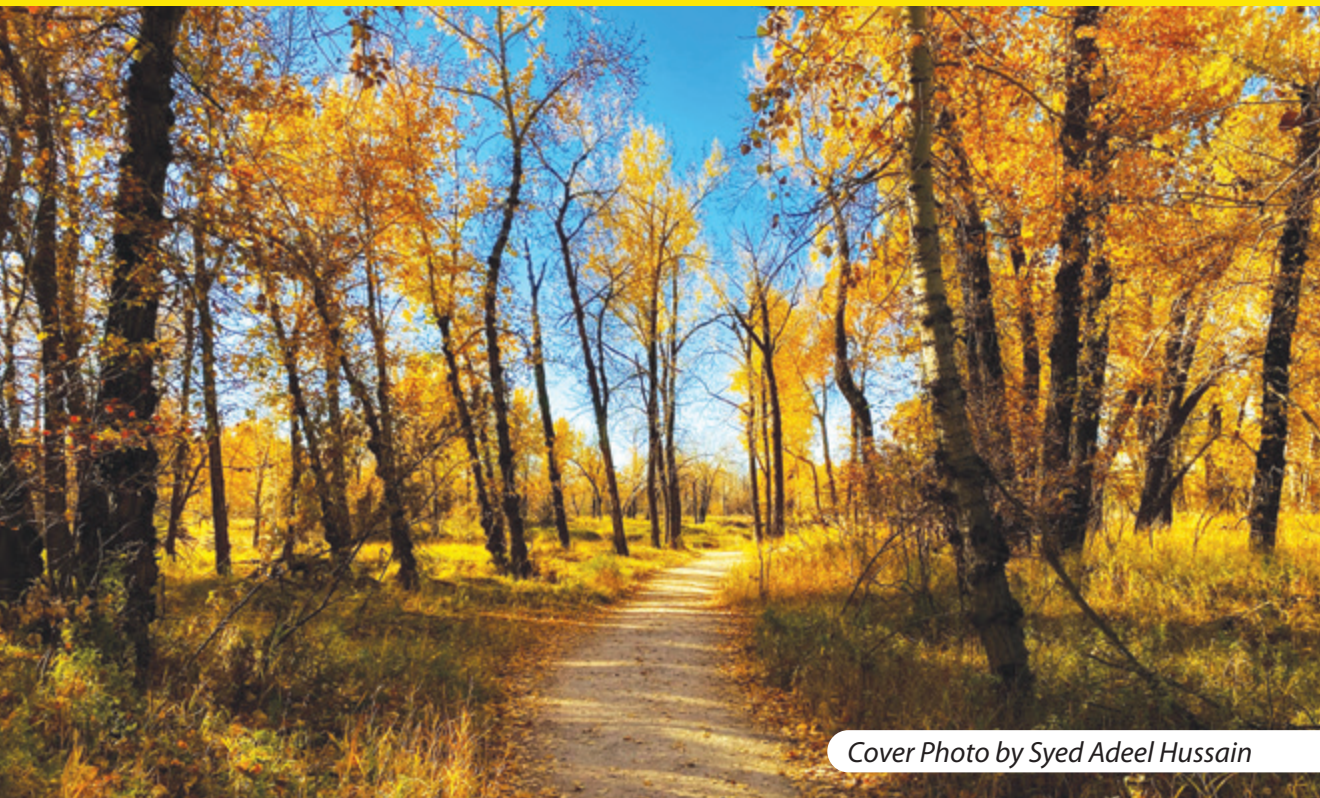


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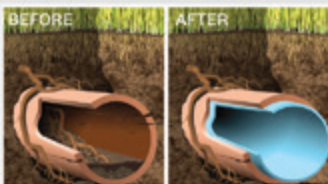
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A Canadian Gem

October 23, 1976, is the birthday of one of Canada's biggest gems in the movie industry. He was born in the lovely city of Vancouver, British Columbia before moving to LA in the late 90s. A charismatic, goofy, fun-loving guy, Mr. Ryan Reynolds turns 48 this year! Looking good, Ryan!

