



84° / 79°

A brief shower or two

Complimentary

- 1 continue **safe distances** from others in public
- 2 consider **wearing a mask** around the elderly and vulnerable
- 3 continue frequent **hand washing**
- 4 **stay healthy** through diet and exercise

Let's Keep Working Together

Protect yourself and your community against COVID-19

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No Christmas Lights this Year

PACKED AGENDA - and high drama - AT UK OTs SUMMIT



By Michael Jarvis, London, UK

The 2020 UK and Overseas Territories Joint Ministerial Council (JMC) meeting will be as much remembered for its packed agenda and being held virtually, as will be for the unexpected resignation of the UK Minister for the OTs, Baroness Liz Sugg.

The Minister quit over the UK government's policy - announced in the during - the JMC to cut its international aid budget from 0.7% of GDP to 0.5%, a drop of around £4 billion.

While the UK's aid programme does not directly affect the Cayman Islands, some other territories such as volcano-ravaged Montserrat, rely on it.

However, in the event of a disaster, it is the pot of funds from which the UK generally dips into to help the OTs recover.

Coming out of this year's meeting, the British government has assured the OTs that it "remains committed to meeting the reasonable assistance needs of Ter-

... Continued story on page 9

A HURRICANE SEASON THAT WON'T BE FORGOTTEN

When it issued its outlook for the 2020 hurricane season earlier this year, the Cayman Islands National Weather Service (CINWS) cautioned of "an above-average activity expected for the 2020 hurricane season".

It was an accurate forecast. That projection quoted weather experts at Colorado State University predicting an above-average Atlantic hur-

ricane season in 2020, citing the likely absence of El Niño as a primary factor.

"Tropical and subtropical Atlantic sea surface temperatures are currently warmer than their long-term average values and are consequently also considered a factor favoring an active 2020 Atlantic hurricane season," they said.

... Continued story on page 3



Cayman Marathon This Weekend Will Inspire



► Derek Haines with Volunteer Loreta McBean

There will be lots of excitement this weekend when the annual Intertrust Cayman Islands Marathon, Half-Marathon and 4-Person Relay happens on

... Continued story on page 10

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COMMUNITY NOTICES

CIG Launches Online System for BOTC Naturalisation and Registration Applications

The Office of the Deputy Governor (ODG) announced today, (Tuesday, November 30) that it has officially launched a new system for persons to apply online for naturalisation or registration as a British Overseas Territories Citizen (BOTC).

The system will also be used for processing applications for Proof of Nationality Letters for individuals who may have lost or damaged their BOTC certificate.

Deputy Governor, Franz Manderson, explained that applying for naturalisation or registration as a BOTC will be easier with the new online system as applicants or agencies can now complete the entire application process online at www.odg.gov.ky without having to physically visit government offices to submit application, make payment or provide supporting documentation.

"The brand new BOTC portal and overhauled process is designed to save time for customers. It is more convenient, with easy access all year-round, and allows applicants to submit and track applications at their convenience. It is another step towards delivering world-class customer service," Mr. Manderson said.

To apply online, applicants or their agents should visit www.odg.gov.ky or eservices.gov.ky, complete the application form and upload all required documents. Applicable fees can also be paid online using a debit or credit card or other preferred payment options including cheque or bank draft at the post office.

The new portal uses improved security standards through multi-factor authentication. In order to gain access to the system, users will be required to enter a verification code when signing-up on the portal for the first time, along with a one-time password which will be sent by SMS text message to the Cayman Islands mobile telephone provided at the time of signing up on the portal.

The project to deliver the new system was managed by the E-Government Unit, in the Ministry of Commerce, Planning and Infrastructure, in partnership with teams from the Office of the Deputy Governor, the Royal Cayman Islands Police Service, Workforce Opportunity Residency Cayman and Customs and Border Control.



Minister of Commerce, Planning and Infrastructure, Hon. Joey Hew stated that the COVID-19 pandemic has demonstrated the importance of online options for business and commerce across our Islands. "Getting information and vital services to Caymans and residents digitally has never been more important. The E-Government Unit had several projects in train, including this one, prior to the pandemic and will proceed to deliver other initiatives," Minister Hew said.

Director of E-Government, Ian Tibbetts, explained that the BOTC project is part of a strategic policy initiative to implement solutions to extend access to public services, improve the quality of customer service and increase efficiency. "In rolling out this online service for BOTC applications, the project team has built on the successes and lessons learned from launch of the trade and business license online portal and the Royal Cayman Islands Police Service records check services. This solution offers further enhancements for applicants such as the ability to save partially completed applications for later completion and the ability to track the progress of submitted applications," Mr. Tibbetts said.

Applicants to the new online system will also be able to provide feedback through an easy to use feedback form.

To accommodate members of the public who do not have online access, the ODG will continue to accept paper applications. The completed application form and documents should be placed in the ODG's drop box at the Government Administration Building. For these applications, payment of the fees should be made at the Post Office and the receipt dropped off with the application. Cheques should not be included with applications submitted through the drop box.

Successful applicants will be required to attend a pledge ceremony. 📍

World AIDS Day 2020

Message from the Minister of Health, Hon Dwayne Seymour, JP

On December 1, people all over the world join forces to show support for people living with HIV and for those who have lost their battle with AIDS. The Ministry of Health and the Public Health Department would like to publicly stand with them.

World Aids Day is an opportunity for the community to come together to take stock of how far we have come in our fight against HIV. Today, and every day, we remind ourselves of the need to keep focusing on efforts that will strengthen prevention measures, continued support for those living with HIV, and end the stigma that can often harm our fellow brothers and sisters.

2020 has been a year of all things health; highlighting, in often painful ways, just how much our health is key to our livelihoods and economies, to equality and human rights, to social protection and personal responsibility. It is against this background that this year's theme for World AIDS Day is "Global solidarity, shared responsibility".

HIV, the virus that causes AIDS, is one of the world's most serious public health challenges; however, there is a global commitment to stopping new HIV infections and ensuring access to HIV treatment. I am pleased to advise that this Government and the Health Ministry, remains fully committed to providing access to testing and treatment. Testing is the essential first step to accessing treatment and one way of promoting our solidarity and shared commitment to preventing new HIV infections. Whilst the Government continues to play its part, each individual should be mindful of their own personal responsibility and accountability - in this way, we can address the issue of shared responsibility together.

Globally, as at the end of 2019, 38 million people were living with HIV/AIDS. Of this number, 36.2 million were adults and 1.8 million were children under fifteen years of age. This general overview includes the status of HIV/AIDS in the Cayman Islands; with an estimate of more than 70 people living with HIV on our islands.

Despite the availability of a wide array of effective HIV prevention methods, accompanied with massive scale-up of HIV treatment in recent years, UNAIDS cautions there has been unequal progress in reducing new HIV infections, increasing access to treatment, and ending AIDS-related deaths, with too many vulnerable people and populations left behind. Stigma and discrimination, together with other social inequalities and exclusion, are proving to be key barriers. Further, the COVID-19 pandemic has seriously impacted the AIDS response and could disrupt it more.

Notwithstanding the challenges of 2020 we have come a long way with medical science and know that many of these people can go on to live happy, healthy and normal lives.

The Ministry of Health continues its pledge to work to reduce stigma, to support education and sexual health campaigns that are vital to ensure everyone enjoys positive health outcomes. Through global solidarity and shared responsibility, we will ensure that no individual is left behind in accessing treatment and care.

We would be remiss not to thank those who work diligently behind the scenes every day to solve this global health problem. I want to take this opportunity



► Minister of Health, Hon Dwayne Seymour, JP

to thank all of our partners: the Public Health Department, the Cayman Islands Red Cross, the Cayman Aids Foundation and other local partners, advocacy and community groups who are working with us to create an AIDS-free world.

More from our Partners: CARPHA

According to the Caribbean Public Health Agency (CARPHA), "the Caribbean region has made significant progress in reducing AIDS related deaths. The number of people dying of AIDS-related deaths have decreased from 11 thousand in 2010 to 6,900 in 2019. During that same period, the Region has also seen a reduction of new HIV cases down from an estimated 18,000 new cases to 13,000 per year. In 2017, six CARPHA Member States were certified by the World Health Organization for having eliminated mother-to-child transmission of HIV and syphilis. Despite the progress made, the management of HIV/AIDS remains a priority public health issue. Member States have pledged to step up efforts to achieve the Sustainable Development Goals (SDGs) by 2030. SDG 3 aims to ensure health and well-being for all, including the commitment to end the AIDS epidemic." Read more here: <https://carpha.org/More/Media/Articles/ArticleID/394/World-AIDS-Day-Multisectoral-Response-is-Even-Greater-in-COVID-19-Times>

Cayman Islands Red Cross

"While many people are aware that the Caribbean has the second highest rate of HIV prevalence in the world after Sub-Saharan Africa, few know that child sexual abuse is one of the social and cultural factors driving the epidemic in the region. As such, we must recognise that sex education is both HIV prevention work and child protection work. The Cayman Islands Red Cross remains committed to doing its part in advocating for and delivering comprehensive training, education and awareness programmes that are evidence based, best-practices inspired, and inclusive of all members of our community." To learn more or to volunteer visit: www.redcross.org.ky

The Cayman AIDS Foundation

"The Cayman AIDS Foundation pledges to continue the fight to ensure all persons have equal access to our prevention programs.

The foundation will continue to support People Living With HIV/AIDS (PL-WHA), and to fight against stigma, and discrimination towards all." For more information and fundraising events visit: www.caf.ky

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Caymanian Times

Issue # 608

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A HURRICANE SEASON THAT WON'T BE FORGOTTEN

... Continued story from page 1

But even that might have been an understatement.

The 2020 hurricane season will long be remembered for its record-breaking series of dangerous storms and the many anxious moments it brought to residents of the Cayman Islands as several storms swept dangerously close by on their way to wreak havoc on other localities.

Starting with its early-season record-breaker Arthur to the late-season Theta, by then taken from the Greek alphabet, the 2020 season kept Cayman on its toes and the edge of its seat through almost seven months of what would normally be a six-month season.

But while Cayman's disaster preparedness and storm updates kept residents in the know - and generally their advice was heeded - the territory was not immune to the impact of a couple of storms especially Eta plus a few other near misses.

When Eta made a U-turn back into the Caribbean Sea after pummeling Nicaragua and Honduras, it again swept by Cayman - as it did a few days earlier, but this time giving residents a bit of a scare with heavy rainfall fall, flooding, gusty winds, and rough seas.

Fortunately, damage was minimal despite the inconvenience of disruption to some services.

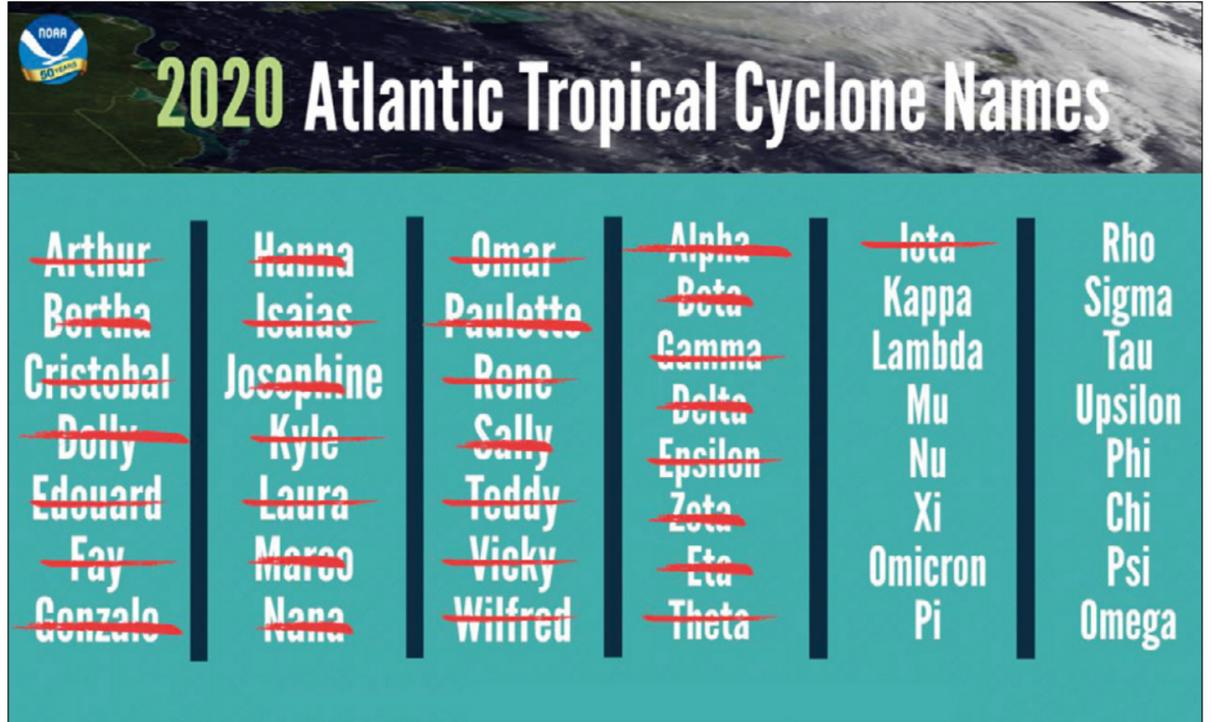
Not the same could be said for the areas in Latin America it hammered only to be followed shortly thereafter by another monster storm, Iota, which peaked at category 5.

