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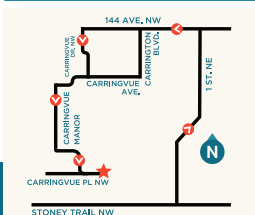


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The Art of Finding Work: What Determines Your Worth to an Employer? The Job Market or You?

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.

Fire Prevention Week: Are Your Smoke Alarms Ready to Save Lives?

by the City of Calgary

Fire Prevention Week is here and this year, the Calgary Fire Department (CFD) is focusing on one of the most vital tools in home fire safety: working smoke alarms. The CFD is urging everyone to make sure their smoke alarms are up to the task of protecting their homes and loved ones.

Smoke alarms are more than just devices; they're lifesavers. Statistics show that the risk of dying in a home fire is reduced by over 50 percent when working smoke alarms are present. Despite this, many tragic home fire deaths occur in residences without smoke alarms or with alarms that aren't functioning. That's why this year's Fire Prevention Week theme is 'Smoke Alarms: Make Them Work for You!'

Here's what you can do right now to ensure your smoke alarms are ready:

- Install smoke alarms in every bedroom, outside each sleeping area, and on every level of your home, including the basement.
- Make sure your smoke alarms meet the needs of everyone in your household, including those with sensory or physical disabilities.
- Test your smoke alarms at least once a month by pressing the test button.
- If your smoke alarms are ten years old or don't respond when tested, it's time to replace them.

This Fire Prevention Week, take a few minutes to check your smoke alarms. A small effort today can save lives tomorrow.



4-H in the City - It's Not Just for Farm Kids!

by Lori Nielsen, Senior Program Coordinator for 4-H Intro Clubs

4-H Intro Clubs are returning and they're ready to give Calgary youth a taste of what 4-H is all about for another year! Since its launch last fall, 4-H Alberta's Intro Clubs have introduced 4-H in the City to 75 Calgary youth ages nine to 16. With the support of the Calgary Foundation, we are thrilled to extend this pilot program for another year.



While 4-H has its origins in agriculture, urban 4-H clubs have expanded the program to include projects that cover a wide array of projects, including foods, science, crafts, health and fitness, performing arts, photography, and much more! The 4-H program combines youth-led activities with adult-guided instruction to teach members lifelong skills such as effective communication, leadership, and friendships. After attending an intro club program, one mom commented, "My daughter is growing in confidence and creativity. This program is her favourite day of the week. She loves the new skills each week, the friends she has made, and the "club" format with special jobs for each member."

Now, more youth will see what 4-H is all about through these six-week programs. During Intro Clubs, participants will "Learn to do by Doing" with hands-on activities as they explore a variety of different 4-H projects including Health and Fitness, Food Sustainability, All About Bees, Art, Pottery, Baking with Sourdough, Floral Arranging, and more. With options available for both homeschool families during the day and evening sessions in NW Calgary starting in November, there's something for everyone. If you're intrigued and eager to learn more, feel free to reach out via email at introclubs@4hab.com.



Save The Community Association!



The Sage Hill Community Association is dissolving and needs new leadership to revive.

Please contact Aaron Taylor from the City of Calgary regarding the process of taking over.

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 tsp. Dijon mustard
- 2 garlic cloves, finely chopped
- ½ tsp. of salt
- ¼ 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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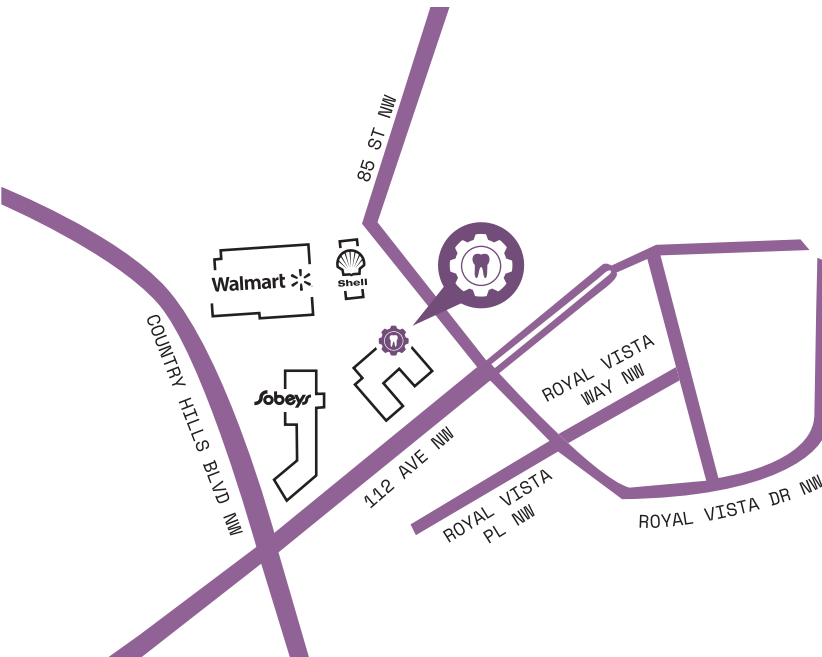


