



CENTRAL OKANAGAN ECONOMIC DEVELOPMENT COMMISSION

Business Services Guide



Contents

INTRODUCTION	4
Economic Development Commission Services	5
GOVERNMENT	8
Local Government Offices	8
Bid & Business Opportunities	8
Dark Fibre Network	9
Permits and Inspections	9
Economic Development Offices	9
Provincial & Federal Tax Information	10
Property & Tax Assessment	11
Developer Incentives	11
FUNDING & BUSINESS INCENTIVES	11
COMPANY FORMATION & REGISTRATION	12
BizPal	12
Municipal Business Licenses	12
Inter-Community Business License Program	13
Provincial & Federal License Requirements	13
BC Registry Services	13
Multi-Jurisdictional Registry Access Service (MRAS)	13
One Stop Business Registry (OSBR)	14
Protecting Your Intellectual Property	14
SMALL BUSINESS PLANNING	14
Startup and Business Planning Resources	14
Business Plan Guides, Templates	15
Disaster Planning and Recovery	15
BUYING OR SELLING A BUSINESS	16
BritishColumbia.ca - Opportunities in British Columbia	16
Business Finders Canada	16
Venture Connect	16
Succession Planning	16

CHAMBERS OF COMMERCE & BUSINESS ASSOCIATIONS	17
Statistics and Resources	18
Invest Kelowna Data Portal	18
Regional Economic and Industry Profiles	18
Statistical & Research Websites	18
Indigenous Business Resources	19
BC Indigenous Business and Investment Council	19
Labour and Employment	19
What Does a Job Pay?	19
Federal & Provincial Labour Standards	19
Work BC	19
Chartered Professionals in Human Resources of British Columbia & Yukon	19
Employment and Social Development Canada	19
CO-OP Programs	20
Training Programs & Subsidies	20
Employer Resources	21
Immigration Resources	23
Labour Market Research & Resources	23
Job Search Sites	24
Recruitment Firms	24
BUSINESS SERVICES	25
Grant Writing Services	25
Corporate Meeting and Event Space	25
Networking and Business Mentorship	25
Interpreters/Language Services	26
Office Space for Short Term Rent Co-Working Spaces	26
EXPORT RESOURCES	30
The Central Okanagan Economic Development Commission Export Assistance	30
Trade Related Resources	30
SUPPORT ORGANIZATIONS	31



Introduction

Whether you already own or operate a business in the Central Okanagan, or plan to do so in the future, this publication is for you. This guide has been prepared to provide the user with an introduction and contact source when doing business in the Central Okanagan. The guide lists major areas of interest and includes a list of Central Okanagan business services, associations and other useful information available through the Economic Development Commission.

The information obtained within this publication has been compiled from sources deemed to be reliable and while every effort has been made to ensure the accuracy of the information, it is not guaranteed. Readers should be aware that any information stated herein may change at any time and without notice. This publication is intended as an information source and does not imply endorsement of any service, association or organization herein. To help us serve you better, should you find any errors, inaccuracies or omissions, please notify the COEDC and we will tend to any concerns immediately.

For further information on regional economic development opportunities, please contact:



Central Okanagan Economic Development Commission
1450 K.L.O. Road
Kelowna, BC V1W 3Z4

Tel: **1-877-332-2673 or (250) 469-6280**
Email: info@investkelowna.com
Web: www.investkelowna.com

Economic Development Commission Services

THE REGION'S PRIMARY BUSINESS RESOURCE



**Economic
Profile & Data**



**Workforce
Development**



**Business
Development**



**Agriculture
Support**



**Export
Development**



**CENTRAL
OKANAGAN**
ECONOMIC
DEVELOPMENT
COMMISSION

The Central Okanagan Economic Development Commission (COEDC) is a service of the [Regional District of Central Okanagan](#) providing economic development services to the communities of Lake Country, Kelowna, Westbank First Nation, West Kelowna, Peachland and Electoral Areas East and West.

See our [Moving Forward to 2025 Strategic Plan](#) to find out what we're up to.

Get In Touch with Our Team



Krista Mallory
Manager
(250) 469-6283
kmallory@investkelowna.com



Eva Weston
Business Development Officer
(250) 469-6294
eweston@investkelowna.com



Valentina Trevino
Business Development Officer
(250) 469-6180
vtrevino@investkelowna.com



Sascha Lesack
Research & Marketing Coordinator
(250) 469-6282
info@investkelowna.com

Program Specialists



Tory (Victoria) Braun
Okanagan Young
Professionals Collective
(250) 215-2125
oyp@investkelowna.com



Myrna Stark Leader
Agriculture & Connector Program
(306) 536-5691
agriculture@investkelowna.com
connector@investkelowna.com



The [Connector Program](#) is a formalized community integration initiative designed to broaden a job seeker's network through one-on-one meetings with established business leaders in the community. It is a simple but effective referral process that puts newcomers in touch with highly networked individuals so they can connect to our workforce and settle successfully in our community.

Interested in Participating?

We are currently building our network of Connectors. If giving back by helping newcomers and recent graduates integrate into the community interests you or you are new to the region, a post-secondary student or recent post-secondary graduate, email connector@investkelowna.com for more information.

Guides and Economic Profiles available for download at www.investkelowna.com/resources

- Central Okanagan Business Services Guide
- Financing Resources Guide
- Resources for Farm Operators
- Central Okanagan Economic Profile
- Industry Profiles in Aerospace, Agriculture, Cannabis, Digital Tech, Manufacturing, Viticulture
- Investor Guide
- Quarterly Economic Indicators Report



GOVERNMENT

Local Government Offices



City of Kelowna
1435 Water Street
Kelowna, BC V1Y 1J4
(250) 469-8500
Email: ask@kelowna.ca
Web: www.kelowna.ca



City of West Kelowna
2760 Cameron Road
West Kelowna, BC V1Z 2T6
(778) 797-1000
Email: info@westkelownacity.ca
Web: www.westkelownacity.ca



District of Lake Country
5806 Beach Avenue
Lake Country, BC V4V 2M1
(250) 766-5650
Web: www.lakecountry.bc.ca



District of Peachland
5806 Beach Avenue
Peachland, BC V0H 1X0
(250) 767-2647
Email: info@peachland.ca
Web: www.peachland.ca



Regional District of Central Okanagan
1450 K.L.O. Road
Kelowna, BC V1W 3Z4
(250) 763-4918
Email: info@cord.bc.ca
Web: www.regionaldistrict.com



