

On October 17, 2014 Cayman Crosstalk hosted the Minister of Labor, Hon. Tara River & Acting Chief Officer, Christian Suckoo. In that discussion, Crosstalk Host Austin Harris presented his Proof that many job ads, be they Private Sector or Public scream "Caymanians need not apply"!

The following are the various Exhibits used during the program, by the Host, to ask specific questions of the panel to determine their "best endeavors" to gainfully employ Caymanians.

The following is a break-down of the attachments included herein:

1. **Exhibit "A"** – Classified Ad taken out by Cayman Outreach Association (COA) who are contracted, by the Government, to manage & administer the Extended After School Program (EASP). This ad is identified as **"The Wrong Way"**. Crosstalk further believes the requirement of a Bachelors Degree in Education in this ad is unnecessary and where it removed, Caymanians could fill this post. See Exhibit "C".
2. **Exhibit "B"** – Classified Ad taken out by John Gray Memorial Church which we believe to be the exact same, but proper job description that should have been outlined in Exhibit "A". This ad is identified as **"The Right Way"**.
3. **Exhibit "C"** – Cayman Crosstalk pledged to provide Resumes/CV's for suitably qualified Caymanians who could fill the post as advertised by COA in Exhibit "A", if the requirement for a Bachelors Degree were removed. While on the show of Oct. 17th, Cayman Crosstalk pledged to provide 3 suitably qualified Caymanians.
4. **Exhibit "D"** – *Cayman Crosstalk also queried the recent appointment of Director of the National Workforce Development Agency (NWDA) and asked if any suitably qualified Caymanians applied for the job posting. We confirmed they did, but none matched the criteria set for the post. We therefore asked if any suitably qualified Caymanians had been identified to understudy Mr. Holland (NWDA Director), who would transition into the Directors role at the end of his 2-yr contract tenure. Exhibit "D" represents one such Caymanian (again in our opinion) who may be suitably qualified to understudy the present Director.*

HURLEY'S ENTERTAINMENT

PO Box 30110 • Grand Cayman • KY1-1201 • Cayman Islands
Suite 21 • Cayman Grand Harbour
(345) 945-1166 Phone • (345) 945-1006 Fax

THE EASP & COA

An Teacher for volunteer in the EASP.
Applicant must have a Bachelor's degree
in Education.

Must have a drivers license

Stipend \$12-15 per hour plus standard benefits

**Application must be submitted to P.O. Box 142
KY1-1501 or email:**

cayman_outreach_association@yahoo.com



JOHN GRAY MEMORIAL CHURCH

Invites applications from committed Christian candidates for the following vacant position:

INTERN, AFTER SCHOOL PROGRAMME

The successful candidate will assist the Team Leader of the church's After School Programme for primary school children.

Applicant should possess the following qualifications and experience:

- Preferably be a student currently enrolled in a school/college pursuing a degree with an emphasis to benefit children and youth (ideally, in a gap year before obtaining final degree, and internship experience would be useful).
- At least 5 'O' levels or equivalent and have an interest in working with children and youth.
- Be a born again Christian who is dedicated and active in the United Church in Jamaica and the Cayman Islands, or any of its partner churches
- Possess and demonstrate excellent inter-personal, communication, and computer skills

A stipend only will be paid for 20 hours per week (Monday to Friday 2:00 to 6:00pm).

Please submit your résumé in writing, including names of three personal references, by **22nd August 2014** to:

Rev. Tara Tyme
John Gray Memorial Church
P.O. Box 342
Grand Cayman KY1-1301
CAYMAN ISLANDS

Dale Ebanks

P.O. Box 1661 GT
George Town, Grand Cayman
Phone: 345-939-4625

PROFILE

Accounting with varied supervisory experience. Possess exceptional organizational, administrative, and computer skills. Has a natural ability to influence and motivate staff.

Nationality: Caymanian
Date of Birth: February 22, 1962
Marital Status: (Married with 3 children)

COMPUTER & TECHNICAL SKILLS **(Advanced)**

- Typing speed-50 WPM
- Microsoft Word
- Microsoft Excel
- Access
- Publisher
- Mail Merge
- QuickBooks Pro
- Electronic Data Scanning

EMPLOYMENT & EXPERIENCES

Lewis Consulting Services

Position: Sales Associate

2011 to 2014

Advertising Sales and Marketing

Deloitte & Touch Grand Cayman

2001 to 2011

Position: Senior Administrator & Warehouse Supervisor.