From Arthur which developed in May to Iota of late November after the season had been pushed into the Greek alphabet for storm names, the 2020 hurricane season was in overdrive.

This year was the sixth year in succession that a storm was named even before the season had officially started.

And where an average hurricane season would have 12 named storms, this year accounted for a record-breaking 30, the most since 2005.

The damage estimates are still being tabulated especially for the impact on vulnerable coastal communities in Cen-



tral America where over 40 deaths were recorded and complete villages buried in landslides due to the double whammy impact of hurricanes Eta and Iota.

Another massive storm, Laura, had earlier slammed into Louisiana in the US where 23 people died.

"It's just been crazy," says Allison Wing an assistant professor of meteorology at

Florida State University, describing the season now confirmed as the most active Atlantic hurricane season ever documented.

Thirteen storms strengthened into hurricanes, the second-highest number in recorded history. Thirty of them earned names, beating 2005's record of 28.

By the normal peak of the storm activity in September, The World Meteorological Organization actually ran out of storm names and had to resort to the Greek alphabet.

If there's any consolation (other than Cayman's luck holding) it might be that while 2020 had more storms, 2005 had stronger storms. 🌐

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► MEYSAL Acting Chief Officer Lyneth Monteith watches as Miss Teen Cayman Jada Bodden signs her scholarship contract



► Miss Teen Cayman Jada Bodden watches as MEYSAL Acting Chief Officer Lyneth Monteith signs the scholarship contract

Ministry of Education, Youth, Agriculture and Lands Gives Scholarship to Miss Teen Cayman Islands



THE ROADS LAW (2005 Revision) Section 3 Declaration of Intent Section 6 Authority to Enter Lands

In exercise of the powers conferred on the Governor by Section 3 and 6 of the Roads Law (2005 Revision), and acting upon recommendation by the National Roads Authority and Cabinet in the public interest, it is hereby declared that;

1. It is the intention of the National Roads Authority and in the public interest to open an access road as described hereunder:

REGISTRATION SECTION:

Lower Valley

REGISTRATION BLOCK:

27D, 28C, 31A, 32B

BOUNDARY PLAN:

BP 636

PORTIONS OF LAND NEEDED:

The proposed roadwork is defined by boundaries outlined in green on BP 634 and listed in the Schedule below.

2. The National Roads Authority and its agents are authorized to enter upon lands listed in the Schedule below for the purposes of undertaking the road works, such authority to take effect 15 days from the date of publication of this Notice in the Cayman Islands Gazette.

3. Boundary Plan Number 636 may be inspected at the offices of:

- The National Roads Authority, North Sound Road;
- The Lands & Survey Department, 133 Elgin Avenue, both of George Town, Grand Cayman or at the Lands Office, 19 Kirkconnell Street, Cayman Brac, or online at www.caymanlandinfo.ky under 'Road Schemes'.

SCHEDULE

Block	Parcel	Approximate Area loss in acres
27D	8	0.59
27D	18	0.13
27D	30	0.01
27D	37	0.7(Whole Parcel)
27D	39	6.5(Whole Parcel)
27D	199	0.01(Whole Parcel)
27D	200	0.03(Whole Parcel)
27D	305	0.4301(Whole Parcel)
27D	322	Less than 0.01
27D	328	Less than 0.01
27D	329	Less than 0.01
27D	340	0.8649(Whole Parcel)
27D	362	Less than 0.01
27D	363	0.5464(Whole Parcel)
27D	379	0.02
27D	411	0.1527(Whole Parcel)
27D	417	1.123(Whole Parcel)
27D	418	1.451(Whole Parcel)
27D	472	0.8
28C	22	0.2
31A	27	1.19
31A	131	2.98
32B	306	1.051(Whole Parcel)

On Thursday, (26 November), Miss Teen Cayman 2020-2021 Jada Bodden received a four-year scholarship from the Ministry of Education, Youth, Sports, Agriculture and Lands (MEYSAL).

The scholarship which is valued at up to \$54,000 will cover two years of local study and two years of study at an overseas university of Jada's choice.

"The Ministry provides this scholarship to the winner of the Miss Teen Cayman annually with the expectation that it will contribute towards their academic development and allow them to ably carry out their role of empowering other young women and youth " noted Acting Chief Officer Lyneth Monteith.

Jada expressed her appreciation at receiving the scholarship. "It is an hon-



► (Seated l-r) MEYSAL Acting Chief Officer Lyneth Monteith, Miss Teen Cayman Jada Bodden, (back) Deputy Chief Officer Joel Francis, Scholarship Manager Dr. Shari Smith and Representative of Lions Club of Grand Cayman & Miss Teen Cayman Islands Andrea Franklin, take a photograph together after the handover

our and privilege for me to receive this scholarship. I thank the Ministry very much for this opportunity," she noted.

Jada plans to utilize her scholarship to pursue a Bachelor's degree in acting in the UK. 🌐

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Made in Cabinet this 3rd day of November 2020.
Clerk of Cabinet

The first Hotel Indigo in the Caribbean planned for the Cayman Islands

Dart and InterContinental® Hotels & Resorts (IHG) on Tuesday announced plans for a new Hotel Indigo near Seven Mile Beach in Grand Cayman. Plans for this 282-room upscale, life-style hotel include multiple restaurants, an expansive pool deck and a rooftop bar with views across the Caribbean Sea. Dart and IHG plan to open the hotel as the Caribbean's first Hotel Indigo in 2024.

Hotel Indigo is IHG's fast-growing upscale boutique brand, designed to make travel inspiring at more than 120 locations worldwide. With hotels in culturally diverse neighbourhoods all over the world, no two Hotel Indigo properties are the same. Each hotel is part of the pulse and the rhythm of a place, drawing on the unique story of its local area to inspire every aspect of the hotel, from intriguing design to distinctive local ingredients in menus.

Subject to approval from the Central Planning Authority, the Hotel Indigo will be located to the south of the existing Kimpton Seafire Resort + Spa, also an IHG-branded property, just steps away from Grand Cayman's famed Seven Mile Beach. Guests at the Hotel Indigo will have a designated beachfront area on land owned by Dart where they can relax and enjoy the Caribbean's year-round sunshine.

"Since opening the Kimpton Seafire Resort + Spa four years ago, we recognised the market interest in a an off-beach, boutique hotel," said Dart CEO, Mark VanDevelde. "Although COVID-19 has disrupted global travel this year, we are confident that the Cayman Islands' natural beauty, warm hospitality and convenient location will



continue to make it a sought-after destination for discerning travellers in the future.

"Dart is committed to progressing projects that provide an economic stimulus during the coming years, while economies around the world adjust to the impact of COVID-19. This project alone will create hundreds of jobs and the three-year construction window means we will be ready for better days ahead."

"We are excited to build on our successful relationship with Dart and bring the Hotel Indigo brand to the Caribbean," said Julienne Smith, Senior Vice President of Development, Americas for IHG. "Travellers to the Cayman Islands are looking for more than a beach – they're seeking an authentic experi-

ence with style that reflects the rich, local culture of the island itself. Hotel Indigo, trusted and well-loved by travellers worldwide, is a perfect fit for Grand Cayman and we look forward to opening the doors of this fantastic new hotel."

Minister of Tourism, Hon. Moses Kirkconnell, welcomed the addition of the Hotel Indigo brand to the Cayman Islands, stating "Having the globally recognised Hotel Indigo brand represented in the Cayman Islands will be a wonderful addition to our tourism product, and will provide opportunities to attract visitors from new market sectors to experience the magnificence of a Caymankind vacation. The continued development of tourism properties despite the current slow-down

in tourist visitation speaks volumes about the strength of our economy and is reflective of the Cayman Islands established reputation as a world-class tourism destination. Investment on this scale is also encouraging because it promises to deliver an extensive multiplier effect as its impact ripples through the community benefiting our economic, cultural and social sectors."

Architects for the project are Atlanta-based BLUR Workshop, working with interior designers Farouki Farouki, landscape architects Hoet and Dart's in-house design professionals.

About Dart

Dart is a global investment company founded by visionary investor and entrepreneur

Ken Dart. Based in the Cayman Islands, Dart oversees a global portfolio with operating businesses in multiple industries, including real estate development, finance, retail, hospitality and entertainment. Established as a family office in the 1990s, Dart has invested more than US\$1.5 billion in real estate development in the Cayman Islands to date, including Camana Bay, a 685-acre mixed-use, master-planned town, and Kimpton Seafire Resort + Spa.

As the largest private investor and employer in the Cayman Islands, Dart focuses its community development efforts on education, youth development and the environment. For more information visit <https://dart.ky>



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For more information, contact the Office of the Deputy Governor at botc@gov.ky or **244-2403**.



Independent Candidates and the 2021 Election

With general elections set for May 26, 2021, we should expect campaigning to begin in earnest in the early part of the new year. Those experienced in the art and science of winning elections know that going door to door and having face-to-face conversations with voters is the gold standard. It comes down to relationship and trust building which does not happen overnight. Turning up near to an election is not ideal.

The upcoming elections should be quite interesting. The new leader of the People's Progressive Movement has been announced and the Premier will be running to retain his Red Bay seat. A new political party, the Cayman Islands People's Party has been formally launched. As to how many candidates it will eventually field and their impact on the elections we will know then. Will the current Opposition Members run as a 'Team' with one name? Will the Cayman Democratic Party be fielding candidates? The answers to all these questions will be known in time.

Another important question is how many independent candidates will be running and what will be their impact on the elections? In the 2017 elections, some sixty-one candidates participated with thirty five of these using the label 'Independent.' Readers will recall that the PPM fielded fifteen and the CDP, eleven.

So far at least two candidates have declared their intentions to run as Independents. There are two main categories of candidates who compete in an election. There are those who are the pick of political parties. Hopefully, the

party would have had a selection process that follows some transparent procedure as outlined in its constitution. The political party candidate would be expected to have agreed to the ideas and general objectives and approach to governance of the party. This candidate is expected to abide by the rules and policies of the party which would have been articulated before. In fact, in a political party worth its name, there would have been constant discussion and analysis of position papers inviting colleagues to have their say as they work through the best policies for the country.

Thus, the political party candidate, as part of a team of persons who have a cohesive platform of ideas, would be expected to promote this platform in the campaign preceding the election. Should the party win, she would be clear as to the priorities and policies to be implemented in collaboration with party colleagues and others in the legislature.

Significantly also, the candidate representing a political party would have the advantage of benefitting from an established party, its various identifying symbols, and its organizational acumen and so on. This candidate would also benefit from the party's financial resources in carrying out its campaigning and other activities and the support and backing of the party leader and his fellow colleagues all seeking to be elected. These are significant resources that are usually available to the political party candidate.

On the other hand, the independent candidate is the so-called nonpartisan politician who does not want to or is not able to be affiliated to any political party. In many instances, the independent candidate has a different view of what is urgent and important for the society from those of the main political parties.

There are instances where an independent candidate may be associated with a political party, perhaps as former members of it, or else have views that align with it, but choose not to stand in its name, or are unable to do so because the

party in question has selected another candidate. Others may belong to or support a political party's ideas but believe they should not formally represent it as they do not want to be subjected to that party's rules. They instead desire to have the autonomy to form alliances as needed to achieve important objectives. Ironically, in attempting to win and hold public office, sometimes independents choose to form a party or alliance with other independents and as one political scientist explains, even where the word "independent" is used, such alliances have much in common with a political party.

Independent candidates do not feature significantly in the political landscape of the independent English-Speaking Caribbean countries. Studies done on their impacts national and on European elections show that such candidates are marginal vote getters in most elections in which they compete. In these contexts, the tendency is for these candidates to draw support from voters who are more critical of their governments and more dissatisfied with the way democracy is working, than are party-voters. Sometimes those who vote for these candidates do so as a vote of protest. One such study entitled 'Independent Candidates in National and European Elections' among other observations, points out that 'When independent candidates are elected to office, they frequently join parties and parliamentary party groups.'

Sometimes independent candidates underestimate the challenge of going it alone. It is a major financial undertaking made even more-so as it is usually more difficult to find sponsors. Those who contribute money to political organizations usually favour giving to political parties, not single individuals. The independent candidate might have to depend significantly on personal resources to fund his campaign.

The independent candidate must also take on the challenging task of putting together an effective campaign. This can also be a daunting task and to be successful the candidate must gain as much



► Dr. Livingston Smith is a Professor at the University College of the Cayman Islands. He is also Director of the CXC Education Volunteer programme

help as possible. The independent candidate must also have a set of policies to take to the public and must be convincing enough to have the attention of the voters. Critically, this candidate must have the ability to work with as many members of the legislature if she is to get anything achieved, should she win her seat.

