development team will provide advice as necessary to ensure success for our

Contact Anne@businessinsurrey.com for more information.



### >PERSONALITIES AND EVENTS



Angus Reid, BC Lions with SBOT CEO



Chuck Keeling-Elements Casino, Anita Huberman-SBOT CEO, Susan Dolinski-BCLC and Angus Reid-BC Lions



Anita is interviewed by MyFM 106.9 Surrey on Women in Business and other news



Steve Stew-Matcon, Dave Hayer-SBOT Governor, Infrastructure Minister Amarjeet Sohi, Surrey Mayor Linda Hepner, Anita Huberman, Suki Pangalia-Aaj Magazine at SBOT Mayor's Breakfast Event



Emmanuel Medeiros, Director of Sales-Sheraton Vancouver Guildford Hotel with SBOT CEO at the launch of the Sheraton's new Pool Lounge now open for corporate events



Metro Vancouver Board Chair, Port Coquitlam Mayor Greg Moore, with Anita Huberman and Surrey City Councillor Vera LeFranc.



Anita Huberman, SBOT CEO, presenting to Surrey Mayor and Council on City Budget



SBOT CEO Anita Huberman speaks at the Women in Business Awards



With Amritjit Singh Sran of PTC Punjabi TV



Pakistan Consulate and High Commissioner of Pakistan from Ottawa making an official visit to the Surrey Board of Trade this afternoon visiting SBOT International Trade Centre. With Anita is Consul General Dr. Muhammad Tariq; Mr. Tariq Azeem Khan, the High Commissioner of Pakistan to Canada; and Commercial Consul, Mr. Saqif Saeed.



Gord Schoberg of Fortis BC with Richard Dendy, A&A Contract Custom Brokers; Anita Huberman, Robin Sylvester of PMV, Jeff Scott, Fraser Surrey Docks, and CN Rail



Grand Opening of Sky Zone Trampoline Park in Surrey. The Surrey Board of Trade with the City of Surrey are proud to bring this business to Surrey for families-children and adults. 11125-124 Street. With Randeep Sarai, MP, Mayor Linda Hepner, Councillor Dave Woods, the Sky Zone Team, and the Coca Cola Bear!

Page 12 SURREY BUSINESS NEWS APRIL - MAY 2016

### PERSONALITIES AND EVENTS



With Tammy Rea of TD Bank and SBOT Workplace Development Team Chair



Business to Business networking opportunities give members a chance to meet new clients and find those business opportunities for success



SFU Surrey's Steve Dooley speaks on behalf of SBOT at the BC Family Hearing Resource Society—his words instantly signed and printed for those with hearing difficulties



CANEX Building Supplies, with many agriculture clients, was the presenting sponsor for the Agriculture Reception on March 2



Anita is joined by Abbotsford's Mark Neill, Allan Asaph of Abbotsford Chamber of Commerce, and City of Surrey Cllr Mike Starchuk at the Agriculture Reception



SBOT thanks Vancity for being the presenting sponsor the Women in Business Awards



Anita Huberman speaking at UBC's Vancouver School of Economics on Gender in the Workplace



Come to SBOT's next Business to Business networking event and you, too, could win a fabulous door prize!



SBOT sponsored the Vancouver International Bhangra Celebration Society 'Business of Culture' Gala



 ${\it Greg\ Thomas\ facilitates\ the\ Business\ Safety\ Breakfast\ in\ Newton}$ 



Steve Dooley facilitates the Business Safety Breakfast in Cloverdale



Some of SBOT's new members at the Business in the City Breakfast in March



### Alternatives to Traditional Non-Competition Clauses



Kyle Nagy

Restrictive covenants, or non-compete clauses, are useful tools available to employers to protect themselves from a departing employee. When an employer attempts to enforce a non-competition clause, the primary issue is whether the clause is "reasonable." Courts generally presume non-compete clauses are void as being in restraint of trade and contrary to public policy. However, the

party seeking to enforce the covenant by showing that it was both necessary and reasonable in the circumstances can rebut this presumption. The Supreme Court of Canada established a three-fold test for determining the enforceability of restrictive covenants:

- 1. Does the employer have a legitimate possessory right that it is entitled to protect?
- 2. Is the restraint reasonable between the parties in terms of temporal length, geographical area, nature of the activities prohibited, and overall fairness?
- 3. Is the restraint reasonable with reference to the public interest? (The more essential the service, the more likely the covenant will be regarded as adverse to public policy.)

Two recent alternatives to traditional non-compete clauses are as follows:

#### 1. Payment obligations

In the 2014 British Columbia Court of Appeal case of Rhebergen v Creston Veterinary Clinic Ltd., an employer listed three differing levels of payment that had to be made to the em-

ployer by the former employee if a competing practice was set up within one, two, or three years of the employee leaving the company for a competing company. The payment grades were based on the investment the clinic calculated for mentoring, training, and equipment. The unique clause was deemed valid, but the employer took time at the outset to assess the actual potential financial impact of competition. By establishing a reasonable evidentiary basis for the calculation of damages that would be incurred in the event the employee competed with the employer, an employer is more likely to establish that the payment amounts are not penal in nature (which is prohibited), but rather a genuine effort to estimate the potential damages that would be sustained from competition.

### 2. Competitor specific non-competition obligations

Another option used in the U.S., but less frequently in Canada, is to specifically name competitor companies in the restrictive covenant, in addition to or in substitution for the typical

geographic scope clause. A competitor-based restriction avoids uncertainty and has plenty of appeal as it allows an employer to clearly define whom it perceives as a competitor. It is also beneficial in that it is easier to argue the reasonableness of whom is a competitor in that the analysis can focus on the nature of the product or service sold as opposed to exactly where the employer conducts business and where the employees work on behalf of the employer.

Consult with your legal advisors or find legal counsel to help you work through options that would be in your best interest.

Kyle Nagy is an associate lawyer with McQuarrie Hunter LLP. McQuarrie Hunter is a regular contributor to the Surrey Business News. www.mcquarrie.com.



### **Energy Citizens Seek Support**

We are Canada's Energy Citizens, a community of 100,000 Canadians who support our country's energy industry. From coast to coast, we recognize that we are the owners of natural resources that make it possible for us to enjoy one of the highest qualities of life in the world. Together, we are adding our voices to ensure that Canada remains prosperous, and a top destination to live and work.

Part of the Energy Citizens program is to educate and promote literacy on Canada's oil and gas sector. By balancing the conversation with factual information we hope that Canadians can make informed decisions on projects and learn more about our resource sector and the economy.

As Canadians, we know that a healthy energy sector means a healthy economy for British Columbia. Our province is a leader in clean energy development, with enough natural gas to meet consumer demand at home and abroad. The energy industry has created jobs for more than 20,000 British Columbians, putting people to work and supporting families from Surrey to Fort St. John.

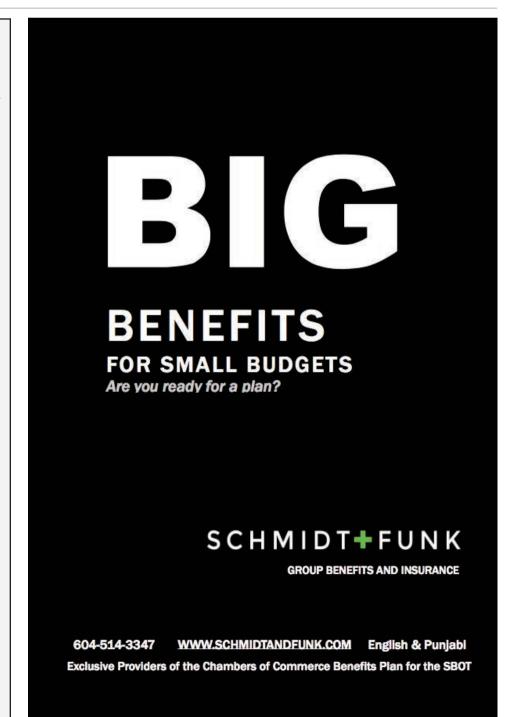
British Columbia is growing fast. In the next 25 years, Metro Vancouver is expected to welcome over 1,000,000 new residents. Revenue from oil and natural gas production will help pay for health care, education and infrastructure our growing communities will need. In fact, between 2014 and 2015 alone, the energy sector contributed \$1.5 billion in revenue to the B.C. government.

