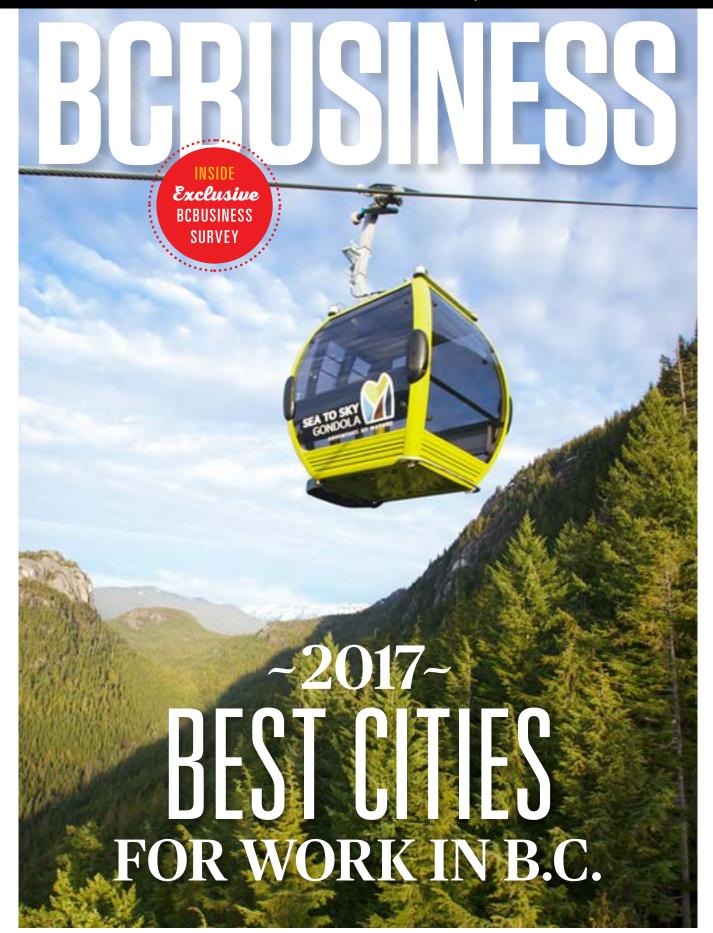
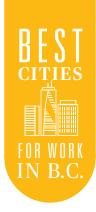
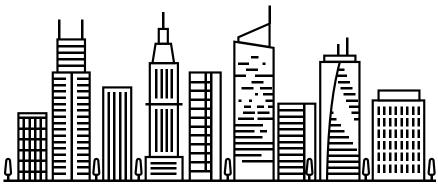
EXCLUSIVE PREVIEW EDITION SQUAMISH PEAKS / KELOWNA RISING PLUS 34 MORE CITIES WHERE YOU CAN LIVE, WORK AND PLAY







WHERE TO WORK ORK 1N 2017

INSIDE Exclusive
BCBUSINESS
SURVEY

IN OUR THIRD ANNUAL RANKING OF B.C.'S 36 BEST CITIES FOR WORK,

WE HAVE A NEW NO. 1, SEVERAL STEADY PERFORMERS—AND SOME SURPRISE BIG

GAINERS (TERRACE, ANYONE?). PLUS: A LOOK AT WHY KELOWNA IS THRIVING

AS B.C.'S UP-AND-COMING TECH HUB—AND HOW VANCOUVER'S HIGH COST

OF LIVING IS HITTING ITS SERVICE SECTOR HARD

by MATT O'GRADY and JENNY PENG

he North is down-but definitely not out.

That's one of the key findings from our third annual Best Cities for Work in B.C. survey. The survey, done in conjunction with Environics Analytics in Toronto, measures seven factors that, combined, indicate the economic attractiveness of a

community: average household incomes, household incomes for breadwinners under 35 years of age, fiveyear income growth, five-year population growth, average shelter costs, average household spending on recreation, and the unemployment rate.