The independent candidate, much more than the political party candidate, must give serious thought as to whether a run is worth it, especially given the resources required and the multiple challenges of going it alone. Significantly, this candidate must consider if, should he win, how will he make an impact, how will he get through an agenda, how will he influence policy and be seen to be doing so.

Independent candidates do add much to the political process. Voters have more choices and more policy platforms from which to choose. For those who are not attracted to any of the parties, they might see their political salvation in an independent candidate. 🌐



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CHRISTMAS AT THE CASTLE RETURNS TO PEDRO ST. JAMES

The Tourism Attraction Board (TAB) and Pedro St. James (PSJ) are again hosting Christmas at the Castle this Sunday 6th December. The free event touted as a celebration under the stars, is a kickoff to the 2020 holiday season where the people can gather safely outdoors on the National Historic Site's Great Lawn.

Christmas at the Castle will feature a Christmas concert and tree lighting, a Christmas market, food court, and a visit from Father Christmas himself. "We held our first Christmas at the Castle last year. It was an opportunity for the Tourism Attraction Board to 'give back' to the community while offering yet another chance for vendors and artisans to sell their products, as well as the opportunity to hear from many of Cayman's talented performers" explained TAB Marketing Coordinator, Mona Meade.

Christmas carols and other holiday favorites will be performed by a wide variety of musicians including Vashti, Erica Assai, Michelle T, Andrea Rivera, the JA1 Praising Hands ministry, Cayman Folk Singers, the Cayman Islands Baptist Church worship team, Dexter Bodden, the UCCI and Miss Jackie's Dancers among others.

Another important component of the event is the fundraising raffle, aimed



► Delva Watler of Exquisite Edibles shows off her baking talents at the 2019 CATC event



► Santa is due to make a special visit to Christmas at the Castle again this year (Photos by Helene Jones)

at developing a wheelchair accessible walkway at the attraction. "It has long been a goal of ours to make Pedro more wheelchair friendly. Our goal for 2021 is to create a walkway from the main courtyard area leading to the Great House, making us more accessible to the physically challenged. Tickets are only CI\$5 and can be purchased at the event," said Pedro St. James' Operations Manager, Debbie Bodden.

"We are thankful to sponsors and the many businesses who have committed

prizes in support of our raffle, as this kindness ensures the public will not only be able to enjoy a fun holiday show but also have the opportunity to win one of 53 prizes valued at more than CI\$2600.00," added Mrs. Bodden.

New to the event this year is the added support from main sponsors Coca-Cola and the Ministry of Culture, both are organizations which promote the value of human connection and bringing people together.

Coca-Cola Brand Manager, Dario Rivers says the soft drink company is poised to align its well-known holiday theme to a Cayman Christmas with a few added

surprises. "We hope that what we have to offer will instill a great sense pride and belonging to each and every attendee," said Mr. Rivers.

Christmas at the Castle is bigger than all of us. This incredible event is about Caymankind, sharing the magic with each other and embracing the meaning of Christmas, which is togetherness. The opportunity to engage with each smiling face is simply priceless, and Coca-Cola is ecstatic to be a part of it," he added.

Follow Pedro St James on Facebook or Instagram or contact Mona at marketing@tab.ky or call 949-6999 to learn more. 📍



► Red Bay Church Choir in full effect at last year's event

The TAB is responsible for managing the Queen Elizabeth II Botanic Park; the National Historic Site, Pedro St. James; the Cayman Craft Market and the Hell Geological Site.

For information on the TAB or its agencies please email marketing@tab.ky, call 949-6999 or visit the website www.tab.ky and its social media sites (below).

- <https://www.facebook.com/TourismAttractionBoard>
- <https://www.facebook.com/pedrostjames>
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Your Parliamentary Candidate for the Savannah Electoral District



Malcolm Anthony Eden
Cayman Islands General Elections 26th May 2021

Association of Legal Professionals and Advocates (Cayman) Ltd



Dear Editor

We submit part 1 of our report. Our Law Reform views are not random and are also based on research made by the Law Reform itself.

PART 1 The Legal Services Bill 2020 (the "2020 Bill").

1. Introduction

From the outset we would like to underscore that we are in complete agreement with all concerned that there is an urgent need to implement a modernized, fair and balanced legislation to regulate the legal profession. It is long overdue. Our concerns regarding the limitations of the 2020 Bill and which have been aired ad nauseum, with the leadership in this country and by the community (lawyers and layman alike) for almost 20 years now remains the same:

- The absence of any substantial nexus between the non-resident attorney and the jurisdiction; the only nexus being employment by a 'recognised law firm';
- The lack of relevant and appropriate supervisory/regulatory oversight of persons practicing Cayman Islands law in other jurisdictions;
- The proposal that non-residents who work for 'recognised firms' in other jurisdictions should be able to obtain practicing certificates with no detailed reasons as to why;
- The implications for future employment of graduates of the CILS (Caymanian and non-Caymanians alike);
- The concern that the overseas firms with non-Cayman Islands attorneys will divert work that otherwise would be done by persons that hold practicing certificates on island;
- The jurisdictional risks to these islands.

We checked the Roll and there are about 900 lawyers with Practicing Certificates resident on Island. They deserve protection during these difficult

times impacting our economy and the financial sector in particular caused by the pandemic and the anti-avoidance legislation adopted by OECD countries that are trying to increase their tax revenue. The residents, be they expatriates or Caymanians, contribute to the economy of the Islands by making Cayman their home. This is where they spend their money. Whether they are Caymanians or expatriates we need to protect their livelihoods because if they are made redundant it will have negative effect on the local economy. For every lawyer made redundant, especially senior lawyers 2 or more support staff will likely lose their job and think of the impact during these pandemic times.

With "remote" working being the "new normal" and meetings with overseas lawyers and clients taking place online for the foreseeable future (certainly 2021 and 2022) there is no reason why law firms in Cayman could not structure their affairs to be able to work in shifts from Cayman to meet the demands of clients and their professional advisors in all time zones instead of having to employ lawyers in offices in jurisdictions outside the Cayman Islands.

2. Background

2.1. On 11th October 2010 (**October 2010 Meeting**) the Hon. Attorney General, Mr. Samuel Bulgin (the "**Attorney General**") organized a meeting with members of the Cayman Islands Law Society (**CILS** or **Law Society**), the Caymanian Bar Association (**CBA** or **Bar Association**) and legislative members of the assembly to discuss the Legal Practitioner's Bill. As with previous meetings of its kind it did not succeed in moving the discussion forward.

At the root of the debate at the time and today, were the complaints by Caymanian lawyers over the years to members of what was then the Legislative Assembly that they have not participated equally in the success of the industry,

largely some argue because of discrimination.

The other issue related to the practice of Cayman Islands law by foreign lawyers in overseas jurisdiction without having a local practicing certificate in contravention of the Legal Practitioners Law 2010 Revision and in total disregard to the requirements under the immigration law,

Section 10 of the Legal Practitioners Law 2010 Revision then and under the current Legal Practitioners Law makes it an offense to engage in the practice of Cayman Islands law without a practicing certificate and only Caymanians are eligible to have a practicing certificate.

2.2. Caymanian lawyers felt then and as they do now that if practicing certificates are issued to non-residents, young professionals would have to compete with an unlimited

number of foreign attorneys, worsening the existing system skewed by design against Caymanian success in the industry. Caymanians by and large felt then and now that allowing attorneys overseas to hold Cayman based certificates is simply a method of keeping a Cayman workforce outside of the Cayman Islands and without the necessary immigration controls.

The Caymanian lawyers we spoke to remain aggrieved in that the 2020 Bill continues to mandate where they should work and with whom, given that the bill states that they can only work in another jurisdiction with an 'affiliate' (of a recognised firm).

2.3. This they add is compounded by alleged misconduct by certain partners and non-lawyers in the profession and the fear of reporting that this elicits (being managed out of the firm, blacklisted, no employment, the inability to succeed in one's profession in one's country and being unable to take care of one's family).

There now appears to be a more prevailing view that leaders have taken corporate bribery to new heights and given the nature of local politics and elections due in a few months it would be career suicide to submit any written comments or complaints that they may have regarding the 2020 Bill (notwithstanding whistle blower legislation).

ALPA can attest to the legitimacy of certain of these concerns given conversations members have had with current leadership regarding potential conflicts of interest and the concerns they raised in their letter dated 22 October 2019 to all members of Parliament.

2.4. It was no coincidence that the Hon. Leader of the Opposition, Mr. Arden McLean said on the government's radio talk show, For the Record hosted by Mr. Orrett Connor this past Friday morning that professionals in the industry continue to tell him, rightly or wrongly, that our leaders simply cannot be trusted to adopt fair and measured legislation. And that the fear that professionals have in the industry is real.

2.5. But more recently the advent of the Covid 19 pandemic and its likely effect. You will note from the articles attached that major UK and USA law firms have been steadily laying off their lawyers and partners. We believe that it may only be a matter of time before this downsizing and cost cutting becomes our reality and that it will be the Caymanian lawyer, student, corporate assistance that will be adversely affected. We are aware of local firms already downsizing and Caymanian staff being retired or furloughed.

2.6. Cabinet agreed to pay the Cayman Islands legal Practitioners Association (CILPA) over **CI\$2,000,000** for the years **2020 and 2021** for the CILPA to monitor and supervise its **members with practicing certificates**. There was no requirement on the other hand for CILPA to monitor or supervise its members employed overseas without practicing certificates. It would appear that the reputational risk posed to these islands having unsupervised and unregulated professionals in foreign jurisdictions that claim to be Cayman lawyers was not a priority.

2.8 Our view given the unresolved challenges and tensions evoked by cer-



tain provisions of the 2020 Bill is that it would be prudent and pragmatic to steer a safer course (as has been firmly suggested in the past) to adopt the non-contentious provisions of the 2020 Bill, retain the provisions that the court may only grant practicing certificates to Caymanians and persons who intend to reside in the Islands during the term of their work permit as soon as possible.

2.9 Further, given the pandemic times in which we live, let us also conduct a Covid socio-economic impact assessment to evaluate whether the proposed model of overseas legal practice is beneficial to the welfare of the people of these Islands, and only in the event that such evaluation confirm this to be the case that the government contemplate moving forward with the 2020 Bill in its essential format.

2.10 Finally given that these islands are always under international scrutiny it would not bode well that our Parliament is seen to be knowingly, aiding abetting persons committing criminal offences arising under the Legal Practitioners Law and the Penal Code. See the summary relating to Mr. Paul Garlick QC's opinion below.

3. Chronological Summary

Whilst this issue had its genesis in early 2000, on the 2nd June 2003 Law Society provided the Attorney General (who is still the Attorney General for these islands), with a draft copy of the Legal Practitioners Bill, (the "**CILS 2003 Bill**") which included what continues to be the contentious provisions under what is now branded the Legal Services Bill 2020.

The CILS 2003 Bill sought to authorize **non-resident persons** to be admitted as Cayman Islands attorneys at law **provided** that they were employed by a (1) "**recognised firm**" namely a firm with at least **50% 'partners or persons holding equity interests'** are **Caymanians or resident in the Cayman Islands'** or (2) an "**affiliate**" namely any person with at least **50% of which is owned and controlled** by '**recognised firm'** or under '**common ownership with it'**."

Thus the CILS 2003 Bill sought to regularize persons that were not Caymanians, ie persons that were not living in the Cayman Islands and not having a local practicing certificate, to practice Cayman Islands law overseas.

In August 2003 the Attorney-General instructed the Legislative Drafting Department to prepare a draft Legal Practitioners Bill (the "**AG's Bill 2003**") which was reviewed in 2004 by both the Attorney General and the Hon. Chief Justice, Mr. Anthony Smellie (the "**Chief Justice**").

4. The Legal Practitioners Bill 2003 and the Law Reform Commission

4.1. The Attorney-General subsequently transferred the CILS 2003 Bill to the Law Reform Commission (the "**Commission**") in **September 2005** for a more in-depth review.

4.2. At this point some of the unresolved and central concerns held by the Commission were thus:

- the eligibility of persons to practice the laws of the Cayman Islands-should attorneys-at-law who practice Cayman Islands in other jurisdictions be able to obtain practicing certificates;
- whether all attorneys, including government attorneys, should be subject to the same forms of discipline;
- whether all attorneys should be called to the Bar and have practicing certificates;
- the composition of the Complaints Committee;
- whether the Attorney-General should have a veto over the dismissal of a complaint against an attorney by the Complaints Committee; and
- the composition of the Disciplinary Tribunal.

4.3. The Law Society's response to the AG's 2003 Bill was: "The Bill is slanted in favour of Governmental and Judicial control of the legal profession, which is unwarranted and undesirable and constitutionally unacceptable." *James Bergstrom for CILS in letter to the Commission dated November 11, 2005.*

... Continued story on page 13

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PACKED AGENDA - and high drama - AT UK OTs 2020 SUMMIT

... Continued story from page 1

ritories where financial self-sufficiency is not possible, as a first call on the aid budget."

