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UK SUPPORTS CANADA AMID ONGOING DIPLOMATIC ROW WITH INDIA

The United Kingdom has put its weight behind Canada amid the latter's diplomatic row with India. The British Foreign office on Wednesday (October 16) released a statement and indicated that India should co-operate with Canada in connection with the accusations levelled by Canadian Prime Minister Trudeau. The Canadian PM has alleged that 'agents' of Indian government have been involved in the killing of pro-Khalistan terrorist Hardeep Singh Nijjar in Canada. Nijjar was killed on June 18, 2024 in Surrey, Canada by unknown assailants. Canada has provided no evidence to support Trudeau's claim.

"We are in contact with our Canadian partners about the serious developments outlined in the independent investigations in Canada. The UK has full confidence in Canada's judicial system ... The government of India's cooperation with Canada's legal process is the right next step," said the British



Foreign Office in its statement.

The statement from the Foreign

Office has come after a phone call

between British Prime Minister Keir

Starmer and Trudeau.

In a separate statement, the Downing Street said that both leaders "discussed recent developments regarding allegations under investigation in Canada. Both agreed on the importance of the rule of law. They agreed to remain in close contact pending the conclusions of the investigation."

Trudeau has accused India for having been involved in murder and other criminal activities on Canadian soil. India has rejected all such claims and in turn has asked Canada to provide concrete evidence which hasn't been forthcoming from the Canadian side. The row between India and Canada reached a new high after Canada described Indian high commissioner in Ottawa along with other Indian diplomats as 'persons of interests' in murder probe. An angry India then withdrew six of its diplomats including the high commissioner and expelled six Canadian diplomats from India.

TOBACCO FIRMS TO PAY \$23.6BN IN PROPOSED CANADA SETTLEMENT

By Natalie Sherman

Three of the world's biggest cigarette companies are nearing a deal that would end a decades-long fight in Canada to hold the firms to account for hiding the health risks of tobacco.

Philip Morris, British American Tobacco and Japan Tobacco would pay C\$32.5bn (£18bn; \$23.6bn) to smokers and health departments in Canada under the terms of a settlement put forward by a court mediator.

The proposal comes nearly 10 years after a Quebec court in 2015 ruled that the companies were long aware of the links between cigarettes and cancer but failed to warn their customers.

The landmark decision led the companies to place their Canadian operations in bankruptcy, kicking off years of negotiations.

How much each company must pay is still being discussed, according to Philip Morris.



"Although important issues with the plan remain to be resolved, we are hopeful that this legal process will soon conclude," said Jacek Olczak, chief executive of Philip Morris, which

operates in Canada under the name Rothmans, Benson & Hedges.

In announcing the deal, the Quebec Council on Tobacco & Health said, if approved, it will mark

the first time globally that litigation against Big Tobacco has resulted in direct compensation for victims.

The proposal sends roughly \$C6.5bn directly to smokers and their heirs hit by illnesses such as lung or throat cancer, reserving roughly \$C4bn for victims in Quebec who first brought the suits.

That amounts to awards of up to C\$100,000 per person, depending on the illness and where and when the person started smoking.

Government health departments would also receive about \$C24bn in funds over time.

Smokers and ex-smokers had filed suit against the cigarette-makers in 1998.

A Quebec court in 2015 ordered the companies to pay damages of about C\$15bn, a decision that was upheld in 2019.

Philip Morris said that voting on the plan would happen in December this year and if accepted by claimants, a hearing to consider approval

of the plan would then be expected in the first half of next year.

Trudel Johnston & Lespérance, a law firm that represents some of the claimants, notified clients of the update saying they are confident that almost all creditors will vote in favor of its adoption.

Some advocacy groups said they were disappointed by the result, warning it would do little to change corporate behaviour and help public health.

"The settlement provides no roadmap aimed at preventing these very same companies from causing more damage by recruiting new victims, including through new enticing nicotine gadgets," Smoking & Health, Physicians for a Smoke-Free Canada and the Quebec Coalition for Tobacco Control said in a joint statement.

The groups called the compensation for victims the "only positive component of this deal".

How the India-Canada fallout could affect trade and immigration

After a bombshell accusation from Canadian officials this week - that they believe India government agents were linked to a campaign of murder and extortion in the country - diplomatic relations hit new lows.

That rift is now raising questions over the impact it could have on the deep trade and immigration ties between both countries.

Bilateral trade is worth billions of dollars, and Canada is home to nearly 1.7 million people of Indian origin.

The breakdown of relations at this level is uncharted territory, and much of what happens next will depend on how they choose to move forward, experts suggest.

Neither country has imposed tariffs or other economic forms of retaliation, but experts caution that this could change, and that a cooling relationship between India and Canada could hinder further economic growth.

"The biggest challenge, particularly for business and citizens, is going to be uncertainty," Arif Lalani, a senior advisor at government consulting company Strategy-Corp and a former Canadian diplomat, told the BBC.

The two countries have been negotiating a bilateral trade deal on and off for over a decade, but Canada paused talks last year shortly before Prime Minister Justin



Trudeau first made a public accusation against India.

In September 2023, Trudeau said that Canada had "credible allegations" linking Indian government agents to the murder of Sikh separatist Hardeep Singh Nijjar, who was shot and killed in Surrey, British Columbia that June.

India temporarily suspended visas for Canadian citizens shortly after, but that move was brief and it resumed visa processing in November.

Trade ties between the two, meanwhile, remained as usual. Bilateral trade is around \$8bn (£6.15bn), according to the latest fiscal figures from India's trade ministry.

Canada's trade minister recently assured business owners that Ottawa does not seek to disrupt commercial ties with India.

Still, with ongoing uncer-

tainty, Mr Lalani said businesspeople from both countries could look elsewhere for opportunities.

"People will be thinking twice in terms of expanding trade, or trying to build on what they already have," he said.

Another big concern is how the rift will alter movement of people between the two countries. India has been Canada's top source of international students since 2018, and about 4% of Canada's overall population is of Indian origin.

"The human connection between our countries is profound," Karan Thukral, a lawyer based in Delhi, told the BBC, adding that a big portion of his clientele are people eager to move to Canada.

He said many are now anxious about how the diplomatic tension could affect

their plans to work or study in Canada.

Immigration processing remains operational, Mr Thukral noted, but he has advised his clients to anticipate potential delays due to the reduction of diplomatic staff in both countries.

Others, especially those in Canada with family in India, are anxious about India reinstating visa restrictions for Canadian nationals, he added.

Any visa restrictions would come with business implications and could have a dampening effect on trade, tourism and investment, said Jeff Nankivell, president of the Asia Pacific Foundation of Canada.

"The Indian government has already shown its willingness once to suspend the visa issuance, so it's possible they could do so again," he said, adding the biggest impact will be felt in Canada's large Indian diaspora community. Mr Nankivell said that he suspects the diplomatic situation will continue to evolve, and the fallout will be felt for a long time as Canadian police pursue legal action against those allegedly complicit in Mr Nijjar's death and other criminal acts.

"That's going to continue to raise the temperature," he said.

Four people have been arrested and charged in connection

with Mr Nijjar's murder - all Indian nationals in their 20s - though it remains unclear if and how they are connected to India's government.

A trial date for them has not yet been scheduled.

Canadian police said this week there are "multiple ongoing investigations" into the alleged involvement of India government agents in "serious criminal activity" in Canada.

On Wednesday, Trudeau doubled-down on accusations against India with sharp criticism of Delhi's alleged aggressive interference in Canada's sovereignty.

But he also cautioned that he does not want to hurt economic and social ties.

"We don't want to be in this situation of picking a fight with a significant trading partner, with whom we have deep people-to-people ties and a long history and are fellow democracies," Trudeau told a public inquiry looking into foreign interference in the country.