- Manage all aspects of the warehouse including supervision of permanent and temporary staff. Staff size ranging from 5 to 20 people.
- Assist upper management with decision making regarding staffing and needs of the warehouse.
- Supervise major liquidation projects undertaken by Deloitte & Touche.
- Supervise and processing of Forensic request from various departments including London based Deloitte & Touche liquidation team.

EuroBank in liquidation
Position: Liquidation Staff

1999 to 2000

- Processed documents that pertain to the liquidation of EuroBank as defined by federal laws and regulations.
- Organized the sale of liquidated office equipment and furniture.

Cayman Islands Government

Position: Security Officer – West Bay Primary School

1993 to 1999

Cayman Islands Government

Social Services Department

Position: Higher Executive Officer

1986 to 1991

- Maintenance of Vote Control Book and subsidiary ledgers.
- Disbursement of department funds.
- General supervision of staff.

Coutts & Company, Cayman Islands

Position: Securities Officer

1985 to 1986

- Computing and processing of dividends on a daily basis.
- Client Accounting.

C.I. Government Treasury Department

Position: Payment Officer

1979 to 1985

- Processing of payments including overtime, wages and drafts.
- Imprest replenishments.
- Assisted with cashier and data input.

EDUCATION

Educational Correspondence Training School

Fundamentals of Supervision and Management

2004

Central Bank of Trinidad and Tobago

Junior Bank Examiners

1994

College of Arts, Science & technology (Jamaica) **1991 to 1993**
A.A.T. Level 2
Accounting
Communications
Business Administration
Statistics & Numeric

Jamaica Institute of Management (Jamaica) **1993**
Administrative Management Certificate

Association of Accounting Technology (Jamaica) **1989 to 1990**
A.A.T. Level 1
Accounting
Communications
Business Administration
Statistics & Numeric

Barbados Institute of Management And Productivity (Jamaica)

Customer Relations Course **1987**

Kingston College High School (Jamaica) **1972 to 1978**
GCE O'Level Passes

English Language
English Literature
History

23rd February, 81.

BR/JAM/E/94

Mr. Dale Ebanks,
P.O. Box 37,
George Town,
Grand Cayman.

COPY

Dear Sir,

I have to inform you that the Caymanian Protection Board has authorized me to acknowledged that you are deemed to be a person holding Caymanian Status under Section 15(1A) of the Caymanian Protection Law (Revised).

If you hold or acquire a passport giving your nationality as a British Subject Citizen of the United Kingdom and Colonies you may have an endorsement placed therein indicating that you are also a person of Caymanian Status. The endorsement can be obtained by presenting your passport at this office together with this letter.

~~I regret to advise you that such an endorsement cannot be placed in the passport of Commonwealth Countries and if you wish to travel on a Commonwealth Passport is suggested that for your convenience you carry this letter together with your passport to facilitate travel to and from the Cayman Islands.~~

Yours faithfully,

J.D. BOSTOCK,
SECRETARY, CAYMANIAN PROTECTION BOARD.

I Certify that this is a copy of the original

L. M. Ebanks
Louis M. Ebanks
Justice of the Peace
Cayman Islands



UNIVERSITY OF CAMBRIDGE

LOCAL EXAMINATIONS SYNDICATE

INTERNATIONAL EXAMINATIONS

GENERAL CERTIFICATE OF EDUCATION

(for candidates in the Caribbean area)

This is to certify that In the Examination for the General Certificate of Education

DALE A T EBANKS

4167 24

KINGSTON COLLEGE

was awarded the grade shown in the following subject(s):

ORDINARY LEVEL
ENGLISH LITERATURE

GRADE C

ADVANCED PASSES RECORDED NIL
ORDINARY SUBJECTS RECORDED ONE
TOTAL SUBJECTS RECORDED ONE

EXAMINATION OF NOVEMBER/DECEMBER 1978

Alan Cottrill

Vice-Chancellor

019988

UNIVERSITY OF LONDON



GENERAL CERTIFICATE OF EDUCATION EXAMINATION

JUNE 1978

This is to certify that

DALE ANDREW TALMAGE EBANKS

AT KINGSTON, JAMAICA

obtained the grades indicated in the following subject(s):

ORDINARY LEVEL (ONE SUBJECT)

