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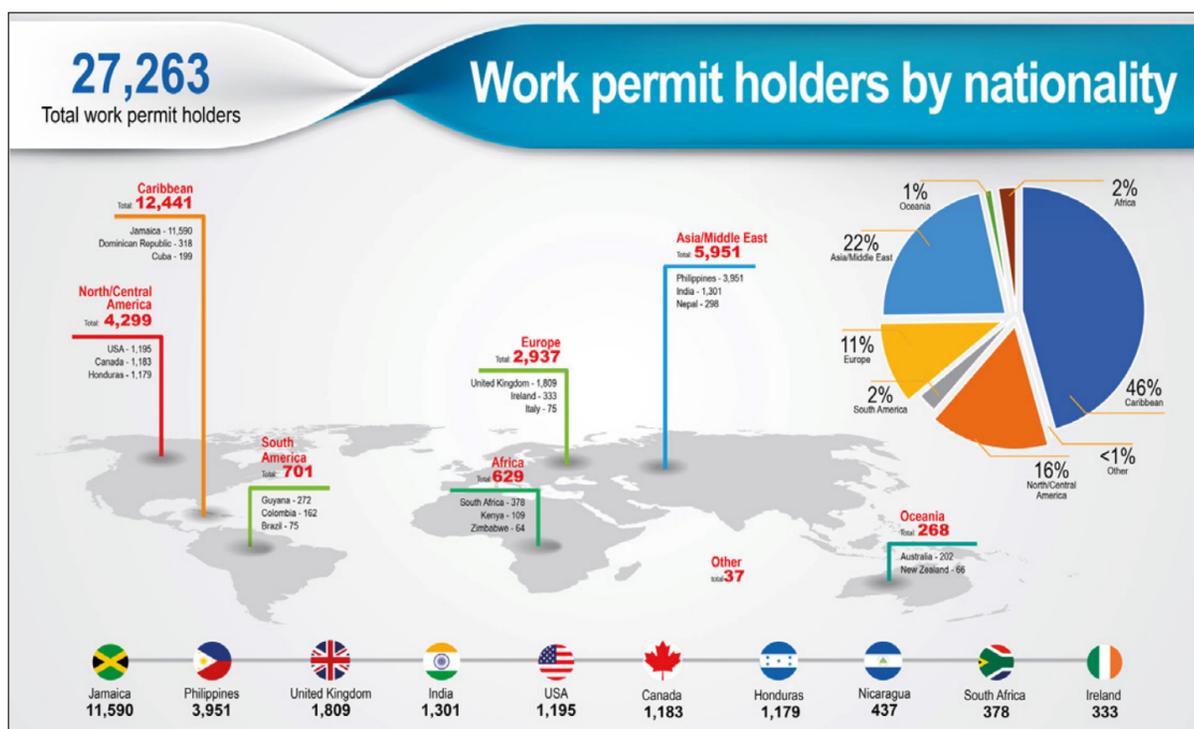
Time to reset the clock

• **LOCAL NEWS** — page 7



Silver Linings: The Coronavirus Lockdown

CHAMBER WARNS OF MASSIVE JOB LOSSES



The Chamber of Commerce is warning that a prolonged 'lockdown' could be disastrous for the economy with massive job losses.

In a press release on a study it just carried out into the economic impact of COVID-19, the business representative

organisation projects a startling 10,000 to 14,000 jobs being lost.

Those figures extrapolated from the Chamber's survey project an unemployment rate of between 20 and 30% - almost triple the current unemployment rate.

The report links this scenario to an assumption of the 'lockdown' period continuing for up to four months initially.

The Chamber said its study includes the results of "a significant survey of

... Continued story on page 3

Remembering Mrs. Esther Ebanks

I remember when Ms. Esther arrived with her family from Cayman Brac. Her Mom and Dad Mr. Tony and Miss Chrissie rented my Mom's Uncle Lorraine's house in West Bay not far from the Bay and Silver Sands cafe. There were five children as I recall, Gurvin, Esther, Karen, Steve and Jacquie.

As a young child, I realised that they were an amazing family, Karen and Steve were the ages of my older sisters and Esther who was older, was demure and soft spoken. They appeared to be very talented and industrious. Miss Chrissie quickly came to know my grandmother

and aunts. She believed in us youngsters getting a good education but also valued hard work and self-discipline.

The family later went to live in town but Esther would marry a West Bayer and remain in West Bay. Karen would later become a teacher having taught me Spanish which I would also pursue at university. Steve was at one time the youngest doctor to graduate from UWI and Jacquie also attended the Physio Centre in Mona where she would become our first Caymanian physio-therapist.

... Continued story on page 2



UCCI extends Campus closure



The University College of the Cayman Islands' campuses in Grand Cayman and Cayman Brac will remain closed until the end of the academic year, following the April 22 directive issued by the Cayman Islands Government to extend the closure of all educational institutions as a result of COVID-19 developments. Pending the issuance of further directives, UCCI's physical campuses will remain closed until a reopening date can be established in accordance with public health and safety measures.

Online classes have continued to be facilitated throughout the Spring. With

... Continued story on page 4

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Remembering Mrs. Esther Ebanks... cherishing another precious piece of the old Cayman

... Continued story from page 1

When I returned from university in the summers, Ms. Esther asked a group of us to help with a Community Youth Club which she was instrumental in providing wholesome activities and good food on Friday evenings.

Later on, I would come to know and teach some of Ms. Esther's children; Tommie, Tanya, Tessa and Timmie. Like her, they were stalwart citizens, dependable, kind and hardworking.

She remained true to herself when she entered politics and she found a voice which was respected by all who knew her. She believed in sound government

and great causes and never failed to remember the down-trodden.

Her union with the late Mr. Dalmain Ebanks, former MLA and sporting legend further cemented her legacy.

May we remember her with joy and be thankful for her memory.

Nyda Flatley. 🌐

COMMUNITY NOTICES

Water Quality Top Priority



Water Authority - Cayman

Water Authority-Cayman is committed to providing safe, high-quality potable water to all customers.

Water produced by the Authority is tested daily by the Authority's accredited Laboratory. Samples are taken at

the water production plants, pumping stations and from sample taps across the distribution network, to ensure the quality of the water across the island. Water supplied by the Authority meets the World Health Organization Guideline Values for Drinking Water Quality.

If a customer is concerned about the quality of their water supply, they should contact the Water Authority **first** by calling the emergency helpline 946-4357, so that the Laboratory team can investigate.

Customers are reminded that at-home test kits are not an effective means of testing water quality, as these kits are not as robust and reliable as the testing carried out by the Authority's Laboratory. The Laboratory is accredited by the American Association for Laboratory Accreditation, the accreditation ensures that testing results are accurate, reliable and meet high-quality assurance and quality control criteria.

Additionally, customers who have questions about their water quality are

urged to not share misleading information on social media; especially if they have not first contacted the Authority. Sharing untrue and unverified information about the quality of water could cause unnecessary concern and fear for the general public and is in violation of section 64 of the Penal Code.

Clean water is critical in the fight against the Coronavirus pandemic, and the Authority is committed to ensuring all customers have access to high-quality water during this health crisis. 🌐

Cayman Food Bank Making the Difference for Many

Over 200 Cayman Islands residents visited the First Assembly of God Church on Old Crewe Road on Saturday, 25th April to receive food supplies from the Cayman Food Bank.

Volunteers from the non-profit group, along with the assistance of the Royal Cayman Islands Police managed the process of people arriving at the Church to receive the bags of food, which contained roughly three days-worth of food supplies consisting of beans, rice, canned meats, tuna, flour and sugar among other goods.

The give-away comes at a time when more Caymanians and resident work permit holders are losing their jobs and finding it harder to source food due to the COVID-19 induced work-stoppage in the Cayman Islands.

A recent press release from the Islands' Chamber of Commerce estimates that unemployment could soar to 30 percent in the coming weeks ahead, as more businesses shut their doors and layoff workers.

"We would like to do it in more locations, but the food distribution has to be concentrated in one spot to avoid persons from double dipping," noted Food Bank Director Marie Eden, who led the group of nearly 30 volunteers in the effort.

She noted that Saturday's food distribution effort was governed by last name designation and the Cayman Food Bank was also distributing hot meals via delivery, adding that the effort could have easily seen more than the 400 persons in the community assisted over the course of the day.

The food distribution drive also happens on Wednesdays in order to assist those whose last names are in the category than the one served on Saturday.

Clad in their Personal Protective Equipment, the volunteer workers made sure they adhered to 'social distancing' guidelines; standing within 6-feet of those in need.



► Members of the Royal Cayman Islands Police assist with crowd control during Saturday food distribution efforts

"We have been in operation for over two years now and this present situation the organization has been proving just how necessary we are; especially at this time. That is why it is so important that we get the support from the community. We need it now more than ever," Mrs. Eden pointed out.

She added that the Cayman Food Bank welcomes food and financial support from the community, noting that financial assistance tends to go much further because the Cayman Food Bank can then source the food from suppliers.

"The need is always growing," she remarked.

With workers from jurisdictions such as Nicaragua now stuck in the Cayman Islands after that Country closed its doors on its returning citizens at the last minute before a flight was set to take them home, the meals provided by the Cayman Food Bank and other organizations like it are making all the difference in the Cay-

man Islands being able to avoid a humanitarian disaster.