India hit back angrily, calling Trudeau's behaviour "cavalier" and accusing Canada of not presenting evidence to back up its accusations.

Earlier this week, India said that it "reserves the right to take further steps" in its response, while Canada's foreign minister Mélanie Joly said all options, including sanctions, are on the table.

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Government of Canada invests in retraining opportunities for workers

When communities are hit with mass layoffs, the long-term impacts of unemployment affect everyone. As economies grow and change, there needs to be supports in place to help workers transition into new opportunities.

That is why today, Minister of Employment, Workforce Development and Official Languages, Randy Boissonnault, while hosting Workforce Summit 2024 in Montreal, announced the launch of the Canada Retraining and Opportunities Initiative call for proposals. This \$30 million fund will be provided to projects that bring together community-based organizations, that provide new skills training opportunities for workers. The Canada Retraining and Opportunities Initiative is part of the Government's response to significant job losses impacting a community and provides funding to address exceptional situations. This initiative will



help bolster community resilience by complementing existing programs and services to help displaced workers transition into new jobs.

Interested organizations can apply by first submitting an expression of interest. Organizations that meet the criteria in the expression of

interest will be invited to submit a full application. Applications will be accepted between October 16, 2024, and March 31, 2025. The call may close earlier if funding has been fully committed. For more information, please consult the Canada Retraining and Opportunities Initiative.

Quotes

"Local leaders know their communities best. That's why we created the Canada Retraining and Opportunities Initiative; to give local leaders what they need to support workforce planning and help displaced workers find work. That's how we're empowering communities to address labour challenges, drive innovation and create good paying jobs across the country."

- Minister of Employment, Workforce Development and Official Languages, Randy Boissonnault

Quick facts

This initiative is delivered through the Community Workforce Development Program, a program that puts communities at the heart of determining their economic futures.

Funding for the Canada Retraining and Opportunities Initiative was first announced in the 2022 Fall Economic Statement as additional support to existing federal, provincial and territorial programming to support Canadian workers. Employment and Social Development Canada has \$30 million over two years (2024-2025 and 2025-2026) to support communities and workers affected by unforeseen economic events.

This initiative will complement existing federal, provincial, or territorial programs such as labour market transfer agreements and Employment Insurance that provide a range of supports to assist workers in the context of unforeseen economic events.

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ਸਟ੍ਰੋਕ ਦੇ ਸੰਕੇਤਾਂ ਨੂੰ ਜਾਣੋ

Face ਚਿਹਰਾ: ਕੀ ਚਿਹਰਾ ਹੇਠਾਂ ਨੂੰ ਢਿਲਕ ਰਿਹਾ ਹੈ?

Arms ਬਾਹਵਾਂ: ਕੀ ਤੁਸੀਂ ਆਪਣੀਆਂ ਬਾਹਵਾਂ ਉੱਪਰ ਨੂੰ ਚੁੱਕ ਸਕਦੇ ਹੋ?

Speech ਗੱਲ-ਬਾਤ: ਕੀ ਤੁਹਾਡੀ ਗੱਲ-ਬਾਤ ਅਸਪਸ਼ਟ ਹੋ ਰਹੀ ਹੈ?

Time ਸਮੇਂ: ਸਮੇਂ ਦੀ ਅਹਿਮੀਅਤ ਸਮਝੋ - ਝਟਪਟ 9-1-1 'ਤੇ ਫੋਨ ਕਰੋ।

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How the India-Canada fallout could affect trade and immigration

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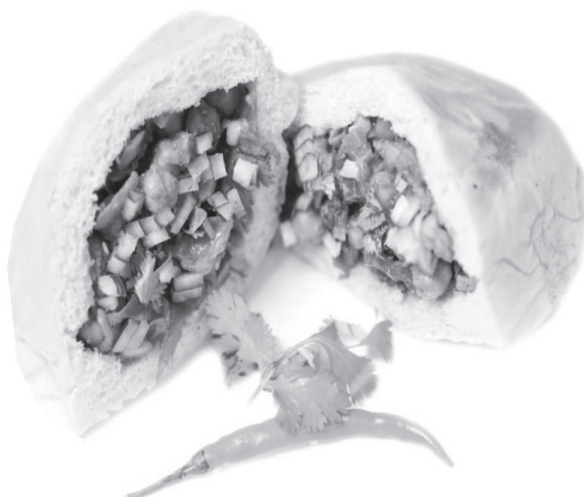
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US charges Indian agent in Sikh separatist murder plot

The United States has charged a former Indian intelligence officer for allegedly directing a foiled plot to assassinate an American citizen who advocates for Khalistan - an independent Sikh state that would be carved out of India.

The US Attorney's Office for the Southern District of New York said on Thursday that it had registered "murder-for-hire and money laundering charges" against Vikash Yadav for trying to kill Gurpatwant Singh Pannun.

The indictment of Yadav, for the first time, implicates the Indian government directly in the attempted assassination of a dissident. The Indian government has said it is co-operating with the ongoing investigation in the US. It has not responded to the specific charges against Mr Yadav yet.

The development comes after Nikhil Gupta, an Indian national also charged in the case, was extradited to the US from a prison in Prague earlier this year. The FBI has accused Indian agents of involvement in an assassination attempt on Pannun, a dual US-Canadian citizen, saying Pannun was targeted for exercising his "First Amendment rights" to free speech.

"The FBI will not tolerate acts of violence or other efforts to retaliate against those residing in the U.S. for exercising their constitutionally protected rights," said FBI director Christopher Wray in a statement.

India has labelled Pannun a terrorist, though



he denies the allegation, claiming to be an activist advocating for Khalistan. According to the US indictment, Yadav was the mastermind behind the plot to murder Pannun and he recruited Gupta in May 2023 to orchestrate the assassination in exchange for getting a case against him in India dismissed.

"In or about June 2023, in furtherance of the assassination plot, Yadav provided Gupta with personal information about the victim, including the victim's home address in New York City, phone numbers associated with the victim, and details about the victim's day-to-day conduct," the indictment states.

On Thursday, India's foreign ministry spokesperson, Randhir Jaiswal, stated that the individual referred to as "CC-1" in the US Justice Department's indictment is no longer employed by the Indian government.

However, he did not provide a specific name, leaving it unclear whether he was

referring to Yadav, who is widely speculated to be the same person.

In response to Yadav's indictment, Pannun said the attempt on his life on American soil was a "blatant case of India's transnational terrorism, which has become a challenge to America's sovereignty and threat to freedom of speech and democracy."

Yadav's indictment comes days after the Canadian police and Prime Minister Justin Trudeau alleged that Indian agents were involved in the killing of Sikh separatist leader, Hardeep Singh Nijjar in Surrey, British Columbia, setting off a new row that led to both countries expelling diplomats.

India has rejected the allegations as "preposterous", accusing Trudeau of pandering to Canada's large Sikh community for political gain.

Earlier this week, the US State Department urged India to co-operate in Canada's investigation.

Who is Vikash Yadav? The indictment de-

scribes Yadav as a "citizen and resident of India". He has also been referred to as Vikas and Amanat.

It states that he was part of the Government of India's cabinet secretariat, under which the Research and Analysis Wing (RAW) - the country's top intelligence agency - operates. RAW falls under the authority of the Prime Minister's Office (PMO).

The indictment further states that Yadav had described his position as "Senior Field Officer" with responsibilities in "security management" and "intelligence".

It adds that he has

also served in India's paramilitary Central Reserve Police Force (CRPF) and had received training in "battle craft and weapons".

The Washington Post reported that Yadav is still in India and that the US is expected to seek his extradition, citing US official sources.