If you want to learn more and stay up to date on the energy sector in B.C., sign-up as an Energy Citizen today by going to energycitizens.ca.

By standing together, Canada's Energy Citizens can change the conversation about energy, the economy and the environment. Your voice can make all the difference.



**WWW.ENERGYCITIZENS.CA** 



Page 14 SURREY BUSINESS NEWS APRIL - MAY 2016

### REDUCE RED TAPE

### Surrey Board of Trade Calls for Red Tape Reductions

"The Surrey Board of Trade (SBOT) applauds Minister Oakes for undertaking the worthy and necessary initiative to reduce red tape in the BC Government," said Anita Huberman, CEO of the Surrey Board of Trade. "We welcome the release of the Red Tape Engagement Report and encourage Minister Oakes to make Red Tape Reduction an ongoing review process to ensure BC retains our competitive edge for business attraction and retention."

The Surrey Board of Trade surveyed their membership in support of the Red Tape Reduction initiative and received feedback ranging from issues around interprovincial vehicle licensing, business licensing, standardization of government authorization forms, and calls for a third party efficiency review of provincial and municipal processes, among others

The Surrey Board of Trade, which supports and attracts business to Surrey, has an interest in reducing red tape because they want businesses, large and small, to:

- Have a more predictable business environment
- Strengthen international trade
- Free up capital to invest in business, not in process
- Allow small businesses to compete and grow
- Give Surrey businesses a competitive edge

in the global market

- Create a more predictable environment for businesses
- Businesses compete and create jobs
  Red tape reduction is a low-cost way to stimulate
  the economy and boost productivity as Canada
  emerges from the global recession.

As well as promoting the "Reducing Red Tape for British Columbia" process and website, the Surrey Board of Trade calls for:

- Streamlining regulatory approval processes
- Reducing reporting requirements and information demands
- Improving the coordination of compliance and enforcement activities

The term "red tape" is associated with the time and resources spent by business to demonstrate compliance with government regulatory requirements. It is also a major irritant for Surrey business owners. For example, 70% of Canadian business owners indicate that red tape adds significant stress to their lives and two thirds saying that it significantly reduces their productivity.

Studies by Industry Canada show that the smaller the business, the greater the impact of red tape. Surrey is a city of small and medium sized businesses. Studies indicate that red tape costs:

• Small business over 30 million hours a year

to comply with some or all of 12 of the federal, provincial and municipal information obligations; and

 Firms with less than five employees spend about seven times more per worker on administrative processes at the different government levels than businesses with 20 or more employees.

These numbers are especially important in a coun-

try like Canada, where 98% of firms have less than 100 employees.

"We understand that this is not a one-time process but that it is an ongoing process of collaboration and communication. If BC is to maintain its competitive edge, increase productivity and spur innovation, we must constantly strive to improve the conditions for doing business," concluded Ms. Huberman



### **Burns Bog Conservation Society**

April 24 - Earth Day Pilgrimage & Art Awards

June 11 - 3rd Annual Golf Tournament

July 24 - Jog for the Bog

July 4 - August 26 - Summer Day Camps

August 18 - Wine Sampling

Second Saturday of Month - Guided Nature Walks

"Burns Bog is just like one BIG theme park! It was like
National Geographic but for real!" - Summer Day Camp Student

4-7953 120 Street, Delta, BC V4C 6P6 www.burnsbog.org | info@burnsbog.org | 604.572.0373



### **EXCLUSIVELY FOR CHAMBER MEMBERS**





### SURREY BUSINESS LEADERS AND ISSUES

#### Angus Reid Inspires a Full Room



Angus Reid describes how he overcame challenges, and ultimately a gambling addiction, to achieve success as a professional football player.

Sponsored by B.C. Lottery Corporation to promote responsible gambling and Elements Casino, the Leadership Lunch on February 11 featured former BC Lions, Angus Reid. Reid took the audience through his childhood dreams of becoming a fire-truck, yes, truck; and capped his growing years with his near-death experience in high school due to appendicitis. Eventually, with help from family and coaches, Reid recovered and over the years determined to be a professional football player, despite being too short and too light. It was that same grit that helped him overcome a gambling addiction he developed when success became too much to handle.

His key message to the packed room, is that there are only three things required to be successful: the "gut-deep" passion for what you want to do; asking those who know better for help teach you how to do what you want to do; and then applying what you learned every day. Failure is only a part of the journey and an indicator you need to ask for more help.

#### Robin Silvester, PMV Update



Robin Silvester, CEO of Port Metro Vancouver, highlights Surrey's importance in long term planning for the movement of goods through the Lower Mainland's ports.

Robin Silvester, CEO of Port Metro Vancouver, Canada's largest port, described Surrey's growing role in Canada's global supply chain. Surrey is a port city and is in a unique position as a crossroads for major marine ports and four railways, not too mention freeways. Over 30 million metric tonnes of goods and materials move through Surrey annually, which puts this at a much greater figure than the St Lawrence Seaway. Three key strategies for PMV is economic development, environment, and thriving communities. The quality of life in Surrey will be impacted by continued trade growth contributing over \$10B to the GDP. The recent flattening of resource exports is offset by a thriving diversity of commodities, which will lead to long-term growth as part of the trade agreements currently under negotiation. This will lead to greater direct and indirect employment for Surrey. Therefore, it is important to manage that growth sustainably and ensure environmental concerns are recognized and addressed, by rehabilitating shorelines and industrial areas, and through operational efficiencies and prudent infrastructure developments. Presenting sponsors were CN Railway and Fraser Surrey Docks; Fortis BC was the supporting sponsor.

#### **International Trade Agreements**



Anita Huberman, Janel Quiring, Celso Boscariol, Laura Clarke, and facilitator Richard Dendy, at the International Trade Agreements Dialogue

# There are nearly 30 international trade agreements under negotiation or in effect that can potentially impact local businesses. Panelists Janel Quiring, Director of B.C. International Trade, Celso Boscariol, Chair of the E.U. Chamber of Commerce, and Laura Clarke, Trade Commissioner of Canada's Korea Free Trade, took time to go over some of the more well-known agreements and break them down for Surrey's business community. Richard Dendy, SBOT 2nd Vice Chair and CFO of A&A Customs Brokers, facilitated the dialogue. Quiring referenced B.C.'s Jobs Plan, which relies heavily on Asian trade and that B.C.'s main competitor is Australia. However, exports to the Asian market were 38% in 2015. Another report to review, according to Quiring, is B.C.'s Raising Our Game in Asia.

Boscariol focused his discussion on the Canada European Trade Agreement (CETA). Negotiations began after the 2008 economic meltdown and focused on the importance of harmonizing regulatory standards and the mutual recognition of professional qualifications for the ease of labour mobility. He also made the point that CETA is beneficial as it breaks down protection on pharmaceuticals, which are substantially less expensive in Europe. Clarke of Global Affairs Canada focused on the Canada Korean Free Trade Agreement with the 11th largest market for Canadian exporters. The negotiations for this agreement focused on minimizing tariffs on Canadian goods especially agriculture products.