Two of those factors are new this year–shelter costs,

and spending on recreation—while one measure, the percentage of households with degrees, was dropped from the formula. Why the shift? We think that while a college or university education is critical, it doesn't tell you much about whether or not that community is a great place in which to live and work. How





A few caveats:

- * We only considered cities with more than 10,000 permanent residents.
- * We excluded bedroom communities such as West Vancouver, Port Moody and White Rock, which have high incomes but relatively small job markets.
- * We didn't consider UBC, which technically is its own jurisdiction.
- * Where communities have both a district and town/city government— in North Vancouver and Langley—we combined the numbers.
- * Finally, while we believe Environics' data is the best available, it is not without limitations. Our income numbers, for example, are produced using Statistics Canada and Canada Revenue Agency data projected forward to 2016. And the unemployment rate uses figures from Statistics Canada's September 2016 Labour Force Survey, which only calculates a regional number and will not reflect changes occurring in the latter half of 2016.

much you're spending on rent or mortgage payments or utilities, however, matters a great deal—as does the amount of money you have left at the end of the day for a bit of fun.

Fort St. John and Dawson

Creek each dropped a spot on this year's list, to No. 2 and No. 3, respectively. While B.C.'s Northeast remains an economically attractive region, with some of the highest incomes in the province, the unemployment rate has skyrocketed there over the past year-from 5.5 per cent in September 2015 to 9.4 per cent in September 2016. So why didn't the two towns in B.C.'s oil-and-gas heartland drop further? According to Peter Miron, senior research associate with Environics, the unemployment rate is a very imperfect measure of job health.

"In practice, I put an extremely low weighting on unemployment," says Miron.

age workers or discourage them, Miron thinks that's "a matter of some debate. There are so many things going on under that number that it's hard to really say that it's a good sign or a bad sign." In other words, it's still too early to tell whether lasting damage will be felt up north by the slump in oil and gas prices.

Miron thinks that household incomes-and the growth therein-is a much more important factor to look at. And there, you see a high correlation between the cities at the top of our list and the five-year income growth numbers: Squamish, Fort St. John, Dawson Creek and Kelowna (No. 1 through No. 4) each experienced income growth of close to 20 per cent. "The five-year growth rate is like the stock market: just because you had a good past five years doesn't mean you'll have a good next five years," explains Miron. "But in the

While B.C.'s Northeast remains an economically attractive region, with some of the highest incomes in the province, the unemployment rate has skyrocketed there over the past year

"The issue with unemployment rates is that you might have a lot of people looking for a job, but they're not desperately actively searching for work. They're not struggling."

As to whether a high unemployment rate should encour-

absence of any other information, it's a pretty good indicator that something is going right there."

And then, of course, you need reasons to stay in a city. That's why we added the measure of recreational spend-

perhaps shell-shocked by high housing costs—live more frugally. As Miron puts it: "Recreational spending is a very nice way of distilling what's left over at the end of the day. It's money-induced fun."—*M.O'G*

9 3 NORTH VANCOUVER 10 8 DELTA 11 10 PORT COQUITLAM 12 23 MAPLE RIDGE which tracks everything The Best Cit

ing, which tracks everything from money spent on home entertainment equipment to iTunes downloads to live sporting and performing arts events. On that score, cities such as Fort St. John, Kelowna and Kamloops live large, while Lower Mainland cities such as Vancouver, Burnaby and New Westminster—

2017

RANK

2016

RANK

25

13

50/j



The Best Cities Methodology

AVERAGE

INCOME

(15%)

COMMUNITY

FORT ST. JOHN

DAWSON CREEK

SQUAMISH

LANGLEY

TERRACE

PITT MEADOWS

KAMLOOPS

HOUSEHOLD

\$105,593

\$133,213

\$101,411

\$106,579

\$91,120

\$102,709

\$116,296

\$115,640

\$107,436

AVERAGE

INCOME

\$80,260

\$77,315

\$91,470

\$74,059

\$98,052

\$92,369

\$96,747

\$87,810

HOUSEHOLD

UNDER 35 (10%)

o evaluate B.C.'s Best
Cities for Work, we looked
at seven economic indicators, each weighted differently,
that we believe reflect the health
of a city's job market. Each statistic was divided and/or multiplied
to come up with a score suitable
to its weighting.