As other workers are furloughed and logistics regarding travel become increasingly challenging, it is expected that the need for food-aid in the Territory

will only increase, according to Cayman Food Bank organizers.

To donate to the Cayman Food Bank or to sign up for assistance from the programme, persons in the community may visit www.caymanfoodbank.com. 🌐



► Cayman Food Bank Volunteers play an important role feeding the community in the Cayman Islands during the COVID-19 lockdown

Cayman Islands COVID-19 Dashboard

<p>Results</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p style="font-size: 24px; font-weight: bold;">70</p> <p>Positive</p> </div> <div style="text-align: center;"> <p style="font-size: 24px; font-weight: bold;">1078</p> <p>Negative</p> </div> </div>	<p style="font-size: 24px; font-weight: bold;">10</p> <p>Recovered*</p>
<p>Worldwide confirmed cases</p> <p style="font-size: 24px; font-weight: bold;">3,045,822</p> <p><small>Source: Johns Hopkins, 27/04/20, 2:30pm</small></p>	<p style="font-size: 24px; font-weight: bold;">1</p> <p>Deaths</p>
<p style="font-size: 24px; font-weight: bold;">AS AT: 27 APRIL 2020, 3PM</p> <p><small>*A person who initially tested positive and who has subsequently tested negative for the COVID-19 virus in two tests done at least 24 hours apart 14 days after their positive test, or after their symptoms have gone away, whichever is longer.</small></p>	<p style="font-size: 24px; font-weight: bold;">1148</p> <p>People tested</p>

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CHAMBER WARNS OF MASSIVE JOB LOSSES IF LOCKDOWN PROLONGS

... Continued story from page 1

over 300 local businesses which indicates that 1,416 employees have already lost their jobs between March 13th and April 17th.

Chamber President Woody Foster said, "What these results demonstrate is that the businesses surveyed have laid off approximately 16% of their staff within the first 4 weeks."

He added that "taking into account that the businesses surveyed represent around 18% of all jobs in the country the national unemployment situation currently is likely to be much more dire."

A government Labour Force Survey up to fall 2018 showed that there were 46,178 people in the workforce with over 44,800 in work - an employment rate of 97.2%.

Recent statistics show that around half of the workforce is made up of work-permit holders.

Latest indicators from the Cayman Islands Statistics Office show an unemployment rate of "3.0% as at Spring 2019."

GDP DROP

The Chambers study also factors in the impact on GDP of a prolonged lockdown.

It forecasts a 15% downturn in within the first to two months (around this period), rising to 19% over three months, and 22% GDP drop after four months.

It projects that 20 businesses are likely to close within the next month, with 130 downsizing, 52 uncertain, while 85 have made no changes.

The outlook for lost salaries with the consequential loss of tax revenue to government and spending in the local economy is equally bleak.

Over CI\$300 million is already believed to have been lost in the first two months, rising to around CI\$500 million if the lockdown continues for four months.

Last week's change to the Pensions Law allowing private-sector employees to tap into their pension fund is hoped to pump CI\$500 million back into the economy - similar to the amount which is anticipated to be withdrawn.

Chamber president Foster explained that the study also provides information to help key community stakeholders better gauge the magnitude of the social challenges that are currently unfolding.

"This enables the Chamber to better understand how certain sectors will be impacted, and importantly, the magnitude of the responses required to assist workers," he explained.

Mr Foster further stated that "the study recognises the significant measures already taken by the government and their related success factors."

He said the impact assessment is the first step and that the country now needs to move quickly towards the development of a proposed economic resumption plan, with the public and private sector stakeholders working closely together.

WORKING OUT THE WAY BACK

"The Chamber is looking forward to working collaboratively with the government on a plan to be implemented when the government and its medical experts decide that some domestic economic activity may resume in the country," he said.

Hon. Premier Alden McLaughlin has announced that in the coming days a meeting will be called involving all members of the Legislative Assembly to get their views on the government's plans.

"We are thinking and looking very carefully at what is being done in other places such as New Zealand and Germany as well as lessons how not to do it by looking at our neighbour to the north (seen as a reference to the United States) but trying to shape a plan which suits Cayman."

Commenting on the finding of the Chamber's study, Hon. Minister of Commerce Joey Hew said: "The government continues to place the safety and lives of everyone as the priority. At the same time, we are making significant efforts to ensure that the local economy can safely resume when the time is right and we look forward to working closely with the Chamber on this."

Hon. Minister of Finance and Economic Development Roy McTaggart said the government is "grateful for the efforts of the Chamber in its response to the pandemic."

Mr McTaggart noted that "a successful resumption of activity within the domestic economy will require a truly collaborative effort by all community stakeholders and we look forward to working jointly with the private sector on these initiatives moving forward".

The Chamber has credited the government for its response to the impact of the pandemic in Cayman.

The organisation's president Woody Foster stated: "The fact that we are in a position to begin our planning for some form of economic resumption is a credit to the government's quick actions to address the safety of everyone at the early onset of this pandemic."

"In some countries, the crisis and related fatalities are to such an extent that it's difficult to begin planning for the next phase. We are hopeful that if everyone continues to abide by the shelter in place, hygiene and social distancing measures introduced by the Cayman Islands government, we will be in a position to reopen the economy in a measured and safe fashion guided by the government and medical experts."

According to Mr Foster, "It's fair to say that everyone knows the impact is negative and we are all concerned. But we felt that carrying out a formal assessment is an important first step."

He said that the study, conducted by local consulting firm FTS, was carried out to better understand the likely impacts and assist both the government and the private sector in responding to the crisis.

A recurring theme of Premier Alden McLaughlin on the impact of the COVID-19 on Cayman has been one of putting people before profit.

But mindful of the worsening economic impact he has said that government was looking at a structured re-opening of the economy alongside ongoing measures to alleviate the impact on businesses, and the financial burden on employees and their families.

He again addressed the pressing issue in the Legislative Assembly last week while piloting additional relief measures including early pensions withdrawals, relaxing conditions for work-permit holders and securing jobs for Caymanians.

Premier McLaughlin reiterated his government's commitment to "helping people get through these difficult times when the economy is in free fall, when they are laid off or indeed have been terminated, or businesses are teetering on the edge."



▶ Woody Foster, Chamber of Commerce President

He has also said that the extensive community-wide testing now being carried out will be critical to the decision on when and how to start relaxing restrictions and gradually open up the economy.

COVID-19 ECONOMIC REPORT

An economic impact assessment of the COVID-19 pandemic on the Cayman Islands.

2 MONTHS
March - May

3 MONTHS
March - June

4 MONTHS
March - July

THERE ARE 3 PROJECTED 'SHELTER IN PLACE' SCENARIOS

ESTIMATED 2020 GDP IMPACT

- 2** MONTH LOCKDOWN: 15% decline
- 3** MONTH LOCKDOWN: 19% decline
- 4** MONTH LOCKDOWN: 22% decline

ESTIMATED SALARIES LOST

- 2** MONTH LOCKDOWN: CI\$ 373 million
- 3** MONTH LOCKDOWN: CI\$ 444 million
- 4** MONTH LOCKDOWN: CI\$ 512 million

IMPACT ON EMPLOYMENT IN 2020

- 1,416** job losses HAVE ALREADY OCCURRED FROM MARCH 13TH TO APRIL 17TH
- 5,088** job losses BY NON-CAYMANIANS IN THE BEST CASE SCENARIO
- 5,624** job losses BY CAYMANIANS IN THE BEST CASE SCENARIO
- 10,712** job losses ESTIMATED FOR A 2 MONTH LOCKDOWN
- 12,450** job losses ESTIMATED FOR A 3 MONTH LOCKDOWN
- 14,048** job losses ESTIMATED FOR A 4 MONTH LOCKDOWN

COMMUNITY SUPPORT

- CAYMAN FOOD BANK:** meals support doubled
- MEALS ON WHEELS:** meals support increased by 16%
- NAU:** increased assistance by 165% now supporting 975 families or 3,828 people
- RESILIENCE CAYMAN:** assistance requested by over 4,000 people within 3 days of launching

LOCAL BUSINESS RESPONSE

RISK TO WORK PERMIT HOLDERS

0	84 BUSINESSES HAVE 0 WORKERS AT RISK	84
1-3	87 BUSINESSES HAVE 1-3 WORKERS AT RISK	87
4-6	31 BUSINESSES HAVE 4-6 WORKERS AT RISK	31
7-12	13 BUSINESSES HAVE 7-12 WORKERS AT RISK	13
13-24	5 BUSINESSES HAVE 13-24 WORKERS AT RISK	5
25-50	2 BUSINESSES HAVE 25-50 WORKERS AT RISK	2
51-100	1 BUSINESS HAS 51-100 WORKERS AT RISK	1
100+	3 BUSINESSES HAVE OVER 100 WORKERS AT RISK	3

142 LOCAL BUSINESSES INDICATE THAT AT LEAST 1 WORK PERMIT HOLDER'S JOB IS AT RISK

3 LARGE COMPANIES INDICATE THAT MORE THAN 100 WORKER'S JOBS ARE AT RISK

RISK TO CAYMANIAN EMPLOYEES

0	132 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	132
1-3	78 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	78
4-6	32 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	32
7-12	26 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	26
13-24	5 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	5
25-50	3 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	3
51-100	3 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	3
100+	0 BUSINESSES WITH LOCALS AT RISK OF JOB LOSS	0

145 LOCAL BUSINESSES INDICATE THAT AT LEAST 1 CAYMANIAN'S JOB IS AT RISK

0 LOCAL BUSINESSES INDICATE THAT MORE THAN 100 CAYMANIAN'S JOBS ARE AT RISK

PLANS FOR LOCAL BUSINESSES

20 businesses ARE LIKELY TO CLOSE WITHIN THE NEXT 4 WEEKS	85 businesses HAVE MADE NO CHANGES
130 businesses HAVE MADE ADJUSTMENTS TO DOWNSIZE AND SURVIVE	52 businesses ARE UNCERTAIN WHAT THEIR PLANS ARE

TO READ THE FULL REPORT VISIT CHAMBERCOVIDUPDATES.KY

Self-isolation

Advice for persons with & without symptoms of infection, who are isolating themselves due to potential exposure to novel coronavirus (COVID-19). These actions will help to protect others inside & outside of your home from infection.