Westbank First Nation
301 – 515 Hwy 97 South
Kelowna, BC V1Z 3J2
(250) 769-4999
Email: mail@wfn.ca
Web: www.wfn.ca

Bid & Business Opportunities

Kelowna
<https://www.kelowna.ca/business-services/business-opportunities/bidding-opportunities>

Regional District of Central Okanagan
<https://rdco.bidsandtenders.ca/Module/Tenders/en>

British Columbia Government - BC Bid
www.bcbid.gov.bc.ca

Lake Country
<https://www.lakecountry.bc.ca/en/business-information/bids-and-tenders.aspx>

West Kelowna
<https://westkelowna.bidsandtenders.ca/Module/Tenders/en>

Canadian & US Public Tenders
www.merx.com

Peachland
<https://www.peachland.ca/bids>

Westbank First Nation
<https://www.wfn.ca/business-development.htm>

Civic Info BC
<http://www.civicinfo.bc.ca/bids>

Government of Canada
www.buyandsell.gc.ca

Dark Fibre Network

For businesses or institutions operating in Kelowna that have demanding data requirements. For more information, visit <https://www.kelowna.ca/business-services/business-city/our-data-network-businesses>

Permits and Inspections

Kelowna

<https://www.kelowna.ca/homes-building/building-permits-inspections/apply-building-permit>

Peachland

<https://www.peachland.ca/building-inspection>

Regional District of Central Okanagan

<http://www.regionaldistrict.com/your-services/inspection-section/permits-inspections.aspx>

Lake Country

https://www.lakecountry.bc.ca/en/business-information/Building_Planning_and_Development.aspx

West Kelowna

<https://www.westkelownacity.ca/en/building-business-and-development/building-department.aspx>

Westbank First Nation

<https://www.wfn.ca/business-development/building-permits-inspections.htm>

Economic Development Offices

Economic Development Offices are available to assist businesses in establishment and expansion and offer helpful advice for start-up and operation.

Central Okanagan Economic Development Commission (COEDC)

COEDC Manager: Krista Mallory
1450 KLO Road
Kelowna, BC V1W 3Z4
Phone: (250) 469-6280 / Toll Free 1-877-332-2673
Email: info@investkelowna.com
Web: www.investkelowna.com

Kelowna

Partnership Office Director:
Bob Evans
1435 Water Street
Kelowna, BC V1Y 1J4
Phone: (250) 469-8500
Email: bevans@kelowna.ca
Web: www.kelowna.ca

Lake Country

Economic Development & Public Engagement Specialist:
Ruth Sulentic
10150 Bottom Wood Lake Road
Lake Country, BC V4V 2M1
Phone: (250) 863-9940
Email: rsulentic@lakecountry.bc.ca
Web: www.lakecountry.bc.ca

Peachland

Director of Community Service:
Cory Labrecque
5806 Beach Avenue
Peachland, BC V0H 1X0
Phone: (250) 767-3705
Email: clabreque@peachland.ca
Web: www.peachland.ca

West Kelowna

Economic Development & Tourism Coordinator:
Salina Petschulat Curtis
2760 Cameron Road
West Kelowna, BC V1Z 2T6
Phone: (778) 797-2214
Email: salina.curtis@westkelowna.ca
Web: www.westkelownacity.ca

Westbank First Nation

Director of Economic Development & Communications: Mandi Carroll
301 – 515 Hwy 97 South
Kelowna, BC V1Z 3J2
Phone: (250) 769-4999
Email: mcarroll@wfn.ca
Web: www.wfn.ca

Ministry of Jobs, Economic Development and Innovation

As a regional contact for investors, local business, and government, the ministry works closely with other provincial and federal agencies at a local and regional level to assist businesses, community organizations, and local government access services, resources, and program funding information related to economic development. They actively support local and regional economic development initiatives, including international investment attraction.

Regional Manager, Thompson-Okanagan
Region: Myles Bruns
Suite 510 – 175 2nd Avenue
Kamloops, BC V2C 5W1

Phone: (250) 371-3931
Mobile: (250) 318-5150
Toll-Free Enquiry BC 1-800-663-7867
Email: Myles.Bruns@gov.bc.ca
Web: <http://www.gov.bc.ca/jtst>

Provincial & Federal Tax Information

BC Corporate Tax Rates & Credits

<https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/corporations/provincial-territorial-corporation-tax/british-columbia-provincial-corporation-tax.html>

BC Corporate Income Tax

<https://www.britishcolumbia.ca/invest/why-british-columbia-canada/low-business-costs/taxes>

Federal Corporate Tax Rates

<https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/corporations/corporation-tax-rates.html>

CRA Guide for Canadian Small Business

<https://www.canada.ca/en/revenue-agency/services/tax/businesses/small-businesses-self-employed-income/checklist-small-businesses.html>

Goods and Services Tax (GST)

<https://www.canada.ca/en/services/taxes/gsthst.html>

BC Provincial Sales Tax (PST)

<https://www2.gov.bc.ca/gov/content/taxes/sales-taxes/pst>

Canada Revenue Agency

<https://www.canada.ca/en/services/taxes.html>



Property & Tax Assessment

Kelowna

<https://www.kelowna.ca/homes-building/property-taxes/payment-options>

Lake Country

<https://www.lakecountry.bc.ca/en/living-in-our-community/taxes.aspx>

Peachland

<https://www.peachland.ca/property-taxes>

West Kelowna

<https://www.westkelownacity.ca/en/city-hall/property-taxes.aspx>

Regional District of Central Okanagan

<https://www2.gov.bc.ca/gov/content/taxes/property-taxes/annual-property-tax/rural-area>

Westbank First Nation

<https://online.wfn.ca/eServices/Property-Tax>

Developer Incentives

Kelowna

<https://www.kelowna.ca/homes-building/developers/developer-incentives>

Peachland

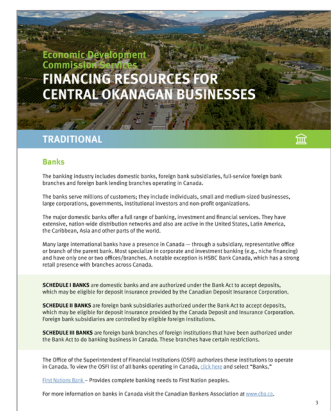
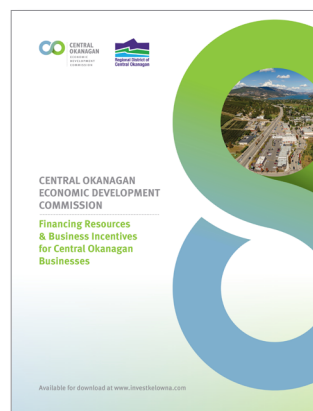
<https://www.peachland.ca/revitalization-tax-exemption-bylaw-no-2035-2012>

Lake Country

<https://www.lakecountry.bc.ca/en/business-information/incentives-and-funding-programs.aspx>

Funding & Business Incentives

See the COEDC Financing Resources Guide at www.investkelowna.com/resources



COMPANY FORMATION & REGISTRATION

BizPal

www.bizpal.ca

A free online service that helps identify which permits and licenses are required and how to obtain them. Select the business activities you plan to undertake and BizPal then automatically generates a list of all required permits and licenses from all levels of government (federal, provincial, territorial and municipal), along with basic information on each, and links to government sites where you can learn more and, in some cases, apply online.