Average household income

This figure represents data from 2016. We took the raw number and divided it by 100,000, then multiplied by 15, to arrive at a maximum score out of 15.

(15% of total score)

Average household income under 35

This figure represents the average

household income for household maintainers, or primary income earners, under the age of 35 in 2016. Again, the score is derived by taking the number and dividing by 100,000, then multiplying by 10, to get a maximum score out of 10. (10% of total score)

Average household spending on recreation

This measures a wide variety of "fun-related" household purchases identified by Statistics Canada—everything from movie tickets to TV set purchases to sending the kids to camp. For this score, we divided the average household spend in 2016 by 10,000 and multiplied by 10 to arrive at a score out of 10.

(10% of total score)

Average shelter (current consumption) costs

AVERAGE

SHELTER

SPENDING

\$23,635

\$17,793

\$23,193

\$13,712

\$23,082

\$24,625

\$24,362

\$23,536

(15%)

AVERAGE HOUSE

HOLD SPENDING

ON RECREATION

(10%)

\$6,255

\$6,443

\$6,242

\$4,456

\$5,965

\$6,402

\$6,612

\$6,050

FIVE-YEAR

GROWTH

11.77%

8.86%

7.14%

1.37%

7.23%

5.87%

5.43%

6.29%

POPULATION

FIVE-YEAR

INCOME

GROWTH

19.49%

21.77%

14.68%

26.00%

14.30%

14.52%

14.26%

14.44%

Category weights shown in brackets. Full methodology below

(30%)

UNEMPLOY-

MENT RATE

(10%)

5.30%

9.40%

9.40%

5.30%

7.80%

5.30%

5.30%

5.30%

5.30%

This looks at what people spent on necessary living expenses—rent, mortgage payments, critical repairs—in 2016. It does not measure how much it costs to purchase a home, which is an investment and not an expense. To come up with our score, we took the average household income and divided it by current shelter costs, then multiplied that amount by two for a score out of 15. (15% of total score)

Five-year population growth

This figure represents data from 2011 to 2016. We present the actual percentage growth, with a floor of 0 and ceiling of 10, to

arrive at a score out of 10. **(10% of total score)**

Five-year average

household income growth
This figure represents data from
2011 to 2016. We present the
actual percentage growth, with
a floor of 0 and ceiling of 30, to
arrive at a score out of 30.

(30% of total score)

Unemployment rate

This figure uses the unemployment rate from the September 2016 Labour Market Survey. We multiplied the community's unemployment rate by two, then subtracted that amount from 20 to arrive at a score out of 10.

(10% of total score)