Isolate yourself

stay in your home or temporary residence, do not go to work, school or other public areas

separate yourself from others in your home or temporary residence

use separate facilities if sharing, these should be cleaned before use by others

have food, medication & other supplies delivered to you

do not have visitors in your home or temporary residence

there is no evidence that pets can be infected with coronavirus however, it is good practice to wash your hands after contact

Prevent the spread of infection

frequently clean hands with soap & water or an alcohol-based hand sanitizer

cough or sneeze in a tissue & bin it

use separate household items such as towels, bedding, cups & dishes

wear a mask when you are around others, only if you have been told to do so

wash hands with soap & water after using the restroom

wash hands with soap & water before cooking & eating

Take care of your health & wellbeing

For those with symptoms of infection:

- get plenty of rest until you feel better
- drink enough fluids so that you pass urine regularly
- take paracetamol as advised, to reduce pain & fever

For everyone in self-isolation:

- keep in contact with friends & family by phone, video & online
- carry on hobbies & interests within your home if you are able to
- take regular exercise within your home if you are able to

Seek help if you develop symptoms or existing symptoms worsen (eg. difficulty breathing) by calling the flu hotline on 1-800-534-8600 or 947-3077. For emergencies call 911.

For the latest updates and information, please visit HSA.ky/public-health/coronavirus or gov.ky/coronavirus

DATED: 29 MARCH 2020

House Approves Traffic Law Amendments

In an historic meeting of the Legislative Assembly, Members unanimously approved the onward passage of the Traffic Amendment Bill 2020 which will ease processes at the Department of Vehicle and Drivers Licensing.

Moving the amendment to the Traffic Law, 2011, Minister for Commerce, Planning and Infrastructure, Hon. Joey Hew said the changes would provide the law flexibility and the ability to respond quickly during emergencies such as national disasters and pandemics.

Similar, legislative action was undertaken by the UK during the SARS pandemic in 2004 and the Cayman

Islands bill is based on those amendments, he noted.

The amendment, once passed would give Cabinet authority to issue suitable instructions to the Director of Licensing both on issues or parts of the Traffic Law as well as Regulations, he added.

Notably, the local amendment allows vehicle owners to now renew online without their vehicles' certificate of roadworthiness being current for over three months. (Due to the COVID 19 office closures, vehicle inspections have been suspended.) Owners can then go online and complete the renewal process, Minister Hew explained.



► Minister for Commerce, Planning and Infrastructure, Hon. Joey Hew introduces the Traffic (Amendments) Bill, 2020 in the Legislative Assembly today, Thursday, 23 April 2020 (Photo by GIS)

Gain a Master's degree at UCCI and shape your tomorrow, Cayman

The world is constantly evolving and there has never been a more exciting time to start shaping your tomorrow with a UCCI master's degree. The University College of the Cayman Islands Graduate Studies Department is now open for programme enrolment. Gaining your master's degree in human resources, business administration or public administration is now attainable through adaptable scheduled programmes and flexible payment plans.

Get started with any of the programmes being offered, including:

- Master in Human Resources Management (MHRM),
- Commonwealth Executive Master of Business Administration (CEMBA) and
- Commonwealth Executive Master in Public Administration (CEMPA).

Each of these programmes is taught on a flexible schedule to ensure that working professionals can attain their degrees and maintain their incomes. The majority of the classes are self-paced and self-instructional, with

course participants required to have ten (10) hours of instructor contact per class. To ensure that master's students receive the best education and maintain the highest standards, CEMBA and CEMPA students are limited to a maximum of four courses per semester.

The programme lengths vary. The MHRM is a 36-credit programme that will last for 18 months and is comprised of three modules. It is broken into modules to also accommodate HR practitioners who might need professional development. This ensures that those individuals who do not wish to do the degree but would like to be certified are able to participate in the programme. Each of the CEMBA and CEMPA programmes is two years of full-time study (i.e., four semesters or approximately 1,800 hours).

"Students who pursue the master's programmes at UCCI are assured of a student-centred approach every step of the way", says Director of Graduate Studies, Dr Stephanie Fullerton-Cooper.



"UCCI works assiduously to help them attain their academic goals. UCCI is also partnering with local and overseas institutions and organisations to ensure its offerings are cutting edge and meet international standards. We also ensure that classes are scheduled in such a way that working professionals can attend classes outside of their working hours. At the UCCI Graduate Studies Department, all students matter and are taken into consideration as programmes are planned."

For admission to any of the UCCI Graduate Studies Department programmes, applicants should have a bachelor's degree. Applicants who do not hold a bachelor's degree but who have significant work experience in an appropriate related field may be given consideration for entry into the programmes. The cost of the programmes varies (MHRM: CI\$14,500, CEMPA and

CEMBA: \$18,200.00), and these costs are inclusive of materials and some fees. Stand-alone seminars are priced separately with discounts offered when participants sign up for multiple offerings. UCCI also offers all interested applicants a payment plan through our flex pay system to help students reach their academic goals.

Qualified Caymanians can apply for a government scholarship for their post-graduate degree. Apply before 30 April 2020. Visit <http://www.education.gov.ky/portal/page/portal/mehhome/education/scholarships>

Apply today for the programme of your choice. Interested persons are asked to contact Director of Graduate Studies, Dr Stephanie Fullerton-Cooper, at scooper@ucci.edu.ky for additional information and for direction on how to get started in their academic pursuits.

UCCI extends the closure of its campuses until the end of the academic year 2019/2020 but continues to operate online

... Continued story from page 1

the Summer 2020 Semester planned to commence on May 11, a full schedule of classes are being offered with the aim of setting the standard for a new wave of accessible education. The class registration period for Summer 2020 began on April 9 and will run until May 15, with the semester concluding on July 2. UCCI's regular business hours will remain the same as the campuses operate remotely: 8:30 a.m. to 5:00 p.m., Monday through Thursday and 8:30 a.m. to 4:30 p.m. on Friday.

An announcement of decisions regarding either the delay or cancellation of university events, in-person or virtually, will follow in the coming weeks. To view the most recently updated version of the Academic Calendar, the public is encouraged to visit <https://www.ucci.edu.ky/academic-calendar>.

UCCI President & CEO, Dr. Stacy McAfee notes: "Faculty and staff look forward to serving students taking online classes this Summer. As a primary provider of quality tertiary education, UCCI has faced collective challenges and new opportunities during this unprece-

dent time. We remain compliant with the directives issued by the Ministry of Education, Youth, Sports, Agriculture & Lands and we believe our combined efforts to facilitate a smooth and successful Summer for our students, will continue to fuel public sentiment that UCCI is resilient in its provision of educational pathways for students across the Cayman Islands. We are confident that students will benefit from the new and streamlined experience of online classroom instruction at UCCI."

For further assistance with class registration and general queries, students are encouraged to contact UCCI at info@ucci.edu.ky or call 1-345-623-8224. The Student Life Department can also be contacted via email at studentlife@ucci.edu.ky for continued student support; with Academic advising, Financial Aid queries, Career/Internship advising, and Counseling services. Prospective students or parents who would like to consult with a member of the Admissions Team can email admissions@ucci.edu.ky or call 1-345-623-8224 to learn more about UCCI's online application portal and starting their education with UCCI.

Caymanian Times



COVID - 19 Publishing days



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Time to reset the clock

During Thursday's debate on vital new amendments to help people deal with the restrictions brought about by the Covid-19 corona virus pandemic, Arden McLean, Leader of the Opposition, said now was the time to reset the clock when it came to giving Caymanians employment opportunities.

Amendments were discussed that would help ex-pats coming to the end of their work permit or term limit to extend their time in the Cayman Islands legally, should they be unable to travel back to their home country because of travel restrictions. Mr McLean said while he recognised the difficulties such ex-patriot workers were facing, he believed Caymanians should come first when it came to employment opportunities.

"Whilst we recognise the difficulties we are facing now, particularly businesses and employment, and we recognise work permit holders are also essential to our existence, we must also recognise that Caymanians are just as essential and, particularly now, we must start thinking about rebuilding this economy and it will take everybody on board to do it," he said.

Mr McLean said that he was thankful that the government has listed how and under what conditions hiring would go forward from here, however as he had said before, Caymanians came first.

"I think it's more important than ever in all our history because this economy has had to be shut

down that there will be no excuses, none. Caymanians must be hired first and the excuses must stop," he said.