However, it stresses that "as a first step, the UK will look to the Overseas Territories to make full use of their financial resources to address their needs and will consider further requests for financial support on a case-by-case basis."

The UK's Department for International Development (DfID) which oversaw the UK's global aid budget of £13 billion, and the Foreign and Commonwealth Office (FCO) were recently merged into a Foreign, Commonwealth and Development Office (FCDO).

With Brexit looming, the British government has reassured the OTs that it acknowledges that its withdrawal from the EU will impact them, "particularly in the areas of eligibility for and access to funding, and trade."

Key to UK-OTs relationship post-Brexit will be matters of economics, aid, governance and constitutional relationship.

"The UK Government has and continues to represent the interests of the Overseas Territories in the UK-EU negotiations, in particular on trade and funding programmes," it says, adding that in consultation with Territory Governments, it will "take their interests and needs into account when designing future funding streams, programmes and policies to promote the sustainable economic development of the Territories."

Another pressing issue impacting the OTs and the UK - and the rest of the world - is the ongoing COVID-19 crisis.

The British government, as the administering authority, said it "recognised the significant global impact and shared challenges of COVID-19, and congratulated the Territories on their handling of the response to the pandemic so far."

The Territories in turn thanked the UK for "its outstanding support received both at Ministerial and official level throughout the pandemic."

Pointing out that both had "worked together closely" to tackle COVID-19, the release states that had "underlined their strong links based on partnership, shared values and mutual respect", adding that they are "committed to continue to work collaboratively to combat health crises, both now and in the future."

The issue of economic resilience was a focal point of discussion in this year's talks with the UK saying it is "committed to supporting the Overseas Territories in building successful and resilient economies, and promoting the development and the well-being of its inhabitants."

"We recognise that although all are unique, the Overseas Territories, as small and open island economies, are particularly vulnerable to external shocks. Clear economic development plans, underpinned by strong public financial management, can help to create diverse and resilient economies in which people, businesses and governments can look ahead to the future with confidence."

While it says that "The UK will support the Overseas Territories to increase their economic resilience through technical support and encouraging best practice in financial management," the JMC report emphasises a key point from the UK's perspective.

"The UK will look to the Overseas Territories to make full use of their financial resources to address their needs and will consider further requests for financial support on a case-by-case basis," it stated.

Other issues addressed coming of the this year's JMC include the OT's relations with the United Nations and the Commonwealth where it concludes that: "The Territories' links with the Commonwealth and United Nations will continue to be important. The UK is committed to strengthening these links. The UK also welcomes initiatives to develop links with regional organisations and with Territories and countries neighbouring the Overseas Territories."

On support for students in the UK especially in a post-Brexit environment, the UK Government and the UK's devolved administrations confirm that students from the Overseas Territories will continue to be eligible for Home Student fee rates on the same basis as now, based on three years' ordinary residence in an Overseas Territory or the UK.

The issue of self-determination remains an ultimate goal although not a pressing priority for most OTs.

In addressing that the JMC "reaffirmed the importance of promoting the right of self-determination for the peoples of the Territories, something which is a collective responsibility of all parts of the UK Government.

In a commitment with implications for Gibraltar especially noting the longstanding territorial squabble with Spain, it notes: "For those Territories with permanent populations who wish it, the UK will continue to support requests for the removal of the Territory from the United Nations list of non-self-governing Territories."

CLIMATE CHANGE AND THE ENVIRONMENT

The environment also featured prominently during the meeting with the session noting that "the Overseas Territories are the custodians of internationally important habitats, with rich and varied biodiversity, from Antarctica to the tropical oceans.

It was noted that "as coastal and island communities, our economies rely upon healthy and abundant marine environments."

The British government reiterated that the representation of the UK and Overseas Territories in the international maritime arena is undertaken as a single entity by the UK on behalf of all and compliance with conventions is a shared collective responsibility.

With the environmental impact on societies and economies, especially for OTs dependent on tourism, it was agreed that "a well-administered maritime infrastructure minimises the risks of a maritime incident in territorial seas."

It also proposed up-to-date laws and enforcement powers to pursue polluters to recover the high-level costs associated with such incidents.

"We continue to maintain our outstanding reputation for clean clear wa-



► UK Minister for the OTs, Baroness Liz Sugg

importance of raising the awareness and understanding of mental health was discussed along with tackling the stigma that persists around mental health.

It was also recognised that there is already work being done in this area in most OTs with UK support.

The United Kingdom Overseas Territories Association (UKOTA) will host a webinar on mental health in December for Territory and UK leaders and experts to have an open discussion on priority issues around stigma, mental health systems and awareness campaigns.

CHILD SAFEGUARDING

Child safeguarding was also addressed against a background that while progress has been made in this area complacency cannot be allowed to set in.

"There is always more

that can be done to ensure that children can grow up in an environment where they can be free from harm, flourish and meet their potential," the UK and OT leaders agreed.

The role of a Children's Commissioner or similar function is to be looked at to see if it might be appropriate for each Territory.

DOMESTIC ABUSE

Another issue tackled was that of domestic abuse with officials expressing concern about the increased incidence of domestic abuse globally, and the damaging effects both for individuals and for society.

"We acknowledged that tackling domestic abuse requires a holistic approach, including law enforcement, education and medical professionals, and the criminal justice system."

Initiatives being taken by the OTs were outlined with a "committed to identify opportunities and to take measures to tackle domestic abuse and to strengthen our system-wide response."

PRISONS

Prisons and prison reform was also on the agenda with "the Overseas Territories and UK recognising the unique context and needs of prisons in the Territories."

The UK said it will continue to support the OTs by providing expertise, project support and by facilitating a network of experts across the Territories to support the development of tailored Territory prison standards.

The JMC is the highest forum for political dialogue and consultation between UK and elected leaders and representatives of the OTs discussing matters of political, social, economic and constitutional concern between the governments of the Overseas Territories and the UK Government.

British Prime Minister Boris Johnson also joined the OT leaders and UK representatives in this year's virtual summit.

Leaders also heard from HRH Prince Charles, the Prince of Wales. 🌐

ters and promote our tourism with confidence," it emphasised.

Also highlighted is the UK government's commitment to environmental funding such as Darwin Plus will support joint objectives to preserve the wonderful array of biodiversity across the Territories for generations to come, and to be an example to other communities in responding to the global biodiversity emergency.

The Overseas Territories and the UK Government also pledged to work together to secure agreement on ambitious action to tackle climate change on a global scale at the COP26 Summit in Glasgow.

It was agreed that by the time of the COP26 Summit, each government will endeavour to communicate a territory-led plan for climate change adaptation and mitigation, which contributes towards global carbon emission reductions.

The UK Government and Overseas Territories will continue to work together closely in the lead up to COP26, to ensure the Overseas Territories' interests are represented.

As the host of COP26, the UK Government said it "endeavours to offer the Overseas Territories opportunities to showcase their environmental initiatives at the summit, including in areas such as transitioning to renewable sources of energy and disposal of waste.

It also committed to providing the OTs with technical and financial assistance where this is required.

BORDER SECURITY

Regarding border security, it was agreed that cooperation and support from the UK will continue to address "the challenges faced globally, including in some Territories, of rising levels of illegal migration and border security issues and the subsequent impacts on society."

MENTAL HEALTH

Against a background that "there is no health without mental health", the

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Defending Champions through to Semifinals

Defending Under 9 and Under 11 league champions Cayman Prep continue their march to successive titles as they won their respective quarterfinal games in the 2020 CUC Primary Football League (PFL) playoffs, which were played this past Saturday, November 28 at the Annex Field.

While the boys were focussed exclusively on the Consolation and Champions Cup quarterfinal playoffs, the girls continued their regular season games in the 2020 CUC Girls' Primary Football League (GPFL).

CUC GPFL Under 11 League

With only two games remaining in the 2020 season, any slip-ups this late in the season could end potential schools' goals of finishing in the top three. Cayman Prep Blue kept their title hopes alive with a 4-0 victory over Sir John A. Cumber Primary while St. Ignatius Catholic's title hopes took a blow after they lost 1-3 to an 'explosive' Theoline L. McCoy Primary outfit. In other games it was George Town Primary 1

vs. Triple C 1 and Savannah Primary 1 vs. Prospect Primary 1.

CUC PFL Under 9 Consolation Cup

In the lone Under 9 Consolation Cup quarterfinal played on Saturday, South Sound Schools advanced to the semifinals with a 4-0 win (respect rule enforced) over Truth For Youth. South Sound Schools will face George Town Primary and Cayman Prep 9B will play Theoline L. McCoy Primary in the semifinals next Saturday.

George Town Primary, Cayman Prep 9B and Theoline L. McCoy Primary received byes to the semifinal round due to their regular season positions in the final Group A and Group B regular season standings.

CUC PFL Under 9 Champions Cup

2019 Under 9 defending champions Cayman Prep 9A defeated Sir John A. Cumber Primary 3-0 to advance to the semifinals next week. Cayman Prep 9A will face St. Ignatius Catholic who topped Red Bay Primary 4-1. In the other quar-

terfinal games played, Cayman International School (CIS) defeated Prospect Primary 4-0 (respect rule enforced) and Savannah Primary slipped by Triple C 3-2 on penalties after both schools could not find the back of the net during regulation time.

In the semifinals, Cayman Prep 9A will play St. Ignatius Catholic and CIS take on Savannah Primary.

CUC PFL Under 11 Consolation Cup

George Town Primary overcame Theoline L. McCoy Primary 4-2 to secure a spot in next Saturday's semifinals while Truth For Youth will join their George Town neighbours as the sky blues outlasted Triple C 2-1 in a penalty shootout.

George Town Primary will face Savannah Primary and Truth For Youth take on Prospect Primary in the semifinals. Savannah Primary and Prospect Primary received byes to the semifinal round due to their regular season positions in the final Group A and Group B regular season standings.



► Action from the 2020 CUC PFL Under 9 Consolation Cup quarterfinal between South Sound Schools (yellow and blue) and Truth For Youth

CUC PFL Under 11 Champions Cup

Defending Under 11 champions Cayman Prep 11A continued their unbeaten run with a 4-0 win over St. Ignatius Catholic to secure a spot in the semifinals. In other scores, CIS advanced to the semis with a 5-1 victory over NorthEast Schools, Red Bay Primary held on to beat Sir John A. Cumber Primary 1-0 and South Sound Schools topped Cayman Prep 11B 2-0.

In the semifinals, Cayman Prep 11A will play Red Bay

Primary and CIS take on South Sound Schools for a place in the final.

The semifinal round of the 2020 CUC PFL Champions and Consolation Cup playoffs take place this Saturday, December 5. The finals and third-place games will take place on Saturday, December 12. All playoff games are at the Annex Field.

The final two rounds of the 2020 CUC GPFL will also take place on Saturday, December 5 and Saturday, December 12 at the Annex Field. 🌐

Cayman Marathon This Weekend Will Inspire

... Continued story from page 1

Sunday, 6 December starting at 4:30am on the waterfront. A portion of the registration fees from this great charity event goes to the Cayman Islands Cadet Corps and the Cancer Society while other organisations such as Jasmine, Crisis Centre, Inclusion Cayman and Red Cross benefit from funds raised through the race by participants themselves.

At the time of writing, organisers confirm 58 full marathoners, 682 half marathon entrants and 76 teams entered for the relay, as well as 83 people who will participate in the full or half marathon virtually.

"We are thrilled with the numbers this year, especially because we are in the middle of a pandemic. Even though Cayman is currently not under very tight restrictions compared to other countries, we weren't sure if people would be mentally, physically and emotionally prepared to participate after what has been a very challenging year so far. However, I think maybe as we count down to the end of 2020, this event is just what many people need," said Rhonda Kelly, Race Director. "This race has always been so inspirational and at times so emotional, and I believe this year will be even more significant. We are just thrilled to be a part of the triumphs and powerful moments that a lot of our participants will experience this Sunday. We count it an honour to be a part of their stories."

Marathon Stories

- His Excellency the Governor Mr. Martyn Roper will be lacing up with four-person relay teammates Chief Medical Officer Dr. John Lee, Health Services Authority CEO Lizzette Yearwood and Robert Powell to run for Jasmine. Governor Roper will run the last leg of the marathon relay.

- Champion fundraiser Derek Haines will also be running the half marathon to raise funds for Jasmine.

- Delia Slater has been injured and out of proper training and physical activities for over four years. She's had three surgeries for ACL tear and toe issues but the half marathon has given her a goal to focus on even though she says in her 50s it has not been easy to regain fitness after such a long break.

- BOB FM morning talk show host Taylor Vaughn is returning to the start line to do her second half marathon. She was bitten by the running bug when she completed her first half marathon in 2019 after a very eventful year which included losing 129 pounds! She's now down 150+ pounds total and hoping to improve on her time this weekend. Her dietician Jessica Watterworth decided to join in the fun too since she's been helping Taylor prepare for Sunday.