TO COMPARE THIS YEAR'S RANKING TO LAST YEAR'S, GO TO BCBUSINESS.CA/BESTCITIES

BCBUSINESS.CA
BCBUSINESS.CA

BEST	一二										
FOR WORK IN B.C.		2017 Rank	2016 Rank	COMMUNITY	AVERAGE HOUSEHOLD INCOME (15%)	AVERAGE HOUSEHOLD INCOME UNDER 35 (10%)	AVERAGE HOUSE- HOLD SPENDING ON RECREATION (10%)	Average Shelter Spending (15%)	FIVE-YEAR POPULATION GROWTH (10%)	FIVE-YEAR INCOME GROWTH (30%)	UNEMPLOY- MENT RATE (10%)
	Sandy	13	7	SURREY	\$101,850	\$81,031	\$5,674	\$23,224	7.23%	14.50%	5.30%
		14	5	COQUITLAM	\$100,809	\$78,286	\$5,354	\$22,499	7.35%	14.55%	5.30%
	The second second	15	24	PRINCE RUPERT	\$93,050	\$70,882	\$4,289	\$13,540	-1.02%	23.86%	7.80%
		16	20	VICTORIA	\$96,510	\$70,470	\$5,908	\$21,033	3.48%	18.05%	5.40%
		17	16	CRANBROOK	\$98,732	\$67,242	\$5,056	\$18,221	4.15%	21.90%	8.50%
	BIZNAS	18	19	PRINCE GEORGE	\$99,015	\$74,437	\$5,753	\$16,200	1.62%	18.89%	7.40%
= F		19	27	ABBOTSFORD / MISSION	\$91,281	\$70,721	\$5,286	\$20,780	5.71%	15.99%	5.30%
(2)	E	20	12	RICHMOND	\$93,144	\$74,007	\$4,869	\$21,181	6.54%	14.40%	5.30%
		21	21	COURTENAY	\$84,370	\$68,566	\$5,352	\$18,094	2.59%	19.32%	5.40%
		22	22	VERNON	\$88,736	\$67,318	\$6,439	\$19,748	2.78%	20.12%	6.70%
BIZNAS		23	28	CHILLIWACK	\$82,610	\$71,037	\$4,893	\$18,739	6.26%	15.93%	5.30%
		24	33	CAMPBELL RIVER	\$87,048	\$73,556	\$5,596	\$19,065	1.84%	18.46%	5.40%
YOUNG AND ABLE (From left) Ryan Campbell and Justin Goodhew recently launched Biznas				THE URBAN HEART OF THUP SEVEN PLACES ON THOO. 4—IS ATTRACTING WORKERS. THANK THE FIECH SECTOR AND THE FAFFORDABILITY CRISIS	HE OKANAGA HIS YEAR'S L DROVES OF Y	AN— IST TO YOUNG IRGEONING	was week build ness seek three the and Good Vancouver options. It grad rece offers, in Edvisor—a company build city—but want to retling city. It home and a family was seek three building city. It home and a family was seek three building city. It home and a family was seek three building city. It home and a family was seek three building city. It home and a family was seek three building city. It home and a family was seek three building city. It has seek three buildings of the building city. It has seek three buildings of	A4, Justin Good working 60-ks in Silicon Voling his first Blue Perchering app. A emonths in startup fizzhew returner to conside Che UBC bustived several cluding run n education based in New Goodhew defurn to a big, He wanted to be eventually with his them xandra Reid.	hour go to valley ried busing a job prender to more to it, came valled, where to to people in the start stare and start stare and start stare and start stare stare and start stare	t, he didn't he of Second, he that there we like-minded a globa e from Siliere there's ple everywe couver is a e," says Good Y was worridn't have end oon, howeven de his grood Space, a 12 king office depreneurs in es, in Janua at 1 Space to	nave a job to ne was wor- wouldn't be tech entre- who wanted il impact. "I con Valley, crazy tech where, and a good bal- odhew, now ed Kelowna hough." er, Goodhew ove—launch- 2-person co- designed for a their early
Innovations, a soft-	ALC: N	2///200	photograph by DARREN HULL				When Reid was offered built software for B				

ware development

BCBUSINESS.CA

company, in Kelowna

When Reid was offered a job at UBC Okanagan, the couple decided to pack up and move to Kelowna. Goodhew had his doubts.

nowever, Goodhew groove-launchce, a 12-person cooffice designed for eurs in their early January 2016. It Space that he met mpbell, 33, who built software for Blackberry and AT&T as a contractor with digital agency Universal Mind. By March, the pair had launched Biznas Innovations