#### The Economics of Industrial Land



Greg Moore, Chair of Metro Vancouver, Anita Huberman, Acting Mayor Cllr Vera LeFranc, the Honourable Peter Fassbender, and Greg Thomas

Industrial land is a finite commodity that ought to be protected; as protected, argued Greg Moore, Metro Vancouver Chair and Mayor of Port Coquitlam, as agricultural land. In a dialogue sponsored by Port Metro Vancouver, whose recent findings is that readily available industrial land in the Lower Mainland will be used up in the next 10 years, speakers Moore and Acting City of Surrey Mayor Vera LeFranc identified what constituted industrial land, what the main challenges are (residential and commercial development), and how this puts pressure on agricultural land near transportation hubs such as rail and freeway intersects

Metro Vancouver has the lowest GDP in North America for a metro area of similar size due to less than ideal industrial activity. Surrey does have a greater supply than other metro cities, in five major industrial sites, giving us a competitive advantage, particularly with rails, roads, and ports located nearby. However, it's not as easily available as people perceive.

The dialogue was prefaced with MLA Peter Fassbender, Minister of Community, Sport and Cultural Development and Minister Responsible for TransLink, giving a brief report of the BC Budget and highlighting how investing in Surrey's infrastructure, such as the LRT will help move employees through Surrey more efficiently and improve goods movement to and from industrial hubs.

### 2016 Surrey Leadership Dialogue Series

#### **Government Advocacy in Action**

Register with info@businessinsurrey.com, or 604-581-7130, to save your seat for any or all of the following dialogues. Nearly all of these will be free breakfasts. Topics may change if circumstances and opportunities dictate, and there may be additional dialogues if speakers are available. Check www.businessinsurrey.com, events, for details.

Friday April 22

### BUSINESS AND FAMILIES: CHILDCARE CHALLENGES FOR WORKERS

Recent reports indicate that finding adequate and affordable childcare is challenging in the Lower Mainland, and more so for Surrey parents. Panelists will discuss the challenges and opportunities of childcare and how businesses can benefit when families' needs are covered. B.C. Family Day will also be explored.

Friday June 10

### THE IMPACT ON BUSINESS OF LEGALIZING MARIJUANA

What do employers need to know and are legally entitled to know about employee usage of medical cannabis or if marijuana is legalized, similar to cigarettes and alcohol? What are the implications, what are the benefits, what are your questions around this controversial issue? A panel will present factual material to help SBOT answer business members' questions.

Friday June 24

### BUSINESS, CORPORATE SOCIAL RESPONSIBILITY (CSR), AND THE BOTTOM LINE

What does CSR mean to your company? Most corporations adopt philanthropic strategies to raise their brand profile and help the community; but is that Christmas hamper for a deserving family enough? Panelists will discuss the range of CSR strategies, including economic, social and environmental—what works, what needs tweaking—and attendees can, through dialogue, find out how to ensure their strategies work best for the company's bottom line and how to be an agent of change for your community.

Friday September 30

### INNOVATION BOULEVARD UPDATE & SBOT

#### **INNOVATION AWARDS**

From its inception, Surrey's Innovation Boulevard sought to attract the brightest of minds and the most entrepreneurial of businesses to come and develop a thriving hub of health technologies. Within a few years, it has surpassed expectations. What have they done? What more can be done to grow the boulevard and different industries? Find out from a panel of innovators on how businesses can benefit by locating in Surrey and being part of economic development leadership.

The Surrey Board of Trade will also present the **3rd Annual Surrey Innovation Awards** to business

Registration is required for Dialogues at info@businessinsurrey.com.

Page 16 SURREY BUSINESS NEWS APRIL - MAY 2016



# to Know about Sustainability



Eamonn Percy

Though we travel the world over to find the beautiful, we must carry it with us or we find it not. Ralph Waldo Emerson

#### Our World is at an Inflection Point

The world is changing, and changing fast. Periodically our economy experiences a shift, a change or an inflection point, which marks the end of an era and the new beginning one. For instance, the Great Depression in the 1920s was an economic event but marked a social shift (start of social security in the U.S.), the 1980s marked the end of the industrial age and the start of the information age, and today we are marking a shift in how we use and sustain the limited resources of our planet.

Recently I had the chance to see sustainability up front and close, by being part of the Globe 2016 conference in Vancouver. The Percy Group jointly held a booth with the Globe Group, and met with business people from around the world. The Globe Series is the largest and longest running conference in North America on the business of sustainability and innovation for the planet.

Sustainability, cleantech, clean energy and the business of the environment are topics I know well, having been in senior executive roles with two of the leading clean technology companies in B.C.: Ballard Power Systems and Powertech Labs. In addition, over the years I have been involved in numerous initiatives and boards related to sustainability, and have always been a strong advocate for businesses to become better stewards of scarce resources.

### **Top Three Things Business Leaders Need**

If you are a board director, CEO, executive or business owner, here is what you need to know about sustainability:

Sustainability is here to stay. There is a finite and diminishing amount of natural resources on our planet, while demand is insatiable. Therefore, the pressures to become

more responsible stewards of our limited resources will only grow. In addition, demographic changes, driven largely by millennials, will apply significant market pressures for new and better ways to share products, services and resources. Globalization and rising global living standards will also put a strain on finite resources. Finally, sustainability technology and innovation will disrupt existing businesses, and the resultant rising economic pressure will force change upon the entrenched and status quo players.

Sustainability is good for business. Like the early days of the internet, which spread uncertainty through the economy for many businesses, there is confusion and uncertainty among some business leaders, as the trend of sustainability unfolds. I look at it quite simply. Any good business leader should be focused on creatively creating maximum value for customers with minimal resources. The greater the responsiveness to customer demand, the better resources conversion, and ultimately the greater the contribution to sustaining those resources

Sustainability is important to your customers. Customers have a funny way of being right and expressing it with their wallets. According to a recent survey by Cone Communications, "A record-high 71% of Americans consider the environment when they shop, up from 66% in 2008." A recent (2015) Nielsen survey found almost 75% of Millennials (age 18-35) are willing to pay extra for sustainable offerings, up from approximately 50% in 2014. If your customers want it, make it a high priority in your strategy and business

#### What Can Business Leaders Do?

Sustainability is an opportunity for business, not an obstacle. Forward-thinking business leaders can take many steps to become more competitive, as sustainability becomes increasingly important. Becoming aware of issues relating to sustainability, and then developing and implementing good strategy is a start. Focusing on the effective use of resources in both product design and business operations is very important. Listening clearly to the voice of the customer and incorporating the feedback into new products and services will ensure your business evolves to meet the changing needs of the market.

However, I believe the most important factor for business leaders is to embrace a willingness to change, to adapt, to let go of the tyranny of the status quo, while openly and honestly looking for ways to contribute and add value, so we leave the world not a little better, but a lot better than the way we found it.

Eamonn Percy is the Founder of The Percy Group Capital + Business Advisors, which helps determined leaders permanently solve problems, accelerate performance and achieve results. percygroup.ca

### What Business Leaders Need | Is Your Hard Work Resulting in a Valuable Business?



Tony Malyk

I have met with over 100 business owners in Surrey the past few years and I am thoroughly inspired by the hard work, dedication and quality of products and services businesses in this community produces. Many make a good living.

However, despite their hard work and success running a profitable business, there are many well established businesses in Surrey that are not creating the wealth needed to fund the owner's retirement and live the life they had always dreamed.

It is true that producing great products and services while making a profit helps with creating value and wealth in a business, but there are several factors that many business owners do not consider that can have a profound effect on business value.

Here are 8 key questions that every business owner must deal with if they want to build real wealth into their business.

- 1. How does the financial performance of your business compare with others in your industry? Buyers will benchmark your business's performance with your industry.
- 2. Are you in a growth industry, or is it stagnate? Companies in low growth industry tend to offer less opportunity to grow
- 3. Is your business dependent on a just few customers or a few suppliers to remain viable? This is a risk factor that is a concern for many buyers.

- 4. Does your business require a larger than needed level of working capital due to ageing receivables or large inventory levels? Companies that require higher than normal operating cash can be worth less as it increases the amount of investment a new owner would need to make.
- 5. Are sales predictable? Does the business enjoy a high probability of repeat business or is it always looking for the next sale?
- 6. Does your company offer a compelling Unique Selling Proposition (USP) or IP that makes it hard for others to compete?
- 7. Do you have documented proof that your customers are happy with your product and would and do refer you?
- 8. How much does the business depend on the owner's "hands on" involvement to survive? Would there be a measurable risk that the business would suffer significant consequences if the owner were not around for three months?