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The Art of Finding Work: What Determines Your Worth to an Employer? The Job Market or You?

by Nick Kossovan



Being paid what you're worth is a hot topic.

Five anecdotal examples of how employers assess a job's worth:

A Vancouver-based software company pays \$180,000 for a senior developer role, citing the high cost of living and intense competition for talent.

A nationwide retail chain compensates its store associates according to regional minimum wage laws rather than their individual skills and experience.

Even though the ideal candidate must have extensive fundraising expertise, a non-profit organization lowers the salary range for a grant writer position to accommodate the decline in donations.

A rural manufacturing plant pays its production workers less than their urban counterparts, citing the lower cost of living.

A consulting firm's compensation packages for junior analysts include a base salary, bonuses, and stock options designed to attract top graduates.

In the same way, the price of milk, housing, or dog food varies from store to store and region to region; a position's worth isn't universal. What's universal when determining the value of a position is to consider the expected return on investment (ROI) for the employee's salary:

Productivity: For production roles, employers estimate the candidate's potential output, efficiency, and contribution to revenue or cost savings based on their skills, experience, and track record.

Revenue Generation: For revenue-generating roles, employers predict how the candidate will increase sales, secure new clients, or expand the business.

Cost Savings: For operational roles, employers estimate the employee's potential to improve processes, reduce errors, or streamline workflows, quantifying the expected cost savings the candidate will deliver.

Market Rates: Companies research salary benchmarks for similar roles in their industry and region.

Affordability (cash flow): How much can the company spend on payroll? (Companies closely monitor their

payroll, their largest expense, to keep it from being a "profit distraction.")

These factors help employers determine what compensation will make the position worthwhile; in other words, the employee adds more value than their salary will cost.

Three key takeaways:

1. Employers seek to maximize the ROI on their human capital.
2. Candidates are more valuable when they're seen as synonymous with profits.
3. Worth (read: value) in the business world isn't subjective; it must be proven.

Internet talking heads, trying to appeal to today's prevalent sense of entitlement, advise job seekers to "demand their worth." This advice is the cause of the dilemma many job seekers struggle with: Should I base my compensation expectation on what I think I'm worth or what the job market says the job is worth?

Wrong question!

Job seekers should ask themselves, "Should I base my compensation expectation on what I can prove I'm worth or what the job market says the job is worth?"

Always strive to prove what you're worth, especially during an interview, while considering the following:

Evaluate the job responsibilities.

Expertise-intensive, decision-making-intensive, complex, or business-critical roles garner higher compensation. For instance, senior data scientists earn more than entry-level data analysts.

Additionally, there's the scope and scale of the role. Directors and managers overseeing multimillion-dollar budgets or large teams are valued more highly than those in smaller managerial roles.

Know the industry standard.

Platforms like Glassdoor, PayScale, and Salary.com, as well as government labour statistics and industry association surveys, provide crowdsourced salary data you can use as a starting point. Even though the objective of proving your worth is to obtain the highest compensation possible, you don't want to ask for compensation that's excessively outside the ballpark.

Supply and demand (a critical factor).

ECON 101: Supply and demand influence price; hence, roles with a limited talent pool and high demand will naturally command a higher salary.

The shortage of certain specialized technical skills, such as cybersecurity or data engineering, increases the cost of hiring those candidates. Conversely, recruiters and talent acquisition specialists are abundant, so employers can be more selective and offer lower salaries.

The employer's budget (the most significant determining factor).

Employers aren't a bottomless pit of money. As much as 70% of a business's expenses can be attributed to labour costs (wages, benefits, payroll tax). Much like we're constrained by financial realities when shopping for "whatever," employers are similarly constrained when hiring.

Organizational size, revenue, profitability, investor and shareholder demands, and strategic priorities are considered when determining a position's wage. Generally, companies allocate higher compensation budgets to roles essential to achieving their key objectives.

Never base your expectations solely on your own sense of worth. Research industry benchmarks, regional pay trends, and the specific demands of the role. Then, be prepared to discuss and justify the measurable value (key) you can bring to the employer. Highlight your unique skills, experience, and, most importantly, the results you've delivered.