2017 RANK	2016 RANK	COMMUNITY	AVERAGE Household Income (15%)	AVERAGE HOUSEHOLD INCOME UNDER 35 (10%)	AVERAGE HOUSE- HOLD SPENDING ON RECREATION (10%)	AVERAGE SHELTER SPENDING (15%)	FIVE-YEAR POPULATION GROWTH (10%)	FIVE-YEAR INCOME GROWTH (30%)	UNEM- PLOYMENT RATE (10%)
25	26	NANAIMO	\$82,965	\$63,739	\$5,284	\$18,708	3.98%	18.38%	5.40%
26	17	VANCOUVER	\$94,302	\$69,895	\$4,868	\$21,440	5.68%	14.53%	5.30%
27	14	BURNABY	\$87,972	\$72,306	\$4,384	\$20,216	6.67%	14.69%	5.30%
28	31	DUNCAN	\$84,773	\$67,117	\$5,432	\$18,562	1.30%	19.21%	5.40%
29	18	PARKSVILLE	\$79,077	\$75,236	\$5,017	\$16,448	3.17%	16.95%	5.40%
30	34	QUESNEL	\$92,012	\$78,404	\$5,457	\$14,321	0.16%	18.04%	7.40%
31	30	SALMON ARM	\$82,861	\$68,631	\$6,152	\$18,586	2.32%	19.88%	6.70%
32	9	NEW WESTMINSTER	\$83,625	\$67,728	\$4,316	\$19,699	6.98%	14.58%	5.30%
33	32	WILLIAMS LAKE	\$89,315	\$75,042	\$5,047	\$14,583	-2.15%	18.03%	7.40%
34	29	PENTICTON	\$80,678	\$68,102	\$5,687	\$18,204	-2.25%	20.00%	6.70%
35	36	PORT ALBERNI	\$72,376	\$64,381	\$4,672	\$15,890	-1.05%	14.71%	5.40%
36	35	POWELL RIVER	\$74,254	\$64,801	\$4,836	\$16,000	-0.45%	12.68%	5.40%

Category weights shown in brackets. Full methodology on page 27



Inc., a software development company that builds mobile apps, and within four months Biznas had hired seven fulltime staff and generated \$220,000 in revenues. Goodhew anticipates upward of \$600,000 in revenues by the end of 2016.

While still a relatively small enterprise, Biznas is part of a growing tech hub in the Okanagan, where combined revenues for the sector now top \$1.3 billion annually, trailing only Vancouver's (\$23 billion) and Victoria's (\$3 billion) tech hubs. The principals of Biznas are typical of the Okanagan's burgeoning tech scene, which is injecting a youthful vigour into the once-grey region. According to Accelerate Okanagan, a nonprofit technology accelerator, 52 per cent of the local

tech workforce is now under 35 years of age-up from 38 per cent in 2013.

Colin Basran, the 39-yearold mayor of Kelowna, thinks his community of 100,000 will continue to be a draw for young talent, thanks to the city's combination of low taxes, affordable housing, thought of this as a retirement destination. Over the last five years that has changed dramatically," says Basran, adding that he thinks Vancouver's affordability crisis presents an opportunity for local tech employers.

"The biggest thing that's holding back the growth of

"The biggest thing that's holding back the growth of the tech sector in Kelowna is a lack of skilled labour. We need to grow our own... and then attract skilled labour from elsewhere"

and new tech infrastructure such as a 13-kilometre underground fibre optic cable providing high-bandwidth data

"People who don't know Kelowna well would have

the tech sector in Kelowna is a lack of skilled labour. We need to grow our own-so that's where the post-secondary institutions come in-and then attract skilled labour from elsewhere. And

we need to ensure we have a high quality of life, because we know that many of these jobs are mobile and they can be done from anywhere."

For Goodhew and his now-fiancée, Reid, living in Kelowna means that, unlike in the Bay Area or Vancouver, they can actually afford real estate. This past July-almost two years after moving to Kelowna from their cramped Kitsilano apartment-the couple bought a two-bedroom bungalow, steps from the beach where they spent summer weekends with a new boat. There's even a taste of their former big-city life in Kelowna, says Goodhew: "There are these new restaurants coming in, new breweries. It reminds me of Kits, of Main Street, of Commercial Drive."□

What's Your Story?