The biggest mistake most business owners make is they focus strictly on financial performance when it is only one of eight drivers of business value. Working on the other seven value drivers are strategic decisions that require planning, implementation and monitoring. They need to become part of the business's daily activities with purposeful and conscious effort.

Finding the answers to the above questions is not easy but is key to developing an effective business performance and value acceleration strategy. It often takes someone from the outside to look at the business with a different set of lenses to develop an effective strategy. Consider bring in outside help if need be.

Incorporating business value strategies into your daily operations will not only build wealth for tomorrow but will increase your profits

Tony Malyk is a Certified Professional Business Coach and Business Value Accelerator specializing in improving profitability and increasing business value in the manufacturing, distribution, trades and technology sectors. www.empoweredbusiness.ca

### ARE YOU A MEMBER YET?

Join over 6000 of your business contacts and experience the value of networking with your peers. Work with experienced staff members to develop advocacy positions on issues important to you and be there when government officials listen to SBOT representatives. Enjoy the savings that member benefits offer. Want to know more?

Call Indra at 604-634-0343 now.



### Surrey Board of Trade Calls for Expansion of Inter-Municipal Business License Program

The Surrey Board of Trade calls for the current Inter-Municipal Business Licence (IMBL) program boundaries to be extended to encompass the entire Lower Mainland. The request was made to Surrey City Council on March 7, 2016 as members surveyed indicated a strong support to merge the existing programs into one.

The Inter-Municipal Business Licence (IMBL) reduces red tape by allowing construction and trades-related businesses to operate in more than one municipality, rather than by obtaining non-resident licences in each municipality in which they operate. Currently there are 11 mobile business license agreements in BC with 73 participating municipalities. In the Lower Mainland there are four programs: Fraser Valley, Metro West, North/West Vancouver, and Tri-cities. Several municipalities participate in more than one if they are conveniently located.

"I have heard from my members who have an IMBL that it greatly helps them as they only have one or two licences to worry about. This saves them time and money," said Anita Huberman, CEO, Surrey Board of Trade.

The Surrey Board of Trade recently participated in a survey distributed through 12 chambers and boards of trade, in partnership with BC Chamber, and representing a membership of over 13,000. Of those responding, more than 80% strongly indicated support for expansion into one convenient program extending from

the North Shore through to Hope.

Construction and trades related businesses are able to purchase a license in one of the four programs; however, there are those who have clients in a second or third area necessitating additional coverage.

Further, the survey results indicated that over 40% of respondents throughout the region either were not aware of the IMBL program or had little knowledge of whether a license in another municipality is required if they are just "visiting" a client.

As a result of member feed-back through the survey's questions and comments, Surrey Board of Trade asked Surrey City Council to work together to:

- Develop and implement a Regional Inter-Municipal Business Licence program for the Lower Mainland
- Develop education and awareness strategies to ensure members are able to take advantage of the opportunities the program provides, and to ensure members are compliant with the various municipalities licensing requirements.

"I believe it is of great importance to have business at the table when business by-laws are developed and improved upon," said Anita Huberman. "Together we can ensure that the needs of Surrey and businesses are met while minimizing red tape and keeping the fees reasonable."

### Surrey Board of Trade Supports the Replacement of the George Massey Tunnel

### But Wants a Coordinated Regional Tolling Policy

The Surrey Board of Trade is initiating an education and advocacy program in support of Mobility Pricing as the preferred option for funding future infrastructure and transit projects and calls for a coordinated regional tolling policy for all existing transportation infrastructure and all future transportation infrastructure.

"Co-ordinated regional planning for infrastructure and tolling policy is desperately needed to ensure that no area is unduly penalized by unequal tolling practices," said Anita Huberman, CEO of the Surrey Board of Trade. "The movement of goods and services will be severely impacted when business and commuters are driven to use the only non-tolled options because the alternative is too expensive for small business bottom lines and average family budgets."

The Surrey Board of Trade, in partnership with the South Surrey/White Rock Chamber of Commerce, surveyed their members about the George Massey Tunnel Replacement Project. The survey was enhanced with questions about funding models for the George Massey Tunnel replacement and the impending Pattullo Bridge replacement specifically.

The analysis of the responses indicates that more education is needed regarding Mobility or Road Pricing. The SBOT will host a Surrey Leadership Dialogue event to assist in that process on April 8, 2016 from 7:30–9:30 a.m. at Eaglequest Golf Course, 7778 152 Street, Surrey.

While more members supported an individual toll as the preferred method for funding any specific new infrastructure over mobility pricing, 60% of respondents supported adding tolls to existing infrastructure in support of new infrastructure and ongoing maintenance. However, 34.5% did not support tolls on existing infrastructure and 5.5% were not concerned about new tolls on existing infrastructure.

Current provincial legislation requires a plebiscite for any new funding streams proposed for TransLink infrastructure projects but not for provincial projects such as the George Massey Tunnel replacement. Without a combined effort of provincial and regional transportation authorities leading a sustained educational campaign, voter support for any required regional funding increase will be unlikely to succeed.

**Did you know?** The George Massey Tunnel, opened in May 1959, cost approx. \$25 million to build and was tolled until the 1960s.



### The First Ministers' Meeting and Surrey

Between 2009 and 2015, there were no meetings between the prime minister of Canada and all the premiers. Prime Minister Trudeau has already convened two. The latest, held during the GLOBE 2016 environmental conference in March, produced the Vancouver Declaration on Clean Growth and Climate Change.

With this document, the Trudeau government is signaling a major change in national priorities, but needs cooperation from the provincial and territorial governments. The economy will be tied to significantly cutting greenhouse gases, while adapting to and mitigating climate change. The federal government seems to be serious about meeting its new Paris Agreement targets for 2030, which are set well below today's emissions levels. Much of the planned federal deficits will be spent on this effort.

The Vancouver Declaration states that the federal government will grow the economy and

create jobs while reducing emissions. Accomplishing that feat will require major new investment. Clean infrastructure projects and clean technology will get a major boost from Ottawa. In the Vancouver Declaration, the federal government commits to invest in green infrastructure, including public transit, as well as social infrastructure. Ottawa says it will double investment in clean energy research, promote private sector investment in clean technology, and encourage electric vehicles and clean electricity transmission.

How do all these changes affect Surrey? There should be more federal funding for the city. Trudeau has announced \$75 million for the Federation of Canadian Municipalities to help local governments reduce emissions and build climate resiliency.

Trudeau promised in September to help Surrey fund light rail lines, as part of \$20 billion to be invested in transit infrastructure over the next ten years. It's likely that more federal funds will also be available for projects like energy-efficient seniors' housing.

Surrey's clean technology firms are likely to get federal encouragement. While he was in the region in March, the prime minister met with Mayor Linda Hepner. Hepner told News 1130 that she and Trudeau discussed, "...a partnership between KPU and SFU and the Foresight [Clean Tech] Accelerator [Centre]...," an innovation hub in Newton.

To promote non-polluting transportation, fleet or individual buyers of electric vehicles could be offered federal rebates as well as existing provincial rebates.

Although the first ministers' working groups will spend months writing more specific reports, Ottawa has served notice about its ambition to "promote clean economic growth to create jobs."

David Conn is a freelance writer and a member of SBOT's Environment Advocacy Team.

# Swing into Summer!

At SBOT's Fun in the Sun Golf Tournament

With activities at every hole, a live auction, prizes, lunch, snacks and beverages, a prime rib dinner, silent and live auctions, entertainment and much more — what more can you ask for?

**Date:** June 2, 2016

**Time:** Registration at 11:00 a.m. Shot-gun start at 12:30 p.m. Dinner at 6:30 p.m.

**Location:** Morgan Creek Golf

Course

Go to www.businessinsurrey.com for details and to register today!