Municipal Business Licenses

Any person owning or operating a business within the Central Okanagan must obtain an annual business license. When preparing to do business in the Central Okanagan you will need to contact the municipality in which you will be conducting business. If you will be setting up your business in an unincorporated electoral area (Central Okanagan East and West) contact the Regional District. Reserve 9 and 10 (IR9 & 10) are administered through the Westbank First Nation. Licenses are not required for the Duck Lake Reserve; however, permission is required for business operation and is administered through Okanagan Indian Band.

Big White Ski Resort

Permission to operate at this private resort is required.

Phone: (250) 765-3101

<https://www.bigwhite.com/geo/kel>

Duck Lake Reserve - Okanagan Indian Band

12420 Westside Road, Vernon, BC

Phone: (250) 542-4328

<http://www.okib.ca>

Kelowna

1435 Water Street

Phone: (250) 469-8960

<https://www.kelowna.ca/business-services/permits-licences/business-licences>

Lake Country

10150 Bottom Wood Lake Road

Phone: (250) 766-5650

https://www.lakecountry.bc.ca/en/business-information/Business_Licences_.aspx

Peachland

5806 Beach Avenue

Phone: (250) 767-2647

<https://www.peachland.ca/business-licencing>

West Kelowna

2760 Cameron Road

Phone: (778) 797-8820

<https://www.westkelownacity.ca/en/building-business-and-development/business-licences.aspx>

Regional District of Central Okanagan

1450 KLO Road, Kelowna

Phone: (250) 469-6211

<https://www.rdco.com/en/business-and-land-use/business-licences.aspx>

Westbank First Nation

301 – 515 Hwy 97 South

Phone: (250) 769-4999

<https://www.wfn.ca/business-development/business-services/licences-permits.htm>

Inter-Community Business License Program

Kelowna, West Kelowna, Peachland, Lake Country and the Regional District of Central Okanagan participate in the Inter-Community Business License Program designed to simplify business licensing and reduce costs. Companies doing business in more than one community (with only one fixed location) may now purchase a Mobile Business License for an annual fee of \$150 in addition to the municipal fee. Contact your municipality for more information.

Provincial & Federal License Requirements

There are specific provincial and federal licensing regulations and requirements which may affect your business. Before you begin operation of your business, you are advised to contact the provincial ministry having jurisdiction over the types of business activities you will be conducting to ensure that you are fully licensed and obeying current regulations. You may contact the government through their toll free telephone service or through their web site as follows:

Provincial

Enquiry BC: 1-800-663-7867

<http://www.gov.bc.ca>

Federal

General Inquiries: 1-800-O-Canada (1-800-622-6232)

<http://www.Canada.gc.ca>

BC Registry Services

www.bcregistryservices.gov.bc.ca

All registrations of businesses, not-for-profit societies, cooperatives, personal property and manufactured homes are administered and supported by BC Registries and Online Services.

Multi-Jurisdictional Registry Access Service (MRAS)

Search active or in active businesses from the official registries of Alberta, British Columbia, Corporations Canada, Manitoba, Ontario, Quebec, and Saskatchewan. This service lets you search across these registries at one time. For more information about the MRAS program go to:

<https://www.isc.ca/CorporateRegistry/Pages/MRAS.aspx>

One Stop Business Registry (OSBR)

www.onestopbc.ca

OneStop lets you apply for and complete registrations for a new or existing business with local, provincial and federal governments.

- Create and register new businesses
- Submit business applications with various levels of government including:
 - Provincial sales tax account - PST
 - Business license application (local government)
 - WorkSafeBC coverage
 - Business BCeID
 - Canada Revenue Agency accounts
 - Goods and Services Tax - GST (Federal Tax)
 - Payroll deductions
 - Import/Export accounts

Protecting Your Intellectual Property

Canadian Intellectual Property Office

<https://www.canada.ca/en/services/business/ip.html>

World Intellectual Property Organization

<https://www.wipo.int/portal/en/index.html>

Patent Agents list for BC

https://www.ic.gc.ca/eic/site/cipointernet-internetopic.nsf/eng/h_wroooo1.html

Trademark Agents for BC

<https://www.canada.ca/en/services/business/ip/trademarks.html>

SMALL BUSINESS PLANNING

Startup and Business Planning Resources

Digital Accelerator for Innovation and Research

<https://www.canarie.ca/cloud/>

Farm Operators Resource Guide

www.investkelowna.com/resources

Indigenous Small Business Resources

https://www2.gov.bc.ca/assets/gov/employment-business-and-economic-development/business-management/small-business/indigenous_sb_resource_handout.pdf

Incorporating a Business

<http://www.ic.gc.ca/eic/site/cd-dgc.nsf/eng/home>

Innovation, Science and Economic Development Canada

<http://www.ic.gc.ca/eic/site/ic1.nsf/eng/home>

Small Business BC Free Business Planning Resources

<http://smallbusinessbc.ca/resources/howtos-checklists/#more>

Starting a Small Business Guide, Province of BC

https://www2.gov.bc.ca/assets/gov/employment-business-and-economic-development/business-management/small-business/starting_a_small_business_guide.pdf

Starting a Restaurant in BC

<https://www2.gov.bc.ca/gov/content/employment-business/business/managing-a-business/starting-a-business/starting-a-restaurant-in-bc>

University of British Columbia Small Business Accelerator Program

<https://sba.ubc.ca>

Business Plan Guides, Templates

Bplans.com

www.bplans.com

Business Development Bank of Canada

<https://www.bdc.ca/en/articles-tools/entrepreneur-toolkit/templates-business-guides/business-plan-template>