Let us tell it to your customers in 4 easy steps:



2.

Concept



marketing story

Development Our team designs your narrative

content-marketing Discovery We meet with engage, enlighten and entertain discover the gems your target of your brand, audience.You goals and approve it every step of the way. that will inspire



Story Creation

Our brand journalism team of writers, designers and visual artists tells mix of print, web and social platforms.



Distribution & Results!

We showcase your story to targeted readers via proprietary and content-syndication channels – anything from a feature in **BCBusiness** or on BCBusiness.ca to social media amplification, partner content augmenation or a live event

experience!

Let us bring your story to life.



Find out more at ContentLab@CanadaWide.com

transmissions.

- Kelowna Mayor Colin Basran

BCBUSINESS.CA BCBUSINESS.CA



A Victim of Its Success

GLOBAL INTEREST IN VANCOUVER (DOWN NINE PLACES ON THIS YEAR'S LIST) HAS MADE IT ONE OF THE LEAST AFFORDABLE CITIES IN THE WORLD—AND ONE OF THE HARDEST PLACES TO ATTRACT AND RETAIN SERVICE WORKERS

by JENNY PENG

photograph by TANYA GOEHRING

inside the lobby of the Fairmont Waterfront Hotel, a steady stream of travellers are lining up at the check-in desk; next door, the hotel's ARC restaurant is buzzing with the chatter of diners studying city maps and servers calling out orders to the kitchen. While not as packed as in the soldout summer months, the 489-room hotel in downtown Vancouver is struggling these days to find workers to meet the demand of its 200,000plus annual visitors. In a typical example, openings for in-room dining servers and bussers that took two to three weeks to fill just three years ago now sit unfilled for upward of four months.

t's late September, and

A variety of factors are at

play, including changes in 2014 to the federal Temporary Foreign Workers program, but Vancouver's high cost of living has become a top concern for hoteliers, retailers and restaurateurs across the region. "We've seen a couple of people leave because they're relocating to places like the Island or the Okanagan where they think it's going to be less expensive to live," says the Waterfront's director of human resources. Arlene Hall, who's been with the Fairmont chain for 36 years. Hall says that many

job candidates that she interviews express resistance to the regularly fluctuating hours—an inevitable part of hotel life. "We find sometimes people are looking to juggle multiple jobs in order to pay their bills."

The challenge of finding stable hourly workers in the Lower Mainland is echoed by Cameron Laker, CEO of Burnaby staffing agency Mindfield. Laker—whose clients range from Cobs Bread to Mr. Lube—says the region's cost of living touches all parts of the service sector. "I can't

The challenge of finding stable hourly workers in the Lower Mainland is echoed by Cameron Laker, CEO of Burnaby staffing agency Mindfield. Laker—whose clients range from Cobs Bread to Mr. Lube—says the region's cost of living touches all parts of the service sector