Page 18 SURREY BUSINESS NEWS APRIL - MAY 2016

### **DURBAN PLANNING**

### Surrey Board of Trade Speaks on Urban Design and Surrey

The Surrey Board of Trade's CEO, Anita Huberman, was invited to participate in a dialogue on urban planning and design in March. The dialogue, hosted by the City of Surrey at the Chan Centre for the Performing Arts at UBC, called for panelists to consider that "The 21st Century City is not Where it Used to Be: The Former Suburb Becomes the Global City", as part of the "Re-Imagining Urban Form and Policy in a Global Economy—The (Im)possibility of Design" Forum. Speaking to UBC's Master of Urban Design students, graduates, faculty and multiple stakeholders from city planners to business representatives, the panel focused on the opportunities and challenges that Surrey, as a rapidly growing city, has that differs it from other urban

As suggested, the forum organizers posited that the center of the city is no longer the center of the city. This provocative assertion allows us to speculate about how places like Surrey are in fact a reflection of more global trends. As Vancouver becomes more and more unaffordable the "real work of the region" moves east, where housing is affordable, schools are full, and jobs are increasingly migrating.

In addition, Surrey is now the "arrival city" (in the words of Douglas Saunders), where new immigrants from the far corner of the globe now set foot in North America. Immigrant families that traditionally landed in dense center city districts like our own Chinatown now land, almost exclusively, in former suburbs.

Therefore, in some ways, Surrey has more in common with Chandigarh and Mumbai India than with Vancouver, catching wave after wave of South Asian rural to city immigration and with it, accepting the cultural transformations that this implies. However, this is not all that is happening south of the Fraser. Surrey is also taking on some of the roles that have traditionally been ascribed to region's center: that of jobs, homes, a sense of



real community, and for citizenship.

These very provocative statements informed part of the dialogue that the panelists took on to challenge, discuss, speculate, and enrich the audience's understanding of what Surrey really means to Surrey leaders.

#### Panel speakers included:

#### **Don Luymes**

Don as a City of Surrey Planner is on the front lines of this transformation and, with his colleagues, is responsible for opening up a pathway to a different city form and function. How does this transformation affect what is, and what is not possible. What are the tensions and opportunities for city building inherent in this

#### **Bruce Pickering**

Bruce as the executive of the Pacific Cities

Sustainability Initiative is uniquely qualified to respond to what Don said and reflect on how this compares and contrasts with other Pacific rim cities—in the sustainability terms of conferences: social, ecological, and economic. Observers who have been to a few of the Pacific Cities conferences is that the similarities are remarkably numerous.

#### **Anita Huberman**

Anita, as head of the Surrey Board of Trade provided an understanding of the economic development challenges associated with converting a suburb to a city. Where are the trend lines for Surrey and in particular how the changing demographics and immigration patterns into Surrey are having an impact.

#### **Uwe Brandes**

Uwe's unique career as first a key player in ULI on sustainability issues and now in his

academic/research role give a global breadth and an economic understanding that added currency and trenchancy to his observations.

#### **Patrick Cotter**

Patrick, as the architect/urban designer on the panel spoke about the role of infrastructure and buildings on making a city from a suburb. He has worked with many Surrey building projects, including the new tower rising above city hall. His work to integrate transit in planning so that it is a tool for city building became his key points.

#### Juan Wei

Juan provided an overview of China and its cities and offered commonalities and even principles for the audience to consider in conjunction and contract to the points made by previous speakers.

### **THUMAN RESOURCES**

### How do business goals get achieved if key employees are absent?



Sharon Villars

Managers are well advised to step up and pay attention to the new reality. There is an ever-growing wave of personal problems flow-

ing into the workplace. The wave is impacting outcomes in business.

Decades ago, there was a more defined line between personal-life and work-life, even with its mandates and deadlines; work was somewhat like a sanctuary.

No one wants a workplace to be cold and without empathy. The big swing from impersonal offices to caring and compassionate workplaces has had its benefits. Have we shifted too far the other way?

Daily headlines and Canadian statistics report billions lost in revenue and millions of man-hours. From a business standpoint the issue is serious. If key employees are absent how do we achieve our company's goals? Many employees lack skills to manage personal-life issues. Managers are growing frustrated with the reality that much of their workday is spent dealing with employees' personal problems.

We now see workforces that have lost their 'off switch' and ability to shift moods. Employees often get temporary relief by talking a personal-life problem through with someone within the organization. And this only compounds the problem. Personal problems need resolution and this is best done outside of business hours.

When employees aren't at work; emotionally or physically, it is difficult to achieve the desired results. It doesn't seem fair that businesses have the responsibility of training employees with life-skills they should have learned growing up around the kitchen table. However, isn't it worth the investment to provide basic life-skills training to increase productivity and attendance?

Don't throw away the good stuff. Do create a vibrant place to work.

 Develop work and home life separation skills.

- Start two new business mottos; 'Come to Work Ready to Work' and 'Leave Personal Life at Home.'
- Train a Mental Health First Aid Officer
- Offer in-house training sessions or utilize your Surrey Board of Trade Members' benefits by taking one of their monthly work shops, see the Events Calendar.

Employees need to develop basic skills in order to consistently show up at work and contribute. It's time for the workplace to be a sanctuary once again, where personal worries are left at the office front door. This wave needs correction before it wipes out everything in its path.

Sharon Villars is a Corporate Life-Skills Coach, NLP Practitioner, at Bootstraps Lifeskills. They provide essential skills training for emotional resilience and exponential business growth. She can be reached at villars@telus.net



### B.C. Introduces a New Law to Govern Non-profit Societies



Nate Todd-Jones



Tom Boyd



Jag Shergill

There are over 27,000 non-profit organizations (or "societies") registered in British Columbia, operating for a variety of purposes: from sports teams to religious groups to charities. They're also big business. In 2013, for example, British Columbians donated an average of \$713/person and volunteered for an average of 145 hours for non-profit organizations (source: Statistics Canada).

Given their significance, it's important that the law governing societies ensures they are run efficiently and transparently. This was the driving force behind the passing of the new Societies Act (British Columbia), which will come into force on November 28, 2016, replacing the existing British Columbia Society Act.

Many of the changes under the new Societies Act are intended to provide greater flexibility with respect to governance of societies. As such, the Societies Act replicates many of the corporate governance provisions applicable to corporations in the B.C. Business Corpora-

tions Act. For example, to facilitate efficient operations of societies, members of a society will soon be able to pass written consent resolutions approving society actions without being required to hold a physical general meeting in person (which can be an arduous process), just as business corporations do.

Accountability of societies is also of significance, especially where a society receives public money. Under the new Societies Act, there is a differentiation between societies that are funded by the public (i.e., public donations and/or government funding) versus societies that are funded by their members. Those societies accepting more than \$20,000 or 10% of the society's gross income (whichever is greater) from public sources are subject to greater accountability and transparency measures. For example, the new Act requires publicly funded societies and charities to disclose their financial statements on request, and to disclose compensation of their highest paid

employees. Societies funded primarily by their members are exempt from these requirements.

The new Act also makes directors personally liable to a society where they have distributed money contrary to the society's bylaws or contrary to the Act.

Finally, all existing societies are required to file a transition application with the B.C. Corporate Registry, which is to include updated versions of the society's constitution and bylaws (modified to comply with the new Act). Societies have until November 28, 2018 to do so. Any new societies formed after November 28, 2016, will be required to register under the new Act.

Lawson Lundell LLP looks forward to assisting both existing clients and new clients with respect to the new regime, including advising existing societies on the transition of their organizations under the new legislation. Please feel free to contact Jag Shergill or Nate Todd-Jones at 604-685-3456 with respect to any inquiries or questions you may have.

### Surrey Board of Trade Giving Bike Hub Award

To Kwantlen Student Association Surrey at Science World in March



SBOT CEO Anita Huberman gives award to Kwantlen Student Association President, Allison Gonzalez, and General Manager Jeremy McElroy.