Some examples of this could be:

- Grew email subscriber list from 300 to 2,000 in eight months with no budget increase.
- Managed 500+ customer accounts for five years without a complaint and got a 98% rating on reviews online.
- Wrote 400+ informative articles, increasing organic website traffic by 21%.

The job market is the primary determinant of a role's worth—not your personal assessment. (Why should employers be responsible for the lifestyle you created?) A successful job search comes down to convincing an employer that your compensation request will result in a positive ROI.

World Stroke Day 2024 - Learn the Signs of a Stroke So You Can Act Fast

by Pam Snowdon

Imagine driving in your car one afternoon with your family, miles away from home, and you stop at a service station to fill the fuel tank and grab a snack. Crossing the parking lot, you suddenly collapse. You wake up in the hospital a day later and discover that your entire right side is paralyzed. You open your mouth, but no words come out. What will happen when you can't get into the bathroom alone or have problems swallowing and chewing your food, if you can't communicate what you need? And what about your family? Who will take care of your kids? What will happen with your job?

Just like that, a stroke can happen in the blink of an eye and shatter your entire life: understanding your risk might be the only thing standing between you and this silent, devastating threat.

A stroke happens when part of the brain has a sudden disruption in its blood supply. The lack of blood flow means that part of the brain doesn't receive its necessary oxygen and nutrients. As a result, some of the brain tissue dies. Most strokes happen because a blood clot blocks an artery or a blood vessel in the brain or neck breaks.

According to Alberta Health Services, 5,000 Albertans experience a stroke each year. Occurring at any age, not just in the elderly, strokes can often be prevented.

Healthy lifestyle choices, such as diet, exercise, and smoking cessation, can reduce the risk of stroke. High blood pressure and high cholesterol are among the risk factors; talk to your family doctor about managing these and other conditions.

World Stroke Day on October 29 reminds us to recognize the signs of stroke using the FAST acronym:

- **Face** – uneven or drooping like a crooked smile or numbness
- **Arm** (or leg, too) - hanging down and can't be held up straight

- **Speech** - may be slurred or the person may have trouble speaking or seem confused about what you are saying, or they are talking nonsense
- **Time To Call** is calling 9-1-1 immediately.

A stroke is an emergency: the sooner treatment is given; the more likely damage can be minimized.

Pam Snowdon works at a Calgary organization providing neurorehabilitation and wellness programs for people and their families impacted by brain injuries from strokes or accidents.



Bacon And Herb Wrapped Chicken

by Jennifer Puri



Thanksgiving is a holiday when family and friends gather to express gratitude and enjoy a festive meal, which usually includes a roasted turkey.

However, bacon and herb wrapped chicken is a great option for a smaller gathering. Bacon is the key ingredient to locking in moisture and flavour and this dish pairs well with mashed potatoes, garlic green beans, broccoli, caramelized carrots, or pumpkin and cranberry sauce.

Thighs or drumsticks can be substituted instead of chicken breasts. If using chicken breasts, make sure that each piece is roughly the same size, approximately four to five ounces.

Prep Time: 15 minutes

Cook Time: 30 to 40 minutes

Servings: 4

Ingredients:

- 4 skinless chicken breasts, 4-5 oz. each
- 12 thin slices of bacon
- 2 tbsp. olive oil
- 1/3 cup maple syrup
- 2 tsps. Dijon mustard
- 2 garlic cloves, finely chopped
- 1/2 tsp. of salt
- 1/4 tsp. of coarsely ground black pepper

- 1 tbsp. finely chopped parsley
- 1 tbsp. finely chopped thyme

Directions:

- Preheat oven to 375 degrees Fahrenheit.
- In a small bowl, mix together olive oil, garlic, maple syrup, Dijon mustard, parsley, thyme, salt, and pepper.
- Place the chicken breasts on a cutting board and brush the olive oil mixture over each one making sure that each side of the breast is covered. Wrap two to three slices of bacon around each breast and then place them seam side down on a foil covered baking pan or tray.
- Drizzle any leftover olive oil mixture over the breasts and then bake for 30 to 40 minutes or until chicken is cooked and the bacon is crisp. Insert a meat thermometer in the thickest part of the breast to check if chicken is cooked through, which should be at least 165 degrees Fahrenheit.
- Allow the chicken to rest for a few minutes and garnish with parsley before serving.