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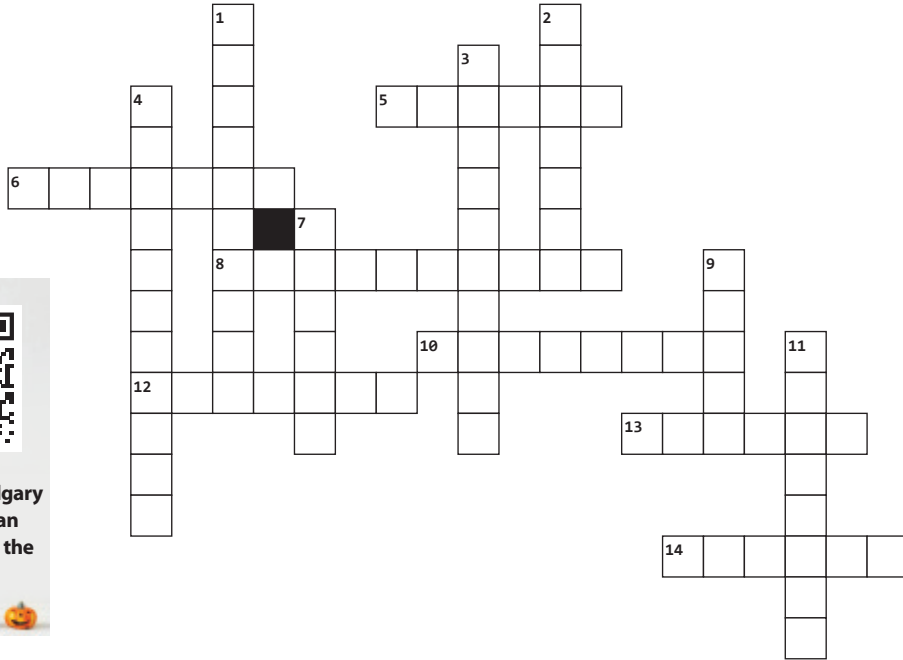
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October Crossword



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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.

Halloween Safety

by Alberta Health Services



The members of Calgary's Partners for Safety: Calgary's Child Magazine, AHS EMS, Calgary Police, Fire, 9-1-1, Bylaw, and Transit would like to remind parents and trick-or-treaters of some Halloween safety tips as October 31 approaches. Partners for Safety vehicles will be out patrolling communities on Halloween night to provide a visible safety resource for parents and trick-or-treaters.

Trick-or-Treaters

- Remember: All regular pedestrian rules still apply. Be sure to cross the road at marked crosswalks, or well-lit corners only. It is safest to work your way up one side of the street, and then cross once to the other side.
- Avoid houses that are not well lit. Do not accept rides from strangers or enter any home you feel is unsafe.
- Let your parents know where you are going to be at all times (route) and advise them if you will be late returning.

Parents

- Be certain that young trick-or-treaters are accompanied by an adult. Older children should stay in groups.
- Pre-determine boundaries to trick-or-treat within and establish a firm time to return home.

- Advise children not to eat anything until they return home. Dispose of any items that appear to have been tampered with, or that are not properly wrapped.

Costumes

- Choose bright coloured costumes that are highly visible. Adding reflective tape to costumes further increases visibility.
- Consider sending your children with a flashlight for additional safety and increased visibility.
- When purchasing or making costumes, look for materials and accessories that are labeled flame-resistant.
- All costume accessories, such as sticks, rods, or wands, should be soft and flexible, with no sharp edges.
- Consider using hypoallergenic make-up kits instead of masks that may impair breathing, or vision.
- Be sure costumes are loose enough to be worn over warm clothing, but not so long that they become a tripping hazard. Costumes should not be longer than your child's ankles.
- Ensure your child is wearing adequate footwear that takes into consideration weather conditions and walking.

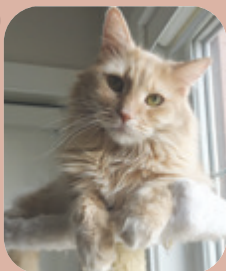
Cats, Canines, & Critters of Calgary



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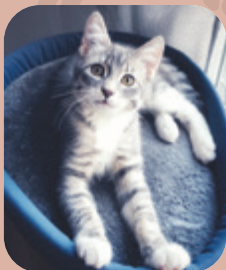
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(Edgemont, Evanston, Glacier Ridge, Hamptons, Hidden Valley, Hanson Ranch, Kincora, Nolan Hill, Sherwood, and Sage Hill)

In September and October, all of our units have started their first meetings of the year. Many units are doing 'getting to know you' activities so that the girls and leaders become familiar with each other and start learning how to work well together.