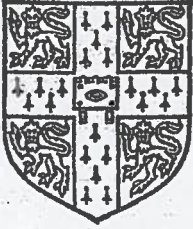
ENGLISH LANGUAGE

GRADE B

Signed on behalf of the University of London

A.R. Stephenson

*Secretary to the University Entrance
and School Examinations Council*



UNIVERSITY OF CAMBRIDGE

LOCAL EXAMINATIONS SYNDICATE

INTERNATIONAL EXAMINATIONS

GENERAL CERTIFICATE OF EDUCATION

(for candidates in the Caribbean area)

This is to certify that in the Examination for the General Certificate of Education

DALE A T EBANKS

4167 217

KINGSTON COLLEGE

was awarded the grade shown in the following subject(s):

ORDINARY LEVEL

ENGLISH LANGUAGE
ENGLISH LITERATURE
RELIGIOUS STUDIES
HISTORY
COMMERCE

GRADE C
GRADE E
GRADE E
GRADE C
GRADE E

ADVANCED PASSES RECORDED NIL
ORDINARY SUBJECTS RECORDED FIVE
TOTAL SUBJECTS RECORDED FIVE

EXAMINATION OF JUNE/JULY 1978

Alan Cottrell

Vice-Chancellor

(Explanatory notes are printed overleaf)

COMMUNITY COLLEGE OF THE CAYMAN ISLANDS
PO BOX 702 GT
GRAND CAYMAN

ASSOCIATION OF ACCOUNTING TECHNICIANS - PRELIMINARY LEVEL

This is to certify that DALE EBANKS has achieved the following results in the internally assessed June 1990 examinations.

ADMINISTRATION : P
NUMERACY & STATISTICS : P
COMMUNICATION : P
ACCOUNTING : P

OVERALL RESULT : P

P	=	PASS	=	40%	TO	59%
C	=	CREDIT	=	60%	TO	79%
D	=	DISTINCTION	=	80%	TO	100%

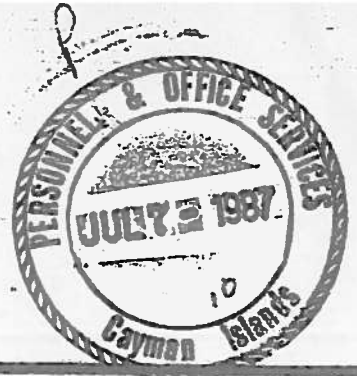
Jacob L. Bynoe

THE PRINCIPAL (sg)



BIMAP

BARBADOS INSTITUTE OF MANAGEMENT AND PRODUCTIVITY




WILDEY ST. MICHAEL BARBADOS TEL: 427-3635 CABLES: BIMAP BARBADOS

April 30, 1987

TO WHOM IT MAY CONCERN

This is to certify that DALE EBANKS attended the 20-hour in-company "Customer Relations" course during the period February 16 to 20, 1987.



Lionel Chase
Director of Training.



**The Jamaican Institute of Management
Certificate of Achievement**

This is to certify that

DACE EBANKS

has successfully completed a course in

ADMINISTRATIVE MANAGEMENT

held

January 27 - March 20, 1993

At: 47 Hope Road, Kingston 10

CHAIRMAN

DIRECTOR



*Centre for Latin American
Monetary Studies*

(Centro de Estudios Monetarios Latinamericanos)
and



The Central Bank of Trinidad and Tobago

certify that

Dale Ebanks

attended the Twelfth Regional Training Programme for

JUNIOR BANK EXAMINERS

held in Port Of Spain, Trinidad from May 16 to May 27, 1994

T. Ainsworth

T. AINSWORTH HAREWOOD

Governor


Central Bank Trinidad and Tobago

Donna Duncan

DONNA DUNCAN

Programme Co-ordinator

Centre for Latin American Monetary Studies



Completion Letter

Educational Correspondence Training School

Course Title: Fundamentals of Supervision and Management

Course Completion Date: 3/09/2004

Student: Dale Ebanks

Instructor: Patricia Adesso

This letter certifies that the student named above has completed all requirements for Fundamentals of Supervision and Management, a six-week online course offered by Educational Correspondence Training School. The student received a total of 2.4 CEU of training, and passed the course with a score of 100% on the final exam.