Bon Appétit!



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- We invite you to participate in a short interview so we can learn how you have been doing.

For more information, please contact:
403-210-8740 or napls@ucalgary.ca

The University of Calgary Conjoint Health Research Ethics Board has approved this research study "Predictors and Moderators of Long-Term Outcome of Persons at Clinical High Risk for Psychosis" (REB21-1762)



Tuscany Real Estate Update

Last 12 Months Tuscany
MLS Real Estate Sale Price Update

	Average Asking Price	Average Sold Price
August 2024	\$ 744,900	\$ 728,550
July 2024	\$ 624,950	\$ 634,500
June 2024	\$ 668,900	\$ 675,000
May 2024	\$ 749,900	\$ 732,500
April 2024	\$ 699,900	\$ 709,230
March 2024	\$ 659,900	\$ 684,000
February 2024	\$ 589,000	\$ 621,000
January 2024	\$ 617,500	\$ 640,000
December 2023	\$ 609,700	\$ 614,580
November 2023	\$ 650,000	\$ 649,788
October 2023	\$ 675,000	\$ 687,350
September 2023	\$ 649,900	\$ 648,000

Last 12 Months Tuscany
MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
August 2024	22	17
July 2024	27	22
June 2024	29	29
May 2024	35	29
April 2024	35	39
March 2024	32	27
February 2024	25	21
January 2024	16	14
December 2023	8	10
November 2023	14	19
October 2023	22	22
September 2023	20	17

To view more detailed information that comprise the above
MLS averages please visit tusc.mycalgary.com

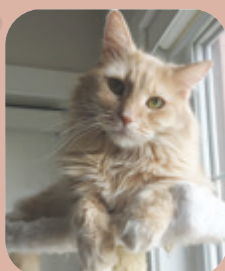
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Dry Bones, McKenzie Lake



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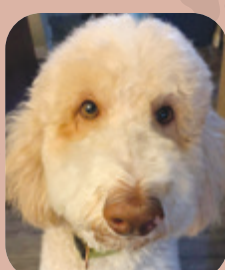
Hemi, Shawnessy



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1. This is the first primary colour a newborn can see.
2. Based on a worldwide study, this colour is the most popular favourite.
3. This colour and royalty have been linked since ancient times because of how expensive and exclusive the dye was.
4. This colour and red are thought to increase appetite.
5. The colour of night vision goggles.
6. Contrary to popular belief, this is the actual colour of the sun.



SCAN THE QR CODE FOR THE ANSWERS!

BRAIN GAMES

SUDOKU

1			8					
		2				5	3	
							6	4
		3			5			
			1	6	4			
8	1						7	
5				7			4	2
6		8			2			3
	4					8		

SCAN THE QR CODE FOR THE SOLUTION



Persons Day

by Danielle Robbette

October is a special month for women in Canada with the celebration of Women's History Month and International Day of the Girl Child. There is also Persons Day which has a close connection to Albertans. You might find yourself wondering, what exactly is Persons Day, and how does it relate to women? The name may sound unusual, but the history behind it is deeply impactful. Before 1929, women were not considered "persons" in Canada's legal system. It wasn't until five determined women from Alberta decided to fight against this that the definition changed.



In 1927, the Famous Five - Emily Murphy, Nellie McClung, Louise McKinney, Irene Parlby, and Henrietta Muir Edwards - asked the supreme court of Canada what the word "persons" entailed. They were surprised to hear that the definition of "persons" in the British North America Act did not include women. The British North American Act (now known as the Constitution Act, 1867) was a significant piece of law at the time as it laid out the obligations and power structure of the federal government and Canadian provinces. Therefore, it was especially significant that this Act did not include women in the definition of "persons."