Embers get to choose their circles ('Fairies', 'Elves', or 'Leprechauns') – small groups they can break off into to do their attendance and dues. Dues are also known as 'Fairy Gold' – girls can earn \$1 per week at home by doing a good deed, by lending a hand either at home, at school, or out in their community. It is a great way for young girls to learn how to care for others. Guides also choose smaller groups called 'Patrols' ('Bluebirds', 'Violets', etc.).

Some of our Guide and Pathfinder units will be taking advantage of the warm autumn weather to go camping. Many camps have been booked for months already – September and October are busy times at area Girl Guide camps.

One last major event for all our units in September and October would be selling our famous Girl Guide cookies. You may have already seen girls selling cookies at Beacon Hill Canadian Tire, Creekside Calgary Co-op, Nolan Hill Sobeyes, or pretty much anywhere in Calgary starting mid-September. Thank you for all your support.

If you'd like to register your daughter, please visit www.girlguides.ca and use the unit finder to find an open unit in your area. If you cannot find a unit in your neighbourhood, it might be because the unit is full (you can modify the search – try searching "all" units; the default is to show only units with space available). You might want to consider becoming a leader – with more leaders, we can take in more girls. For more information, please email any-calgaryaurorasky@girlguides.ca.





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Autumn is here, and while many of us are getting ready for the cold season, now may be a good time to consider thinking about the year ahead. Many communities in Calgary have taken part in the Enhanced Landscape Maintenance (ELM) program, which helps ensure your neighbourhoods get the care and attention they need to keep community spaces clean and safe, lawns neatly trimmed, litter cleared, flower beds maintained, and more. If this interests you, read on to find out how you and your neighbours can take part.

What Is the ELM Program?

The ELM program is a community-led initiative designed to elevate the beauty of our public spaces.

To join the program, your group must be a non-profit representing your entire neighbourhood. Your local Community Association, Residents Association, or Homeowners Association would be involved with this process and running the program, so be sure to work with them if the ELM program interests you.

Participation involves entering into a Landscape Maintenance Agreement (LMA). Once the LMA is in place, your community will receive a municipal operating grant for the ELM program.

What Does the ELM Program Cover?

Mowing/trimming, litter control, curb sweeping, spring cleanup, and fall cleanup, shrub bed and tree well maintenance, flower bed installation and maintenance and watering/irrigation.

What Isn't Covered Under the ELM Program?

Infrastructure enhancements or maintenance (e.g., community entrance signage, pathways, transit buildings/shelters, playgrounds) and private land enhancements, including tree planting.

The City provides additional support based on need and assessment, ensuring these services meet municipal standards, including integrated pest management, tree care and planting, natural areas and urban conservation work, pathway infrastructure maintenance.

By participating in the ELM program, you help foster a sense of belonging and pride, ensuring our neighbourhoods remain well-maintained for everyone to enjoy.

Visit calgary.ca/communities/enhanced-landscape-maintenance-funding to learn more.

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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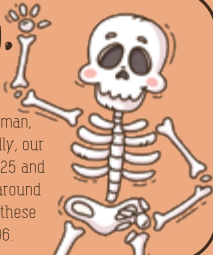
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Scary, Spooky. Skeletons



Of the total body weight of an average human, about 14% is made up of bone mass. Typically, our bones reach their maximum mass between 25 and 30 years old. When we are born, we have around 270 bones, but as we grow into adulthood these fuse together, leaving us with about 206.

BRAIN GAMES SUDOKU

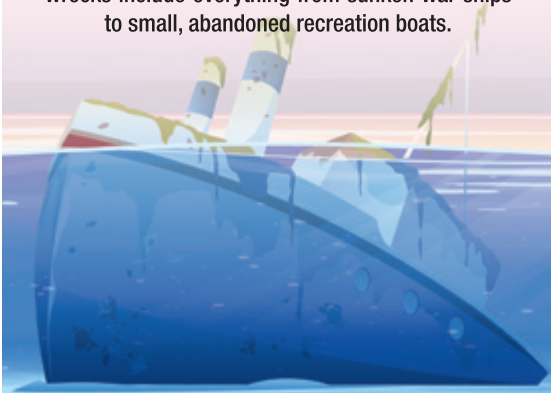
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SHIPWRECKED

Of course, it is nearly impossible to know the exact number of shipwrecks on the ocean floor. However, the current estimate is that there are about three million shipwrecks scattered down there. These wrecks include everything from sunken war ships to small, abandoned recreation boats.



Guess the Colour!

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.



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