Farm Business Planning Tool

www.FarmBusinessAssessment.com

Futurpreneur Canada

<https://www.futurpreneur.ca/en/resources/start-up-business-planning/tips-tools/business-plan-writer>

Small Business Accelerator Program

<https://sba.ubc.ca/learn-business-basics/business-plans>

Small Business BC

<http://smallbusinessbc.ca/article/how-write-a-business-plan>

Disaster Planning and Recovery

https://www.bceda.ca/disaster_preparation_and_recov.php

The BC Economic Disaster Program is the first program of its kind in Canada focused on the resiliency and recovery of distressed economies.

https://www2.gov.bc.ca/assets/gov/public-safety-and-emergency-services/emergency-preparedness-response-recovery/embc/preparedbc/preparedbc-guides/preparedbc_small_business_plan.pdfhtml

When disaster strikes, having a plan and being able to put it into immediate action can mean the difference between staying open to service the needs of your customers and community or shutting down for a few days. Following a disaster, statistics show ninety percent of companies fail within a year unless they can resume operations within five days. Having a plan can ensure that you are back in business quickly and able to provide products and services to your community.

BUYING OR SELLING A BUSINESS

BritishColumbia.ca - Opportunities in British Columbia

www.britishcolumbia.ca/invest/opportunities

Search for:

- Investments or an opportunity to find a partner to compliment your array of service offerings
- Office, retail and industrial space for rent or sale in BC
- Businesses for sale

Are you a business owner looking to attract investment, sell or lease your business? Submit your opportunity to OpportunitiesBC to enable domestic and international representatives to promote your opportunity across their network.

Business Finders Canada

www.businessfinderscanada.com

Certified business brokers specializing in the confidential representation of buyers, seller and investors for businesses and commercial property in Western Canada. Certified business brokers also provides assistance to new immigrants who just arrived in B.C. and want to buy a company, or are looking to find a different opportunity.

Venture Connect

www.ventureconnect.ca

Business succession specialists, providing professional guidance to BC business owners to plan for their transition and ready their business for sale. List or browse businesses for sale on their website.

Succession Planning

BDC Succession Planning Assistance

<https://www.bdc.ca/en/articles-tools/change-ownership/plan-succession/pages/default.aspx>



CHAMBERS OF COMMERCE & BUSINESS ASSOCIATIONS



Kelowna Chamber of Commerce

544 Harvey Avenue
Kelowna, BC V1Y 6C9
Phone: (250) 861-3627
Email: info@kelownachamber.org
Web: www.kelownachamber.org



Greater Westside Board of Trade

2372 Dobbin Road
West Kelowna, BC V4T 2H9
Phone: (250) 768-3378
Toll Free: 1-866-768-3378
Email: admin@gwboardoftrade.com
Web: www.gwboardoftrade.com



Peachland Chamber of Commerce

5878C Beach Avenue
Peachland BC V0H 1X5
Phone: (250) 767-2455
Email: peachlandchamber@gmail.com
Web: www.peachlandchamber.com



Lake Country Chamber of Commerce

32 – 10042 Main Street
Lake Country, BC V4V 1P6
Phone: (250) 766-5670
Toll Free: 1-888-766-5670
Email: info@lakecountrychamber.com
Web: www.lakecountrychamber.com



Uptown Rutland Business Association (URBA)

158 Valleyview Road
Kelowna, BC V1X 3M4
Phone: (250) 451-9861
Email: info@uptownrutland.com
Web: www.ourrutland.ca

DOWNTOWN KELOWNA

Downtown Kelowna Association

200 – 287 Bernard Avenue
Kelowna, BC V1Y 6N2
Phone: (250) 862-3515
Email: info@downtownkelowna.com
Web: www.downtownkelowna.com

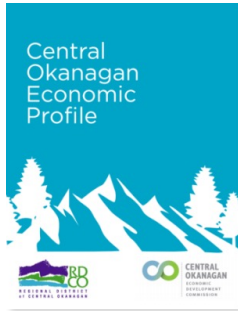
STATISTICS AND RESOURCES

Invest Kelowna Data Portal

<https://data.investkelowna.com>

The COEDC provides this data to support access to information about the people, businesses, and communities of the Central Okanagan.

Regional Economic and Industry Profiles



The Economic Profile and 6 Industry Profiles: Aerospace/Agriculture/Cannabis/Digital Tech/Manufacturing/Viticulture covers the member communities throughout the Okanagan and includes a wide range of demographic information pertinent to the local economy including information on population, infrastructure, housing, education, labour force, industry and resources related to investing and living in the Okanagan. The profiles are a valuable tool for market research with a wide range of users from potential investors, business students, and trade & investment representatives to individuals researching the marketplace prior to starting a business. Access the profiles at <http://www.investkelowna.com/resources>.

Statistical & Research Websites

Bankruptcy and Insolvency Records Search

<https://www.ic.gc.ca/app/scr/bisf-osb/ins/login.html?lang=eng>

BC Government Open Information

www.openinfo.gov.bc.ca

BC Major Projects Inventory

[BC Major Projects Inventory - Province of British Columbia \(gov.bc.ca\)](http://www.gov.bc.ca/major-projects)

Statistics Canada

www.statcan.gc.ca

BC Stats

www.bcstats.gov.bc.ca

DataBC

www.data.gov.bc.ca

BC Economic Atlas

<https://www2.gov.bc.ca/gov/content/employment-business/economic-development/industry/bc-economic-atlas>

Housing

www.cmhc.ca
www.interiorrealtors.ca

Rent

www.cmhc.ca

<https://www.padmapper.com/apartments/kelowna-bc>

Labour & Income

[Labour Market Statistics - Province of British Columbia \(gov.bc.ca\)](http://www.gov.bc.ca/labour-market-statistics)

US Federal Statistics

www.data.gov

Province of BC Small Business Guides and Reports

<https://www2.gov.bc.ca/gov/content/employment-business/business/small-business/resources>

Canadian Wages & Salary

<https://www.jobbank.gc.ca/trend-analysis/search-wages>

Small Business Research & Stats

<http://www.ic.gc.ca/eic/site/o61.nsf/eng/Home>

Centre for Special Business Projects (CSBP)

<https://www.statcan.gc.ca/en/subjects-start/society-and-community/rural-canada>

INDIGENOUS BUSINESS RESOURCES

National Aboriginal Capital Corporations Association

<https://nacca.ca/about/>

The National Aboriginal Capital Corporations Association is a network of over 50 Aboriginal Financial Institutions (AFIs) dedicated to stimulating economic growth for all Indigenous people in Canada.