The US State Department has said that it was satisfied with India's co-operation in the investigation of the alleged murder plot.

Meanwhile, India's relationship with Canada continues to deteriorate with both Delhi and Ottawa firing a salvo of accusations against

each other.

Mr Jaiswal said on Thursday that India had repeatedly asked Canada to extradite individuals believed to be part of the group of jailed Indian gangster Lawrence Bishnoi, but had received no response.

The Canadian police have alleged that agents of the Indian government were using members of Bishnoi's gang to carry out "homicides, extortion and violent acts" and target supporters of the pro-Khalistan movement. India has denied the allegation saying that Canada has not provided any evidence regarding them.

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South Asian

CHOICE

BOMB THREATS DISRUPT AIR TRAVEL: FIVE INDIGO FLIGHTS ON HIGH ALERT; VISTARA, AKASA AIR & AIR INDIA ALSO AFFECTED, AMID RISING HOAX CONCERNS

In a chilling series of events, bomb threats were reported on 10 flights across the nation today (October 19), sending many passengers and authorities into a state of high alert and fear. Among the affected flights, five belonged to IndiGo Airlines, one of the country's leading carriers. As of the latest reports, three of these IndiGo flights have safely landed, while two are still mid-air, with emergency protocols in place. The IndiGo flights receiving bomb threats include: Flight 6E 17: Mumbai to Istanbul; Flight 6E 11: Delhi to Istanbul; Flight 6E 108: Hyderabad to Chandigarh; Flight 6E 58: Jeddah to Mumbai; Flight 6E 184: Jodhpur to Delhi. This wave of bomb threats follows a series of alarming incidents over the past week, causing a state of high alert. Just hours before the threats to IndiGo flights, an Air India Express flight was also forced to make an emergency landing due to a bomb threat. Although it turned out to be a hoax but the recent series of incident of bomb threats in airlines are adding to growing concerns among individuals and authorities.

United Nations: A staggering 2 billion women and girls worldwide have no social protection, according to a report released by UN Women.

The report, "World Survey on the Role of Women in Development 2024", reveals a widening gender gap in social protection -- the raft of policies including cash benefits, unemployment protection, pensions and healthcare -- leaving women and girls more vulnerable to poverty.

Gender Gaps In Coverage Sees Widening While levels of social protection have increased since 2015, gender gaps in such coverage have



widened in most developing regions, suggesting that the recent gains have benefited men more than women, shows the report published ahead of the International Day for the Eradication of Poverty on October 17, Xinhua news agency reported. Despite advancements, more than 63 per cent of

women worldwide still give birth without access to maternity benefits, with the figure soaring to 94 per cent in sub-Saharan Africa. The lack of financial support during maternity leave not only places women at an economic disadvantage but also compromises their health and well-being and that of their chil-

dren, perpetuating poverty across generations, it shows.

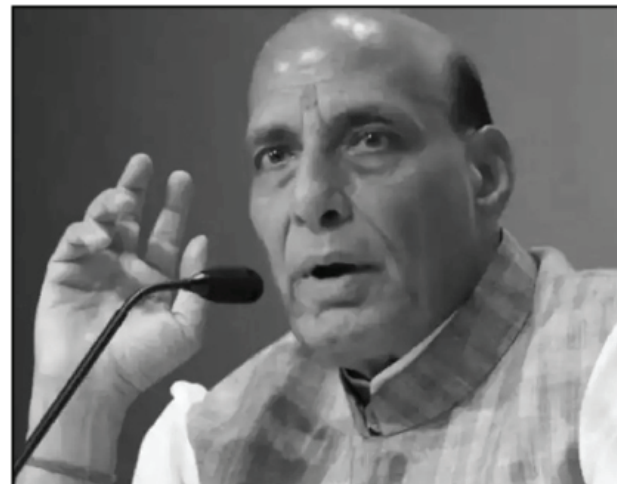
The report paints a stark picture of the gendered nature of poverty. Women and girls are over-represented among the poor at every stage of life, with the largest gaps during their child-bearing years. Women aged 25-34 are 25 per cent more likely to live in extremely poor households than men in the same age group. Conflict and climate change exacerbate this inequality. Women in fragile contexts are 7.7 times more likely to live in extreme poverty compared to those in non-fragile environments.

ARTIFICIAL INTELLIGENCE HAS POTENTIAL TO REVOLUTIONIZE MILITARY OPERATIONS: RAJNATH SINGH

Defence Minister Rajnath Singh on Saturday said that from predictive analytics to autonomous decision-making systems, Artificial Intelligence has the potential to revolutionize military operations.

Speaking at the 62nd National Defence College Course Convocation Ceremony, Defence Minister Rajnath Singh said,

"Artificial Intelligence or AI has the potential to revolutionize military operations, from predictive analytics to autonomous decision-making systems. You will be the leaders, who will have to decide where



and how to leverage this technology." He said that in today's interconnected world, a firm grasp of geopolitics, international relations, and the complex-

ities of global security alliances is a must for military leaders. "The decisions made by military leaders can have far-reaching consequences that extend

beyond the battlefield and into the realm of diplomacy, economics, and international law. As such, strategic learning in these areas is crucial," the Defence Minister said.

In what appeared to be a reference to Israel's hacking of Hezbollah pagers to attack them the Defence minister said, "We find ourselves in a time of unprecedented threat, where the very tools and technologies that permeate our daily lives have the potential to be weaponized on a massive scale. I think all of you can guess which recent incident I am referring to."

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Crime Stoppers "MOST WANTED" is a weekly fan out service based on information provided by police investigators who need public assistance in making our communities safer by identifying individuals involved in committing crimes. If you have any information regarding the individuals listed here, please contact Crime Stoppers anonymously. You could be eligible for a reward of up to \$2000 upon arrest and charge. You will never be asked your name or have to appear in court.

Name: SNOWDEN, Martin Age: 44 Height: 6'0" ft Weight: 170lbs Hair: Brown Eyes: Hazel Wanted: Theft of \$5000 or Under Warrant in effect: October 8, 2024 Parole Jurisdiction: Chilliwack, BC	Name: ABRA, Christopher Age: 41 Height: 6'0" ft Hair: Brown Eyes: Blue Wanted: Possession for Purpose of Trafficking Warrant in effect: June 6, 2024 Parole Jurisdiction: Coquitlam, BC	Name: KARDUX, Austin Age: 24 Height: 6'0" ft Weight: 157 lbs Hair: Black Eyes: Brown Wanted: Assault Warrant in effect: October 8, 2024 Parole Jurisdiction: Chilliwack, B.C.
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EX-HAMAS CHIEF YAHYA SINWAR WAS KILLED BY GUNSHOT TO HEAD, AUTOPSY REVEALS



Yahya Sinwar, who was the acting chief of Hamas in Gaza, was killed on Wednesday (October 16). His autopsy has now revealed that the Palestinian leader, who succeeded Ismail Haniyeh after the latter's death, died due to a gunshot wound to the head. Dr Chen Kugel from Israel's national forensic institute, who oversaw the autopsy provided information to The New York Times. He said that at the time of the death, Sinwar's right arm was smashed. The doctor told the news outlet that a small missile or tank shell may have hit Sinwar earlier and have injured his arm. In an effort to stop the bleeding Sinwar tried to use an electrical wire to stanch the blood flow. "But it wouldn't have worked in any case," said Dr Kugel, as quoted by The New York Times. "It wasn't strong enough, and his forearm was smashed." It is not yet clear who

fired the shot that killed Sinwar. A video showing Sinwar's final moments appeared online after his death. It was reported that the video was released by Israel. Israel made the mistake of publishing footage of Yahya Sinwar's last moments. Wearing a kufiyyeh and severely injured, he threw a stick at the drone filming him - a final act of defiance against the Zionist occupation. Hamas struck a defiant note after it confirmed Sinwar's death on Friday in a televised eulogy. Khalil-al-Hayya, the longtime deputy of Sinwar said that the militant outfit is continuing on its path. "Banner will not fall," he said. Yahya Sinwar played a key role in orchestrating the October 7, 2023 attack during which Hamas militants crossed the border from Gaza into southern Israel and killed upto 1200 people.