His concern was how were Caymanians going to be put first, if the Government enforced the amendments that they were debating, and that work permit holders who were going to be out of a job were now able to be further employed.

"We are going to have to make provisions to make sure that those people are somehow taken out of the jurisdiction," he said. "There must be no more reasons why Caymanians should not be able to work."

Mr McLean went on to say that the provisions under debate had to ensure that employers understood that they could not flout the law and that they could not do what had been done in the past.

"If we are to bring our economy back up, they must learn that they will be charged and prosecuted. It's Caymanians first," he stated.

This was the time to do a paradigm shift, so Caymanians could benefit from the successes of the country, he advised.

Mr McLean said he wasn't against immigration and recognised how immigrants had helped build the jurisdiction, but he said Cayman had lost its way.

"We lost the central piece which is Caymanians. I believe we can set this clock when it comes to opportunities for Caymanians at the same time welcoming people who are necessary and needed to help us rebuild," he said.



► Leader of the Opposition Hon Arden McLean, JP

How Do I Exercise During Soft Curfew Hours?



Outdoor exercise includes walking your pet. This may be done alone or together with a family member living at the same residence. Exercise is permitted for an **hour-and-a-half each day**, between the hours of **5:15am** and **6:45pm**. Driving any place for the purpose of exercise is prohibited.

#StayingHomeisCaymankind
gov.ky/coronavirus



DATED: 16 APRIL 2020

Shelter-in-Place Curfew for the Cayman Islands



5:01am to 7pm soft curfew for essential outings only
7pm to 5am hard curfew with no outings

#StayingHomeisCaymanKind
gov.ky/coronavirus



DATED: 27 MARCH 2020



no fishing, no snorkeling

no exercise, no swimming

Hard Curfew on Beaches

All public beaches will be closed throughout the Cayman Islands for a full 24 hour hard curfew from 17th April to 5^{AM} 1st May, 2020. Breach of the hard curfew order is a criminal offence carrying a **penalty of CI\$3,000, imprisonment for one year or both.**

*Private owners with beach access are not allowed beyond the high water mark.

#StayingHomeisCaymankind
gov.ky/coronavirus



DATED: 16 APRIL 2020

CAACI's COVID-19 Business Continuity as it pertains to the Cayman Islands Aircraft Registry



During the current circumstances of "shelter in place" and "social distancing", the CAACI continues to function in terms of providing regulatory certification and oversight services.

All the CAACI Technical and Support staff have been equipped and resourced to carry out their duties remotely. The function and capacity of our VP-C Online secured electronic data management system provides the means for our clients to continue to apply for initial issue and renewal of the majority of our Civil Aviation documents.

Though in person visits are limited depending on jurisdiction, our Inspectors and Surveyors can accept submission of the documentation supporting a certificate issue or renewals via VP-C Online upload. There the information can be reviewed and where additional information is required, the Surveyor or Inspector can contact the applicant directly via email.

The CAACI policy of physically visiting aircraft for Certificate of Airworthiness (CofA) renewals will resume once travel restrictions are eased depending on the country where the aircraft is based. For aircraft that had CofA's renewed administratively during this time, operators are advised that the CAACI reserves the right to conduct an onsite inspection to validate submissions to renew the CofA.

The CAACI has Technical resources based in the United Kingdom, Europe,

Asia, North America and of course the Cayman Islands. This global reach combined with the functional capability of our VP-C Online electronic system allows our clients to apply and receive their formal aviation documents through our secure online portal.

Supporting the Leasing Industry

The CAACI continues to expand its support for Aviation Lessors. The current challenges faced by Lessors are routinely solved by our team of highly experienced Surveyors, Flight Operations Inspectors and CAMO partners. Combine these human and technical resources with the power of VP-C Online; Lessors benefit with innovative and timely solutions for a variety of aircraft transition and storage projects.

Relaxed CAACI Certificate Renewal Policy

Supporting decisions made by other National Aviation Authorities worldwide, the CAACI has adopted a relaxed renewal policy for aviation medicals and flight crew certification renewals. Please see link for full details: <https://www.caacayman.com/wp-content/uploads/CAACI-Renewal-Policy-March-2020.pdf>

The variations in the policy have an ending date of 31 July 2020. By the end of May 2020 and depending on the steps taken by other NAAs, this expiry date may be extended.

Holders of United States Federal Aviation Administration (FAA) Flight Crew Licences supporting a Cayman Islands Foreign Licence Validation Certificate (FLVC)

The CAACI has already provided Variations to the Overseas Territories Avia-



► Skyview of Owen Roberts International Airport

tion Requirements (OTAR) in support of a relaxed renewal policy for flight crew and operators. In the case of FLVCs, extensions of existing validations are granted based on receipt of evidence that the ICAO State issuing the base licence has granted an extension due to the current global situation.

In the case of FAA Licence Holders, the United States has issued a "non-enforcement" for flight crew medicals expiring in the coming months until 30 June 2020. However, this policy has been limited to pilots employed by United States operators or owners.

The question is, "Can the CAACI grant an FLVC Extension to the holder of an FAA Licence operating an aircraft registered in the Cayman Islands with an expired FAA Medical?"

The CAACI has no authority to issue an extension or exemption to an FAA Air-

man Certificate or Medical. Only the FAA can issue those authorisations. In some instances, where an FAA Class 1 Medical reverts to a lower category (Class 2 or 3) after its initial validity period, the CAACI may be able to issue a FLVC with the limitation of "co-pilot only". Applicants are advised to contact the CAACI before making application to confirm this is an option for them.

The CAACI is committed to supporting aircraft owners and Operators through these challenging times. We appreciate the inconvenience this particular situation may cause some pilots or operators but the decision by the United States FAA is beyond our control.

If you have any questions please do not hesitate to contact, Captain Lindsay Cadenhead, Director Air Safety Regulation at 345-925-9983 or lindsay.cadenhead@caacayman.com.

Family Resource Centre Rolls Out Parenting Initiative

The Family Resource Centre has launched its COVID-19 parenting campaign to support self-isolating households with one or more children.

The initiative, which begins its roll out today (Monday, 27 April 2020), is being spearheaded by the Ministry of Health's Family Resource Centre (FRC) (part of the Department of Counselling Services). Throughout the six-week initiative, parents and guardians will have ready access to advice and resources on how to support children, and each other, during the COVID-19 pandemic.

The Ministry of Education, Youth, Sports and Agriculture (MEYSAL); and the Department of Education Services (DES) are partnering in the campaign by delivering printed parenting guides to government school parents who do not have access to the Internet. Designed to encourage discussion with children, digital copies are being sent out on WhatsApp. MEYSAL and DES will also be assisting the campaign by providing subject area experts for a series of FRC parenting webinars.

The first of six live webinars start on Wednesday, 29 April, from 4.30pm. Hosted by the FRC on its Facebook page, the hourlong presentations and Q & A sessions' topics include Positive Parenting during COVID-19: Handling Challenging Behaviour, Creating Structure in the Home, Managing Stress" and "Family Connection: Creating One-on-One Time.

Each will be led by a locally-based expert in family relationships, education or child welfare.

Parents and caregivers are encouraged to join in the live webinars to get advice, professional insights and additional parenting strategies to support them during this challenging period. Alternatively, they can submit questions to the FRC via email at frc@gov.ky, in the lead up to the webinars.

"The Family Resource Centre is pleased to be offering this initiative to address the parenting needs of our families," says FRC's Programmes Coordinator Charmaine Miller.

"Parents are struggling with everyday life turned upside down due to the coronavirus pandemic and the uncertainty of what the future holds. The webinar series is an additional platform to equip parents with effective strategies to manage their "new normal" during this stressful period."

Schools Inclusion Specialist June South-Robinson, one of the experts in the campaign, cites a UNICEF report which claims that an entire generation of students could suffer damage to learning and potential as a result of the global pandemic.

"Given that assessment, this campaign will serve to mitigate the impact of the local school lockdown, by providing encouragement, advice and resources which will support our students and

► The COVID-19 parenting campaign's webinar series begins this Wednesday (29 April 2020), on the Family Resource Centre's Facebook page

parents in a practical way throughout and beyond the period of the pandemic," Mrs. South-Robinson adds.

The COVID-19 parenting campaign will also feature radio appearances and public service announcements.

POLICE NEWS

RCIPS and CIFS Reinforce Road Safety Message

The Royal Cayman Islands Police Service (RCIPS) and the Cayman Islands Fire Service (CIFS) reminds residents to stay safe on the roads during these unprecedented times.

Commenting on the situation, Chief Fire Officer, Paul Walker QFSM said, "CIFS colleagues have witnessed and received reports of drivers far exceeding speed limits as a result of less traffic, drivers continue to use their mobile phone while driving and reports of driving under the influence of drugs or alcohol."

He continued, "This is concerning as it is these types of behaviours that can

lead to road traffic collisions, which we hope to avoid. We are calling on the public to be mindful of this at this time."

Inspector Dwayne Jones of the RCIPS Traffic & Roads Policing Unit, echoed Chief Fire Officer Walker's sentiments and added "The Traffic & Roads Policing Unit continues to prosecute anyone found engaging in this behavior. The penalties include fines for speeding or mobile phone use, and the loss of driving privileges for a minimum of a year if found guilty of a DUI."



