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### The Environment Pothole Dilemma

By Dale Jodoin

If you live in Oshawa or Toronto, you know the feeling. You're driving along, maybe listening to the radio, when bang! you slam into a pothole. The wheel jolts, your coffee spills, and your heart skips a beat. You curse under your breath and keep going, but that crater in the pavement is doing more harm than you think.

Most people see potholes as a driver's problem. A flat tire, a bent rim, or a suspension bill that makes your bank account ache. But potholes do something else, something most folks never think about. They make vehicles burn more energy. Gas cars guzzle more fuel when they slam into one. Electric cars drain their batteries faster. Both lose efficiency. That means more pollution in the air for everyone.

And it doesn't stop there. Drivers slow down for potholes, then stomp the pedal to speed back up. That constant stop-and-go wastes energy. It's like trying to drink through a straw full of holes you lose more than you take in. In a big city with millions of vehicles, all those wasted bursts of energy pile up into a big, invisible problem.

Scientists have been looking at this. A 2023 study by Ali and his team showed that potholes mess with traffic flow, forcing drivers to brake and accelerate more. That burns extra fuel. Oregon's Department of Transportation found that rough roads increase fuel use and CO<sub>2</sub>. Chun, in 2024, studied electric cars and found that rough pavement makes them suck down power faster. Even motorcycles aren't safe. The more they slam into potholes, the quicker they break down, and every new part of steel, rubber, plastic has its own environmental cost.

And then there's density. The more packed a city is, the faster the pavement wears out. Heavy traffic pounds the asphalt until it crumbles. More potholes mean more slowing, more idling, more wasted fuel. A 2025 study by Wang showed that cities with higher density already have worse emissions because of traffic. Add potholes and the air gets even dirtier. That's smog, exhaust, and fine dust in the lungs of everyone walking, biking, or just trying to breathe.

Now, potholes are serious, but you've got to laugh sometimes or you'll go crazy. Here's one: Why don't potholes ever get lonely? Because they've always got a whole lot of friends. Or how about this one: What did the car say to the pothole? "You crack me up." Funny until your alignment bill shows up in the mail.

But jokes aside, the truth is potholes aren't just breaking cars. They're breaking climate goals too. Governments love to talk about Net Zero by 2050, but how can we ever get there if our roads look like Swiss cheese? A pothole filled today is back next spring. Water seeps in, freezes, expands, and cracks the pavement again. It's like patching jeans that already have holes in the knees. You'll be back with the sewing kit before long.

Meanwhile, the damage piles up. Every bump means more gas burned, more electricity drained, more pollution in the air. And it costs money. Billions every year across North America are spent fixing cars, patching pavement, and dealing with the fallout. That's money that could go into real, long-lasting road fixes. Stronger asphalt, better drainage, even new materials that can take the pounding. But too often, leaders take the cheap route: patch it, pave it, forget it, and then do it all again the next year.

And let's not forget the human side. Everyone's got a pothole story. The coffee stain on your shirt. The kid in the back seat was crying because their juice box exploded. The poor soul who ate the wrong burrito for lunch and then hit a pothole too hard. It's funny in a miserable kind of way. Potholes aren't just an inconvenience. They get under our skin, into our wallets, and into the air we breathe.

If cities really care about emissions, potholes need to be treated as more than a nuisance. They're an environmental problem hiding in plain sight. Smoother roads mean cleaner air. It's that simple. Investing in durable, sustainable road systems may cost more at first, but it saves money and pollution down the line. Every unfilled pothole is another leak in the climate plan. Potholes may look small, but they're not. They're cracks in the system. They waste fuel, they pollute the air, and they chip away at every promise governments make about a green future. We laugh about them, we curse at them, and we swerve around them, but they aren't going anywhere unless someone takes this seriously.

So here's the truth: potholes aren't just destroying cars. They're destroying our climate goals. If we don't fix the holes in our streets, we'll never fix the holes in our climate promises. And unless cities wake up, the environmental pothole dilemma will swallow us whole.

Whitby Mayor Elizabeth Roy's Statement on Elexicon Dividends And Their Budget Impact



I'm seeing misinformation circulating about Elexicon dividends and their impact on the Town of Whitby's budget and I want to provide clarity and context.

In September, it was publicly announced that Elexicon and its municipal shareholders - including the Town of Whitby - are making a collective equity investment of more than \$62 million into the company. Whitby Council endorsed this strategic direction at a meeting in August. This is not a loss of funding - it is a reinvestment.

Claims that this will cost Whitby taxpayers \$12 million or trigger a significant property tax increase in 2026 are not accurate.

The actual impact is a \$3.2 million reduction in revenue to the Town in 2026. This is one of several factors that will influence next year's budget - alongside inflation, growth-related costs, provincial downloading, and aging infrastructure. This shift was anticipated. In fact, Council began reducing the Town's reliance on Elexicon dividends in the operating budget as early as 2023. We planned ahead.