LABOUR AND EMPLOYMENT

What Does a Job Pay?

<https://www.jobbank.gc.ca/trend-analysis/search-wages>

Find available jobs, wages (low, median, and high range listed for a specific job), outlooks, and job requirements specific to an occupation and location.

Federal & Provincial Labour Standards

Federal <https://www.canada.ca/en/services/jobs/workplace/federal-labour-standards.html>

Provincial <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice>

The main purpose of the Employment Standards Act is to make sure that workers receive at least minimum standards of wages and terms of employment.

WorkBC

<http://workbccentre-kelowna.ca>

WorkBC is the provincial government's access point to help all British Columbians to successfully navigate BC's labour market. WorkBC helps people find jobs, explore career options and improve their skills. They help employers fill jobs, find the right talent and grow their businesses.

Chartered Professionals in Human Resources of British Columbia & Yukon

www.cphrbc.ca

The Chartered Professionals in Human Resources of British Columbia & Yukon (CPHR BC & Yukon) is your source for Human Resources information and services. CPHR BC & Yukon is committed to providing leadership in HR excellence and is the foremost professional association for those involved in the business of people. It is also certifying body of the Chartered Professional in Human Resources (CPHR) designation in BC.

Employment and Social Development Canada

<http://www.esdc.gc.ca/eng/home.shtml>

Learn about funding opportunities (grants and contributions), pensions, disability programs, senior programs, child and family programs, and community programs that are offered by Human Resources and Skills Development Canada (HRSDC), the Labour Program and Service Canada.

Co-op Programs

Employers partnering with Okanagan College and UBC Okanagan Co-op access top talent to fill short-term requirements while meeting future recruitment needs. Whether it is a project sitting on the edge of your desk that you've been meaning to start, or the opportunity to fill a short-term hire, a Co-op student can provide you with the opportunity to lighten your workload and test drive a new employee with little risk. There are numerous benefits associated with hiring a Co-op student:

Flexible:	Hire for 4, 8 or 12 months at time, and year-round.
Cost-effective:	Placements must be paid, comparable to industry norms.
Top Talent:	Students are pre-screened and receive pre-employment training.
Hiring Incentives:	Grants can subsidize the cost of training and integrating students into positions.

Okanagan College www.okanagan.bc.ca/coop

University of British
Columbia Okanagan <https://coop.ok.ubc.ca>

Training Programs & Subsidies

Apprenticeship Supports

<https://www.canada.ca/en/employment-social-development/services/apprentices.html>

Province of British Columbia – Jobs & Career Training Resources

<https://www2.gov.bc.ca/gov/content/education-training/job-career-training>

Certified International Trade Professional Training

<https://fittfortrade.com>

Federal Government Grants and Contributions

<https://www.canada.ca/en/employment-social-development/services/funding.html>

Get Youth Working Program

www.getyouthworking.ca

Self-Employment Training– Community Futures

<https://www.cfdcco.bc.ca/services/self-employment-program>

Service Canada

www.canada.ca

S.T.E.P. (Skilled Trades Employment Program)

www.stepbc.ca

Trades Training BC

www.tradetrainingbc.ca

Training Tax Credit

<https://www2.gov.bc.ca/gov/content/taxes/income-taxes/corporate/credits/training>

Work Sharing Program for Employers

<https://www.canada.ca/en/employment-social-development/services/work-sharing.html>

WorkBC

<https://workbccentre-kelowna.ca>

YMCA Career Services (17-29 yrs)

<https://www.ymcaokanagan.ca/CareerServices>



Canada Revenue
Agency

Canada Revenue Agency

www.cra-arc.gc.ca

The Canada Revenue Agency (CRA) administers tax laws for the Government of Canada and for most provinces and territories, and administers various social and economic benefit and incentive programs delivered through the tax system. Information for business is available regarding income tax, payroll, pension plans, GST, business number registration, excise taxes, duties and levies, and benefits.



Canadian
human rights
commission

Commission
canadienne des
droits de la personne

Canadian Human Rights Commission

www.chrc-ccdp.gc.ca

Employers - find information about your obligations under federal human rights law and information about how to improve your workplace.



Employment Standards and Workplace Safety

<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

The Employment Standards Branch administers the [Employment Standards Act](#) and [Employment Standards Regulation](#) which set minimum standards for wages and working conditions in most workplaces.



go2HR – Resources for the Tourism and Hospitality Industry

www.go2hr.ca

go2HR provides information to employers on HR issues such as recruitment, retention, training and legal issues, coordinates and conducts industry leading research on key employment related issues and policies affecting the BC tourism labour market, executes a multi-channelled career awareness campaign which is designed to attract people to pursue tourism jobs and careers, and helps businesses gain access to relevant front-line, team leadership and management skills training for their employees.



WorkBC

Job Creation Partnerships

<https://www.workbc.ca/Employment-Services/Community-and-Employer-Partnerships/Job-Creation-Partnerships.aspx>

Job Creation Partnerships support funding to organizations and provides community benefit while creating jobs to assist unemployed EI eligible clients with opportunities to gain meaningful work experience.



Office of the Information and Privacy Commission for BC

www.oipc.bc.ca

The Office of the Information and Privacy Commissioner provides independent oversight and enforcement of BC's access and privacy laws, including:

- The Freedom of Information and Protection of Privacy Act (FIPPA), which applies to over 2,900 “public bodies” including ministries, local governments, schools, crown corporations, hospitals, municipal police forces, and more.
- The Personal Information Protection Act (PIPA), which applies to over 380,000 private sector “organizations” including businesses, charities, associations, trade unions and trusts.



Government
of Canada

Service Canada – HR for Employers

www.canada.ca/en/services/business/hire/humanresourcesmanagement.html

Government of Canada human resources information for employers from government and non-government sources: Payroll, wages and other resources for recruiting, training and managing employees.



Okanagan College – Corporate Training Solutions

www.okanagan.bc.ca/Programs/Areas_of_Study/cs/contract-training.html

From one-day workshops and quick-response training classes to personalized education solutions, Okanagan College delivers your corporate training where and when you need it.



WorkBC Wage Subsidy Program

<https://workbccentre-kelowna.ca/find-staff/wage-subsidies>

The WorkBC Wage Subsidy Service is available at no cost to employers or job seekers. The Wage Subsidy Program assists employers in offsetting the cost associated with hiring new employees and developing their skills in order to create long-term employment opportunities.