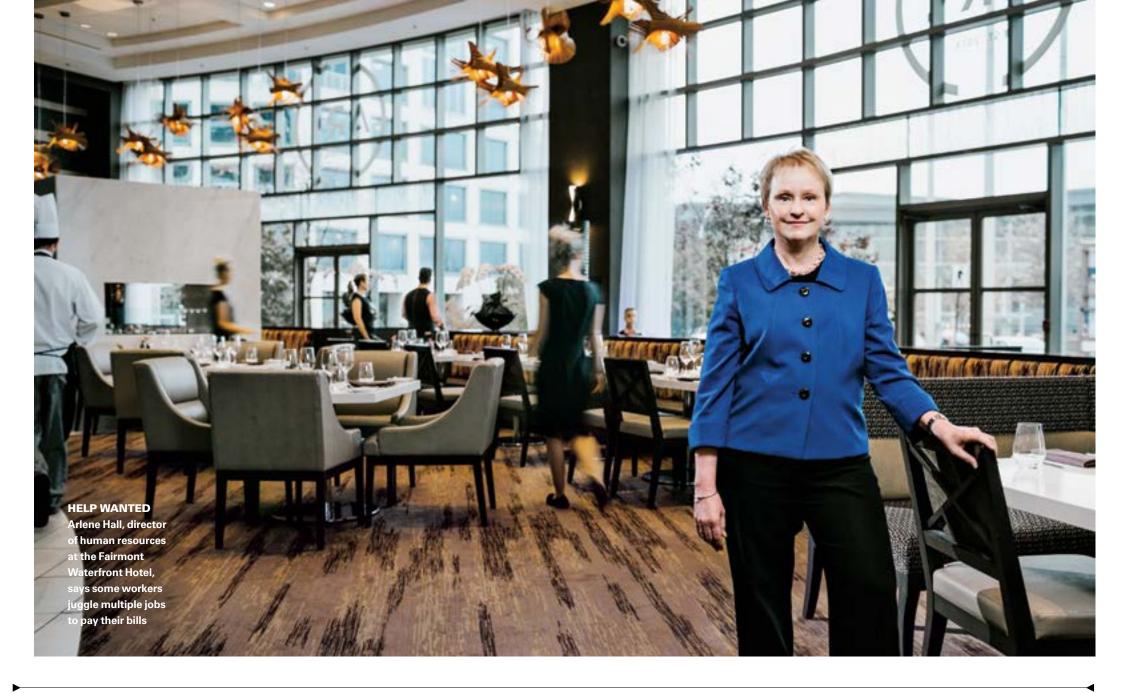
think of a restaurateur either in the quick-service restaurants like Tim Hortons or casual fine dining ones like Cactus Club and Moxie's who isn't struggling to find really solid, back-of-the-house staff," says Laker. "Who can live in downtown right now making \$12 an hour? You can't afford it. It's putting pressure on hiring from outside your core region because there's huge risk in turnover because that employee doesn't want to travel for 45 minutes to work."

Typical of the challenge

that Laker identifies is Michael Lylyk-a 32-year-old working part-time for \$10.85 an hour at the Gap on Robson Street. Lylyk's on-call shift starts at 5 a.m., but because of his transit-unfriendly neighbourhood of North Burnaby, he has to leave home by 2:30 a.m. to catch a bus in time for work. "I could cab it, but that costs money that I don't have. So the cheapest thing for me is to do is to sacrifice sleep," says the Vancouver Film School graduate, who currently unboxes clothes for the Gap but one day hopes to

work full-time in television or

radio broadcasting. For Claudia Hernandez, a room attendant at the Burrard Hotel across from St. Paul's Hospital, the sacrifice is even greater. Hernandez is a 40-year-old single mother of three living in one of the city's subsidized housing units near Marine Drive and Boundary Road. For Hernandez, access to transit isn't the issue; it's having anything left in the bank after payday to keep her family out of poverty. "By the time my new cheque comes, I'm already broke." □



BCBUSINESS.CA



Enterprising
Spirits in Squared.

SQUAMISH, WITH ITS FAST-GROWING POPULATION, RISING INCOMES AND OUTDOOR LIFESTYLE, REACHED #1 IN BCBUSINESS'S 2017 RANKING OF BEST CITIES FOR WORK. ONE YOUNG COUPLE ALSO DISCOVERED AN ENERGETIC STARTUP COMMUNITY THAT SUPPORTS ITS OWN

by MARCIE GOOD

photograph by MARK BRENNAN

he lounge at Gillespie's
Fine Spirits in Squamish,
where patrons stop in for
tastings by day and cocktails by night, feels like
the living room of your long-time
best friend's apartment. Fat leather
couches line the deep-purple walls,
and houseplants are slung from
the ceilings in macramé hangers.
A small window behind the bar
at the back reveals the stainlesssteel machines that perform the
processes—mashing, fermenting,
boiling and distilling—of making
vodka, gin and whisky.