The Kwantlen University Student Association has shown great leadership in supporting the growth of active transportation to their Surrey Campus. The organization has focused on increasing commuter cyclists to campus by conducting an assessment to improve end of trip facilities, offering workplace cycling workshops each semester and engaging students in bike mechanics during its annual Eco Days event. Students that cycle to Kwantlen can expect to find lockers and hooks to dry their

clothes along with secure bike parking. It is because of the hard work of organizations like the KSA that cycling grows in popularity and profile. KSA is also a longstanding HUB Organization Member. Receiving this award was the association's General Manager Jeremy McElroy and President Allison Gonzalez. Please join me in congratulating Kwantlen Campus and the Kwantlen Student Union Association for receiving the Silver Bike Friendly Business Certification.

### Creating Value for Business

# New Member Benefit Program Focus on Health

The Surrey Board of Trade with an exclusive arrangement with BikeHub will offer to SBOT members:

- 1. Bike Friendly Business Workshops
- 2. Discounts to over 30 cycling retailers
- 3. Bike Friendly Business award opportunities
- 4. Bike Friendly Business Solutions Survey
- 5. 10% off first Cycling Workshop

The program arrangement with BikeHub will

also enable the SBOT to actively focus on best practices and development of regional cycling infrastructure and policy best suited for Surrey.

For more information on this, please contact Sherese Johnson, Bike Friendly Business Specialist & Traction Toolkit Advisor at HUB Cycling, 1-828 West 8th Avenue, Vancouver BC, V5Z 1E2.

Website bikehub.ca | Phone 604.790.2678

#### SURREY BOARD OF TRADE 2016 AGM NOTICE

As a member of the Surrey Board of Trade, I invite you to attend the 52nd Annual General Meeting and Chair's Dinner on **Wednesday, June 15th** at Eaglequest Golf Course (7778 152 Street, Surrey) from 5:30 – 8:30 p.m. The Surrey Board of Trade is your organization. It is your role, as a member, to participate in the Annual General Meeting process. Metro Vancouver Chair and Port Coquitlam Mayor Greg Moore is the Keynote Speaker.

The purpose of an Annual General Meeting is for the Surrey Board of Trade to let you know about our activities and financial performance for 2015, leading into 2016. It is a mandatory requirement as the organization falls under the Industry Canada Act and is federally regulated. The AGM will also include short presentations announcing the winner of the Child and Family Friendly Workplace Award and the Surrey Board of Trade—Junior Achievement of BC Youth Leaders of Today Program, sponsored by Envision Financial.

Page 20 SURREY BUSINESS NEWS APRIL - MAY 2016



# NFB commits 50 percent of its production budget to films by women

On March 8, National Film Board of Canada head Claude Joli-Coeur used an International Women's Day panel discussion at the Vancouver International Women in Film Festival to announce a major new policy initiative that he hopes will have a ripple effect across Canada's film industry: a pledge that at least half of new NFB productions, and half of its production spending, will be earmarked to films and interactive works directed by women.

The NFB initiative comes on the heels of a report from Women in View, a national not-for-profit organization dedicated to strengthening gender and cultural diversity in Canadian media both on screen and behind the scenes, which showed that women represented just 17 percent of directors, 22 percent of writers, and 12 percent of cinematographers, in a sample of 91 feature-length films produced in 2013—2014.

Joli-Coeur explained that though the NFB is already a Canadian leader in producing works by women, he felt they needed to do more:

"The NFB has always taken a leadership role in women's filmmaking. In our current fiscal year, films directed by women represent half of our total spending on production. In 2016–2017, the numbers are projected to be well above that. But numbers can fluctuate.

There have been good years and lean years for women's filmmaking at the NFB. No more. Today, I'm making a firm, ongoing commitment to full gender parity, which I hope will help to lead the way for the industry as a whole."

This NFB commitment will be rolled out over the next three years, during which the public will be able to keep track of its progress through updates on the NFB's website, providing complete transparency in budgetary allocations.

The NFB is currently completing a strong slate of high-profile productions directed by women, including Window Horses, a feature-length animated film by Vancouver's Ann Marie Fleming. Women also hold key creative and management positions at the NFB. Fifty-five percent of the NFB's producers and executive producers across Canada are women—including Shirley Vercruysse, executive producer of the NFB's BC and Yukon Studio in Vancouver—with 66 percent of upper management and 70 percent of NFB Board of Trustee positions staffed by women, including Business in Surrey's own Anita Huberman.

From as far back as World War II, when women entered the workforce in unprecedented numbers, through to the present day, the NFB has always carved out a place for women at the forefront of creativity, with



From left: Sharon McGowan, Rina Fraticelli, Claude Joli-Coeur, Karen Day, Susan Brinton. *Photo credit: Katja De Bock courtesy of WIFTV* 

amazing results. Indeed, six of its eleven Oscar-winning films have been directed or co-directed by women. With this latest announcement, the NFB is pledging to invest more in Canada's talented women filmmakers, animators and digital artists—and hoping the

rest of the industry follows its example.

NOTE: Anita Huberman, Surrey Board of Trade CEO, is also a Trustee of Canada's National Film Board, appointed by the Minister of Canadian Heritage & Languages.

# SBOT Calls for More Focus on Arts & Culture in Surrey

The Surrey Board of Trade is pleased with the recent Surrey Council Report indicating funding growth for Surrey's cultural grant program. The budget allocation for 2016 increased from \$200,000 to \$300,000 with 76% increase in Expression of Interest (EOI) letters from cultural groups from 57 in 2015 to 81 for 2016.

While annual increases since 2013 is a positive trend, research into Arts and Culture Grants in the region indicate that Surrey's Grant structure should be measured on a per capita basis for clarity in comparison with neighbouring jurisdictions.

"The City of Surrey has indicated their commitment with ongoing development of a Cultural Corridor and investments in vibrant arts and culture events throughout Surrey," said Anita Huberman, CEO Surrey Board of Trade. "It is in this light that the Surrey Board of Trade offers these recommendations to enhance this cultural initiative."

Surrey Board of Trade Recommendations:

- The City of Surrey continues to evaluate current levels of cultural grants in the context of per capita amounts across the Metro Vancouver region. Bringing cultural grant contributions in line with per capita needs will further invigorate Surrey's cultural industry. The City of Surrey continues to evaluate this based upon our recommendation.
- The City of Surrey expand financial disclosures in the Parks, Recreation and Culture department where investments are being made in arts and culture to begin a dialogue on future arts and culture investments in collaboration with local art organizations, the City of Surrey and other stakeholders.

### SPECIAL EVENTS

### SURREY BOARD OF TRADE PROUD SPONSOR OF SURREY INTERNATIONAL CHILDREN'S FESTVAL

Businesses are invited to attend VIP Business Reception

You and a guest are invited to attend the Surrey Board of Trade VIP Business Reception on Friday, May 27 from 7:45 to 9:15 a.m. at the Surrey Arts Centre (13750 88 Avenue, at Bear Creek Park) for a special breakfast and tour featuring the Surrey International Children's Festival. The Festival is the only international Arts and Culture event south of the Fraser River that is for children aged 1 month to 12 years old.

7:45 - 8:15 a.m. Registration, buffet breakfast, mix and mingle.

8:15 – 8:45 a.m. Formal program & Prize Giveaway 8:45 – 9:15 a.m. Join Marnie Perrin, Artistic Director of the Surrey International Children's Festival for a brief tour and to watch the Festival leap into action.

## SURREY NIGHT MARKET RETURNS ON JUNE 3

Businesses invited to participate as a sponsor or exhibitor

Join the Surrey Board of Trade's CEO on June 3rd for the Grand Opening as Anita Huberman officially opens the Surrey Night Market at 6:00 p.m.