INDIA SECOND ONLY TO US IN ADOPTING GENERATIVE AI IN CONSUMER APPLICATIONS: REPORT



India is rapidly adopting Generative AI (GenAI) platforms, emerging as a global leader in several use cases, second only to the United States, highlighted a report 'Gen AI in consumer applications' by SimilarWeb (L3M). The report revealed that Indians are particularly using AI tools for content editing, where India ranks second globally, with 12 per cent of the global AI usage in this area attributed to Indian users. This positions

India as a significant player in the adoption of AI for content-related tasks. "India leads the race (2nd only to the US) for adoption of various GenAI platforms, especially across assistant and content editing use cases" said the report. As per the data by the report, besides content editing, India ranks third globally in the use of AI for productivity tools and in the education sector.

'CHINA RANKS WORST IN INTERNET FREEDOM GLOBALLY,' SAYS US FREEDOM HOUSE REPORT

Washington DC: China has secured last rank in internet freedom, according to an annual report by the US-based non-profit organisation Freedom House.

The organisation's 2024 'Freedom on the Net' (FOTN) report, which was released on Wednesday, assessed internet freedom based on data collected from June 2023 to May 2024 in terms of obstacles people face accessing the internet, limits on content and violations of users' rights. Freedom House said that China shared its designation as the world's worst environment for internet freedom with Myanmar. China and Myanmar both scored 9 out of 100 in internet freedom, the lowest among all the countries assessed.

According to the report, China intensified its efforts to seal off its domestic internet from the global network. The Chinese govern-



ment blocked international access to certain official websites. Moreover, authorities imposed hefty fines on individuals using virtual private networks (VPNs).

"Beijing has persisted in its effort to isolate China's domestic internet from the rest of the world, blocking international traffic to some government websites and imposing huge fines on people using VPNs. The Chinese gov-

ernment also continued to systematically repress dissent, for example by censoring online discussions about activist and journalist Sun Lin, who died in November 2023 after police beat him in apparent retaliation for his social media posts about protests against the Chinese Communist Party (CCP) leader Xi Jinping," the report said.

Over the deteriorating internet freedom conditions in Myanmar,

the report said that the country's military escalated its assault on internet freedom, and conducted a brutal campaign against online dissent.

"Conditions there deteriorated to their lowest point in the history of FOTN. Since seizing power in a 2021 coup, Myanmar's military has conducted a brutally violent crackdown on dissent and imprisoned thousands of people in retaliation for their online speech, all while building a mass censorship and surveillance regime to suppress the activities of civilian prodemocracy activists and armed resistance groups," the report said. "In May 2024, the military introduced new censorship technology to block most VPNs, cutting residents off from tools they had relied on to safely and securely bypass internet controls," it added.

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2024 Kia EV9 Land AWD : Six-Seater SUV is a milestone

Review by Veenoo Dewan

The new 2024 Kia EV9 inhabits that rarified air of All-Electric three-seat row SUVs that can seat 6 people in an emission free vehicle. The EV9 is new for this year with typical Kia design language; neat detailing, cool lighting, and complex shaped front and rear fascias. It is technologically advanced and has features such as over the air updates capability, as well as the ability to use your phone as the key. Its large battery can be used as an onboard generator power supply for electrical items with a household three prong connector. Note, all the EV9 has three rows of seating and can seat 6 in comfort.

For Canada there are three EV9 models to choose from, with either single or dual motor drive and two different battery sizes. The

rear-wheel drive EV9 Light starts at \$59,995; and has the small 76.1 kilowatt-hour battery and a rear-mounted motor that delivers 215 hp, 258 lb-ft of torque and a driving range of 370-km. The twin motor RWD Wind comes in at \$62,995; the all-wheel drive Land starts at \$64,995; the Land AWD Premium rings in at \$74,995; and the top-of-the-line Land AWD GT-Line as tested. (\$78,995,) has the larger 99.8k-Watt battery has dual-motors with ample power at 379 hp and 516 lb-ft of torque. Electric Driving Range on my tester showed 512 km of driving range! Exclusive-to-Canada Terrain mode is an additional feature for our northern climes.

Technology features are high on this flagship EV. These include: fourth generation battery technology, connected car navigation cockpit, a new user interface, ergomotion driver relaxation seat,

and column mounted shift by wire technology. Also added is ECU over the air updates, dedicated 5-inch HVAC display touch screen, fingerprint module for custom driver settings, digital lighting grille, hidden type touch buttons, remote smart park assist 2 extendable centre rear console and much more.

In terms of charging, the Kia EV9 features the latest 800-volt electric architecture that allows it to charge at speeds as fast as 350 kW. If you can find a fast charger of this power you can expect a milestone 10 to 80 per cent in 20 minutes with the smaller batteries, and 24 minutes with the larger 99.8-kWh battery. Charging time for Level 2 outlets is - six to hours to 8 hours dependent on battery size with 10 to 80 per cent at 350-kilowatt DC fast charger - 20 - 24 minutes.

Interior wise, the EV9 has an upscale sleek



looking cabin, luxurious, high quality and refined. The choice of trim and materials is first class and packed with high-end convenience and technology features. The super comfortable ergomotion front seats that have extra reclined and extendable ottoman - style footrest. Meanwhile the stunning glass cockpit instrument panel has twin 12.3-inch widescreen infotainment displays under a single glass panel, touch, haptic and sensory controls.. The second-row seats also has lower rests for all four captain's chairs, with mini-van-style armrests, walk-through ability to the third row and a slide-out tray with storage underneath. All four front seats are cooled and heated, with electric second-row adjustment

and full walk-through accessibility to the third row. Speaking of the third row - as with all third-row seats, it is fine for small adults or children; a squeeze for full size adults, but bearable on short trips. Still a third row is always a boon- ask any family!

On the road the EV9 rides smooth and quiet as you would expect from an EV. The heavy batteries add stability and heft that is confidence inducing. The larger battery offers 389-horsepower and drivers are rewarded with quick acceleration off the line. The 0 to 96 kilometres an hour dash is a very respectable five seconds. Power is abundant thanks to the dual motor set up and a smart front axle decoupler system that under certain driving conditions allow for a 'coasting' mode,

which Kia says can save up to eight per cent in range saving. Canadian models, include a Terrain select system for Snow, Mud and Sand. Handling for the EV9 is relaxed and direct and the all-wheel drive performs very well. Properly equipped, the EV9 with twin motors and the larger battery can tow an impressive 5,000 pounds, while the single motor trim can tow up to 1,653 pounds.

To sum up, the 2024 Kia EV9 is the SUV many people have been waiting for - offering decent EV driving range, and most crucially three rows of seats in a premium package. Highly recommended for families everywhere.

2024 Kia EV9 Land AWD - Priced from \$59,995 - \$78,995 plus PDE, freight and taxes. More info at www.kia.ca



Employment Opportunity

Media Relations Coordinators [NOC 11202]

Thind Motion Films Pvt. Ltd., located at 700-4211 Kingsway, Burnaby, B.C. V5H 1Z6, Canada, is seeking a Full Time Position for two [2] Media Relations Coordinators [NOC 11202] .

This is a permanent, full-time position which offers various shifts with 40 hours' work per week depending on schedule.