Silver Linings: The Coronavirus Lockdown

As we near the end of the 5th week mark of a freeze on the majority of activity on all three islands in response to the threat posed by the COVID-19 pandemic that has beset the world, many say they are now trying to look on the brighter side in order to give themselves hope and reason.

During his remarks at a recent Government press conference, Health Minister, the Honourable Dwayne Seymour attempted to remind the community that every cloud has a silver lining and attempted to encourage persons in the community by asking them to try to find any positives they could in their present situation.

As a result, the Caymanian Times endeavoured to talk to persons around the islands and put together a list of the positive outcomes of their plight thus far.

There has been a resurgence of marine life and scenery.

Even the beaches appear to be more bountiful with sand depositing in greater quantities along the Seven Mile Strip due to the restrictions regarding beach activity and fishing.

"For starters there is less pollution, which leads to mother nature being able to heal and the result is replenished fisheries and an abundance of wildlife to appreciate once this is all over," noted fisherman Persley Evans, who added that he looks forward to getting back out on the water to see how the fish are biting after the long break in fishing.

Others like Joanne Merittolla, who has been living in the Cayman Islands for nearly five years noted, "families are spending more time together and people have time to get healthy again, after making lifestyle changes."

"People are also getting more in touch with nature during their exercise sessions, which may influence many who



took Cayman's environment for granted before to take a second look," she added.

In addition to spending more time with pets - who are also getting lots of exercise - people are now taking time for themselves. Art, music, literature and a resurgence of humanities are flourishing, according to many residents.

The lockdown has also meant that many employers are coming to the realization that working from home can be practical; a reality that may change the way some people chose to approach family living in the future.

Some families will no doubt consider home-schooling their children in the aftermath of COVID-19, after having an opportunity to see the benefits of doing so, according to many respondents.

"There have been so many ways in which society has been touched by this virus and the subsequent lockdown," remarked Caymanian Mark Terry.

"Doctors are even doing telemedicine now and many business opportunities will evolve such as online yoga classes, counseling and mental health therapy. It really is a 'brave new world' shaping up," he opined.

Another positive benefit from the lockdown is less driving, which has

meant less traffic and cleaner air to breathe.

That has added benefits such as a reduction in stress for drivers and safer roads; barring the odd motorcycle pursuit and occasional single car accidents that have occurred.

Incidentally, there is also a major drop-off in road rage due to fewer vehicles moving to and fro.

Some persons have even suggested the implementation of flex times for school and work in order to cut down on morning traffic when school resumes.

For many in the Cayman Islands, the sentiment on social media platforms has been one of resignation to their fate as circumstances would have it.

The majority of posts on Facebook chats has centered around learning to be less consumer-driven and taking stock of what is really important, such as family, friends and pursuits that bring joy and satisfaction in and of themselves.

People are becoming better cooks, planting gardens and seeking out more sustainable ways of living for the time ahead.

There has also been a more concerted effort to support charities, to de-clut-

ter and de-stress, as well more time for cleaning homes and a general reset.

Caymanians are also getting more well-acquainted with the leaders of the country; a fact that can be witnessed everyday - from videos featuring His Excellency, the Governor, Martyn Roper playing steel pans at his Seven Mile Beach residence, to the daily press briefings that have 'humanised' the people who hold some of the highest offices in the land.

(Yes, they are people too but now have the superhuman challenge to confront and find solutions to perhaps the biggest challenge Cayman has ever faced).

A video meme even circulated online recently featuring Governor Roper jamming alongside some of Cayman's well-known young musicians playing Caribbean-themed music.

In addition to strengthening ties with countries around the region, Cayman's relationship with the Foreign and Commonwealth Office has grown stronger during this time; a fact, which has often been alluded to by Government officials during their press conferences.

A post coronavirus Cayman - and the world - world may not be all doom and gloom after all. 🌍

Foster Group Helps Seniors Maintain Contact With Loved Ones

Elderly residents in local care homes will enjoy increased contact with families and friends, due a thoughtful donation by the Foster Group.

Car City Manager, Taylor Foster gave 13 smartphones to the Ministry of Community Affairs' Chief Officer, Teresa Echenique, on Wednesday, 22 April 2020. The devices, chosen for their wide screens, will allow seniors to take part in WhatsApp calls and video chats during this time of restricted visits.

The donation will benefit residents in self-isolation at the Department of Children and Family Services' Golden Age Home, Maple House and Kirkconnell Community Care Centre residential facilities, and also those at the Pines Retirement Home, operated by the National Council of Voluntary Organisations. These phones will continue to be used in the facilities even after the restrictions end, to encourage close ongoing contact between residents and families.

The Foster Group is proud to be able to support this initiative," said its representative.

"In times like this, with so many things going on around us, it's important that we don't forget our elders. With help from FLOW we were able to find a

solution to help keep them connected with their loved ones while maintaining social distance. FLOW has also agreed to assist by enhancing the bandwidth speed at each of the homes," Mr. Foster added.

Ms Echenique thanked the Foster Group for supporting the Ministry in such an important initiative.

"In an effort to ensure the safety of our seniors, visits to care home facilities in the Cayman Islands were suspended last month, in line with the government's shelter-in-place provisions. While giving them some measure of protection against COVID-19 it has isolated the elderly, who look forward to seeing weekly visitors. This donation is truly "Cayman Kind" in action and for this we are most grateful," the Chief Officer said.

During the handover, Mr. Foster and Ms Echenique observed social distancing.

For details about how the private sector can further support seniors and other vulnerable groups, please email leisa.welcome@gov.ky. If you or a senior you know needs to talk to someone, requires assistance or wants to find out about other services, please call the Older Persons Helpline at 1-800-534-2222. 🌍



► Foster Group representative, Mr. Taylor Foster gives brand new smartphones for use by elderly residents of local care homes to Ministry of Community Affairs Chief Officer Ms Teresa Echenique on Wednesday, 22 April 2020

Chamber Webinar to Focus on Wills, Estate and Succession Planning in a Covid and Post - Covid-19 World

The Chamber of Commerce will host its fifth free webinar this Wednesday, April 29, 9am to 10:30am under the theme, Supporting Businesses in a Time of Crisis where legal experts will delve into the topic Wills, Estate and Succession Planning in a Covid-19 and Post-Covid-19 World.

The webinar will provide guidance to businesses and individuals gripped with uncertainties about the state of their assets as a result of the Covid-19 pandemic and will include a range of lifetime planning options available to businesses and individuals in the Cayman Islands. It will highlight the importance of implementing or updating estate plans and offer expert legal advice on the options for doing so. The meeting will also focus

on the role of the Living Will in Estate and Succession planning.

"While many businesses and individuals tend to shy away from the subject of succession planning, especially as this relates to making a Will, the Chamber is encouraging everyone to take these necessary steps, to ensure that they, their assets and their family are protected in the present, and that this protection will also be enjoyed by future generations," CEO of the Chamber of Commerce, Wil Pineau, said.

This FREE webinar is open to all businesses - Chamber members and non-members - and will be facilitated by a team of lawyers from HSM.

All those wishing to attend the April 29, webinar are required to pre-register

using the link below, where they will be provided with the technical instructions they will need.

<https://web.caymanchamber.ky/events/CHAMBER-COVID-RESPONSE-Supporting-Businesses-in-a-Time-of-Crisis-29-April-2020-1830/details>

The Chamber of Commerce will be announcing other upcoming webinars, also designed to provide support to various segments of the Cayman Islands business community.

About the Cayman Islands Chamber of Commerce:

The Cayman Islands Chamber of Commerce represents more than 650 businesses and associations across all industry sectors in the Cayman Islands. Its



members employ over 18,000 persons or about 45-percent of the country's labour force. The Chamber supports, promotes and protects the interests of its members and the public's welfare and serves as a catalyst for positive change, connecting community, business and government. 🌍

THEN & NOW

Magnificent Pedro St James

Our latest series of Then and Now articles will take readers on a tour of Cayman's most iconic and endearing buildings. We begin with the oldest structure in Cayman, Pedro St James, a popular attraction and culturally significant National Historic Site that sits high about the ocean in Spotts.

Legends, superstitions and stories surround the magnificent Pedro St James Great House, one of which is that it was built in 1631 by a Spanish settler named Pedro Gomez sent to Cayman from Jamaica to colonise Cayman, hence the 'Pedro' aspect to its name. But the original Great House was actually built in 1780 by an Englishman called William Eden who came to Cayman in 1765 from Jamaica with his second wife, Elizabeth Clark, and, using slave labour, built a spacious home for the two of them, while farming the adjoining land as a plantation. The house was named St James Castle.

The house was three stories tall and well-fortified, built with 3ft thick walls made out of coral rock quarried nearby, along with extended verandas, large shuttered windows and a slate roof. The slate was brought to Cayman from England as ballast on sailing ships and was also used on the ground floor and upper floors. The dual flight of entry stairs was a typical design feature of stately homes of that era, while the entire plantation house-style design reflected the great houses of Jamaica and other Caribbean countries.

The ground floor was open on all sides and housed parties, games and dances and on this level the cookroom serviced the entire house with its fireside hearth and bake oven. The upper floors were used as dining or entertainment areas and bedrooms were on the top floor.