WorkSafeBC

www.worksafebc.com

WorkSafeBC is a provincial agency promoting safe and healthy workplaces. Services include education, prevention, compensation and support for injured workers, and no-fault insurance to protect employers and workers. If you are hiring employees or if your business is incorporated, register with WorkSafeBC before commencement of business.

Immigration Resources

Arrival Advisory App offered by PeaceGeeks, free app available in seven languages providing a directory of information and services valuable to new immigrants and refugees in BC. Available in iTunes store and Google Play.

<https://arrivaladvisor.ca>

Government of Canada - Apply to travel, study, work, or immigrate to Canada

<https://www.canada.ca/en/services/immigration-citizenship.html>

Immigration Employment Council of BC

A not-for-profit organization connecting employers to immigration talent.

www.iecbc.ca

KCR Community Resources

Referrals to relevant services, resources and employment support within the community for immigrant newcomers in the Central Okanagan.

<https://kcr.ca/immigrant-services>

If you decide to work with a consultant or lawyer, visit the Immigration & Citizenship Canada website to help you choose a representative and avoid being a victim of fraud during the immigration process.

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigration-citizenship-representative/choose.html>

As of October 1, 2019 foreign worker recruiters must have a [license to operate](#) in BC.

To check if a person is licensed to represent immigrants or to give advice go to:

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigration-citizenship-representative/choose/authorized.html>

Labour Market Research & Resources

BC Stats

<https://www2.gov.bc.ca/gov/content/data/statistics/employment-labour/labour-market-statistics>

Unemployment rates, labour force characteristics, employment by industry, employment by occupation.

Statistics Canada

<https://www150.statcan.gc.ca/n1/en/subjects/Labour>

Unemployment rates, labour force characteristics, employment by industry, employment by occupation.

Wage Search, Service Canada

<https://www.jobbank.gc.ca/explorecareers?select=ec-wages>

WorkBC Labour Market & Industry Research

<https://www.workbc.ca/Labour-Market-Industry.aspx>

High demand occupations, labour market outlook, skills for the future workforce, top demand trades, industry and sector information, BC and regional profiles.

Job Search Sites

Tech Industry

www.accelerateokanagan.com/community/job-board

Okanagan based postings

<https://classifieds.castanet.net/cat/jobs>

Tourism Industry

www.go2hr.ca/jobboard

Civic Info BC

<https://civicinfo.bc.ca/careers>

Provincial and National Search Sites

www.bcjobs.ca

www.indeed.ca

www.monster.ca

www.careerbuilder.ca

www.jobbank.gc.ca

www.simplyhired.ca

www.eluta.ca

www.linkedin.com

www.workopolis.com

www.glassdoor.ca

www.localworkbc.ca

www.mobilizejobs.ca

A national youth employment program. Designed to connect Canadian employers with the semi-skilled labour they need, it provides businesses with youth eager to work and experience new parts of their country. Mobilize places workers on rotational placements each summer and winter, supplying tourism, hospitality, resorts, golf courses, food services and landscaping/agriculture business with employees.

Recruitment Firms

Aspire Recruitment Solutions

www.aspirehiring.ca

Kelowna Human Resources

www.kelownahr.com

Bowman Employment Services

www.bowmanemployment.com

Love HR

www.LoveHR.ca

Okanagan Staffing Inc.

www.okanaganstaffing.com

Labour Unlimited

www.labourunlimited.com

Go2HR [www.go2hr.ca/
jobboard](http://www.go2hr.ca/jobboard)

KAN Recruitment
www.kanrecruitment.com

BUSINESS SERVICES

Grant Writing Services

Do Gooders is a social enterprise that assists local not-for-profits with cost-effective, top quality grant writing, fundraising initiatives, digital marketing and back-office support. www.dogooders.ca

Corporate Meeting and Event Space

Contact us for a listing of meeting and event spaces.

Networking and Business Mentorship

BNI Canada

www.bnicanada.ca

CONNECT(Women's Networking Group)

www.connectkelowna.org

Downtown Kelowna Association

www.downtownkelowna.com

eWomenNetwork

www.ewomennetwork.com

Entrepreneurs Organization Okanagan Chapter

www.eonetwork.org

Greater Westside Board of Trade

www.gwboardoftrade.com

Invest Kelowna Business Event Listings

www.investkelowna.com/events

Kelowna Chamber of Commerce

www.kelownachamber.org

Kelowna LeanIn (for Professional Women)

<http://leanincircles.org/circle/kelowna-leanin>

Kelowna Okanagan Business Services Referral Group

www.okbe.ca

Kelowna Women in Business

www.kwib.org

Lake Country Chamber of Commerce

www.lakecountrychamber.com

Meetup.com (find networking groups near you)

www.meetup.com

Okanagan Developer Group

<http://okdg.org/about>

Peachland Chamber of Commerce

www.peachlandchamber.com

Tech Trade Canada

www.tectrade.ca

Uptown Rutland Business Improvement Area

www.uptownrutland.com

Okanagan Young Professionals (OYP)

<https://oypcollective.com>

Junior Chamber International Kelowna (JCI)

<https://jciKelowna.com>

Urban Development Institute Okanagan

<https://www.udiokanagan.ca>

Interpreters/Language Services

Accurate Translations Ltd

30+ languages
101 – 1865 Dilworth Dr, # 644
Kelowna, BC V1Y 9T1
Phone: (250) 212-8590
Email: info@accuratetranslations.ca
Web: www.accuratetranslations.ca

KCR Community Resources

47+ Languages
Araeli Huber (250) 763-8008 ext 131
Web: <https://kcr.ca/immigrant-services/translations>

Converge Languages Network

Multilingual Translation Services
Paula Verholen
(250) 801-8219
Email: convergelanguages@gmail.com
Web: <https://www.converge-translations.com>

Thorsten Wehrmann

German Language Assistance
(250) 869-8793
Email: Thorsten.wehrmann@associatedpm.ca

Office Space for Short Term Rent | Co-Working Spaces

ACCELERATE OKANAGAN

Accelerate Okanagan OKGNWorks

OKGNworks is a membership-based coworking space designed to support early-stage companies and budding entrepreneurs. 24/7 access to dedicated desk, meeting rooms, and common area with kitchenette is included.