Located at the end of a long industrial building near a forest, the distillery has the atmosphere of a speakeasy. "People come in and they say, 'Is this legal?" says Kelly Ann Woods, who owns Gillespie's with her partner, John McLellan. Picking up on that vibe, an enlarged 1917 photo in the lounge shows a group of moustached Vancouver police officers standing among a collection of copper stills, equipment confiscated from spirits makers during the days of Prohibition.

The photo hints at the difficulties the couple faced when they tried to launch their business in nearby Vancouver. The idea seemed perfect: McLellan grew up in Glasgow and frequently sailed the Scottish coast with his parents, visiting whisky distilleries. Woods, who grew up near Ottawa, had worked in restaurants for more than a decade as a sommelier and mixologist. When they started dating in late 2012, McLellan told her he didn't think he had time for a girlfriend because he was opening a distillery. "Don't you see?" Woods replied. "I'm the other part of this."

They devised a business plan, got funding from family, and took a course in making and marketing spirits. McLellan, a trained mechanic, found used industrial equipment and modified it for a fraction of the cost of new stills. But after they rented a space in Marpole under the Oak Street

Bridge, reality set in. McLellan and Woods worked for six months with an architect and engineers to meet the requirements of various permits, and burned through about \$40,000 of their \$250,000 startup capital. When city officials told them in March 2013 that they still needed to submit four different engineering reports before their fire permit would even be considered, they gave up and decided to move.

A friend suggested Squamish. "That place you drive through?" Woods asked. But then the two entrepreneurs looked closer. They loved the mountainside setting, but also the first conversation they had with the city's economic development officer, who was eager to help them. They sailed through the licensing process (including a variance permit to allow the lounge) and opened their shop in September 2014.

"From a business perspective, our experience here [compared to Vancouver] has been night and day," Woods says. "I feel like we are wildly supported. We still have to deal with fire codes, building codes, inspections, but there's this underlying feeling that people want you to succeed. That makes a real difference."

The pair now produce vodka, gin and flavoured spirits including an award-winning limoncello. These are available in restaurants (including Vancouver's Campagnolo, The Cascade Room and Chambar), at private liquor stores and online. When Woods was pregnant (their son, Callum, was born in January 2016) she developed a line of non-alcoholic sipping vinegars, for mixing

in drinks or as a secret ingredient in salad dressing, with inventive flavours like rhubarb, angelica and ginger. Gillespie's first whisky barrels—paid for up front by aficionados willing to wait three years for their own personal cask—sold out.

It's no surprise to Woods that Squamish reached the top of BCBusiness's 2017 Best Cities for Work ranking. She and McLellan discovered an energetic startup community and staunch support for local products. The city is becoming a specialty beverage hub, with the veteran Howe Sound Brewing, newcomers Frostbites Syrup Co., Spark Kombucha, Squamish Water Kefir Co., and, within walking distance of their distillery, a soon-toopen meadery and three craft breweries.

Although Squamish is struggling with its own housing problems, the Gillespie's proprietors found a good place to rent just a short walk from work. Woods loves the wealth of parent-and-tot events, the exuberant local farmers' market, community fundraisers and the popular downtown consignment store.

"It's redneck hippie," she says of her new home. "It's the perfect cross between cultures. There's still an old-time feel from the mining and the pulp and paper and logging, and yet at the same time there's an amazing transition. I think we all share a similar love for the place we live, so there's this general upliftment."

No part of this magazine may be reproduced in any form – print or electronic – without written permission of the publisher. For subscription info call 604-299-1023 or email: bcbsubscriptions@canadawide.com. 8.0

BCBUSINESS.CA