The Famous Five did not take this omission lightly and went to Canada's highest court of appeal to fight against this injustice. Then on October 18, 1929, the Famous Five won their fight and they along with their fellow women were finally considered "persons." Which also meant women could serve on all levels of government.

Though there was (and some could argue still is) a long way to go in making the definition of "persons" more inclusive - not only in law but also in society (including people of colour, Indigenous people, etc.) - it was at least a step in the right direction. So, for this Persons Day let it be a kind reminder to us all that we are all "persons," and that no individual should be excluded from that ever, no matter their ethnicity, religion, race, nationality, sexual orientation, or gender.



Hello, Ward 1!

As we move into the heart of autumn, I want to extend my warmest wishes to you and your families for a joyful Thanksgiving. And as Halloween approaches, I hope you're as excited as I am to see our neighbourhoods light up with festive decorations and trick-or-treaters. Let's make this month safe, fun, and memorable for everyone!

YardSmart Tips for Fall

With the leaves turning and temperatures dropping, now is the perfect time to prepare your yards and gardens for the winter months ahead. Consider composting fallen leaves to enrich your garden soil, and plant spring bulbs before the ground freezes. A reminder that green cart collections are weekly from April to October and every two weeks from November to March. You can find out more information on being YardSmart at calgary.ca/YardSmart.

Winter Preparation

Even though winter may still feel a little way off, it's never too early to start preparing for the colder months. Now is a great time to ensure your home and vehicles are ready for winter. Check your home's insulation, seal any drafts, and prepare your snow removal equipment. It's also a good idea to put together an emergency kit for your car, including blankets, a shovel, and some non-perishable snacks. For more information on winter preparedness, visit calgary.ca/emergencies/winter-storm.

2024 Budget Deliberations

Last year, many of you shared your thoughts and priorities regarding the City's budget, and I want to thank you for your valuable input. As we look ahead to the upcoming budget discussions, I'll continue to voice your concerns and be an advocate for affordability, smart spending, and focusing on essential services like clean water, waste management, and road maintenance. It's about getting back to basics to ensure we deliver the core services that matter most to our communities.

The parliamentary session returns from break mid-September, and I will resume holding the government in Ottawa to account on several issues, including the housing crisis. The government has mismanaged housing policy, resulting in not enough homes being built for Canadians to live in. The cost of downpayments, mortgages, and rent have all doubled over the last nine years. Rentals.ca published a report confirming the average asking rent reached \$2,201 in July 2024, matching the highest average rent recorded. We need to fire the gatekeepers who block housing construction and tie federal infrastructure funding to building homes that Canadians can afford.

I enjoyed spending summertime in Calgary where I saw many people at community events. Thank you, to the local organizations for inviting me to participate. This year's Stampede gave me the opportunity to serve breakfasts and meet hundreds of Calgarians at amazing volunteer driven events in our communities. I also toured facilities and received feedback from workers. I attended a ceremony of remembrance for those who died at Dieppe 82 years ago, and celebrated the life of Calgary's Bill Stewart, the last remaining survivor of the Dieppe raid who passed away this summer at age 103. I also spoke at, and participated in, local community and cultural celebrations, including IndiYEAH! Fest, Azadi Fest, Igbo Day, and the Arbour Lake Residents Association Seniors' BBQ.

It remains my honour to represent you at the House of Commons as your Member of Parliament.

Feedback from Calgarians is very important to me and informs the work I do on your behalf in Ottawa. If you would like to share your thoughts with me on national issues, please feel welcome to contact me through my Calgary office.