Location of work: Primary work location will be at 700-4211 Kingsway, Burnaby, B.C. V5H 1Z6, Canada.

The positions are available immediately.

Job Description

- Strategize marketing and promotion for motion films and other projects based on project;
- Develop marketing plans and content for online [digital] marketing and offline media campaigns;
- Develop, handle and monitor social media accounts for promotion of project and prepare reports based on audience response;
- Maintain long term relations with media channels and to negotiate competitive deals for promotional activities;
- Development and management of organizations advertising and promotion budget for projects;
- Arrange press conferences and briefings and to be the organization's media liaison and formal spokesperson.

Employment Requirements

- Formal education: post-secondary education is required;
- Serve as the organization's media liaison and formal spokesperson.
- Previous experience in project promotions;
- Critical thinker with strong conceptual and research skills.
- Ability to work under pressure and meet deadlines.
- Ability to work independently and as part of a team.
- Excellent interpersonal, verbal and writing skills.
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Location of work:



The primary work location will be at 700-4211 Kingsway, Burnaby, B.C. V5H 1Z6, Canada.

The positions are available immediately.

Please email resumes to thind10084@gmail.com and qualified candidates will be contacted.

This position is open to Newcomers to Canada, Visible Minorities and Indigenous Persons.

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Home sales lacklustre in September as Canadian real estate association predicts 2025 market rebound

After another month of lacklustre sales in September, Canada's national real estate association predicts 2025 will be the year buyers come back to the market.

The Bank of Canada is expected to continue cutting its benchmark interest rate, which will make it easier for homebuyers to qualify for a mortgage. Although the central bank reduced interest rates in June, July and September, the cost of a mortgage is still relatively prohibitive, with many prospective buyers unable to handle the monthly payments.

"It suddenly makes more sense to wait than it did a few months ago," said Shaun Cathcart, the Canadian Real Estate Association's (CREA) senior economist.

The cheapest five-year fixed mortgage



rate is now below 5 per cent, according to rate comparison websites. That is lower than a year ago, but still more than double the rate during the early

years of the pandemic. However, the case is building for the central bank to cut interest rates more aggressively, with the latest round of government data showing a slowdown in inflation and economic activity.

"A few months ago you weren't going to get a really good rate for a few years, so might as well take a three-year fixed and get into the market," Mr. Cathcart said. "Now, all of a sudden, you'll probably get a pretty good interest rate by next spring."

Private-sector economists agree. "It is probable that some buyers have decided to be patient and remain on the sidelines as they wait for even better financing conditions," National Bank of Canada economist Daren King said in a research note.

CREA predicts there will be 499,800

home purchases next year. That would be 6.6 per cent higher than this year but still below the 10-year average. In addition to lower borrowing costs, the federal government's easier mortgage rules are due to go into effect mid-December.

The new rules will allow first-time homebuyers to stretch out their mortgage payments over a longer period of time and permit buyers to make smaller down payments on homes that cost as much as \$1.5-million.

With more buyers expected to enter the market, competition for homes will increase and lead to higher prices. CREA forecasts that the average home price across the country will reach \$713,375 next year, an increase of 4.4 per cent.



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 <p>NEW LISTING Richmond 6411 Blundell Rd \$2,398,000</p> <p>Builders own home! Very Rarely on the Market this Gorgeous 6 Bed 5.5 Bath home with Coach House is not to be missed. Main home consists of 5 Bedrooms and 4.5 Bath Custom designed for the Owner/Builder. High Ceilings in the Living and Dining with beautiful wainscoting and custom woodwork throughout the home, all counter are either European stone & marble, imported tiles, custom cabinetry in the gourmet kitchen. Backyard built for entertaining with a covered patio. Huge Bonus on this home is the legal COACH HOUSE 1 Bedroom Suite with a separate laundry. Location is Key on the west side of Richmond but a very central location. A stones throw from all Levels of Schools, transit, shopping, doctors and the hospital. School Catchment: Blundell Elementary school and Stevenson London HS. OPEN HOUSE - Sat Sep 14 - 2-4pm.</p>	 <p>NEW LISTING VANCOUVER 212-3478 Wesbrook Mall \$999,000</p> <p>Very well maintained 2 BED unit in Spirit (Vancouver) by Award Winning Adera. Located in one of UBC's best Neighborhoods Wesbrook Village. Bright and Airy unit featuring 2 Bed and 2 Bath and an Open Den. SS appliances Very Bright and Open Floor plan with a beautiful, covered deck overlooking a beautiful green belt. Unit comes with 1 Parking and 1 Storage Unit. Just steps to UBC and in the Heart of Westbrook Village a 2-minute walk to all shopping, dining, grocery, library, transit, and renowned Pacific Spirit Park. Pets and Rentals ok. School catchment is University Hill Secondary, Norma Rose Point Elementary.</p>	 <p>33% SOLD OUT Starting at \$979,000 RICHMOND 22811 Mclean Avenue</p> <p>Introducing Another Award Winning Community by Infinity Living "Richstone Hamilton" nestled in the quiet rapidly growing Richmond Suburb of Hamilton. 25 Farmhouse inspired townhomes with gorgeous finishes estimated for completion in May 2025. These 3 Bedroom townhomes boast designer kitchens, Fisher & Paykel appliance package, authentic imported European tiles, Quartz countertops, custom wood work, Air Con/Heat Pump/HRV and double tandem/side by side garages. These units are very well appointed. Walking distance to Shopping, schools, parks, childcare and transit. Please contact us for more details and information.</p>	 <p>\$2,298,000 Chilliwack 44477 Yale Road</p> <p>Over half an acre of prime development land next to Cap-It and other major anchors. The current use is non-conforming motel and 9 units are rented for great holding income. The property is M2 zoned for business industrial uses and ready for building permit for the development of your choice with very few restrictions. See City of Chilliwack M2 zoning permit guidelines.</p>	 <p>\$1,785,000 SOLD RICHMOND 3440 Trumond Ave</p> <p>This property is located at 3440 Trumond Avenue, Richmond, BC, in the neighbourhood of Seafair. The current median list price for similar homes for sale in the vicinity is \$1,910,000.</p>
 <p>\$1,450,000 SOLD RICHMOND 10320 Railway Ave</p> <p>This property is located at 10320 Railway Avenue, Richmond, BC, in the neighbourhood of Steveston North.</p>	 <p>\$2,365,000 SOLD RICHMOND 10226 Railway Ave</p> <p>This property is located at 10226 Railway Avenue, Richmond, BC, in the neighborhood of Steveston North.</p>	 <p>\$2,365,000 SOLD RICHMOND 10220 Railway Ave</p> <p>This property is located at 10220 Railway Avenue, Richmond, BC, in the neighbourhood of Steveston North.</p>	 <p>\$2,800,000 SOLD RICHMOND 8811 Saunders Rd</p> <p>Prime Location! Well kept 2 story house good size nice lot 6,000 sq. ft in a desirable neighborhood in North Delta. This house offers 3 beds and 1.5 baths on main floor.</p>	 <p>\$1,970,000 SOLD RICHMOND 8140 Claysmith Road</p> <p>9379 SF RS1/E Lot with a clean, 1964 built 2400 SF 3 Bdrm, 1.5 Bath Rented House, in a quiet neighbourhood of Newer Luxury Homes near Blundell & No1 Rd in the Boyd Park area of Richmond.</p>

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#202 7445 120 ST, DELTA



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Price to sell, well established \$349,000. Prime location.
With all the extra

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WAREHOUSE FOR LEASE

2637sq ft, Newton area 124st and 82ave., end of January. \$17 sq ft. plus \$6 additional rent.