Contact: Linda Swartwood
Director of Student Services
3520 West 26th Street
Erie, PA 16506
814-833-1911
media@ectschool.com

Printed certificates are available by mail directly from Educational Correspondence Training School - . The fee for this service is \$0. Please contact Educational Correspondence Training School for details.

Completion letter issued on: March 9, 2004

Please print this page for your records.





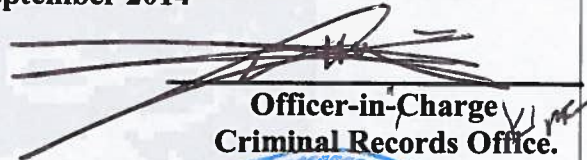
Royal Cayman Islands Police
Criminal Records Office
Grand Cayman
Cayman Islands

No 182985/2014

TO WHOM IT MAY CONCERN

THIS IS TO CERTIFY that there are no convictions recorded in the Criminal Records of these Islands against the bearer, Dale Andrew Talmage EBANKS DOB22021962, possessor of Cayman Islands Passport #604048362 born in Jamaica and a Resident of the Cayman Islands.

Dated at Grand Cayman this 08 September 2014


Officer-in-Charge
Criminal Records Office.

This Certificate Consists of 1 page(s)
Any Alterations to this Document will make it VOID



James Geary
PO Box 1179 KY1-1503,
Georgetown Grand Cayman
1-345-938-0620 | jageary@anderson.edu

EDUCATION

Anderson University, Anderson, Ind. May 2013
Bachelors of Science, **Sociology Concentration**
Secondary, **Music Concentration** GPA: Major: 3.0/4.0 Cum 2.6/4.0

APPLICABLE EXPERIENCE

Church of God Chapel Frank Sound **Frank Sound, GCM**
Music Director/Youth Liaison Officer **Jun 2014- Present**

- [Develop a curriculum for an Arts Academy within the church consisting of the following arts: Dance, Drama, Music, Photography, Music Production, Songwriting, Art, Theory and other relevant areas.
- [Teach dance, drama, music theory, and give music lessons to students in Piano, Voice & Guitar on a weekly basis.
- [Assist with the planning, developing, and following through with the "Fusion Youth Ministry" Strategic Plan Handbook and attend monthly councils meetings.
- [Liaise with Corporations and Organizations for promotion, partnering and fundraising initiatives on behalf of " Fusion Youth Ministries.

Broadhurst Attorneys At Law **George Town, GCM**
Law Clerk **Jul 2013- Jun 2014**

- [Researching for researching, compiling, comparing, and organizing legal documents for judges and lawyers. Assist judges and lawyers
- [Manage exhibits submitted into evidence.
- [Draft a variety of legal documents including trial bundles, memoranda, letters to clients.
- [Research issues attorneys have on cases.

Anderson University **Anderson, IND**
Peer Mentor **Sept 2012- Feb 2013**

- [Made weekly contact with each member of my member group.
- [Assisted members of my mentor group with adjustments and transitional issues.
- [Directed members of my mentor group to individuals, organizations and programs at Anderson University related to their interest and needs.
- [Lead designated orientation activities and attended all orientation activities and participated in training opportunities during the spring semester and continued through the rest of that academic year.
- [Assisted faculty member with teaching First Year Seminar/Lart 1050 and attended weekly meeting with faculty member to plan class sessions and discuss mentees.
- [Participate in biweekly small groups with other mentors.

Anderson University **Anderson, IND**
Discovery Day Tour Guide **Sept 2011- Dec 2012**

- [Involved in giving tours to prospective students and their families of Anderson University's campus.

**Church of God Chapel
Youth Director**

**Frank Sound, GCM
Jun 2012- Aug 2012**

- [Develop programming curriculums for weekly meetings with young people in our program with an emphasis on spiritual development.
- [Coordinate Youth Groups meetings weekly and teach bible-based concepts to young people involved in the program.
- [Plan worship for youth nights weekly and lead worship for Youth Sundays.
- [Create profiles for each in the churches program and find ways to plug them into society in areas of job placement, public service, or to join outside programs that help students get ahead.
- [Report to Pastor Ellen in weekly meetings on my progress with the Churches vision.

**CI Government Youth Services Unit
Caricom Youth Ambassador**

Jun 2012- Present

- [Formulating a local program of activities;
- [Establishing a networking relationships with the Department of Youth Affairs, NYC, Youth Organizations and other stake holders.
- [Engaging in effective programs with the assistance of a Supervision and Monitoring Committee comprising the Department of Youth Affairs, the NYC, Retired CYA's and other implementing partners;
- [Displaying a diligent and professional approach to responsibilities.