- A group of local friends will be lacing up their running shoes to raise funds for Hannah's Heroes, a hero fund of the St Baldrick's Foundation, the largest private funder of childhood cancer research in the world. The team have dubbed themselves Hannah's Hares. The team 'tortoise', Eugene Nolan, is running the full marathon distance and will attempt to beat the Hares, Nikki Callender, Sam Dawson, Kim Short and Nicola Gillespie



► Eugene 'The Tortoise' Nolan will try to beat The Hares for Hannah's Heroes

Smith, who are running the marathon as a relay team.

This will be Eugene's second marathon raising funds for St Baldrick's. He took part in the Dublin marathon in October 2019 and since 2013 has raised over \$80,000 for childhood cancer research. Following the marathon there will be a mini 'Big Shave' event where Eugene will have his head shaved and will be rocking the bald in honour of all children suffering with cancer.

"It has been an honour to be a small part of the Hannah's Heroes efforts to raise awareness of and funds for childhood cancer research because kids like Hannah are worth fighting for," said Mr. Nolan.

He said he hopes to get around the course in under four and a half hours, beating the "Hares" comfortably. The "Hares" have other ideas. As of this writing, the team has raised \$14,000. (www.stbaldricks.org/teams/hannahshares).

- "Injury has prevented me from running this year, but the fact that we are able to host a live event pushed me to get my walking shoes out and register anyway. Wouldn't miss it!", said Janet Gardner who is doing the half.

- Sacha Rodgers is running her first full marathon this year. She has raised around USD5,000 for the UK charity Breast Cancer Now, and was inspired by her mother who was diagnosed with breast cancer but has now been in remission for almost five years.

- Wendy Johnston said she started 2020 on a high by getting married in January, after which the year progressively deteriorated – not due to the marriage, of course! She decided she wanted to end it on a high so starting training for the half marathon. "I started running during lockdown (doing a couch to 5k programme) and I had never run more than two miles in my life, so it's a huge achievement to take part in the half," said Ms. Johnston.

- Ava Hider of the 345 Girls Team said that she and her teammates are running strong again this year for their favourite relay race, and for their amazing coach Derek Lerner.

- Jenni Huys is part of Team COIK which stands for Channelling Our Inner Kevin. "During quarantine, my husband,



► HSA CEO Lizzette Yearwood will run for Jasmine

Kevin set a personal goal to run every day. He has stuck to his goal through injury and illness, no matter the weather or lockdown conditions. He is the inspiration for this relay team."

- Cayman resident Karen Griffiths will be running the virtual half marathon. 23rd August was 28 years since she was diagnosed with a medical condition known as Mixed Connective Tissue Disorder. She said it's been a nightmare, but she always had a desire to do the half marathon.

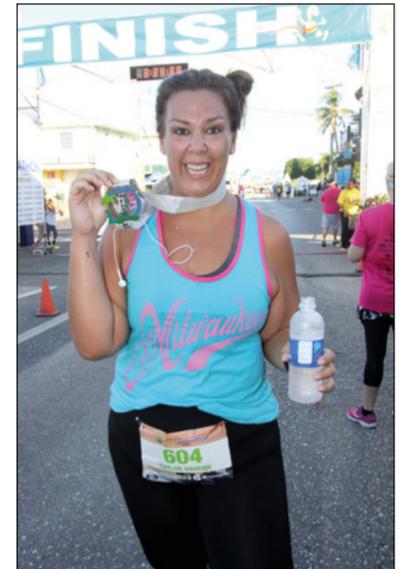
- "I have not missed a year running in the CI Marathon since my mother passed away from having cancer on 29 April 2011. I was hoping and praying the CI Marathon would happen this year, and it seems my guardian angel mother has answered my prayers. See everyone 'on da road'," said Tara Thompson who will be participating in the half marathon.

- All my life I've been overweight, feeling depressed all the time. Two years ago, I decided that it was time to take control of my health and so I did," said Xiomara Moore. "I have lost 40 pounds so far. My dream is to run, walk or crawl but finish the half marathon no matter what. One of my best friends passed away in May due to COVID-19 and it made me realise that life is too short. Tomorrow is not promised."

- What started out as a personal challenge and a way to get herself outside more has turned into a fundraising endeavour for Thais Rodriguez. Her friend, Regina Ecclefield, was diagnosed with breast cancer so she will be running to bring awareness to breast cancer and donate funds to the Breast Cancer Foundation. She will join Carina Ecclefield, Rares Danes, Richard Johnson, Todd Shipster, Yvonne Kulmer, Simon Ecclefield and Regina herself (who is participating virtually) as they do the half under the name 2020TwentyForTwenty (https://www.gofundme.com/f/2020-twenty-for-twenty). To date, over \$8000 has been raised for the cause.

- "Whilst eating a plate of fried food my friend informed me that she was running the half and I decided it was probably best, on account of all the fried pickles I eat," said Evelyn Denton.

- Patricia Smith is on a mission. The Cayman Islands half marathon was her



► Taylor Vaughn is Looking To Improve Her Time

very first half marathon in 2018. In 2019 she went on to complete six half marathons. To date, she has done one triathlon, eight half marathons, 28 10k runs and 84 5k events. She said she is well on her way to meeting her target of 12 half marathons, 52 10ks and 102 5ks. "Running is not cancelled in 2020!" said Smith.

- Stephen Tanugraha started running three years ago and said it has changed his life. "Running taught me to become a disciplined, persistent, humble and grateful human being. This will be my third half and I am looking forward to breaking my personal record."

- This will be Laura Young's third year running the half marathon and each year she's improved her time. She is now 50 and wants to add the half to her memoirs of turning 50.

- Danny Fitzgerald ran a half marathon for charity while in quarantine at the Holiday Inn and said he is ready to run outside this time.

- "I started my journey of running to get healthy and to lose weight. It has since become a way of life and something I love to do," said Carol McKenzie. "I train with amazing people, have raised funds for Jasmine Cayman and run for and in memory of my sister."

- Fernando Soler is determined to have a better run this year. 2019 was his first half marathon and he admits he really wasn't prepared for it. This year he's ready and he's dedicating the race to his father-in-law and his godfather who both passed away earlier this year and motivated him to train for the race.

Before they line up at the start line, participants will get their own dose of motivation. Packet Pick Up will take place on Saturday between 9am and 3pm at the Westin Resort. Beside collecting their race packets, this will be an opportunity for them to make sure they are properly prepared for the next day. Sponsor Health City will be conducting information sessions throughout the morning. At 9:30am Dr Niranjan Nagaraja, Consultant Orthopedic Surgeon at Health City will present "Injuries Are the Best Teachers but Why Take Chance?" which will give an overview of mara-

... Continued story on page 11

COMMUNITY EVENTS

Alchemy – An exhibition by Horacio Esteban

4 December – This exhibition by Native Son Horacio Esteban, showcases work spanning his illustrious twenty-five-year career. Renowned for his use of locally sourced or reclaimed material, Mr. Esteban's pieces will highlight his work in a variety of media. The exhibition runs until March 2021. For more information, call 345 – 945 – 8111 or email info@nationalgallery.org.ky

Operation End Hunger

4 December - Support the annual Operation End Hunger food drive on now through Dec 4th in support of Meals on Wheels, Feed Our Future, and various church pantries. These great organizations provide food for families going through tough times and without them, many children and elderly would go hungry. You can help by donating a non-perishable food item or grocery store gift card at Cost U Less or any Subway location.

A Playhouse Family Christmas

4 - 13 December – Prospect Playhouse annual family favourite is back! Join Grizz and Frizz and the rest of the gang once again to see what they have in store for you this Christmas. There are matinees and night shows to choose from. Cost is \$10 for children and \$15 for adults. Go to cbs.ky for show times.

Christmas Special at the George Town Public Library

5 December – Bring your kids to this holiday event at the library

from 11am to 1pm. There will be live entertainment by Azucar, Miss Izzy and Ricardo the Magic Elf. The kids can enjoy the storytelling and dance session, interact with costumed characters and participate in other special treats. For more information, call 949 – 5159.

Kiwanis Club Santa Landing

5 December – Join the Kiwanis Club of Grand Cayman at the Airport Park from 1pm to 4pm for a day of family fun! Every child will get the opportunity to meet Santa to receive the gift of a new book. Admission is free and there will be refreshments and entertainment.

Pink Ladies Christmas Bazaar

5 December - The Pink Ladies Christmas Bazaar takes place on Saturday 5 December at the Gardenia Court, Camana Bay from 3pm to 5pm. Enjoy musical entertainment as you shop for hand-made crafts, plants and more. The kids can enjoy a variety of activities and take photos with Santa. Admission is free and all proceeds go to the Pink Ladies community projects.

Paws Pledge Night Concert and Picnic

5 December - The Brac Humane Society presents Cause for Paws Pledge Night Concert and Picnic in the Park at 5pm on December 5th at the Agriculture Grounds.

Experience Cayman LIVE

5 December - Experience Cayman LIVE spotlights small local businesses during this holiday season. This event is hosted by the

Ministry of Commerce, Planning and Infrastructure's Experience Cayman, in partnership with the George Town Revitalisation Initiative and the Cayman Islands Centre for Business Development. Shop local and support the vendors on Cardinal Avenue, on Saturday, 5 December from 4:00 p.m. to 11:00 p.m.

Milo Kids Fun Run

6 December - The 2020 Milo Kids Fun Run takes place on Sunday, 6 December as part of the Intertrust Cayman Islands Marathon. The fun run is also sponsored by the Ministry of Sports and is free for both public and private school students between the ages of five and 11 years old. Students and parents can register online at CaymanIslandsMarathon.com and print out an official 2020 runner's log. Registration includes a runner's bib, t-shirt and a Milo bag. The run begins at 10:30 a.m. at the front of the Government Administration Building on Elgin Avenue.

Holy Communion St Albans Church of England

6 December - All are invited to attend a Service of Holy Communion which will be held on Sunday, December 6th, at St. Albans Church of England on Shedden Road at 9:30am. The Right Reverend Dr. PJ Lawrence, Bishop, will be the guest celebrant. All persons are requested to wear masks. Other safety protocols will also be in place.

Christmas at the Castle

6 December - Pedro St. James is once again hosting its Christmas at the Castle on Sunday, 6th December 2020 from 6pm to 9pm and is free to the public. Enjoy Christmas carols, praise and worship, food and drink sales, free photos with Santa and a tree light-



► Milo Kids Fun Run

ing ceremony. A new addition to the holiday festivities is Christmas Market where cottage industry businesses will sell a selection of locally made products. To sign up for the Christmas Market or as a performer for this event, kindly contact Mona at marketing@tab.ky or call 949-6999.

Cayman National Choir and Orchestra – A Christmas Blessing

8 & 10 December - The Cayman National Choir and Orchestra presents an evening of festive music and carols at Elmslie Memorial Church at 7.30 p.m. on Tuesday 8 December and Thursday 10 December. Admission is free. The concert is also being streamed on TV, radio and social media sites at 7.30pm on Thursday 10 December. For more information and details of channels streaming the concert please go to caymanchoirandorchestra.com.

Cayman Islands Crisis Centre Jingle Bell 5K/10K Walk/Run

13 December - Join the Crisis Centre to walk or run the 5k and

10k routes at their annual seasonal Jingle Bell Run at Savehaven beginning at 7am. No t-shirts will be provided so participants are encouraged to wear a previous years t-shirt or dress in festive outfits. You may win a prize for the best festive costume! Bring your own water bottles to fill water on site. There will be a complimentary breakfast at the Holiday Inn and visit from Santa after completion. Cost is \$25 for adults and children under 7 years are free. All proceeds support the work of the Crisis Centre. Register online at <https://eventpro.ky/buytickets/jingle-bell-walk-run/>

Lions Club of Grand Cayman All Island Kids Christmas Party

13 December – The Lions Club is hosting its Kids Christmas Party on Sunday 13 December at the Lions Centre for kids 0 – 12 years old starting at 1pm. Come out and enjoy the holiday activities!

Send your community events to wendy@caymaniantimes.ky

The Holidays

Are you planning on gaining a bunch of weight this holiday season?

Of course not! No one plans for that. It just sort of happens.

Want to avoid those holiday pounds? Stay trim this holiday season with these 3 steps:

1. Re-Focus

This holiday season try to re-focus your attention away from food and back on to what's really important—friends, family, giving, and traditions. Stay focused on the reason for the season rather than the plate full of hors d'oeuvres in front of you.

2. Be Strategic

It's important to use strategy when approaching the many celebrations held this time of year. Do not arrive at the party hungry. Instead, eat a small low-calorie snack ahead of time to prevent overeating.

Another idea is to chew gum before and after a meal, so you won't be tempted to overindulge in appetizers and desserts.

Also, find room in your busy holiday schedule for exercise. This will help you fight off the extra weight trying to attach itself to your midsection and rear.

3. Moderation

Enjoy the goodness of the season, but in moderation. Trim calories where you



► Ernest Ebanks

can by limiting your trimmings—cheeses, gravy, sauces, creams, and nuts.