Web: www.accelerateokanagan.com/space

201 – 460 Doyle Avenue
Kelowna, BC V1Y 0C2
(250) 870-9028

alternawork

Alternawork

Located in Downtown Kelowna, alternawork is a cutting edge cowork facility. The 5400 SF office space includes 13 private offices, 14 dedicated workstations, and shared boardroom space. Amenities include underground parking, a full-length outdoor patio, a BBQ, daily stocked kitchen and lounge, common seating areas, use of gym, an additional rooftop BBQ lounge on the 6th floor, and an in-office shower.

Web: www.alternawork.com

Email: info@alternawork.com

1350 St. Paul Street
Kelowna, BC V1Y 2E1
(250) 800-0948



Big Bear Innovation Centre, West Kelowna

Options include full office rentals with complete privacy and shared office rentals that allow for a dedicated desk in a secure, shared space. When you book a meeting room, you'll get everything you need to collaborate as productively as possible. From small to large rooms, various time-frame options, coffee, high-speed WiFi, and more.

Web: <https://www.bigbearinnovations.com/>

305 – 1979 Old Okanagan Highway
Westbank, BC V4T 3A4
Building 3, 4th floor



Blackbean.house Creative Workspace

BlackBean House offers numerous high-end amenities such as fibre optic internet, a large conference room, a business address, convenient parking, casual meeting spaces, hot-desking, dedicated and shared desks, bar cart for celebrations, ergonomic furniture, wheelchair accessibility, showers on-site and an in house kitchen.

Web: <https://blackbean.house>

207 – 3030 Pandosy Street

Kelowna, BC V1Y 0C4



coLab

coLab is a shared work space in Kelowna, BC that gets freelancers, contractors and small working teams out of home offices into the downtown Kelowna core. Full-time membership includes dedicated workspace, use of lounge and meeting rooms. Individual and Team memberships available.

Web: www.okcolab.com

Email: hello@okcolab.com

205 – 1405 St. Paul Street

Kelowna, BC V1Y 2E4

(778) 821-1932



Downtown Business Centre

Furnished offices ranging from 100-1500 square feet, phone services and virtual receptionist, shared boardroom for group meetings.

Web: www.downtownbusinesscenter.ca

Email: office@downtownbusinesscenter.ca

202 – 346 Lawrence Avenue

Kelowna, BC V1Y 6L4

(250) 859-4556



The Innovation Centre

The state-of-the-art building houses everything from solopreneurs to large technology and innovation firms. Publicly-supported space and services are also available for early-stage companies, non-profits, community groups, and social enterprises. The goal of the Innovation Centre is to help build Canada's most innovative, creative, and entrepreneurial technology community.

Web: www.kelownainnovationcentre.com

460 Doyle Avenue
Kelowna, BC V1Y 0C2
(778) 214-8236



Professional Image Office Centre

Full service office centre - executive office rentals, meeting room rentals, telephone answering service, mail and postal services, administrative/ clerical support, marketing/advertising support.

Web: www.proimageofficecentre.com

Email: info@proimageofficecentre.com

347 Leon Avenue, Suite #210
Kelowna, BC V1Y 8C7
(250) 861-4266



Regus Business Centre

Full service centre with offices available for use on a flexible basis lasting as little as one hour or as long as 18 months. The offices include furniture, utilities, reception, a common area kitchen, and a business lounge. Individual work pods.

Landmark Location:

<https://www.regus.com/en-gb/canada/kelowna/landmark-2021>

1631 Dickson Avenue, Suite 1100
Kelowna, BC V1Y 0B5
(778) 484-8100

Innovation Centre Location:

<https://www.regus.com/en-gb/canada/kelowna/the-innovation-centre-4998>

460 Doyle Avenue
Kelowna, BC V1Y 0C2
1 (844) 241-5515



Spaces Innovation

Offers meeting rooms, collaborative desks, and laptop charging stations. Spaces boasts super-fast Wi-Fi, five meeting rooms, eight coworking desks, networking events, and is fully serviced. Choose from a co-working membership which offers access during opening hours, a dedicated desk, which will give users their own private desk and 24/7 access, or private office space.

Web: www.spacesworks.com

460 Doyle Avenue
Suites 5A, 5B, 4A, 1BH
Kelowna V1Y 2A2
1 (844) 576-0466



Staples Studio

A state-of-the-art membership co-working space for meetings and events to change the way you work. Membership benefits include experts/onsite staff, unlimited internet, podcasting booth, free parking, complimentary coffee/tea, workspace options and special discounts on Staples products and Solution Shop services. Meeting rooms capacity 10 – 25. Day pass to monthly options available.

Web: www.studio.staples.ca

Email: studio.kelowna@staples.ca

2339 Hwy 97 North, Unit 430,
Kelowna, BC V1X 4H9
(250) 979-7920



EXPORT RESOURCES

The Central Okanagan Economic Development Commission Export Assistance

One-on-one expertise is available at no cost to companies in the Central Okanagan to assess export readiness and capitalize on international markets. Email Richard Takai at export@investkelowna.com or call (250) 801-9020.

Export Navigator

<https://www.futuresbc.com/export-navigator>

Export Navigator provides one-on-one support with an advisor.

Trade Related Resources

BC & Canada

Trade & Invest British Columbia

www.britishcolumbia.ca

Canadian Manufacturers & Exporters

www.cme-mec.ca

Canadian Trade Commissioner

www.tradecommissioner.gc.ca

Export.ca

www.export.ca

Export Development Canada

www.edc.ca

Government of Canada - Trade Data Online

<http://www.ic.gc.ca/eic/site/tdo-dcd.nsf/eng/Home>

Small Business BC Import/Export Advisory Services

www.smallbusinessbc.ca/services/trade-registration

Trade Commissioner Service

www.tradecommissioner.gc.ca

TradeStart

www.tradestart.ca

Explore tools and resources to help plan and diversify your international business footprint. Learn what steps to follow to become export-ready, how to sell to foreign governments, about export processes and requirements, and discover the benefits of global value chains. Get practical advice from Canadian companies and experts via CanadExport stories, podcasts and webinars.

<https://www.tradecommissioner.gc.ca/index.aspx?lang=eng>

Determine your export readiness and develop an export plan:

<https://expornavigator.ca/>

Import / Export Guide

Information and resources available to help you navigate the world of international trade.

https://www2.gov.bc.ca/assets/gov/employment-business-and-economic-development/business-management/small-business/importexport_guide_web_version_updated_april_2016.pdf

SUPPORT ORGANIZATIONS



Accelerate Okanagan

www.accelerateokanagan.com

Provides mentorship and coaching for startups, growth-stage companies and everything in between.