**Church of God Chapel Georgetown
Camp Jam Instructor/Counselor**

**Georgetown, GCM
Summer 2009/2010**

- [Teach dance to a group of 30 students throughout the week.
- [Plan a curriculum of how the arts are a form of worship and teach it along with the dance program.
- [Meet daily with leadership team to discuss progress and development in each of our specific areas.
- [Lead worship when needed

**Springhill Camps
Camp Counselor**

**Evart, MI
Summer 2010**

- [In this position, my primary focus was to build and foster relationships with teens ages 12-17. I was responsible for the campers staying in my cabin and acted as a pace setter for each day. As a counselor, I attended all activities and meals with my cabin group.
- [I lead Bible lessons/small groups during the day and facilitated spiritual development of each camper in my cabin.

Achievements/Organizational Involvement

Anderson University International Student Council Member
Anderson University School Of Music Theory Proctor
Covenant Army Dance Director
Anderson University Chorale Member
Generation 4:12 Youth Ministry Arts Coordinator
Anderson University Gospel Choir Member
Cayman Islands National Rugby Team (2008, 2009, 2013)
Cayman Islands National Powerlifting Team 2012- Silver Medalist
Cayman Islands Flag Football Member
Cayman Islands Sports Anti-Doping Committee Member

References

1. Mr. James Myles (Youth Services Coordinator) 345-939-0368/james.myles@gov.ky
2. Mrs. Ellen Peguero (Sr. Pastor) 345-926-3062/ellenpeguero@hotmail.com
3. Mr. William Peguero, Snr (Health Advisor) 345-916-0795/wrp57@hotmail.com
4. Ms. Terrence Cauderion 345-949-7237/terry@braodhurstllc.com
5. Dr. Tammy-Reedy Strother (Sociology Professor) 765-641-4510/tlreedystrother@anderson.edu

Winslow L. Johnson

P.O. Box 1427GT, Grand Cayman, Cayman Islands KY1-1110
Telephone: 345-926-5228, E-Mail: johnsonwinslow@yahoo.com

7 August, 2014

Mr. Michael Myles
Programme Coordinator and Liaison Officer-At Risk Youth
Cayman Islands Government Administration Building
Grand Cayman KY1-9000
CAYMAN ISLANDS

RE: YMCA Programme Director

Dear Sir,

I would like to formally apply for the position of Programme Director with the YMCA.

I have worked in the field of youth services for many years, as a youth coordinator in the department of youth in the Bahamas, program manager of Junior Achievement as well as a youth Pastor.

I consider myself a focused individual willing to learn, willing to teach and willing to give one hundred percent to whatever task I am given. I am a team player who is always looking for the 'win' in a situation.

Please find attached my CV and government application.

I look forward to your favorable response.

Sincerely,



Winslow L. Johnson

Curriculum Vitae

Winslow L. Johnson
P.O. Box 1427 GT
Grand Cayman KY1-1110
Telephone: 926-5228
E-Mail: johnsonwinslow@yahoo.com

PERSONAL DATA

- Born May 25th, 1970 in Nassau, New Providence, Bahamas
- Married to Diana Marie - 1992
- Three Children
- Cayman Islands Resident Certificate-married to a Caymanian.

PROFESSIONAL CAREER - 1987-1994 (Dupuch Publications, Bahamas)

- Graphic Artist
- Magazine Publication Designer

PROFESSIONAL CAREER - 1994-1996 (Freeport Advertising, Bahamas)

- Art Director
- Magazine Publication Coordinator

PROFESSIONAL CAREER - 1996-2000 (Department of Education, Youth & Sports, Bahamas)

- Youth Coordinator
- Program Manager, Junior Achievement
- Youth School Speaker

MINISTRY CAREER - 1996-2003 (Calvary Temple Assembly of God, Bahamas)

- Youth Director
- On Staff Youth Pastor

MINISTRY CAREER - 2003-2006 (St. John's Cathedral, Bahamas)

- On Staff Youth Pastor
- Ministerial Board Member
- Christian Boot Camp Coordinator

PROFESSIONAL CAREER - 2006-210 (Johnson Media, Bahamas)