Also, be sure to limit the amount of alcoholic beverages you drink. While you may not know it, they're filled with calories, too. Try alternating an alcoholic drink with a non-alcoholic drink.

Remember that exercise is a huge part of the equation when it comes to achieving weight loss.

I am passionate about seeing my clients achieve results—without wasting time, energy and effort on mistakes. Call Ernest at Body Shapers Fitness Studio 325-8696 or email bodyshaperscayman@gmail.com today to get started on my best available program. 📍

DANGERS OF EDC's

Endocrine Disrupting Chemicals (EDC's) lurk in everything from cleaning products to those much desired fragrances. Synthetic chemicals in products like plastics and fragrances can mimic hormones and interfere and disrupt the delicate endocrine dance. We are exposed to these chemicals daily, and we are especially vulnerable to them during phases of accelerated development. Weight gain and obesity are also linked strongly to EDC's. So what can we do?

WASH YOUR HANDS - This is probably the most effective recommendation even in this time of the pandemic. Using antibacterial soaps is recommended.

DUST AND VACUUM OFTEN - Even though they are linked to hormone disruption, flame retardant chemicals are used in many common household products. Research indicates that they escape from electronics, couches, and baby products that collect in your household dust. Regular vacuuming is truly helpful.

TURN UP YOUR NOSE AT FRAGRANCES - Fragrance on a label indicates a mix potentially hundreds of ingredients, and the exact formulas of most companies claim are trade secrets. Choose fragrance - free creams, cleaning products and laundry detergents.

WATCH WHAT YOU EAT - Certain pesticides have been linked to hormone disruption. Eat as much organic foods as possible and available. As a general rule of thumb, try to eat food that is close to whole as possible. Avoid packaging when you cans.

FILTER TAP WATER - Drinking tap water out of a glass will reduce your exposure to BPA and other chemicals in cans and plastic bottles. Running your tap water through an NSF-certified water filter can, when properly installed and maintained, decrease the level of some endocrine - disrupting chemicals.

KIDS COSMETICS - Children do not need cosmetics, and yet there is a glut of kid-related lotions and potions, bubbles and polishes, glitters and glosses on the market. These contain a number of EDC's and chemicals linked to cancer and asthma. Just say no to these for kids.

Remember that your health is cheap but illness is expensive. 📍



Cayman Marathon

... Continued story from page 10

thon-related injuries and their prevention. At 11:30am Health City registered dieticians Kay-lee Bright and Stellerie Noyons will speak on the topic of nutrition with "On Your Mark, Get Set, Eat!".

"It's important for runners training for and participating in marathons to focus on injury prevention. We always say that an ounce of prevention is worth a pound of cure, and this is certainly true with regard to sports related injuries. It is far easier to prevent damage than to repair it once it has happened," said Dr Nagaraja.

Those participants who are doing the race for the first time will also benefit from "All About Race Day", a presentation by Rhonda Kelly about what to expect on race day as well as a question and answer session.

Late registration for the 2020 Intertrust Cayman Islands Marathon, Half

Marathon, 4-Person Relay, CUC High School Challenge and Kids Fun Run can only be done at the Westin Resort's Galleon Ballroom on Saturday, 5 December during Packet Pick Up from 9am to 3pm.

The Intertrust Cayman Islands Marathon is also sponsored by the Ministry of Sports, CG BritCay, Health City Cayman Islands, Gatorade, Milo, Flowers Bottled Water, Department of Tourism, Bank of China Grand Cayman Branch, FastSigns, Hurley's Media, Netclues, Wata, Doctors Hospital, Massive, CUC, Quaker, Cayman Physiotherapy, Kelly Holding Events & Communications, Cost-U-Less, CayLight, Smoothie King, Bliss Living Yoga, Hopscotch Productions, Marshall's Rent-A-Car, McAlpine and GNC.

For more information, visit www.caymanislandsmarathon.com, email info@CaymanIslandsMarathon.com or call 623-8822. Follow @CaymanMarathon on Facebook, Instagram and Twitter. 📍

WEEKLY WEATHER FORECAST

Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday
84°/79°	84°/79°	83°/77°	83°/78°	80°/77°	78°/77°	79°/78°
A brief shower or two	Sun through high clouds	Clouds and sun with a shower	Mostly sunny and pleasant	Showers around in the morning	Some sun	Some rain and a thunderstorm

'Lights Out' for Popular Christmas Spot, Due to Covid

There will be no Christmas lights displayed at the Captain Theo Bodden Home on South Church Street, South Sound this year, due to concerns around the possible spread of the COVID-19.

It is the first time lights will not be displayed at the property since the late 1950's when Captain Bodden started lighting up the yard for the enjoyment of onlookers near and far, according to his twin daughters Maurine and Maxine Bodden.

The ladies said the large crowds that gather at the home's yearly lights display to celebrate the festive season, are too much of a risk during this time of heightened concern for public safety.

They added that, "with all the breaches that have been happening with returning travellers," they thought it would be best to forgo the display this year to protect the community, as well as their own health, which they said was also a consideration.

"We don't want to add to the excitement and at 75 years old we are also considered vulnerable," noted Maxine Bodden.

She added that just before the decision was made to cancel this year's display there were people opening the gate, coming into the yard and allowing their children to run free with no supervision.

"We had tree trunks and everything that we were moving



► Guests on the National Trust for the Cayman Islands' Christmas Lights Bus Tour at the Captain Theo Bodden's home in 2019

around and that can be dangerous," noted Mrs. Bodden.

"We loved doing it but we just cannot take any risk and it's better for everybody's sake - I think - if we put it off this for this year," she remarked.

In fact, many residents will have a rather different experience than the familiar lights displays at the homes of prominent Caymanian families this year, as COVID-19 concerns have caused major changes to traditional lighting activities around the Island of Grand Cayman.

Another notable amendment to the usual bevy of lights that mark the Holiday Season in Cayman, is the fact that, though there will

indeed be a lights display at the Rex Crighton property, along the Spotts Highway, there will be not entry allowed on to the property to the public.

A representative speaking on behalf of the family told the Caymanian Times that the decision was made in order to mitigate any risk caused by the gathering of large crowds.

"We sometimes have up to 2 thousand people in our yard and with everything that has been happening, we just don't think it's wise to do so this year," noted a Crighton family member.

As a result of the changes, popular excursions that feature these lights arrangements/displays, such as the National Trust for the Cayman Islands' (NTCI) Christmas Lights Bus Tour, will be taking patrons to the NTCI Heritage Sites instead, where carolling and refreshments will be enjoyed, according to NTCI Historic Programme Manager Stuart Wilson.

"The Christmas Bus Lighting Tour will be more centred around the Heritage Sites this year, with several of our sites being lit up for the Festive Season.

"We will be taking our usual caravan of three buses - provided courtesy of Webster's Tours - throughout the Districts to our very special Heritage Sites, where we will enjoy the singing of carols and light refreshments under the stars," noted Mr. Wilson.



► A guest enjoys the lights at the Rex Crighton Home on the 2019 National Trust for the Cayman Islands' Christmas Lights Bus Tour



► Guests on the National Trust for the Cayman Islands' Christmas Lights Bus Tour enjoy lights during Christmas of 2019

DEATH ANNOUNCEMENTS

Churchill's

Funeral Home

We have been asked to announce the passing of Ms. Veta Christeen Smith, who passed away on Tuesday November 17, 2020. A Thanksgiving Service for the late Ms. Veta Christeen Smith will be held at Church of God Universal Walkers Road, George Town, Grand Cayman on Sunday December 6, 2020 at 1:30 p.m. Viewing: Closed Casket This service will be livestreamed on the Churchill's Funeral Home Facebook page starting from 1:30p.m.



Condolences can be registered at churchillsfuneralhome.com

Churchill's

Funeral Home

We have been asked to announce the passing of Mr. David Kennedy Solomon, who passed away on Sunday, Nov. 22, 2020. A Thanksgiving Service will be held at the George Town Seventh-day Adventist Church, Smith Road, George Town, Grand Cayman on Sunday, December 06, 2020 at 11:00 a.m. Interment at: Prospect Cemetery



Condolences can be registered at churchillsfuneralhome.com

The family of the late **Raymond Rodney** regret to announce his passing on November 23, 2020.

A funeral service will be held 2:00 p.m. at Bodden Funeral Service, 117 Walkers Rd. George Town, on Saturday, December 5, 2020.



Condolences can be registered at boddenfuneralservice.com & Bodden Funeral Service Facebook page



The family of the late **Gaylette Wright** regret to announce her passing on November 22, 2020.

A funeral service will be held at Cayman Islands Baptist Church, Pedro Castle Road, on Saturday, December 5, 2020 at 1 p.m.

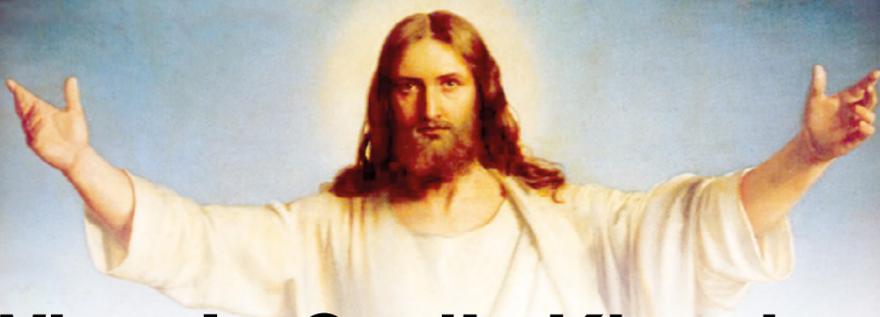
Interment will follow at Prospect Cemetery.



Condolences can be registered at boddenfuneralservice.com & Bodden Funeral Service Facebook page



MOMENTS OF INSPIRATION



What Is God's Kingdom?

Millions of persons around the world say the "Lord's Prayer" regularly. Matthew 6:9-13. This means that they utter the expression, "Thy Kingdom come" also. Matthew 6:10.

When Jesus taught his apostles this prayer, showing them important subjects they should pray about, he certainly wanted them and us today, to know what God's Kingdom is. So what is God's Kingdom? Isaiah 9:6 states in part, "For unto us a child is born, unto us a son is given: and the government shall be upon his shoulder..." Thus, this verse indicates that God's Kingdom is

a government. Christ is the main ruler in that heavenly government. (2 Timothy 4:18) When we compare Isaiah 9:7 with Luke 1:33, it further proves that God's Kingdom is a government. Isaiah 9:7 states: "Of the increase of his government...there shall be no end..." Luke 1:33 mentions a similar expression, "there shall be no end," but uses another word for government. It says: "of his kingdom there shall be no end." Hence, Luke uses the word, "Kingdom" in place of "government" that Isaiah used; both of them saying God's Kingdom or Government will not end. So both inspired Bible writ-

ers tell us that God's Kingdom is a government. Therefore, when one says, "Thy kingdom come," he is praying for God's government to come and carry out God's will for the Earth as Matthew 6:10 also speak about.

Better conditions, like conditions in heaven, will exist on the Earth when Matthew 6:10 is fulfilled. Revelation 21:4. The following link leads to an article that provides much more vital information about God's Kingdom/Government. https://www.jw.org/en/library/magazines/watchtower-no2-2020-may-jun/Simeon_James

Association of Legal Professionals and Advocates (Cayman) Ltd

... Continued story from page 8

The Commission's view on the other hand was that the right of individuals to represent themselves is an inalienable right common to all natural persons. But no one has the right to represent another; it is a privilege to be granted and regulated by law for the protection of the public.

4.4. It should be noted that the Commission's role from inception was to promote law reform with a responsibility to study and to keep under constant review the statutes and other laws comprising the law of the Cayman Islands with a view to systematic development and reform.

4.5. After several iterations of the AG's 2003 Bill, taking into account comments from the Judiciary, CILS and the CBA, the bill was revised and circulated on **January 29, 2007** for public consultation. Presidents of the CILS and CBA made oral representations to the Commission on **February 28, 2007**. In **May 2007** the Commission submitted its Final Report No 2 (see attached) to the Attorney General after which time the President of CILS wrote to the Attorney General in **August 2007** suggesting further amendments. This resulted in a Cabinet meeting in **March 2008** with members of the Commission, CILS and CBA in attendance to consider what was ultimately in the best interest of all stakeholders.

4.6. By 2008 the central articulated concerns regarding the AG's 2003 Bill were:

- The regulation of the practice of the law of the Cayman Islands by those persons resident in the Islands and those resident in foreign jurisdictions;
- The establishment of a complaints Committee to whom members of the

public and others may make complaints about alleged misconduct of attorneys-at-law in the private sector;

- The establishment of a disciplinary tribunal to determine complaints about private sector attorneys;
- The continued discipline of government attorneys by the Grand court;
- **The provision of a Code of Conduct.**

The Commission and the Law Society, CBA agreed to points 2, 3 and 4, but not those expressed in points 1 and 5, above.