Business Development Bank of Canada

www.bdc.ca

BDC is a financial institution wholly owned by the Government of Canada. BDC plays a leadership role in delivering financial, investment and consulting services to Canadian small and medium-sized businesses. These services complement those of private sector financial institutions.



Government
of Canada

Business and Industry Canada

www.canada.ca/en/services/business.html

A one stop site for business information on topics including statistics and research, Canadian company search, starting a business, financing, permits and regulations, intellectual property, doing business across borders, incorporations, bankruptcy and more.



Canadian Federation of Independent Business

www.cfib-fcei.ca

The Canadian Federation of Independent Business (CFIB) provides advocacy on behalf of small business to get better taxes, laws and regulations. Provides free tools & resources on regulations and human resources. Every province has knowledgeable counsellors who can provide answers to your business related questions and help troubleshoot a variety of issues affecting your company.



Government
of Canada

Canadian Technology Accelerators

www.tradecommissioner.gc.ca/cta-atc/index.aspx?lang=eng

The Canadian Technology Accelerator initiative helps Canadian companies with an existing technology, product or service explore opportunities in foreign markets.



Cascadia Venture Acceleration Network

www.connectcascadia.ca

A cross-border partnership of accelerators, incubators, universities, industry associations, investors and entrepreneur networks located in British Columbia, Washington and Oregon that work together to provide entrepreneurs and researchers located in this region with the information, tools, and support they need to innovate, commercialize, scale-up, and conduct cross-border business.



Centre culturel francophone de l'Okanagan

www.leccfo.org

Tel: (250) 860-4074

Recherche d'emploi et aide aux entrepreneurs.

Employment services for French speaking people or people whose preference is to receive services in French. Assistance with general job search, translation services as well as counselling to other services available.



Community Futures of the Central Okanagan

www.cfdcco.bc.ca

CFDCCO offers business development programs, counselling, planning assistance and funding to businesses which cannot access funding from traditional sources.



Export Development Canada

www.edc.ca

EDC is a self-financing Crown corporation that operates at arm's length from the Government. They provide insurance and financial services, bonding products and small business solutions to Canadian exporters and investors and their international buyers. EDC also supports Canadian direct investment abroad and investment into Canada. Much of their business is done in partnership with other financial institutions and through collaboration with the Government of Canada.



FrontCounter BC

www.frontcounterbc.gov.bc.ca

A service that assists with licences, permits, registrations and other authorizations required to utilize the province's natural resources.

Tel: 1-877-855-3222

Email: frontcounterbc@gov.bc.ca



Futurpreneur Canada

www.futurpreneur.ca

The only national, non-profit organization that provides financing, mentoring and support tools to aspiring business owners aged 18-39. Their internationally recognized mentoring program hand matches young entrepreneurs with a business expert from a network of more than 2,800 volunteer mentors. Futurpreneur's programs offer financing, mentoring, and business support for every business stage.



Innovate BC

<https://innovatebc.ca>

Provincial crown agency that connects entrepreneurs to funding, resources, and support. Innovate BC supports all size companies, across all sectors, all over the province.



Manufacturing Safety Alliance of BC

www.safetyalliancebc.ca

Provides safety training and advisory services for manufacturers, food processors, wineries, breweries, and distilleries throughout the Okanagan.



**Government
of Canada**

National Research Council of Canada

www.nrc-cnrc.gc.ca

NRC provides innovation support, strategic research, scientific and technical services. They offer access to leading technology equipment, research and training programs; provide industry with a lower-risk way to develop innovative ideas, reduce start-up costs, and shorten time to market.

Services provided by the NRC include:

- Industrial Research Assistance Program (IRAP)
- Technical and advisory services
- Research facilities
- Technology licensing
- Research programs and collaboration opportunities



Okanagan Young Professionals Collective

www.oypcollective.com

The OYP Collective creates a dynamic, vibrant and engaged culture and community that attracts and retains talented professionals in their 20's and 30's to the Okanagan Valley by connecting them with each other and the community through a variety of volunteer, social, professional, sports, arts and cultural events and activities.



Service BC & Government Agents

www.governmentagents.gov.bc.ca or 1-800-663-7867

Service BC provides front line support for many of the hundreds of programs and services the provincial government offers to residents, businesses and visitors.

Kelowna Office

305 – 478 Bernard Avenue

Tel: (250) 861-7500



Small Business BC

www.smallbusinessbc.ca

Small Business BC is British Columbia's premiere resource centre for knowledge-based business products and services. They offer business education, expert advice, business registration services and resources and tools designed to help you save time and money.



Soroptimist – Western Canada Region

www.wcsoroptimist.org

Soroptimist is an international organization for business and professional women who volunteer in their communities.



Trade and Invest British Columbia

www.britishcolumbia.ca

Trade and Invest BC has a dedicated team of trade and investment professionals in British Columbia, as well as a network of international Trade and Investment Representatives based in China, Japan, Korea, India, Europe and the United States. Contact these experts for a single point of contact on business questions, including:

Services for investors

- Strategic support to analyze and implement investment decisions
- Detailed information about our economic and business conditions
- Assistance in establishing new enterprises
- Tours, introductions and events to help investors make connections and evaluate opportunities

Services for buyers

- Connecting international buyers of British Columbia products and services with qualified suppliers
- Trade missions and events to bring British Columbia suppliers to international buyers

Services for exporters

- International market intelligence and trade leads
- Market strategies and advice
- Contacts to an extensive network of international industry, government, and community influencers and partners
- Trade missions, events, seminars and training to introduce exporters to world markets



University of British Columbia

<https://sba.ubc.ca>

The Small Business Accelerator offers free online access to reliable business information and tools for secondary market research for BC businesses and entrepreneurs. This initiative is led by UBC Library's Irving K. Barber Learning Centre.



Entrepreneurship@UBCO

<https://entrepreneurship.ok.ubc.ca>

E@UBCO offers UBC Okanagan students, faculty, staff and recent graduates training and mentorship support to explore their startup ideas, build connections within the Okanagan innovation ecosystem, and develop the skill set needed to launch a successful new venture.



SUPPORTING
WOMEN ENTREPRENEURS
IN BC

Women's Enterprise Centre

www.womensenterprise.ca

WEC is BC's leading resource for women entrepreneurs, offering skills development, business loans, free business guidance, business resources, networking and events.



Central Okanagan Economic Development Commission
1450 K.L.O. Road
Kelowna, BC V1W 3Z4

Tel: **1-877-332-2673** or **(250) 469-6280**

Email: info@investkelowna.com

Web: www.investkelowna.com