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4.363 acres of prime land in the heart of Surrey.
Near 152st and 68ave.
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(Truck parking only not allowed)

2 UNITS WAREHOUSE
total 2625 Sq ft, prime location 123st and 84 ave area, \$2,900,000 for both.

3000sq ft. warehouse, 1500sq. ft. up and down, near payal business center
\$1,800,000.00

In Newton, available January 1304sq ft., with approved paint booth warehouse for sale or lease.
Price \$1,200,000.

ASSIGNMENT
19 Acres in Cloverdale
Low assignment fee
1 House and Barn
Can Build new home closing December 2023 on 168st.

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NEW LISTING

6000sq ft. building, with 12,423sq ft. land, with 6 units, all leased. In Whalley, listed \$4,900,000.00. with upto 7.5 FSR plus potential bonus.

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Almost 10,000sq ft. with subdividable potential. Great investment property (house with 3 income property)
\$1,499,000.

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Custom build 3 storey house in White Rock, steps from the beach. No cost spared listed at \$2,499,000. Dream house perfect for multifamily living.

Tech

WOMEN IN LEADERSHIP: INNOVATIVE STRATEGIES TO DRIVE GROWTH IN FINTECH

The fintech industry is witnessing rapid growth and transformation, driven by advancements in technology and changing consumer preferences. Within this dynamic landscape, women leaders are making significant strides, breaking traditional barriers, and implementing innovative strategies to propel their companies forward. This article explores the strategies adopted by women leaders in the fintech industry to foster innovation, drive growth, and navigate their companies through rapid changes in the digital economy.

The Rise of Women Leaders in Fintech

Traditionally, the finance and technology sectors have been male-dominated. However, there has been a gradual shift with an increasing number of women stepping into leadership roles in fintech companies. Organizations are recognizing the unique perspectives women bring to leadership and how these perspectives can drive growth and foster innovation.

Women leaders are championing inclusive growth, creating cultures that promote creativity, and utilizing technology in novel ways to address market gaps. From spearheading new product development to redefining corporate strategies, women in fintech are playing a pivotal role in shaping the future of the industry.

Key Strategies Adopted by Women Leaders in Fintech

1. Championing Diversity and Inclusion

One of the key strategies employed by women leaders in fintech is fostering a culture of diversity and inclusion. They understand that diverse teams, comprising people from different backgrounds, bring a wide range of perspectives and ideas, which is crucial for innovation.

By advocating for more in-

clusive hiring practices, women leaders are ensuring that their teams reflect the diversity of the markets they serve. For example, they are actively recruiting from underrepresented communities and promoting mentorship programs to support women and minorities in tech roles. Companies led by women, such as Ellevest and Tala, are known for their inclusive cultures that attract top talent and drive innovation.

2. Embracing Customer-Centric Product Development

Women leaders in fintech often emphasize a customer-centric approach to product development. Understanding that customers are the core of any business, they prioritize creating solutions that address the real pain points of their users. This involves leveraging data analytics and customer feedback to refine products and services continuously. For example, Anne Boden, CEO of Starling Bank, has focused on building a digital bank that offers seamless and user-friendly banking experiences, tailored to meet the needs of various customer segments. This approach has helped Starling Bank grow rapidly in a competitive market by offering unique features like fee-free international transfers and integrated personal finance tools.

3. Leveraging Technology to Drive Innovation

Women leaders in fintech are leveraging cutting-edge technologies such as artificial intelligence (AI), machine learning (ML), and blockchain to drive innovation. They are using these technologies to enhance operational efficiency, reduce costs, and improve the customer experience.

For instance, Blythe Masters, former CEO of Digital Asset Holdings, pioneered the use of blockchain technology in financial markets to increase transpar-

ency and reduce settlement times. Similarly, fintech companies led by women are utilizing AI and ML to create more personalized financial products, automate customer service, and enhance fraud detection.

4. Building Agile and Adaptive Organizations

In the fast-paced fintech landscape, agility is key to staying ahead of the competition. Women leaders are focusing on building agile organizations that can quickly adapt to market changes and customer needs. They are fostering a culture of experimentation, encouraging their teams to test new ideas, learn from failures, and iterate rapidly. Such a strategy was effectively employed by Sarah Friar, CEO of Nextdoor, who prioritized building a nimble organization that could pivot quickly in response to user feedback. This approach has enabled Nextdoor to expand its user base and maintain its relevance in an ever-changing digital environment.

5. Advocating for Financial Inclusion

Women leaders in fintech are at the forefront of advocating for financial inclusion, particularly in underserved markets. They understand the importance of making financial services accessible to everyone, regardless of their socio-economic background.

For example, Shivani Siroya, CEO of Tala, focuses on providing microloans to individuals in emerging markets who lack access to traditional banking services. By leveraging mobile technology and alternative credit scoring models, Tala has successfully extended credit to millions of people, driving financial inclusion and economic empowerment.

6. Driving Growth through Strategic Partnerships

Women leaders recognize the power of strategic part-

nerships in driving growth. By forming alliances with other fintech companies, banks, and technology firms, they are expanding their market reach and enhancing their product offerings. These partnerships enable them to leverage complementary strengths, share resources, and accelerate innovation.

A notable example is Catherine Berman, CEO of CNote, who has forged partnerships with community development financial institutions (CDFIs) to create high-impact investment opportunities for socially conscious investors. These partnerships have enabled CNote to scale rapidly while promoting sustainable economic development.

7. Fostering a Culture of Continuous Learning

In an industry characterized by rapid technological advancements, women leaders understand the importance of continuous learning and development. They are investing in upskilling and reskilling their teams to ensure that their organizations remain competitive.

Leaders like Krista Morgan, co-founder of P2Binvestor, have implemented internal training programs and encouraged employees to pursue external certifications and courses. This commitment to learning fosters a culture of innovation and empowers teams to take on new challenges.

The Impact of Women Leadership on Fintech Growth

The leadership strategies adopted by women in fintech have had a profound impact on the industry's growth. By championing diversity, embracing customer-centricity, leveraging technology, and fostering an inclusive culture, women leaders are driving innovation and creating value for their organizations and customers.

These strategies not only enhance the competitiveness of fintech companies but

also contribute to broader economic growth by promoting financial inclusion and empowering underserved communities. As more women assume leadership roles in fintech, the industry will continue to benefit from their unique perspectives and innovative approaches.

The Road Ahead: Challenges and Opportunities

While women leaders in fintech have made significant strides, challenges remain. The underrepresentation of women in senior roles, gender biases, and unequal access to funding are still prevalent in the industry. However, these challenges also present opportunities for women leaders to advocate for change, mentor the next generation of female talent, and build more inclusive fintech ecosystems. Initiatives such as the Female Founders Alliance and Women in Fintech Powerlist are playing a crucial role in highlighting the achievements of women leaders and creating a supportive network for female entrepreneurs in fintech. As these efforts gain momentum, they will help break down barriers and pave the way for a more equitable and innovative fintech industry.

Conclusion

Women leaders in fintech like Ruchi Rathor of Payomatrix are redefining what it means to drive growth and innovation in the financial services sector. Through their emphasis on diversity, customer-centricity, technology, agility, and financial inclusion, they are transforming their companies and the broader industry. By continuing to adopt and promote these strategies, women in leadership positions can ensure sustained growth, foster innovation, and lead their organizations through the rapid changes in the digital economy.



The Mob

(PG) ***

Shanghai Surprise!