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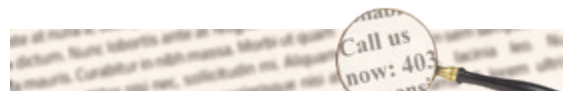
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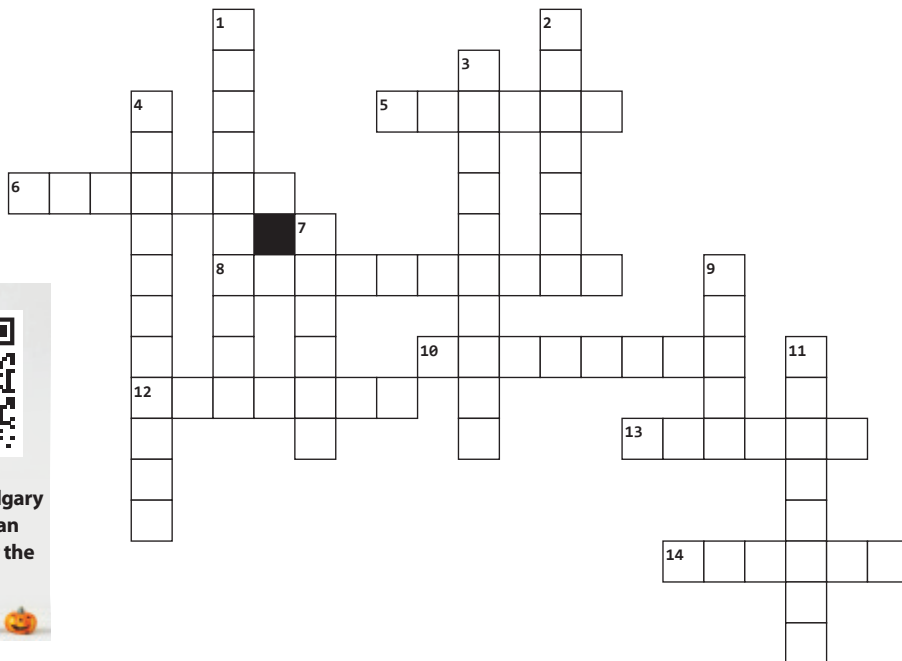


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October Crossword



Across

5. Annually on October 4, people advocate for the rights and welfare of all furry, scaly, and feathery creatures for World _____ Day.
6. In October, Canadians commemorate Women's _____ Month, honouring women such as Agnes Macphail and Mary Ann Shadd Cary.
8. Other than the opal, this gem is also the official birthstone for October and can be found in various colours.
10. The World Series, Major League _____'s annual championship series, starts on October 25 this year.
12. *Dr. No*, the first movie in the *James Bond* series based on the novels by Ian _____, premiered on October 5, 1962.
13. Prime Minister of Canada from 1968 to 1979 and 1980 to 1984, _____ Trudeau, was born on October 18, 1919, in Montreal, Quebec.
14. Canadian-Belgian F1 driver, Lance _____, was born on October 29, 1998.

Down

1. American singer-songwriter, Bob Dylan, became the first musician to be awarded the Nobel Prize for _____ on October 13, 2016.
2. *Joker*, starring Oscar-winner _____ Phoenix as Arthur Fleck, was released on October 4, 2019.
3. On October 4, 2005, this famous Albertan rock band released their album "All the Right Reasons" which sold more than 18 million copies worldwide.
4. This world-famous festival first took place in Munich, Germany in 1810 celebrating the Bavarian royal wedding between Crown Prince Ludwig and Princess Therese.
7. Jack-O'-Lanterns were originally carved from this root vegetable.
9. *Winnie-the-Pooh*, written by A.A. _____, was first published on October 14, 1926.
11. October's birth flower, the _____, is a popular bright orange and yellow flower used during Día de los Muertos festivities.

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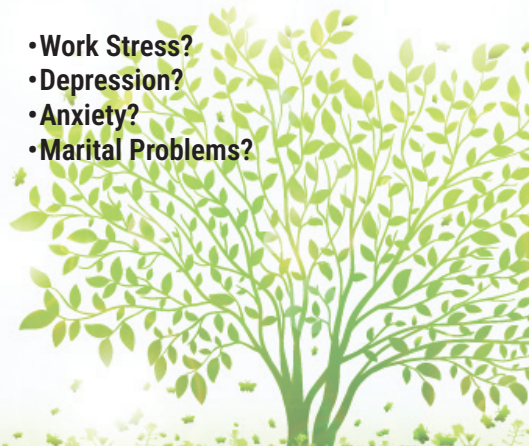


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