- Media Coordinator
- Projects Coordinator

PROFESSIONAL CAREER - 2010-2011 (Cayman Netnews, Grand Cayman)

- Media Coordinator
- Projects Coordinator

PROFESSIONAL CAREER - 2011-Present (Cays Foundation, Grand Cayman)

- Youth specialist
- Mentor/Advocate
- Peer group session facilitator

BAHAMAS COMMUNITY INVOLVEMENT

- YMCA program speaker
- Served as chairman of Syntex Teen Centers
- Served as chairman of Youth Month Celebrations/ Grand Bahama
- Teen radio show host
- National Youth Speaker
- Past Vice President/Marketing Toastmasters Club 1425
- Member, Sunrise Rotary Club of Grand Bahama, Bahamas
- Founder, Youth Summit Youth Conference (16 years serving thousands of Youth)

ACADEMIC BACKGROUND

- 1986 High School Diploma
St Johns College,
Nassau, New Providence
- Certified Youth Counselor, CTC Network
- Degree in Bible and Leadership, present

TRAINING/MEMBERSHIPS/AWARDS

- 2003 Governor General's Youth Leader Award Recipient
- Professional Photographer
- CTM-International Toastmasters Club
- Training in Youth Counseling, CTC Network
- Training The Missouri Model of juvenile care
- Bahamas Hotel Association Member
- Caribbean Hotel Association Member
- Global Youth Leaders Network, Executive Member

Andrea B. Christian

P.O. Box 32089 SMB, Grand Cayman KY1-1208
Phone: 1 345-938 1133 E-Mail: gfg35@hotmail.com

LEGAL AND EDUCATIONAL SUPPORT

Professional, ethical, caring Attorney-at-law who boldly undertakes opportunities supporting others with accomplishing their goals; applies core competencies in legal research, drafting and provision of efficient client-care, with a sense of urgency and priority in advising legal rights in family, employment and maritime law.

PROFESSIONAL EXPERIENCE

Andrea Christian, Attorney-at-Law **Aug-Dec 2013/Present**

- Provided legal representation in divorce proceedings; assistance in drafting and or filing documents in Family Court, Probate (wills) and general consultation on civil matters.

Education Department Cayman Islands Further Education Centre (CIFEC)

Jan-Feb, May-June 2014

- Substitute teacher for BTEC Hospitality, Health & Social Care and Employability subjects; pastoral care for a tutor group and any other duties assigned by the Director.
- Substitute teacher for Maths classes, Year 12 CIFEC.

Maples and Judicial Administration **2007-2013**

- Assisted Partners in local boutique with drafting and filing documents in Family court (divorces), probate/wills consultation and drafting of Wills.
- Provided legal assistance to attorneys, drafted legal documents, conducted research for various legal teams, drafted transactions for funds/asset finance.
- Assisted with client care interviews, scheduling, drafting of legal opinions, preparation and filing of legal documents at the courts office.
- Attended hearings with Judges on Civil and Family matters,

reviewed judgments and drafted judgments for case management.

Maritime Authority of the C.I. [during studies] 2006-2007

- Assisted with ship registrations and exceeded number of new annual registrations. Completed related transactions (transcripts, registration of mortgages) for local and international clients.

Cayman Islands High School 1991-1997

- Acted as Head of Careers Department and implemented the work experience programme for Years 11 and 12, work skills classes, established a careers club to market Careers Office services, conducted careers counseling, provided liaison with private and public sector for employment, scholarships, speakers and university representatives.
- Taught Business Studies-Caribbean Examinations Council (CXC) Accounts, Principles of Business (100% pass rate) Years 11-12 and pastoral duties to tutor group for 3 years.

EDUCATION

- University of Southampton 2008-2009
Masters Degree in Maritime Law, LLM (Pass)
- University of Liverpool 2003-2007
Honours Degree in Law; LLB (Hons) 2:1
- University of West Indies, Jamaica 1993-1994
Diploma -Education
- Brock University 1987-1991
Bachelor of Arts Degree – Economics/Politics

SKILLS/INTERESTS

- Proficient in Microsoft Office Suite (word, power-point and excel)
- Running (completed local half-marathons and 3 in Florida)
- Owner, Teacher – KayCees Educational Centre
- Authored and published short-fictional, adult stories (Eruption, Clash!, Secretly Woven) and children's series – 'KayCee, A Cayman Crab.