Control of a fabled city is up for grabs when a power vacuum leads to trumped (if you'll excuse the expression) up chaos in the dynamic gang thriller *The Mob*. Made available now on digital services and DVD plus Blu-ray this action packed adventure from Well Go USA entertainment is sure to leave you breathless. Fans of classics like *John Wick* will feel right at home viewing *The Mob*. Like the title suggests this story puts one rival against another in a quest to control a majestic Chinese city in modern times. Run by an aging cabal of criminals family and loyalty matters as a leading scion is on the verge of death. So it's up to his well educated offspring to take the reigns of power in this murky underworld flush full of el-

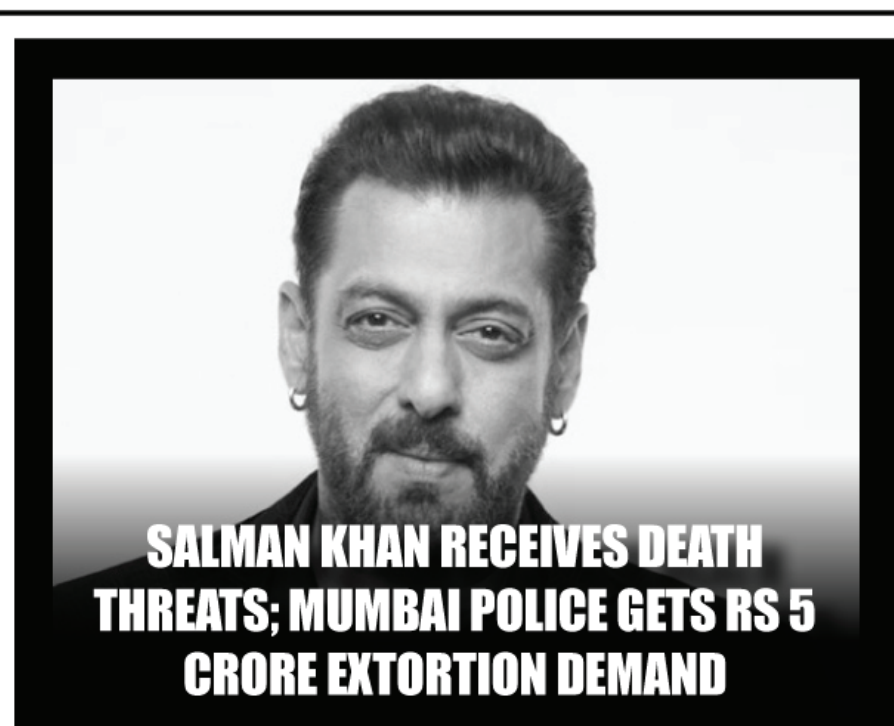
egance and blood-thirsting foot soldiers who engage in all sorts of subterfuge and mayhem to assume power. Energy abounds in this movie as do well choreographed fights throughout. Told partly with the aid of flashbacks thanks to well defined characters you'll have the chance to choose your favourite and sit back and cheer on your favourite in this thriller that also tries to mimic some real events in Asian history. Complete with corrupt cops *The Mob* is a non-stop actioner with stunts that even Bruce Lee would find appealing despite their over the top far-fetched nature and tone. Get in the zone for this fun blood dripping free spirited romp.



EVENTS

South Asian Adults & Seniors - Bingo on the House for members & In Person Yoga Classes at Shanti Niketan hall for members, Bingo on June 2nd 2024 (Sunday), from 2.00 pm to 3.30pm at Shanti Niketan hall. In Person Yoga classes for members only, Every Monday & Every Thursday from 10.00 am to 11.15 am. Pure Vegetarian Lunch on Thursdays after the Yoga session.

Vedic Seniors Parivar Centre of Vedic Hindu Cultural Society of BC invites South Asian Adults and Senior members only to join and play Bingo on the House on June 2nd 2024 (Sunday) from 2.00 pm to 3.30 pm at Shanti Niketan hall. Please bring only 2 dollars with you for 2 games, don't worry if you do not know how to play, members seating next to you will explain the game to you just for the sake of fun. Please keep the social distance while seating for personal & other's safety. Tea and light snacks will be served after the two games are over. In Person Yoga classes for members only, on Every Monday & Every Thursday will continue by Mr. Ashwani Bansal expert Yoga Instructor from 10.00 am to 11.15 am & will help to observe & guide the seniors to do correct yoga. Pure Vegetarian lunch will be served in the dining hall at 11.30 am to all the senior members who attend yoga class on Thursdays. Project funded by Government of Canada's New Horizons for Seniors Program for Hindi speaking seniors. In case you are eligible to file Income Tax returns Free of cost, Please contact Surendra Handa Coordinator, Vedic Seniors Parivar Centre, & Coordinator - APNI South Asian Community Response Networks, Lakshmi Narayan Temple, 8321 - 140th street Surrey V3W5K9, BC Tel. 604 - 507 - 9945 or email: surendra_handa@hotmail.com, for registration & for appointment for Tax filing.



With the recent assassination of political figure Baba Siddique, the security around Salman Khan and his family has already been beefed up. However, the Bollywood superstar has now received a fresh death threat which was sent to the Mumbai Traffic Police. Reportedly, they were sent a threatening message on their WhatsApp number, demanding Rs 5 crore in exchange for his safety. The message warned of dire consequences if the payment wasn't made. However, reports suggest that the police officials have deemed it as a 'prank'. According to the authorities, the sender claimed that Salman Khan's fate would be worse than that of recently murdered NCP leader Baba Siddique if the ransom

wasn't paid. The message also referenced Lawrence Bishnoi, a notorious gang leader who has been linked to threats against Salman Khan in the past. Although the Mumbai Police have dismissed it as a prank, the authorities have also initiated a probe to identify the person behind the threatening message. A police official has insisted that they are taking this matter seriously and are investigating all possible angles. Reports suggest that authorities are working to track down the sender and determine the authenticity of the threat. Police investigations have revealed that the Lawrence Bishnoi gang had planned a larger-scale attack on Salman Khan, posing a credible threat to his life.

Business

5 TIME ZONE TIPS FOR OFFSHORE SOFTWARE DEVELOPMENT TEAMS

In recent years more and more companies are turning to offshore software development teams to bring their digital projects to life. And why not? Working with top-notch software developers from around the world can be a smart move for your business.

Yet, here's the catch: managing a team scattered across different time zones can be difficult, but not impossible!

If you're ready to improve your offshore team management skills, you've come to the right place.

We've put together five game-changing tips that will make collaboration with your offshore software development team a breeze. So let's dive in!

1. Establish Clear Communication Channels

First things first, let's take a look at the importance of communication. When you're working with a team spread across the globe, effective communication is a must-have. It's the glue that holds your project and your team together.

So, how do you make sure everyone's on the same page?

Choose the right tools

Slack, Microsoft Teams, Zoom, Skype – all these are great for remote workers. Just make sure everyone's comfortable with the tools you choose and knows how to use them efficiently.

Set some ground rules

Establish clear guidelines for communication. Think about: When should people expect a response?

What's the best way to reach out for urgent issues?

What's the etiquette for online chats?

Lay it all out, so there's no confusion.

Check-in regularly

Arrange to consistently touch base with your offshore development team. It could be daily stand-ups, weekly status updates, or monthly retrospectives. The key is to keep everyone in the loop and address any concerns before they snowball.

Keeps things transparent

Encourage open and honest com-



munication among your offshore software development team. Create a safe space where everyone feels comfortable sharing their thoughts, ideas, and feedback. Remember, a team that communicates openly is a team that succeeds.

2. Leverage Asynchronous Communication

Asynchronous communication is a powerful tool when working with an offshore software development team across the world. Why?

Because it allows team members to communicate and collaborate without the need for real-time interactions so that they can work independently and efficiently. Here are some of the best ways to make use of asynchronous communication.

Utilise email and discussion forums

Encourage your team to use email and forums for non-urgent updates and information sharing. This way, your offshore developers can respond when it's convenient for them, without feeling the pressure of immediate replies.