4.7. On the question of non-resident lawyers, the Commission did not agree with the CILS and CBA's position as suggested in their letter in August 2007 that the class of persons entitled to be admitted to the Cayman Bar be expanded should include *persons who are not resident in the Islands who are either a partner or employee of a firm trading under the same name as a recognized firm "where a majority of the Cayman resident equity partners have an equity interest (directly or indirectly) in such affiliate."*

Further The Commission did not agree with the Law Society that the Law be enacted *without the Code of Conduct* (which at the time was set out in Schedule 5 of the Bill) and that their draft code be used as a "starting point" to be issued by the Legal Advisory Council after the law is enacted.

4.8. The Law Society's response was "We remain strongly of the view that the current draft Code be substituted as suggested" and did not provided comments to Schedule 5 of the draft Bill".

5. The Law Reform Commission and Professional Concerns which remain unchanged by the Legal Services Bill 2020

5.1. By 2008 the Commission's concerns with the proposal as presented by

the Law Society and the Bar Association can be summarised as follows:

- The absence of any substantial nexus between the non-resident attorney and the jurisdiction. The only nexus advanced by the Law Society and the Bar Association was the non-resident attorney's employment with a recognised law firm. This position has not changed.
- Under the proposals by the Law Society and the Bar Association the recognised law firm itself didn't have to be substantially established in the Cayman Islands. As mentioned above this would have implications for future employment of graduates of the Cayman Islands Law School whether Caymanian or non-Caymanians or the potential for the development of "brass plate" law firms based in the Cayman Islands. This position has not changed.
- The lack of supervisory/regulatory oversight. Under the proposals at the time the professional misconduct by non-resident attorneys could go undetected by the local authorities as there were no provisions for cross border reporting by and to the regulatory oversight bodies in the various jurisdictions in which the non-resident attorney may be practicing. This position has not changed.
- While the Law Society and the Bar Association suggested that the partners of the recognised law firm could be subject to discipline under the code of conduct of the associations for allowing the non-resident attorney who is suspended or struck off to continue in the firms' employment, there was no real/express obligation on the partners to report any misconduct or sanctions abroad. Even in circumstances where a potential act of misconduct came to the attention of the Complaints and Disciplinary Committees there would have been significant challenges encountered in gathering and evaluating evidence from abroad. This position has not changed.

- Lack of knowledge of Cayman Islands law. This is an essential tool for protecting the public (clients) as well as the local and international reputation and standing of persons admitted to practice in the Cayman Islands. While there may be some informal training by some of the law firms, there is no indication that this was either mandatory or done across the board for all law firms.
- The Law Society proposed that non-residents who work for recognized firms should be able to obtain practicing certificates but provided no detailed reasons other than if not allowed they would have to close down their overseas practices. This position has not changed.
- The view was that the Bill only benefited major law firms and in August 2007 the associations sought to broaden their proposal to include *any affiliate of a recognized firm* the members of **which did not even have to practice law.**

In addition there remains the concern that the overseas firms with non-Cayman Islands attorneys divert that otherwise would be done by persons that hold practicing certificates.

Yours Sincerely,
ASSOCIATION OF LEGAL PRACTITIONERS AND ADVOCATES (CAYMAN) LTD.

cc: Members of the Executive Council of ALPA (By Email Only):

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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

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

Difficulty Level ★★★★★ 3/03

Answer to previous puzzle

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

Difficulty Level ★★★★★ 3/02

CROSSWORD

By THOMAS JOSEPH

ACROSS

1 Want badly recom-pense
6 Leg, e.g. 41 Game fish
10 Daughter of Leda 42 Doled
11 Prison-based
12 Map collection
13 Kitchen cooker
14 Seasonal song
15 Movies
16 Gentle pull
17 Total
18 Mob pariah
19 Tossed out
22 Boxcar rider
23 Lab container
26 Short of cash
29 Hailed vehicle
32 Rap's — Nas X
33 Fish eggs
34 Made blank
36 Helsinki native
37 Finishes last
38 Unspoken
39 Gives off

DOWN

1 Monk music
2 Fix up a photo
3 Brisk tempo
4 Schnitzel base
5 Print measures
6 Free of fat targets
7 Central
8 Molten rock
9 Flock sound
11 Really, really old
15 Recipe amount
17 Impeccable
20 Crunch come-on
21 Brief drop
24 Jam fruit
25 Like the pride
27 Relieve
28 Ready for the body shop
29 Paparazzi target
30 Kitchen
31 Starting point
35 Match parts
36 Destiny
38 Scot's cap

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

Yesterday's answer

Word Search

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

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

Have fun with CAYMANIAN TIMES

Accede	Baccarat	Occident
Accent	Buccaneer	Occult
Accept	Capriccio	Peccary
Access	Coccyx	Raccoon
Accident	Eccentric	Soccer
Acclaim	Gnocchi	Success
Accord	Hiccup	Tobacco
Account	Moccasin	

CURTIS

By Ray Billingsley

"MATURE DATING" DOESN'T MEAN OLD, CAESAR...
CURTIS
IT'S THE "DO'S-AND-DON'TS" THAT PEOPLE OF A CERTAIN AGE HAVE IN COMMON
WE DON'T WEAR FLIP-FLOPS ON A PLANE, WE PREFER NIGHTCLUBS OVER COMIC CON...
AS LONG AS BABY CAN PAY
WE DON'T WEAR TEES TO BROADWAY PLAYS...
SOUNDS "OLD" TO ME!

THE AMAZING SPIDER-MAN

By Stan Lee

OKAY, NAMOR - I THINK IT'S GREAT THAT YOU WANT TO ADDRESS THE U.N. ABOUT POLLUTION OF THE OCEANS.
BUT YOU SHOULD'VE DONE THAT BEFORE YOUR SHIPS BLOCKED THE SHIPPING LANES.
YOU HUMANS LISTEN TO NOTHING BUT FORCE.
AND YOU ARE DIFFERENT PRECISELY HOW?

Caymanian Times Classifieds

EBL (Economy Builders)
requires a **Carpenter**

At least 15 years' experience

Police Certificate and current Driver's Licence required

Salary - \$15 per hour plus benefits as per the Cayman Islands Labour Laws

Send resume to: economybuilders2020ltd@gmail.com

Artist/Person in Fine Arts/Performing Arts

- Applicant should have 15 years' experience in Fine Arts/ Painting/Performing Arts/Sand Sculpting
- Valid Driver's Licence required

Salary: \$7.50 - \$9 per hour plus Pension and Health as per Cayman Islands Labour Laws

Contact: Island Fire Performing Arts
P.O. Box 107 Grand Cayman KY1 - 1301

HUMAN RESOURCES AGENCY, LTD.

Is seeking applicants on behalf of our clients Cox Lumber Ltd for the following position

TRUCK DRIVER

The candidate must be highly experienced with a valid, group 4 Cayman driver's license.

Must have at least 1-2 years' experience with 12 speed shift trucks with attached Forklift for onsite deliveries are preferred. Knowledge of building materials are advantageous.

Job Duties will include, but are not limited to:

- Deliveries
- Communicate with dispatch on deliveries
- Load truck with materials for deliveries
- Ensure loads are properly secured
- Maintain excellent customer relationships on jobsites
- Maintain safety with equipment and material

The candidate must have a pleasant personality, be honest, hardworking and be available to work every Saturday.

This position can be a full-time or part-time with benefits, including health insurance, pension, etc.

The salary will be commensurate with experience and qualifications, but will be in the range of CI\$9.00 to CI\$12.00 per hour. **Must have clean police clearance, a valid group 4 drivers' license and a good bill of health. Deadline for applications is December 11th, 2020.**

Caymanians, persons possessing Caymanian Status, Residency Employment Right Certificate, and persons married to Caymanians are preferred candidates.

Send Resume to:
Human Resources Manager
PO Box 244
Grand Cayman KY1-1104
Email: HR.ADS@coxlumberltd.com



Coe Centre, 80 North Church Street George Town,
P.O. Box 11926, Grand Cayman KY1-1010

Handyman

On behalf of our Client, **RDM Agency** invites applicants for a suitable and qualified candidate for the above position.

Requirements:

More than 5 years of experience as a Handyman. Must have clean police record, knowledge in safety practices and physically fit.

Salary - CI\$ 7.00-10.00/per hour
Plus, statutory benefits

Submit resume to: Burlington Repairs Ltd.
P.O. Box 11926; KY1-1010

Live-In Caretaker/Helper

Previous Experience Required:

- Responsible for cooking and cleaning for household.
- Assist in care of a senior with dementia.
- Comfortable assisting in personal daily hygiene.
- Pleasant and patient personality to entertain and act as a companion.
- Assist in care of household pets.
- Must have drivers license.

Pays \$480/weekly

All qualified Caymanians, please send resume to
neilburrows@hotmail.com

Cayman Armoured
Requires a Security Officer
to work in their Armoured Car Division.

At this time applications **must have previous experience** in the **armoured car industry** as a Security Officer with first hand knowledge of the protocols involved.

Applicants will

- be vetted for integrity and work ethic and subject to thorough background checks
- must have Cash in Transit experience
- must be able to read, write, understand and converse in English
- must be able to write legibly
- must have a clean driving record with a Group 3 License or previous experience driving specialty vehicles
- must have a clean police clearance from all jurisdictions that the Applicant has lived in (for six months or over) during the course of his life time
- must be physically fit with no ailments that will prevent the Applicant from being physically active or lifting heavy objects
- must have previous customer service experience
- must have basic computer skills

Only Caymanians, PR Holders or those with Residency with the Right to Work need apply.
Wage range: CI\$ 7.75 – 9.00 per hour plus benefits.

Email applications to: jackson@cayman-armoured.info.
Applications must be received by the 11th December 2020

HOLLYWOOD CUTS

Seeking a full time cosmetologist/hair dresser.

Should have at least 10 years' experience.

Salary \$300 per week with standard benefits.

Contact: hollywoodcuts cayman@yahoo.com



Septic Truck Driver/Operator

Mature individual with strong work ethic needed. Essential that applicant possess experience in the operation and maintenance of septic/vacuum trucks. Possess Group 4 driver's license. Be available for 24 hours service calls. Have experience working in sewer & drain industry. Be mechanically inclined and should have a min. of 5 years experience in maintenance of heavy equipment. Be willing and able to assist service technicians in maintenance of sewage treatment plants. Salary \$9-13/hour plus mandatory benefits

Email: entechjobs@gmail.com

TORTUGA RUM GO.

Join Tortuga's Growing Team

We are looking for highly motivated and energetic individuals to join our team.

Senior Accounts Officer
\$45,000 - \$48,000 per month

To provide detailed and dependable accounts assistance and support to the Board of Directors, Accounts Department, the administrative and financial team; in the production of accurate and reliable data; for reporting of the business status and profitability. Prepare, examine, or analyse accounting records, financial statements to assess accuracy, completeness, and compliance to reporting standards

Develop, implement, modify, and document record-keeping and accounting systems. Provide support in accounting functions to ensure accurate and timely processing.

Professional qualification such as CPA/ACCA preferred or a Bachelor's degree in Accounting, Finance or Business is required. Minimum of 5 years' experience in Accounting at a senior level. Minimum of 5 years' experience in payroll systems. Experience in AC-CPAC and Counterpoint systems would be beneficial. Must be highly skilled in the use of Excel spreadsheets (intermediary level or higher). Timely and able to meet deadlines. Detail oriented and ability to multitask.

While preference will be given to Caymanians, all applications are welcomed.

Application deadline is Monday 12th December 2020 and can be emailed to hrdept@trc-cayman.com or delivered to our head offices on Tortuga Way.

Handyman (2 Positions)

QUALIFICATIONS

- Minimum 8 years working experience
- Drywall Repairs
- Painting
- Light Carpentry & Masonry
- Pressure Washing
- Pool Cleaning
- General Property Maintenance
- Experience using concrete mixer, cutter, and other power tools and equipment
- Willingness to work on weekends and public holidays
- Minimum Group 2 Driver's Licence

Salary: CI\$ 8.00 per hr. + 50% matching medical and pension

The Manager
Procon Ltd, T/A
K&M Maintenance Services
P.O. Box 546
Grand Cayman KY1-1107
Email: proconky@gmail.com

ITC International Ltd.

Is in need of:

Driver & Forklift Operator

Essential duties and responsibilities

- Obtains copy of production schedule or shipping order and transports material or equipment to and from designated areas in the facility
- Loading and unloading from vehicles and containers
- Moving pallets or in crates around the storage facility
- Stacking pallets in the correct storage place, following inventory control instructions
- Checking loads are secure
- Stacking empty pallets
- Performing daily equipment checks such as recharging the truck's battery and lubricating equipment
- Removing waste material from warehouse
- Examining products to verify conformance to quality standards
- Dumping materials

Qualification requirements

- High School diploma or equivalent
- Good math, language and reading skills; basic computer skills may be required
- High degree of attention required to prevent injury to others; promote a safe work environment
- Follow instructions for operating equipment and keeping records
- Execute assignments in an accurate, timely and safe manner
- Maintain a clean & safe environment
- May be required to use RF scanner gun
- Clean driving record and a valid state motor vehicle operator's license may be required
- Forklift certification per OSHA standards
- Regularly sitting on a powered industrial truck
- Frequently lift up to 50 pounds and adjust body position to bend, stoop, stand, walk, turn, pivot, and stand for long periods of time
- Ability to assess weights and judge distances and heights
- Ability to work in varying temperatures, depending upon season
- With a group 4 Cayman Islands Driver's Licence

Salary to commensurate with qualifications and experience between CI\$8.00- \$14.00 per hour

Benefits are in accordance with the Cayman Islands Health Insurance, Pension Laws and Vacation.