Eden passed the house on to his son, William Eden II. In 1800 he then sold the house to the Public Recorder, James Coe, for 120 pounds sterling, who used the house for official functions as well as a residence. Coe then sold it back to Eden around 1822 and in 1823 the house was used as a courthouse and jailhouse for the island. In 1824 Coe requested that the Governor of Jamaica supply Cayman with arms to protect itself against pirates, contributing to the iconic "castle" image and immortalised by the canons set in its grounds.

Birthplace of Democracy

Two major events took place at Pedro St James in the following decade, about which present day students read in their history books: the decision to form the Islands' first elected parliament on 5th December 1831, closely followed by the issue of the proclamation to end slavery in the British Empire on 3 May 1835, cementing the



► Pedro St James, Birthplace of Democracy



► Prince Charles and Camilla at a special ceremony held at Pedro St James in March 2019

site's role as the 'Birthplace of Democracy in the Cayman Islands'.

After William Eden II died, the house was a residence for his heirs and fami-

ly, but in 1877, his granddaughter, Mary Jane Eden, was killed at the site by a bolt of lightning, and thereafter the house became abandoned with fears that it was an unlucky place in which to live. The house fell into disrepair and was only renovated again in 1914 by the Hurlston family, but then was abandoned again in 1920.

In 1959 part of the property was bought by Thomas Hubbell who lived there until 1963. Hubbell carved the date 1631 on the entrance arch and promoted the idea it was built by a Spaniard who had once housed the famous pirate Henry Morgan. From 1967 it became a restaurant but fire burnt the place down in 1970. It reopened as a restaurant in 1974 until the 1980s when the restaurant went bankrupt and was damaged by a hurricane and another fire.

Present day

In 1991, the property was purchased by the Cayman Islands Government for development as an historic site, employing a Canadian firm to develop a

restoration and interpretation plan for the site in conjunction with the Historic Sites Committee, which include the National Archives, the National Museum and the National Trust. That work concluded in the latter part of the 20th century at a cost of approximately \$8 million and produced the historic site that exists today, opening in December 1998.

Today, visitors can enjoy the beauty of the Great House, carefully restored to its former glory, as well as a 20-minute presentation at the Pedro Theatre, complete with lighting, vapors, wind, and water effects, a multi-sensory experience that helps visitors appreciate the lives of the early settlers. A Hurricane Ivan memorial, stamp room and rum tastings all add to the enjoyment of the visit, while many important events and functions have been held at Pedro St James, including it being the site at which Prince Charles officiated at a special ceremonial evening along with his wife, Camilla, when the royals visited Cayman in March 2019. 🌐



► Pedro Castle in 1959 (Photo credit: The Cayman Islands National Archive Photographic Collections)



► St James Castle – Pedro Bluff in 1938 (Photo credit: The Cayman Islands National Archive Photographic Collections)



Ruins of S James Castle, Pedro, Grand Cayman.

► Ruins of St James Castle, Pedro, Grand Cayman in 1910 (Photo credit: The Cayman Islands National Archive Photographic Collections)

CROSSWORD

By THOMAS JOSEPH

ACROSS 46 Chef's

1 Pass over collection

5 Camera feature

10 Dance in a line

12 Cost

13 Provinces

14 Wrath

15 Workout unit

16 Frisk

18 Fight result

20 Tell tales

21 God of war

23 In addition

24 Green fruit

26 Distinct flavor

28 Paint buy

29 "Nuts!"

31 "— longa, vita brevis"

32 Long sticker

36 Seedy building

39 Brouhaha

40 Love, in Lombardy

41 Quartet doubled

43 Ready for bed

44 Sleep disturber

45 Looks for

DOWN

1 Neck wrap

2 Asian peninsula

3 Bumbling

4 Links org.

5 Greek group

6 Touch down

7 Luanda native

8 In a worried state

9 Like Pan

11 Had hopes

17 Mimic

19 Hurried flight

A	B	R	A	D	E	S	P	I	N	
L	I	O	N	E	L	T	A	C	O	
P	O	N	I	E	S	U	S	E	D	
		T	R	A	M	P	S			
A	L	F	A			C	O	P	E	D
B	E	A		M	I	C	R	O	B	E
A	M	I		A	D	O		R	O	B
T	O	L	S	T	O	Y		T	O	T
E	N	S	U	E		A	S	K	S	
		A	I	R	B	A	G			
W	A	F	T		A	B	I	D	E	S
E	P	E	E		R	E	L	E	N	T
B	E	S	S		S	T	E	A	D	Y

Yesterday's answer

22 Attach, as a scuba site

33 Cookout

34 That is: Latin

35 Lecturer's aid

37 Arduous journey

38 Cincinnati team

42 Force member

24 Wyoming city

25 Yet to come

27 Picnic guest

28 Jewelry units

30 "Caught you!"

1	2	3	4		5	6	7	8	9
				11		12			
13						14			
15				16	17				
18			19				20		
			21		22		23		
	24	25			26	27			
28				29	30				
31					32		33	34	35
36				37	38			39	
40					41	42			
43					44				
45						46			

2-21

SUDOKU

Sudoku is a number-placing puzzle based on a 9x9 grid with several given numbers. The object is to place the numbers 1 to 9 in the empty squares so that each row, each column and each 3x3 box contains the same number only once. The difficulty level of the Conceptis Sudoku increases from Monday to Sunday.

Conceptis Sudoku

By Dave Green

		7				4		
6	5				9	2		8
3			8	6		7		
	4			1				
		6				9		
				7			3	
		1		4	5			9
9	5	2					7	4
		3				1		

Difficulty Level ★★

12/25

Answer to previous puzzle

8	4	6	3	7	9	2	5	1
9	2	1	6	5	8	4	7	3
7	5	3	2	1	4	9	8	6
4	7	9	1	2	3	8	6	5
1	3	8	5	9	6	7	2	4
5	6	2	8	4	7	3	1	9
3	1	5	9	8	2	6	4	7
6	8	7	4	3	5	1	9	2
2	9	4	7	6	1	5	3	8

Difficulty Level ★

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Word Search

U	F	Y	R	E	S	R	U	N	A	L	F	B	E	Y
A	D	Y	R	T	N	A	P	C	L	O	S	E	T	L
Y	R	O	T	A	V	R	E	S	N	O	C	D	D	O
O	A	F	M	F	G	T	U	L	C	T	S	R	U	B
O	Y	M	R	A	L	L	E	C	P	R	F	O	H	B
K	M	O	O	R	G	N	I	N	I	D	N	O	C	Y
I	B	O	B	U	O	C	S	L	W	L	P	M	L	L
T	A	R	A	S	T	D	C	U	P	B	O	A	R	D
C	L	T	T	B	C	V	I	Y	H	A	P	D	E	N
H	C	S	H	O	A	H	T	R	D	C	D	B	C	R
E	O	E	R	E	I	F	T	O	R	U	R	D	L	E
N	N	U	O	P	D	D	A	A	T	O	T	O	U	D
U	Y	G	O	E	L	O	U	N	G	E	C	S	P	R
I	Y	O	M	B	N	Y	S	T	A	I	R	S	F	A
C	L	A	N	D	I	N	G	O	S	U	R	R	E	L

Find the listed words in the diagram. They run in all directions – forward, back, up, down and diagonally.

- Attic
- Balcony
- Bathroom
- Bedroom
- Cellar
- Closet
- Conservatory
- Corridor
- Cupboard
- Den
- Dining Room
- Guestroom
- Kitchen

- Landing
- Larder
- Lobby
- Loft
- Lounge
- Nursery
- Pantry
- Pool
- Porch
- Stairs
- Studio
- Study
- Yard

Have fun with
**CAYMANIAN
TIMES**

CURTIS By Ray Billingsley

WHEN I WAS VERY YOUNG, MY MOTHER INSTILLED IN ME A LOVE OF LEARNING

WHEN SHE GOT SICK, SHE ENCOURAGED ME TO ALWAYS LEARN

AFTER SHE PASSED, I MADE A PROMISE TO CONTINUE LEARNING AND MAKE HER PROUD

YOUR MOTHER SOUNDS LIKE SHE WAS QUITE A ROLE MODEL

STILL IS

THE AMAZING SPIDER MAN By Stan Lee

G-GOT TO GET AWAY-!

THE GUY'S GONE NUTS!

HE'S STAGGERING TOWARD THE EDGE! WE'VE GOTTA STOP HIM!

DON'T WORRY, I'LL - HUH?

I'M MOVIN' SO SLOW- LIKE I'M MOVIN' THROUGH MOLASSES!

ME-TOO! MUST BE THE AFTEREFFECTS OF BEING CONTROLLED BY KILLGRAVE!

STAN LEE ALEX SAVILIK 2-21

JUDGE PARKER By Woody Wilson & Mike Manley

YOU KNOW, BEFORE ALL THIS, MY LIFE WAS WITH YOU AND ABBEY AND THE KIDS. THEN MY LIFE WAS TO BE THE ONE I'D BUILD TOGETHER WITH ROY...

MARCIULLIANO MANLEY 2-21

AND NOW... BOTH LIVES SEEM LIKE THEY BELONG TO OTHER PEOPLE.

Caymanian Times Classifieds

P & R Mobile Car Wash
is seeking a **car wash representative.**

Salary: CI\$6 p/h plus benefits as per Labour Law.

Contact 925 – 6587.