Adopt detailed documentation

Create detailed documentation for project requirements, specifications, and processes. When this is done, everyone on the team has access to important information and can work independently without the need for constant real-time communication. This will save not only their time but yours too!

Use recorded video updates

Encourage your team to create recorded video updates to share progress, demonstrate features,

or explain complex concepts. These videos can be watched by other team members at their convenience, reducing the need for lengthy meetings.

3. Schedule Regular Overlap Hours

While asynchronous communication is crucial, it's equally important to have some real-time interactions with your offshore software development team.

Overlap hours are the times when team members from different time zones are available to collaborate and communicate in real time. But how can you do this? Is it even possible? Of course - let us show you how!

Pinpoint the most suitable time

To start, take a good look at your offshore development team's time zones and find the best time for the majority to have real-time meetings. It might require a bit of give and take, but trust us, it's worth it.

Rotate meeting times

To keep things fair and inclusive, try to rotate meeting times every now and then. This allows your offshore developers from different time zones to participate in real-time discussions without constantly burning the midnight oil.

Prioritise important discussions

Use the overlap hours mentioned above for critical discussions, problem-solving sessions, and decision-making. Make sure everyone comes prepared and stays focused for the best results.

Keep meetings concise and efficient

Respect everyone's time by keeping meetings concise and to the point. Prepare an agenda in advance, stick to the allocated time, and make sure that discussions stay on track. This maximises the value of the overlap hours and prevents fatigue and burnout. Your team will thank you for it.

4. Adopt Agile Methodologies

Agile methodologies, such as Scrum and Kanban, have proven to be highly effective for offshore software development teams in recent years.

These frameworks are all about

flexibility, adaptability, and continuous improvement – which is perfect when you're working across time zones. Here's how you can make agile work for your offshore software development team:

Break things down

Divide projects into smaller, manageable tasks that can be tackled in short sprints. This allows your offshore software developers to focus on specific deliverables and keep the momentum going.

Allocate work effectively

Use agile practices like backlog grooming and sprint planning to prioritise tasks based on their value and urgency. Make sure everyone's workload is balanced and aligned with their skills and availability to avoid unwanted delays.

Be flexible and adaptable

Be open to adjusting plans and priorities based on feedback, changing requirements, or unforeseen challenges. Agile methodologies allow teams to adjust quickly and respond to changes. This way the project stays on track and meets stakeholder expectations.

5. Cultivate a Strong and Inclusive Team Culture

Last but not least, let's talk about the importance of building a strong and inclusive team culture. When your offshore software development team feels valued, supported, and connected, they'll be more engaged, motivated, and pumped to deliver their best work.

Want to build a positive team environment? Here's how:

Promote diversity and inclusion

Take in the unique perspectives and experiences your offshore team brings to the table. Foster an inclusive environment where everyone feels respected and valued. Encourage open-mindedness, empathy, and cultural sensitivity among your offshore software developers.

Organise virtual team-building activities

Plan regular virtual team-building activities to help your team bond and build relationships. These could be:

New heritage tool invites you to help write Surrey's History



Surrey, BC - Heritage Services has released a new digital initiative to make local history accessible to Surrey residents. But this time, residents are invited to add their own memories to help shape Surrey's story. With the Memory Map, users can pin a point of interest on a Surrey map and share why that location is significant to them. The interactive map grows daily as the community adds memories for others to read and to gain a better understanding of their neighbors and community.

"We're excited to offer this new way for people to share their stories with each other," explains Kristin Hardie, Manager of Heritage Services. "History isn't only about major events; it's also shaped by personal experiences that connect us through places, perspectives, and generations." Surrey resident Lorene Oikawa was among the first to share a memory on the Memory Map, a childhood memory of attending a Japanese Canadian Bazaar in a North Surrey church hall. She recalls enjoying traditional Japanese dishes quickly to make space for the next set of diners. While she ate, her mother chatted with friends. Little did young Lorene know at the time, such gatherings were a way for interned Japanese Canadians to rebuild their community after the internment of the Second World War when Japanese Canadians were forcibly removed from the West Coast, dispossessed, incarcerated and exiled.

Lorene says, "I'm excited to see the Memory Map. It's an opportunity to share our stories and reflect the diversity of Surrey. I love hearing the origin stories of how families spent time in Surrey and how certain areas developed over the years."

Heritage Services hopes others will share memories that help fill gaps in Surrey's story. Residents are invited to pin their memories to help write a more inclusive, personal history of our city. Add your memory to the map and read the stories of your neighbors at www.surrey.ca/memorymap.

This new online heritage tool, Memory Map, was generously supported through the Government of Canada's Museum Assistance Program: Digital Access to Heritage.

Heritage Services is part of the City of Surrey's Culture Division. It is dedicated to making Surrey's diverse history available to residents in multiple ways: by operating Surrey Archives, Historic Stewart Farm and Totest Aleng; Indigenous Learning House; and through city-wide programs like online heritage tools, interpretive signage and community outreach. Follow them on Facebook at @HeritageSurrey.



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Surrey urgently calling for transit plan amid rapid growth



Surrey, BC – Surrey is urgently calling for a transit plan for the city's projected growth to one million residents within the next 20 years. Since the last South of Fraser Area Transit Plan was developed by TransLink in 2007, the city's population has risen from 400,000 to more than 650,000, and Surrey has not received any new rapid transit to accommodate that growth. Today, only 27% of Surrey residents have access to frequent transit, compared to 90% in Vancouver. This underscores the urgent need for expansion and equity in transit for Surrey's growing population, and prioritizing transit service expansion in Surrey ahead of other regional municipalities.

"With our rapid growth, we cannot continue to rely on a transit system that fails to meet our residents' needs," said Mayor Brenda Locke. "Surrey is long overdue for a robust transit network that connects neighbourhoods within our city. Compared to our neighbours north of the Fraser River, we have been underserved and this shortcoming must be made up. It is far too often that we see buses in Surrey pass by crowded bus stops because they are already at capacity. With the province's imposition of housing quotas, it is essential that Surrey has there is a transit plan that not only addresses current demands but also prepares for the future."

Transit ridership in Surrey has led the way in the region with post-pandemic ridership recovery at 115%, while other municipalities have not achieved pre-pandemic ridership levels. Furthermore, 13 of the region's top 20

overcrowded bus routes are in Surrey.

Surrey's communities are set to become substantial urban centers. By 2050, the City Centre and Newton areas alone are each projected to exceed populations of 200,000—surpassing the projected populations of the majority of cities in Metro Vancouver. It is crucial that transit service is expanded in Surrey, where ridership growth is highest in the region.

Surrey calls for immediate transit service expansion and a long-term vision that includes:

- Extending Rapid Transit along King George Boulevard from City Centre to South Surrey. This corridor should be top priority in the region as the existing R1 Rapid Bus has the highest ridership per service hour of all rapid buses and is the 7th busiest bus route in Metro Vancouver.
- Improving transit connections between communities in Surrey. Critical employment hubs have little to no access to transit from key areas in Surrey and neighbouring municipalities. For example, it can take 1.5 hours to take transit from Newton to Campbell Heights.

Improving east-west transit connections in Surrey. It is currently very challenging to travel east/west in Surrey on transit.

The City of Surrey is committed to advocating for a robust, accessible, and future-ready transit system that meets the needs of our rapidly growing city.

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BURNABY: 7565 6th Street, Burnaby
RICHMOND: 9371 No 5 Rd, Richmond
NEWTON 64 AVE: 140- 6350 120 st, Surrey
LANGLEY: #50 - 20150 Langley Bypass, Langley
ABBOTSFORD: 2777 Gladwin Road, Abbotsford

604-553-6603
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