Elexicon is entering a period of significant growth. This reinvestment directly benefits all shareholder communities. In Whitby this means supporting essential projects - including new housing, the future Whitby hospital, the new Sports Complex, and priorities outlined in our Community Strategic Plan.

When dividends resume, they will be placed in a dedicated reserve fund - not used to balance the annual operating budget. This is a more sustainable and fiscally responsible approach, similar to how other municipalities, like Pickering, manage revenues from sources like casinos.

This direction is strategic, forward-looking, and designed to support Whitby's long-term growth and financial stability.



When Interviewing, Leave Something Behind

By Nick Kossovan

An interview I conducted over 15 years ago has stayed with me ever since. I was filling a Team Leader position for a QA team of 12 representatives. The candidate interviewed "okay"—almost textbook-like—at best a "Meh!" However, what stuck with me was that when I walked them back to reception, they handed me a manila envelope.

"Reports and a document support what I just told you."

I took the envelope, had them sign out, and moved on to the next candidate. On my way to the boardroom, I dropped the envelope on my desk. When I returned to my office after a day of back-to-back interviews, the envelope was staring at me. Curiosity got the better of me, so I opened it before checking my emails or voicemails.

The envelope contained the candidate's latest performance appraisal and four months' worth of reports, with confidential numbers blacked out. I was impressed; no candidate had ever provided evidence to support their claims about themselves. As someone who has conducted hundreds of interviews, I find that most candidates are unmemorable. However, this candidate stood out because they proactively backed up their claims with evidence, thereby reducing the risk of hiring them by proving they were genuine.

I don't remember how many candidates I interviewed for the QA Team Leader position—probably six or seven—but I do remember calling only this candidate to arrange lunch with the team. (I firmly believe candidates for leadership roles should spend time with the team they'll be leading.)

Yes, they got the job.

When job searching, your primary goal is to do everything possible to make yourself memorable. When you're scheduled for an interview, whether in person or via video, ask yourself: What can I leave behind or email as proof of my skills, experience, and commitment to success?

Ask any employer, and they'll tell you that more than ever, the job market is full of bad actors talking a good game. Understandably, employers are often apprehensive about a candidate's ability to 'walk their talk.' A leave-behind—essentially an addendum to your resume and LinkedIn profile—is an effective tactic that can dispel any lingering doubts your interviewer may have about your candidacy.

Leave-behind suggestions:

- A portfolio**  
A curated collection of work samples offers concrete proof of skills and achievements. In creative professions such as graphic design, photography, and architecture, a portfolio is a standard requirement. Still, you can create a portfolio for almost any role, whether in software development, journalism, or various finance positions. Having a portfolio, especially when interviewing outside the "creative" fields, is a rarely used job search tactic that'll have you stand out from other candidates.
- Productivity Reports**  
Which candidate is more likely to get hired, the one who talks about their productivity or the one who provides evidence? In my world, call centre management, productivity reports are standard, just as they are in sales, business development, investment banking, quality assurance, marketing, and social media management, to name a few professions. Leaving behind recent productivity reports proves your ability to deliver results, adds credibility to your candidacy and reduces the risk of hiring you.
- Recent Performance Review**  
I've used this strategy several times. Trust me, it works!  
One question your interviewer will have lingering in their mind is, "Is this person manageable?" Leaving behind your latest performance review—provided it supports that you're a stellar employee—proactively answers this question.

360 Review

Once, I was competing—don't kid yourself, a job search is a competition—for a job I really wanted. I knew I faced stiff competition; therefore, I needed an ace. The morning after my interview, over breakfast, I had an ah-ha! moment. Months earlier, my employer, a large financial institution, had conducted 360 reviews. My approval rating was 86%, significantly higher than the average of 73%. My ace was my 360 review results! I couriered my results to my interviewer. The next afternoon, I received a call to schedule a second interview.

If you have a 360 review that praises your leadership abilities, that's gold! Share it!

Testimonials

Establish your credibility and trustworthiness by incorporating one of marketing's best practices and leave behind testimonials (aka, social proof). Solicit testimonials from anyone familiar with your work, such as colleagues, vendors, managers, and customers. Print them and present them to your interviewer. Don't underestimate the influence that other people's opinions, even strangers, can have on your interviewer when they're considering whether to move forward with your candidacy.

120-Day Plan

New employee honeymoon periods are a thing of the past. Today, employers look for candidates who can hit the ground running. Providing your interviewer with a detailed breakdown of how you plan to approach your first four months—specifically, outlining your learning goals, performance milestones, and relationship-building objectives—demonstrates your commitment to integrating into the company and generating value from day one.

The purpose of a leave-behind is to give your interviewer tangible evidence of who you are and, most importantly, your abilities. Additionally, a leave-behind can mitigate the consequences of a mediocre interview. Job interviews are about making lasting impressions, and doing what most candidates won't is a surefire way to stand out.

Nick Kossovan, a well-seasoned corporate veteran, offers "unsweetened" job search advice. Send Nick your job search questions to [artoffindingwork@gmail.com](mailto:artoffindingwork@gmail.com).