On behalf of our client, Maitland Administration Limited, we are accepting applications from Caymanians, persons married to Caymanians and RERC holders for the following position:

Senior Client Relationship Manager – Latin America & Caribbean
Salary: USD \$120K to \$135K

The Senior Client Relationship Manager – Latin America & Caribbean will report to the Head of Hedge Fund Services Product and the Key Account Manager for Latin America and the Caribbean. This is a pivotal role responsible for supporting the existing relationship Management team and ensuring an unequalled client experience for the firms Latin American and Caribbean book of business. This role supports and helps with the further development of the Latin American and Caribbean Business Development and Client management functions for the company with a special focus on hunting and farming institutional, family office, banking clients.

The Sr. Client Relationship Manager will be expected to perform three key tasks namely: providing support to Business Development and Marketing team; driving overall Latin American Client Management for external and internal clients and for providing support to Senior Management and Compliance. Duties include:

- Provide support in the pursuit of new opportunities (family offices, asset managers, banks and individuals – Mainly from Brazil but also global) and assisting the team in ensuring timely follow ups once proposals have been sent;
- Provide support to the Latin American Business Development Team during new sales pitches and the preparation of proposals;
- Work with Business Development team to ensure that sales pipelines is updated and circulated to the necessary teams on a weekly basis;
- Assist the Senior Business Development manager with trip preparation (prior to trips) and meeting summaries (following trips).
- Assist in the development and maintenance of the Latin American and Caribbean marketing collateral to ensure services are defined to meet the target market offering;
- Work with the marketing Manager for North America, Latin American and Caribbean to ensure regular relevant thought leadership articles are prepared for magazines, thought leadership releases and client communications;
- Work with marketing Manager for North America and Latin American and Caribbean to ensure that any regulatory / environment changes are communicated to clients in a timely manner;
- Owning the client experience - Managing and coordinating the key milestones throughout the entire client life cycle and ensuring a smooth and seamless service delivery – Starting with working alongside the Client Implementation Manager during the onboardings, to directing and liaising with the Operational Managers and Team Leaders during the ordinary course of business;
- Carrying out periodic (weekly, monthly, quarterly) client service calls and in person meetings to ensure highest level of client satisfaction - Ensuring all clients are 'referenceable' clients;
- Act as the clients advocate within Maitland by driving all service teams to provide the best possible overall service delivery and client satisfaction / experience.
- Act as escalation point for clients with the aim of resolving any operational issues;
- Leading the remediation where service issues are raised or encountered, including recommending and facilitating any changes needed to operational procedures in order to achieve a better client experience;
- During the onboarding of new clients: work alongside the Client Implementation Manager(s) in order to drive the onboarding process efficiently; join weekly Client Implementation updates alongside Client Implementation managers; assist the Implementation managers with specific onboarding requests (review of KYC / AML documents, drafting and review of contracts, drafting and review of agreements); assist the implementation manager in providing periodic updates and feedbacks to all internal stakeholders; and provide coverage to the Client Implementation as and when required;
- During the life of a clients relationships: establishing and managing the Service Level Agreements (SLAs) for all clients; engaging with Team Leaders to ensure they all levels of the daily deliverables established on the SLAs; owning the internal liaison with the relevant team leaders in order to acquire all the pertinent information required for the monthly KPI (Key Performance Indicator) client reports; engaging with operational managers and team leaders on a periodic basis to ensure client deliverables are being met and ensuring that a RAG (Reg, Amber, Green) reports are prepared by team leaders for all Latin American and Caribbean funds; working with the operational managers and team leaders to ensure that (a) all deliverables are met in alignment with the executed agreements; (b) all queries and/or complaints that are raised to the relationship manager are answered in a timely manner and (c) ensure that any scope creep is promptly actioned to avoid increased workloads;
- Client and Revenue Retention and Protection: analysing all revenue sources and support thereof to protect existing revenue as well as look for opportunities to cross-sell additional services with the aim of enhancing the client share of wallet; identifying all opportunities to upsell our full service offering to clients; Ensuring existing clients continue to bring additional fund opportunities to our business;
- Client Profitability ; leading remediation on scope changes and associated revenue and/or costs, engaging with the relevant internal stakeholders; quarterly ownership of reporting required from all team leaders, as well as corresponding internal and external remediation initiatives, to achieve 70% Gross Contribution; challenge and change the full value chain to drive efficiency as needed into any process, team, department or office in order to continually improve the cost base;
- Support to Senior Management and Compliance: engage with the head of operations (Hedge and Private equity) and provide the necessary regular updates in the form of reports and specific communications; contribute to periodic management calls with the aim of updating management on any client issues / wins; engage with the North American Compliance Manager with the aim of providing key jurisdiction information relevant for Maitland's business in the region; monitor new regulation and legislation in Brazil and Latin America that might affect Maitland's business in the region and inform the internal stakeholders.

Qualifications Required

The successful candidate will meet the following requirements:

- Mandatory B..Sc, B.Com or Bachelor of Art in accounting or administration;
- Masters degree prefer but not essential
- Fluent in the English and Portuguese language essential;
- Microsoft proficient - Word, Excel, Outlook and OneNote
- 5+ years' experience in servicing Latin American clients;
- 5+ years' experience in client servicing, business development and/or financial services (ideally from a multi-family office organisation).

Solid track record of:

- Sales and CRM experience;
- Solid organisation skills and ability to work under pressure
- Innovative and entrepreneurial;
- Ability to work with multi-disciplinary teams including compliance and operations;
- Exposure to Brazilian Accounting and/or Fund Administration industry
- Exposure to Brazilian corporate and fiduciary industry;
- Exposure to Brazilian private client wealth segment;
- Excellent Communication and interpersonal skills;
- Business solutions oriented and a business integrator;

Benefits in accordance with statutory minimums.

Deadline: 13 May 2020

Contact: info.ky@dentons.com



FINANCIAL PLANNING SALES REPRESENTATIVE

On behalf of our client, **International Financial Planning (Cayman) Limited**, we are now accepting applications from suitably qualified applicants for the above position.

RESPONSIBILITIES

- Independently servicing and managing the individual financial planning needs of a portfolio of local clients.
- Business develop and cross sell financial products to new and existing clients.
- The development of sales strategies and identification of offshore investment products for potential, existing, and target clients.
- Lead generation.
- Use & development of analytical tools to support the business.
- Serve as a point of contact for client queries, sales calls and general account management.

REQUIREMENTS

- Minimum of five years' experience as a qualified financial planner or investment manager/adviser
- Holder of Chartered Insurance Institute Financial Planning Certificates, or equivalent, in respect of financial services and their regulation as required by local regulators and international offshore investments institutions.
- Proven track record of independently servicing all aspects of the financial planning and investment advice needs of local clients.
- Thorough working knowledge and understanding of investment products offered by international offshore investment institutions.

COMPENSATION

The Salary is US\$40,000 per annum plus commission and statutory benefits as per labor law

How to apply: Send resume, qualifications and professional references to info@baraud.com. The deadline for applications is May 6th, 2020

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Talent Acquisition Specialist

CUC is an equal opportunity Company with over 230 employees who are committed to meeting the electrical needs of Grand Cayman and to providing quality customer service.

Reporting to the Manager Human Resources & Employee Development, the successful candidate will be responsible for:

- ▶ lead the Company's staffing needs through the recruiting and selection process including drafting job advertisements, arranging and participating in the interview process and partnering with Managers to attract and select the best talent available;
- ▶ managing the 'on-boarding' process through orientation to ensure new employees become fully effective and assimilated to the Company's culture and values;
- ▶ managing the on-going intern/student recruitment drives ensuring suitable candidates are appropriately placed in departments;
- ▶ continuously updating training materials to reflect changes in standards, policies, processes, structure and principles as well as coordinating with vendors to develop and deliver curriculums that meet corporate standards, policies and procedures;
- ▶ partnering with and supporting Supervisors and Managers ensuring that they are fully compliant and aware of local Labour Law requirements;
- ▶ carrying out broad and complex assignments to interpret and apply organizational policies; developing recommendations to change policies or procedures ensuring that they are relevant to business, current and reflective of best practices; analysing workforce demographics on age, education, salary, etc., to make recommendations to senior management;
- ▶ researching and preparing statistics and data to compile monthly Human Resource (HR) Management reports on employees, training, disciplinary matters, performance management and all HR activities;
- ▶ responding to requests from Managers and customising statistical summaries and special reports from HR Management Systems;
- ▶ leading a committee to design, develop and implement the Company's Employee Wellness Programme with a view to improving employee well-being.

Applicants must possess a Bachelor's degree in Business Administration, Human Resources or a related field OR a certificate in HR studies; five years work experience in HR or a similar role; experience in applicant tracking systems or human resource information systems (HRIS) would be an asset; and an understanding of labour, employment, health insurance, workman's compensation and other applicable laws.

Salary is from CI\$4,740 to CI\$5,926 per month.

CUC offers a very competitive benefits package including pension, health and life insurance. Caymanians, Cayman Status holders and permanent residents need only apply. To apply, visit the Company's website (www.cuc-cayman.com), click on the tab "Careers" on the Home Page, navigate to "Job Opportunities", click on the designated job title and follow the instructions. Applications must be submitted not later than **Friday, May 1, 2020**. Applications through recruitment agencies will not be accepted. Only candidates who are short-listed will be contacted for an interview.