The Surrey Night Market returns strong for its third season. Still the only multicultural night market in Greater Vancouver and Fraser Valley, the market is located on the Cloverdale Fairgrounds, 17726 – 62 Avenue, Surrey, and will be open June 3rd through to August 14th, 2016, from 6:00–11:00 p.m. on Fridays and Saturdays, and 5:00–10:00 p.m. on Sundays. Market goers will get to sample a wide variety of foods, services and goods, and enjoy performances by local bands, singers, and dancers, without having to cross any bridges. This is a family friendly event, with numerous rides and games for children and youth, and multiple door prizes for attendees. Parking is free.

For more information, please contact Satbir Cheema at satbircheema@hotmail.com or at 604-785-7734.

### SBOT MEMBERS' ANNOUNCEMENTS, AWARDS AND EVENTS

#### **ANNOUNCEMENTS**



Nolan with Bev Brooke Bly

Nolan, an eight year old, donated his birthday money to **Burns Bog Conservation Foundation.** To further his knowledge, he and his family will be going on a guided nature walk of the Delta Nature Reserve led by their Education Coordinator, Evelyne. www.burnsbog.org

**Surrey Hospice Society** is moving. Effective March 29th, their offices will be located at #101 – 13463 78th Ave, Surrey. The society provides social, emotional and spiritual support for individuals and their loved ones as they face a life-ending experience. www.surreyhospice.com

Surrey's top RCMP officer, **Bill Fordy**, has been promoted to Assistant Commissioner. Assistant Commissioner Fordy has been in charge of Surrey Detachment, the largest RCMP detachment in the country, since June of 2012 and has been a member of the RCMP since 1989. He will continue to be in charge of Surrey Detachment.



Through the annual Port Gala, **Port Metro Vancouver** alongside port terminals DP World, **Fraser Surrey Docks**, Global Container Terminals and Western Stevedoring, work to support communities in need. This year Mission Possible, Harvest Project, and Reach Child and Youth Development Society, each received \$80,000.



Andrew Westlund, President of The **Westlund Group**, has appointed **Adam Besse** as the new President of Agency Media, a growing force in the BC business community. An award-winning filmmaker, Adam is set to take the company even farther, looking to impact BC's business community in big ways.

**RBC Wealth Management, Private Banking** is pleased to welcome **Inde Sumal** as Regional Vice President for the B.C. region. Inde has held senior leadership roles over 21 years in financial services, and will lead a team of professionals providing planning advice and solutions for businesses.

The **Professional Business Accountants' Society** of British Columbia announces the PBA Entry to Practice Designation exam exemption has been extended until Dec 31, 2017 for Canadian CPAs. U.S. CPAs also qualify for an exemption. Visit http://www.pba-canada.org/



**DIVERSEcity** took steps together in the first 11km agency Walk for Possibility! Hosted by United Way Lower Mainland, the challenge of 11km set the tone, as sixteen staff and volunteers from DIVERSEcity marched in unity with other agencies to raise over \$24,000.

**Westamp,** opened in 1969 as Westminster Rubber Stamp Company, announce their official transition to a third generation of family ownership. Cousins Brandon O'Connor and Jeff Vink take over from Jeff's parents Derek and Lynn, of the manufacturer of custom signs, stamps and engraving products at 113-13030 76th Avenue.

**Complete Accounting Solutions** announces the addition of Surrey team member, Ricky Grewal. Mr. Grewal is a recent graduate from Kwantlen Polytechnic University's BBA program. He joined the firm at the beginning of February as an accounting technician.

West Coast Centre for Learning's CEO Kristi Rigg, M.Ed., B.Ed., announces Lynda Brind-Dickson, B.A.(AdEd), Phil., has joined WCCL's multidisciplinary team of Educational Psychologists, Teachers, and Cognitive Practitioners, as the Coordinator of Community Learning Partnerships.

New SBOT member **SIVOTT (Business Solutions)** unveiled their new website recently with greater facility to provide HR information and more for clients. Sivott.com.

**BDO** announced a multi-year partnership with **Vancouver Whitecaps FC.** The agreement is for BDO to provide tax advisory and assurance services to the soccer team. "This partnership is a great fit with our core values of unity, winning, and honour," said Rachel Lewis, COO of Whitecaps FC.

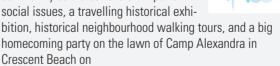
**Colin Sprake,** the owner of **Make Your Mark** in South Surrey, has been accepted into the Transformational Leadership Council (TLC), started by Jack Canfield, Chicken Soup for the Soul Series. Colin is one of two Canadians members of the group.



**Semiahmoo Resort, Golf,** and Spa donated a dinner for two in Pierside Kitchen at Semiahmoo Resort to the Sources' 21st Annual Fundraising SUPER Gala! Sourcessupergala.ca

Alexandra Neighbourhood House is celebrating a 100 YEARS of service!

Join them for an action-packed year of fun and informative events, including community conversations on important social issues, a travelling historical exhi-



September 10, 2016.

For more information, go to

http://www.alexhouse.net/centennial-celebration.

#### **AWARDS**

**Back in Motion** is AMSSA's Safe Harbour Champion Award recipient for 2016. Safe Harbour's award committee unanimously chose Back in Motion with their work for diversity and inclusion with activities for cultural competency and practices to minimize bias and barriers in their hiring process.

**Overwaitea Food Group,** the parent company of SaveOn-Foods, was named one of 2016 Canada's Best Diversity Employers by the Globe and Mail; and Forbes Magazine recently

named the Overwaitea Food Group as one of Canada's Best Employers for 2016.

Congratulations to **Robert Half's** VP for B.C., **Ashleigh Brown**, on being selected as a finalist for the 7th Annual Surrey Women in Business Awards and to the company for once again being named to FORTUNE® magazine's list of "World's Most Admired Companies." (March 1, 2016)

Surrey's **Mr. Arancino** food truck has been recognized by the Vancouver Sun with "an innovative twist on traditional Sicilian risotto balls. Right now, the third best new food truck is outside Chinatown Skytrain Station."

SFU student **Winona Bhatti** has been named a **2016 HSBC Woman Leader of Tomorrow for Western Canada by Enactus Canada**. The award recognizes celebrates and honours female university and college students who exemplify success and inspire their peers, community and country through entrepreneurial leadership.



#### **EVENTS**

April 9 – **Sources Community Resources Society** is hosting its SuperGala Fundraiser at Hazelmere Golf L& Country Club, 18150 8 Avenue, Surrey. Sourcessupergala.ca.

April 23 – **Urban Safari Rescue Society** will be participating in the City of Surrey's Party for the Planet at City Hall Square on Saturday April 23. Urban Safari will be on stage at 1:00 p.m. and will be available with some of their amazing rescued exotic animals.

May 1 — **Newton BIA** will be supporting the inaugural **Friend of the Grove Cocktail Party and Fundraiser.** The Friends of The Grove is a group of Newton neighbours committed to bringing fun and harmony to Newton. Tickets: http://tinyurl.com/FOGParty

May 6 – **Breakfast with the Bank**, a fundraiser for the **Surrey Food Bank** to help make an impact for those in need. 7:00 – 8:00 a.m., Bombay Banquet Hall, 7475 135 Street, Surrey. www.surreyfoodbank.com

May 7 — **Amenida** Surrey and Hollywood 3 Theatre will be holding the 6th Annual Shred-A-Thon at the Newton Town Centre, 9:00 a.m. — 2:00 p.m. for Variety Children's Charity. Corner of 138 Street and 72 Avenue. Business paper and banker boxes welcome. www.newtontowncentre.com.

**Newton Black Belt Academy** will also be participating in the Community Shred-a-Thon, to support Variety Children's Charity. Black Belt Academy will be donating a Private Birthday Party valued at \$150.

May 7 – **Surrey Hospice Society** presents: "Embracing the End-of-life Journey," 10:00 a.m. – 4:00 p.m. at KPU Newton, featuring exhibitors, presentations and learning opportunities on many topics such as: "Caring for the Care-giver"; Advanced care planning; Culture and hospice care; digital wills; and more. www.surreyhospice.com

May 14, 2016 – **Lower Mainland Down Syndrome Society** is holding its Annual T21 Awareness Walk to support and raise awareness for people with Down syndrome. Event: 10:00 a.m. – 2:00 p.m. at Bear Creek Park, 13750 88 Ave, Surrey. For information and to register: https://www.eventbrite.ca/e/t21-awareness-walk-tickets-21469023427.