Interested Caymanians and Permanent Residents should apply by December 11th, 2020

Please send resumes to
Human Resources
International Tile Co.
PO Box 11807
Grand Cayman KY1-1009
Cayman Islands
hr@itctile.net

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your
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notice required

Email your ad to
sales@caymaniantimes.ky
Accepted by the Immigration
Department



Amazing career stories begin with us

Join a team where people make the difference

Senior Relationship Officer, Captive Insurance (Commercial Banking)

Position Summary:

The Senior Relationship Manager, Captive Insurance must possess thorough knowledge of financial products and services and focuses on the cross-sell, up-sell, and retention of captive insurance clients. He/she is responsible for identifying prospects in target markets, maintaining prospect relationships, maintaining a sustainable prospect sales pipeline, conducting prospect sales calls, qualification of opportunities based on customer information, and high level of due diligence. As a member of the Captive Insurance team the successful candidate will contribute to deal structuring, negotiation, and pricing for new and existing customers.

The successful candidate will be expected to:

- Promote the develop and profitable growth of the captive insurance banking portfolio in the assigned market area
- Pursue an aggressive business development program within the assigned market area according to agreed growth objectives
- Promotes the profitable development of the Captive credit business
- Builds and maintains a high market profile in the assigned market area with both internal and external contacts
- Ensures all aspects of assigned relationships receive ongoing attention, as required to maintain, improve, grow and retain the relationship
- Safeguards the Bank's assets and liabilities
- Executes the Branch Compliance responsibilities as reflected in the Branch Services and Procedures Manual

Required skills and qualifications for this role include:

- Undergraduate degree in business or economics
- Minimum of 6-8 years' commercial banking experience with emphasis on offshore investment advisory or captive insurance management experience required
- Proven knowledge of the investment advisory work and the captive insurance marketplace together with a detailed knowledge of the assigned market area's key prospects, major companies and competitive positioning within the assigned market area
- Sound understanding of the commercial objectives, strategies, structure, as well as its lending and deposit products and services
- Strong interpersonal skills and communication skills are essential to this position
- Sound PC skills are necessary, including a working knowledge of MS Word, Excel, PowerPoint, and all commercial systems and platforms

Salary range \$105,000 – 140,000

Qualified candidates should submit CV, by 15 December 2020 to: CaymanHR@scotiabank.com

Note: Only short-listed applicants will be contacted.



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The YMCA of the Cayman Islands has exciting opportunities for qualified persons to join our growing team of professionals, who are committed to youth and teens, education, family well-being and community collaboration. The YMCA aims to provide comprehensive, high quality youth development activities while improving the social, emotional and academic competencies of school-aged children in primary and secondary schools.

NOW ACCEPTING APPLICATIONS FOR:

Chief Executive Officer/Chief Operating Officer (CEO/COO) – Full-Time

Position Summary: The CEO/COO is the senior staff leadership role that reports directly to the Board of Directors and is the key driver in achieving a wide range of strategic, organisational and operational results. This position is responsible for ensuring successful, mission-based YMCA objectives in the areas of capital and annual fundraising, staff/volunteer management, programme development and supervision, facility management, budget development and management, strong financial results, technology, and support for excellent community relations and collaboration. This position ensures staff resources are well-aligned with strategic objectives by selecting, training, supervising and evaluating a full-time staff of at least 10 persons, as well as a part-time team of over 150 staff and volunteers. The CEO/COO ensures the highest standards of quality and safety for all community strengthening programs while training and leading others to achieve and exceed targeted goals, meet deadlines, and advance organisational impact on the community.

This role requires someone who is extremely goal-oriented with a very strong work ethic. The right candidate will be highly mission-driven with an excellent track record in capital and annual fundraising, new facility construction, budget development and financial management. Additionally, we are looking for a leader who has a positive history of recruiting and developing talented staff, as well as ensuring a culture of accountability.

Qualifications: Bachelor's degree in business, human services, social services or equivalent with a Master's degree preferred. A minimum of 10 years of successful experience managing a YMCA, leading a staff team of 100+ employees, and working together with policy volunteers and key community leaders. Knowledge and experience with championing Christian based values. Knowledge and experience in all aspects of operations to include staff supervision and development, quality programme development and implementation, facility and property management (preferably with recreational facilities), successful membership practices, volunteerism, and sound financial practices with budgetary responsibilities of \$2 million or higher. Strong skills and experience having led a major capital fundraising and new facility development project. Strong track record providing leadership or direct management in youth and adult sports, health and wellness programmes, day camp, teen leadership, and adventure-based counseling/team-building programmes. Requires strong background leading training and professional presentations. Solid track record of cultivating impactful relationships with community leaders, collaborative partners, donors and Board members. The preferred candidate will also have grant writing and fund development experience and be able to articulate the needs and priorities of the YMCA to potential donors and funding agencies. Excellent managerial, networking, and conflict resolution skills.

Work Schedule & Compensation: 45+ hours per week, evenings and/or weekends required based on programme and event requirements. Starting salary: \$80,000 - \$98,500 KYD per annum (based on education and experience) plus full-time benefits.

PROGRAMME COORDINATOR, CAMP & YOUTH – Full-Time

PRIOR CHILDCARE EXPERIENCE REQUIRED; SOME SUPERVISORY EXPERIENCE PREFERRED. Must be an excellent role model that is passionate about positive youth development, dependable and of strong work ethic.

Position Summary: Under the direction of the Programme Director, the Program Coordinator for Camp & Youth Programmes will be responsible for managing the day-to-day administration and general operations of the Day Camp programme, offered during summer and holiday breaks, and Youth Programmes to include After-School, Parent Day/Night Out, Teen Leaders/Counselors-In-Training, etc.. This position will supervise, train and develop 20+ part-time staff and volunteers, as well as ensure high quality programmes and establish new activities, implement curriculum and coordinate special events. Also ensures that YMCA programme standards are met and safety procedures followed. Support the upkeep and organisation of proper records and files, equipment, supplies and inventories. Provide a safe, fun and educational environment for all youth participants, always modeling the core values of honesty, caring, respect, responsibility and faith.

Qualifications: Associate degree in Education or related field or 5 years of experience. 3 years of experience in a camp or childcare setting, YMCA experience preferred. CPR & First Aid certified. Should be able to lift and carry 20 lbs. Required to stand and be outdoors for extended periods of time.

Work Schedule & Compensation: 40+ hours per week, evenings and occasional weekends required based on programme needs, starting salary: CI \$32,300 - \$36,500 per annum (based on education and experience) plus full-time benefits.

FOR ALL FULL-TIME POSITIONS:

BENEFITS: In addition to per annum salary, the YMCA offers full-time salaried employees: 100% paid health/medical individual insurance coverage, 5% employer paid pension, paid time off, holiday pay, training opportunities, continuing education, YMCA programme discounts and career development opportunities.

OTHER REQUIREMENTS: Excellent organisational skills and a genuine passion for working with youth are required. Must be computer proficient and able to relate effectively to diverse groups of people from all social and economic segments of the community; track record of building authentic, constructive relationships with others. Must possess strong verbal, written, communication and supervisory skills. Criminal history, extensive background and reference checks will be performed. Valid Cayman Islands driver's license and reliable vehicle are required.

PROGRAMME SITE COORDINATOR, AFTER-SCHOOL – Part-Time

Position Summary: Under the direction of the Programme Director, the Site Coordinator is responsible for the overall supervision of staff and volunteers, children, activities and record-keeping at the individually assigned school. Ensures a safe, high quality, fun and educational environment for all school-aged programme participants. Builds a positive environment that fosters positive character development. This position will supervise, train and develop 15+ part-time staff and volunteers, as well as establish new activities, implement curriculum and coordinate special events. Also ensures that YMCA programme standards are met and safety procedures followed. Support the upkeep and organization of proper records and files, equipment, supplies and inventories. Demonstrates and maintains an environment that always models the core values of honesty, caring, respect, responsibility and faith. Training, programme curriculum and supplies are provided.

Qualifications: Mature applicant capable of supervising staff team, High School Diploma, a minimum of 3 years of experience in a childcare setting, prior supervisory experience preferred, CPR & First Aid certified. Must be computer proficient with the ability to relate effectively to diverse groups of people from all social and economic segments of the community; track record of building authentic, constructive relationships with others. Ability to make quick, appropriate decisions for the safety and well-being of all children in their immediate care. Must have the ability to effectively communicate both verbally and in writing. Possess strong supervisory skills. Must be an excellent role model that is passionate about positive youth development, dependable and of strong work ethic. Should be able to lift and carry 20 lbs and is required to stand and be outdoors for extended periods of time. Valid Cayman Islands driver's license and reliable vehicle are required.

Work Schedule & Compensation: Approximately 25 hours per week (with exception of school breaks), plus additional training/meeting times as dictated by programme needs, with 15-18 hours spent in programming Monday – Friday between 2:30pm – 6:30pm. Starting salary is CI \$1,300 - \$1,700 per month (based on education and experience), plus part-time benefits.

AFTER-SCHOOL YOUTH LEADER (PRIMARY SCHOOL) - Part-Time

Locations Available: West Bay, George Town, Red Bay, Prospect, Savannah, Bodden Town, Cayman Brac

Position Summary: Our youth need positive and inspiring role models! Is that you? We are looking for high-energy, responsible and caring leaders to facilitate and supervise recreational and educational activities for school-aged children. From the arts, to sports, to literacy and STEM, we are looking for persons willing to lead a diverse range of activities with enthusiasm! Programme curriculum and supplies are provided, with leaders also encouraged to incorporate their own ideas as they go. Leaders will be responsible for the general safety, skill and character development of the children. Leaders will receive training and provide high quality experiences for participants that focus on the YMCA core values of honesty, caring, respect, responsibility and faith.

Qualifications: Minimum of 18 years-old, excellent role model, clean police record, High School Diploma, CPR & First Aid certified, previous experience working with children preferred, ability to make quick, appropriate decisions for the safety and well-being of all children in their immediate care.

Work Schedule & Compensation: Programme runs from Monday - Friday, 3:00-6:00pm. Schedule based on need and participant registration, ranging from 2-5 afternoons per week. Wage ranges from CI \$8.75 - \$10.75 per/hour (based on education and experience), plus part-time benefits.

FOR ALL PART-TIME POSITIONS:

BENEFITS: In addition to wages, the YMCA offers part-time employees: 50% paid health/medical insurance coverage, 5% employer paid pension, training opportunities, YMCA programme discounts and career development opportunities.

OTHER REQUIREMENTS: Excellent organizational skills and a genuine passion for working with youth are required. Criminal history, extensive background and reference checks will be performed. Caymanian candidates or those with Right to Work preferred.

TO APPLY: Send resume & cover letter to careers@ymcacayman.ky, listing the title of the position applying in the subject heading, prior to closing date of 16th December 2020.

RDM AGENCY
Coe Centre, 80 North Church Street George Town,
P.O. Box 11926, Grand Cayman KY1-1010

Waitress/Driver

On behalf of our Client, **RDM Agency** invites applicants for a suitable and qualified candidate for the above position.

Requirements:
At least 4-5 years of experience as a Waitress/Driver. Must have clean police record and valid driver's license.

Salary - CI\$ 6.00-7.00/per hour
Plus, statutory benefits

Submit resume to: F&I Food Co. Ltd. T/A
City Wok
P.O. Box 11926; KY1-1010

RDM AGENCY
Coe Centre, 80 North Church Street George Town,
P.O. Box 11926, Grand Cayman KY1-1010

Sales Clerk

On behalf of our Client, **RDM Agency** invites applicants for a suitable and qualified candidate for the above position.

Requirements:
At least 3-4 years of experience as a Sales Clerk. Must have clean police record, knowledge in customer service.

Salary - CI\$ 6.00-7.00 per hour
Plus, statutory benefits

Submit resume to: Cellular Master Ltd T/A
Cellular Master
P.O. Box 11926; KY1-1010

RDM AGENCY
Coe Centre, 80 North Church Street George Town,
P.O. Box 11926, Grand Cayman KY1-1010

Store Attendant/Clerk

On behalf of our Client, **RDM Agency** invites applicants for a suitable and qualified candidate for the above position.

Requirements:
At least 3-4 years of experience as a Store Attendant/Clerk. Must have clean police record, perform clerical duties.

Salary - CI\$ 6.00/per hour
Plus, statutory benefits

Submit resume to: Eric B Gould T/A
Bess Buy
P.O. Box 11926; KY1-1010

T **Caymanian** **Times**



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