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COMING SOON

Caymanian Times Classifieds www.ctimes.ky

On behalf of our client, Maitland Administration Limited, we are accepting applications from Caymanians, persons married to Caymanians and RERC holders for the following position:

Client Relationship Manager – Latin America & Caribbean
Salary: USD\$60K to \$70K

The Client Relationship Manager – Latin America & Caribbean will report directly to the Head of Hedge Fund Services Product. This is a pivotal role which is responsible for the entire Client Services Function and client experience for Latin America & the Caribbean. The role supports and helps with the further development of the Latin American Business Development function for the company with a special focus on servicing existing private and institutional Latin American Clients. Responsibilities and duties include but are not limited to:

- **Overall LatAm Client Management including:**
 - * Client and Revenue Retention and Protection including engaging with all clients and senior internal stakeholders to ensure clients are retained through effective strategies as covered the below; analysing all revenue source, and implementing strategies to protect existing revenue as well as seek opportunities to enhance client share of growth.
 - * Client Satisfaction including ensuring all clients are 'referenceable' clients; owning the client experience, by managing and coordinating the key personnel during the entire client life cycle; from the Client Implementation Manager during the onboarding's, directing and liaising with the Team Leaders and operational managers during the ordinary course of business to ensure a smooth and seamless service delivery; engaging with head of operations and team leader to ensure a RAG (Reg, Amber, Green) report is prepared by team leaders for the LatAm funds; leading the remediation of all service issues to recommend and facilitate any changes needed to operational procedures achieving a better client experience.
 - * Client Profitability including leading remediation on scope changes and associated revenue and/or costs, engaging with the relevant internal stakeholders; quarterly ownership of reporting required from all team leaders, as well as corresponding internal/ external remediation initiatives to achieve 70% Gross Contribution; challenging and changing the full value chain to drive efficiency in process. Communicating and directing process efficiencies to -, team, department or office in order to continually improve the cost base.
 - * Client Service Management including quarterly ownership of reporting required from all team leaders with all relevant information required for achieving its KPIs; during the onboarding of new clients, ensure the Client Implementation Managers drive the process efficiently, providing periodic updates and feedbacks to the clients and all internal stakeholders; Daily ensure the team leaders/Operational manager report, amongst other things, (a) if deadlines have been met to deliver the reports; (b) if there were client's queries/complaints that need to be escalated to Client Relationship Manager for further liaison;(c) if there were scope creeps that would increase the hours spent on each client; establishing and managing the Service Level Agreements for all clients, engaging with Team Leaders to make sure they will own the daily deliverables established on the SLAs; act as the clients advocate within Maitland by driving all service teams to improve overall service delivery and client satisfaction / experience; act as escalation point for clients where they have not been able to resolve issues with their operational contact; conduct yearly client visits and host quarterly calls with the client for feedback on client experience and report the feedback to the internal stakeholders.
 - * Client and Revenue Acquisition (Existing Clients) including: Identifying all opportunities to upsell our full service offering to clients; ensuring existing clients continue to bring additional fund opportunities to our business
- **Business Development and Marketing for LatAm –** supporting Business Development Team and Marketing (New clients) including: providing support to the Latin American Business Development Team during new sales pitches, by demonstrating knowledge about the jurisdiction, structures and service deliverables; actively pursuing new Brazilian opportunities (Brazilian family offices, Brazilian asset managers) to achieve new business; assist in the development and maintenance of the LatAm marketing, sales and product information marketing collateral to ensure service is defined to meet the target markets offering; working with the marketing manager for North America and LatAm to ensure regular relevant thought leadership articles are sent to clients and prospects; working with marketing manager for North America and LatAm to ensure that regulatory / environment changes are communicated to clients in a timely manner;
- **LatAm Risk monitoring including:** joining company risk committee, representing LatAm; monitoring potential risks to company related to their LatAm offering, especially in Brazil, with special focus to their clients' activities and any media coverage; escalating identified risks to the forum on the Risk Committee and coordinating the relevant stakeholders on any risk mitigation measures resolved by the Committee.
- **Support to Compliance (LatAm/Brazil specific) including:** engaging with the Compliance manager for North America to feed the Compliance team with knowledge about Brazilian and other LatAm legislation and structures that might be relevant for the company's business in the region; together with Compliance, create processes and procedures to be followed by the various operational teams specifically customized for Brazilian and LatAm jurisdictions and structures, with special focus on Know Your Customer and Anti Money Laundry processes adapted and adjusted to the LatAm/Brazilian reality and structures; monitor new regulation and legislation in Brazil and LatAm that might affect Maitland's business in the region and inform the internal stakeholders.

Qualifications Required:

- Mandatory B..Sc, B.Com or Law);
- LLM in Corporate Law preferred, but not required;
- Fluent in the English and Portuguese language (Spanish a plus);
- 5+ years' experience in servicing Latin American clients;
- 3+ years' experience in client servicing, business development and/or financial services (ideally from a multi-family office organisation).

Solid track record of:

- Sales and CRM experience;
- Exposure to Accounting and/or Fund Administration;
- Exposure to corporate and fiduciary industry;
- Exposure to th outsourcing industry;
- Building relationships with Brazilian Law firms;
- Exposure to private client wealth services;
- Excellent Communication and interpersonal skills;
- Business solutions oriented and a business integrator;
- Innovative and entrepreneurial;
- Able to work with multi-disciplinary teams including compliance and operations;
- Able to work under pressure.

Benefits in accordance with statutory minimums.

Deadline: 13 May 2020

Contact: info.ky@dentons.com



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DAILY PAPER



Description	CIS	Size (inches) W x H	Maximum # of words
Newspaper Advertisement Full page	900	10 x 20	1 800
Newspaper Advertisement 2/3 page	600	Customized	1 200
Newspaper Advertisement 1/2 page (horizontal)	500	10 x 9.9	900
Newspaper Advertisement 1/2 page (Vertical)	500	4.9 x 20	900
Newspaper Advertisement 1/3 page	400	Customized	700
Newspaper Advertisement 1/4 page	300	4.9 x 9.9	450
Newspaper Advertisement 1/5 page	225	4.8 x 7.4	350
Newspaper Advertisement 1/8 page	150	4.9 x 4.85	250
Newspaper Advertisement 1/12 page	105	4.9 x 2.35	200
Newspaper Advertisement 1/32 page	75	Customized	150
Newspaper Advertisement Mini	25	Customized	75
Graphic Design	50	n/a	
Front Page Banner A Section	300	10 x 2.5	
Front Page Banner B Section	200	10 x 2.5	
Other Banner	100	10 x 2.5	
Back Page A Section	700	10 x 20	
Back Page B Section	500	10 x 20	
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Advertorial 1/2 page	500	n/a	

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Coronavirus Information and Advice for Vulnerable People

Prevention Tips

- frequently **cleanse hands** with soap and water or an alcohol-based hand sanitiser
- **cough or sneeze** in a tissue and bin it
- **if a tissue is not available** cough/sneeze into your elbow not your hands
- **avoid close contact** with people suffering from fever or cough
- **avoid travel** if you have a fever, cough, or flu-like symptoms
- **avoid wearing a surgical mask** unless advised by a medical professional

Extra Steps You Can Take To Avoid Covid-19

If you have a **chronic illness** (e.g. respiratory disease, diabetes, heart disease, COPD, hypertension or cancer), are **elderly** (over 60) or have a **compromised immune system**, you can further protect yourself with the below extra precautionary steps in addition to the prevention tips above.



1

limit guest visits at home to a few family and friends or your district community officer during an outbreak



2

avoid guests who show signs of flu-like symptoms



3

remain 3 – 6 feet away unless being checked by your healthcare provider

Most importantly, remember **you are supported.**

Call the H.S.A. helpline on **1-800-534-8600** or **947-3077** if you have any questions.

For the latest updates and information, please visit HSA.ky/public-health/coronavirus or gov.ky/coronavirus



DATED: 12 MARCH 2020

Coronavirus – Self-Isolating

Do

- Stay at home
- Try not to be in the same room as other people at the same time
- Only allow people who live with you to stay
- Stay in a well-ventilated room
- Ideally, keep two weeks of food, drink, medication and cleaning supplies at home
- Ask friends, family members or delivery services to carry out errands for you such as getting groceries, medicines or other shopping
- Make sure you tell delivery drivers to leave items outside for collection
- Clean toilets and bathrooms regularly
- Think about a bathroom rota if a separate bathroom is not available, with the isolated person using the facilities last, before thoroughly cleaning the bathroom themselves
- Use separate sheets and towels from anyone else in the household and launder at the hottest temperature possible for the material
- Wash crockery and utensils thoroughly with soap and water. Dishwashers may be used to clean crockery and cutlery
- Stay away from your pets — if unavoidable, wash your hands before and after contact

Do Not

- Invite visitors to your home or allow visitors to enter
- Go to work, school or public areas
- Use public transport or taxis
- Do not share dishes, drinking glasses, cups, eating utensils, towels, bedding or other items with other people in your home

Self-Isolation and Mental Health

Stay in touch with friends and relatives on the phone or by social media. You may find it helpful to talk to them. Most importantly, remember you are supported.

For the latest updates and information, please visit HSA.ky/public-health/coronavirus or gov.ky/coronavirus.



DATED: 13 MARCH 2020