Page 22 SURREY BUSINESS NEWS APRIL - MAY 2016

#### EVENTS, continued from page 21

May 14th — Celebrate the start of **Police Week** at the Surrey RCMP's Open House at the Main Detachment (14355 57 Ave.) from 12-3pm. This family-friendly event will include kids' police briefings, police vehicles and demonstrations, and photos with members in Red Serge. www.surrey.rcmp.ca

May 20-23 — The 2016 **Cloverdale Rodeo & Country Fair** features the 70th Annual Rodeo and 128th Annual Country Fair takes place at the Stetson Bowl Stadium and surrounding park. Improvements to the stadium and fair layout include a new chute position and beer garden. CloverdaleRodeo.com

May 29 — Save the Date: Politicians will be taking to the runway to raise funds for an "All Abilities Park" on May 29 at Morgan Creek Golf Club. Hosted by **CARP** — A New Vision of Aging for Canada, the fashion show will feature both male and female local leaders strutting their stuff on the catwalk. Bistro food, beer & wine, raffle, door prizes. Surprise speakers. \$50 per person. Call 778-294-0787 for more info.

May 29 — Register at www.sosbc.org/run for the 8th Annual **SOS Children's Village** Run & Walk to benefit B.C.'s foster children and youth. Choose from 2K, 5K, or 10K, with kick off at 8:30 a.m. at the Richmond Oval. Sosbc.org

#### **SBOT BUSINESS WORKSHOPS**

The Surrey Business News is pleased to be able to offer the opportunity for members to list their workshops.

For the following sessions, register with info@businessinsur-rey.com or online. Except where noted, all workshops will be at: **Time:** Registration 7:45 a.m., Program 8:00–10:00 a.m.

**Location:** SBOT Conference Room 101 – 14439 104 Ave, Surrey **Admission** (+GST): General Admission \$35;

SBOT Members \$25

#### Tuesday, April 19 Economic Outlook and Wealth Management for Business Owners

As a business owner, financial planning is critical to maintaining your business. Do you have access to the strategic thinking necessary to attain and maintain financial security? Do you have a financial plan for retirement? Attend this workshop to hear about:

- Capital markets update (current outlook and major themes for 2016)
- Discretionary model investment portfolio (strategy, portfolio allocation)
- Tax efficient monthly cash-flow through select investment vehicles
- Individual Pension Plans

This workshop is facilitated by Justin Hui and Tamara Bonn of CIBC Wood Gundy, Hui Financial Group.

#### Wednesday, April 20 Doing Business in the USA

Topics to include:

- Why now is the time to begin selling products to the U.S. market
- Benefits to selling to the U.S.
- Know your costs and understand the regulations
- Understand your market

**Location:** Pacific Customs Brokers 17637 1st Avenue, Surrey, BC V3Z 9S1

**Time:** 9:00 – 11:00 a.m.

### Wednesday, April 27 Preparing for BC's New Societies Act

Approximately 27,000 BC non-profit societies will transition over to new corporate legislation on November 28, 2016. Get a head start on the process with a presentation on the new Societies Act. This two-hour session will cover:

• The transition process

- Positive aspects of the new Act
- Online filing procedures, and more.

You will also review potential issues for boards and members to consider, including public salary disclosure requirements, privacy concerns, and problematic member remedies. This workshop is facilitated by lawyers Ken Volkenant and Luke Johnson of De Jager Volkenant.

#### Tuesday, May 3 Conflict Resolutions for Business

Do you know how to handle conflicts in the workplace? In our multigenerational & culturally diverse workforce, workplace conflict is often a result of different work ethics, breakdown in communication and high levels of stress. How often do we take time to authentically identify our "conflict tendencies" and improve our communication? Are we committed to enhancing our personal and professional interactions through openly understanding others' needs and interests? Knowing how to authentically manage and transform our conflict is essential to enhancing relationships and productivity within the workplace. This interactive workshop is designed for participants to explore, reflect and reposition their conflicts so that they can be viewed as valuable co-creative meeting points for mutual growth rather than obstacles in our way.

This workshop is facilitated by Rob Hershorn, PhD, Conflict Resolution Specialist.

### Wednesday, May 11 Rudgeting—Understanding Your Key No

### Budgeting—Understanding Your Key Numbers for a Successful 2016

Did we make money? Never ask this question again. In this session we will give you all the tools necessary to track your key metrics and the profitability of your company on a weekly basis.

# BOOTSTRAPS Getting to the Heart of the Matter LIFE SKILLS

### Tuesday, May 17 End the Wave Workshop

Frustrated with employee's personallife issues impacting work? Increase productivity and decrease absenteeism by attending this fast paced workshop.

**Time:** 9:15-11:30 am

**Admission:** SBOT Members \$25,

Public \$49

**To Register:** 604-537-7553 or

villars@telus.net

**Location:** The Surrey Board of Trade,

14439 104th Ave, Surrey



#### WORKSHOPS, continued from page 22

This tool will enable you to navigate 2016 and beyond with confidence and clear direction of where to focus your time and money. This session is designed for the service industry. You will be given:

- A set processes to track your numbers and predict how much profit you will make in 2016
- Clarity on the most important metrics in your business and how you can turn raw numbers
- A broken down sales and production plan giving you clear direction on what you need to do week to week in your business to hit your into meaningful action profit goals.

This workshop is facilitated by Danny Kerr of Breakthrough Academy, specializing in trades and service companies.

To book your next workshop in the Surrey Board of Trade Boardroom, contact Heather at Heather@businessinsurrey.com. To find out how you can list your workshop here, contact Anne at Anne@businessinsurrev.com.

#### SEMINAR: Sell to the Federal Government

Through a specialized service only available at SBOT, a Federal Government representative from the Office of Small and Medium Enterprises (OSME) will provide a seminar and a complimentary consultation (by appointment). You will learn: how the government buys goods and services, how to use Buyandsell.gc.ca, and the Build in Canada Innovation Program. In 2014/15 the federal government awarded over \$16 million in contracts in Surrey.

**Date:** June 7, 2016 **Seminar:** 9:00 – 11:00 a.m.

**One-to-one** meetings: 11:00 a.m. – 1:00 p.m.

Location: SBOT Boardroom, 101 - 14439 104th Ave, Surrey

To register: contact Luke@businessinsurrey.com

#### **MEMBER ANNOUNCEMENTS**

To post your news here, contact anne@businessinsurrey.com

Ask Anne how you can enhance your announcement or take advantage of content marketing opportunities to over 15,000 Surrey Business News readers.

#### **ONGOING SURREY BOARD OF TRADE PARTNERS**

**Sheraton Vancouver Guildford Hotel** 

604-582-9288 Charter Bus Lines of BC

604-940-1707

#### **JOB POSTINGS**

Post your job openings at www.businessinsurrey.com



**CORPORATE PAYMENTS** 

### Need financing alternatives to support rapid growth?

- · Improve and simplify day-to-day expense management
- **Earn rewards** on business expenses
- **Improve cash** management flexibility

Find out what benefits are exclusively available to **SBOT members** by contacting Sasha Obad at sasha.obad@aexp.com or 604-533-7936.





Did you know that many Surrey business owners are trading their outdated traditional computer networks for the efficiency and simplicity of Cloud Computing? You are invited to an exclusive Lunch and Learn event to discover

how Cloud Computing is revolutionizing business and how your business will be

affected – we provide the lunch! Date: Thursday May 12th **Time:** 12:00 p.m. − 2:00 p.m.

Where: Surrey Board of Trade Boardroom

**To Register:** CompuCloudRevolution@CascadiaSytemsGroup.com

**Contact:** Bob Milliken 604.270.1730.



Bozzíní's

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