

# SEED PLANT NEWS



**ASSOCIATION OF ALBERTA CO-OP  
SEED CLEANING PLANTS LTD.**

**SPRING 2015**

## **GREETINGS FROM THE BOARD OF DIRECTORS & GENERAL MANAGER:**

I would like to sincerely thank each of the members that attended and participated in the Annual General Meeting. Annual meetings are only as good as the participants make them – and after reviewing the evaluation forms and speaking with many participants – I would say, YOU the members, have made our past AGM one of the best annual meetings that I can remember. Accolades to the Managers group for all the work they do in providing training and networking opportunities for staff to continually improve.

Special recognition has to go out to Michael Patten and Bill Sinclair for their work in providing excellent insights into the innovations they are working with at their plants. Bill Sinclair at Bashaw has an exciting new computer software program that is streamlining and simplifying the ever-growing paperwork end of their business. Mick at Loughheed summarized the long road to rebuilding. Loughheed just started doing site work late in 2014, but the process to make the decision and get funding in place for the massive rebuilding project is a great insight for others that may be kicking around the idea of rebuilding someday. Thanks again to both Bill and Mick for proving excellent presentations at the AGM.

The Business Development workshop on Friday afternoon was well-attended with a full room. There have been requests to hold regional or even individual business planning sessions, as the session on Friday afternoon just scratched the surface of the subject. I believe we are on the right path to building successful, healthy and forward-looking businesses that thrive on their own.

As a result of the AGM, the Board will be crafting a path forward for the Association, using the feedback from the round table discussions as well as the many important conversations that took place in hallways and over lunch tables.

A few common themes seemed to jump out during these crucial conversations:

1. We are in an industry that is on the cusp of a lot of change
2. A lot of opportunity exists in the marketplace outside of traditional seed and grain processing
3. There is appetite to build the organization into a higher profile, quality-oriented, business-focused, collaborative group.

Our Board continues to change as well. This year we bid farewell to two important members on our board and executive committee. John McBain retired as Director and President of the board. We will miss John's insight, passion for the business, thoughtfulness and depth of knowledge of the agriculture industry in general.

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John's contributions to the Association as a whole are immeasurable: the fact that he had to lead the group through the first stages of becoming an individual entity from an operational perspective, but also from an industry perspective in the aftermath of the dissolution of the SIP agreement.

Terry Howe is the other director and past member of the Board's executive committee that has retired. Terry was a valuable asset to the Board in his ability to clarify some of the issues and opportunities that have arisen over the past few years for members of the Association. Terry's cool, confident manner was always an asset to Board activities and his position as being our unofficial social convenor will also be big shoes to fill. Terry always seemed to have great ideas regarding entertainers or activities that acted as catalysts to bring people together in a fun, social setting.

The Board extends a warm welcome to Kelly Wheeler from Strathmore. Kelly will be replacing John McBain as Director from Region 2. Joe Hanson, manager from the Taber Seed Cleaning Plant replaces Terry Howe as the Manager's Representative on the Board. This organization has a great deal of respect for the history and wisdom but also embraces new fresh ideas to propel the organization into the next decade. Also new to our Board is a representative from Alberta Agriculture and Rural Development. Bill Chapman reigns from the Barrhead office and brings a multitude of ideas and perspective from both an agronomy standpoint as well as a view of the industry as it relates to the provincial government.

Best wishes for a successful spring, and please enjoy this edition of your newsletter.

Monica Klaas  
General Manager

## INTRODUCING OUR NEW DIRECTOR, KELLY WHEELER



I was born and raised on our family farm in Strathmore which was established in 1908 and now operates as Wheeler Farms Ltd. I returned to the farm in 1992 after graduating from the University of Alberta with a B.Sc. in Agriculture. My wife Rhonda also graduated from the University of Alberta in '92 with an Ag business degree and we married that spring. My parents are still actively involved in operating the farm along with Rhonda and me. We currently crop 3200 acres and custom harvest another 3300 acres. We also have a backgrounding feedlot where we feed 600 head over the winter.

We have 2 children who attend school in Strathmore; Kyle who is 17 and in grade 12, and Libby who is 16 and in grade 11. Both kids are avid hockey players; Kyle plays for the Strathmore Midget A team and Libby plays for the South East Alberta AAA Tigers in the AMMFHL. I've coached the kids in hockey and lacrosse for 10 seasons, sometimes

2 teams at a time, and Rhonda usually manages the teams, so our winters are very busy! Libby is also an avid softball player, winning Bantam provincials and the Alberta summer games last year. When not playing hockey in the winter, we enjoy skiing as much as possible. In the summer we spend as much time as we can waterskiing and wake surfing at the lake in Sandpoint, Idaho.

I have been on the seed plant board in Strathmore for over 15 years (can't remember when I started), and have been the chair of the board since 2009 when we began the process of building our new plant.

## ASSOCIATION OF ALBERTA CO-OP SEED CLEANING PLANTS LTD. BOARD OF DIRECTORS 2015

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## INTRODUCING OUR NEW MANAGER'S REPRESENTATIVE PRESIDENT, JOE HANSON



I was born in the small village of Cereal, AB, and my family moved to Enchant when I was young. I started going to school in Enchant and then attended high school in the nearby town of Vauxhall. In 1982, I started work at the Enchant Seed Cleaning Plant, working my way up to the manager position in 1986. After 10 years of working in Enchant, I made the move to nearby Taber, AB and became the manager of the Taber Seed Cleaning Plant in 1992. At the plant, I am currently finishing an expansion and am looking forward to the growth that this opportunity will allow.

Between my wife Bernadette and I, we have 3 kids living with us, all teenagers. This makes for a very busy household with their sporting activities, teaching them to drive and other teenager activities. Although we are kept very busy, I still manage to find time to ride my Harley when the weather permits.



# FOCUS GROUPS DISCUSSION: FUTURE SUSTAINABILITY MODELS

## HOW DO MEMBER PLANTS THRIVE IN THE NEXT 10 YEARS?

THREE main pillars resulted from the discussion, and can be summarized as follows:

Business Diversification	Business Synergies & Strategic Alliances	Business Training/Board Development/Employees (PEOPLE)
<ul style="list-style-type: none"> <li>• Retailing</li> <li>• Pet foods, animal feeds</li> <li>• Seed treating</li> <li>• Application of micros/inoculants</li> <li>• Export processing</li> <li>• Rail car loading</li> <li>• Seed distribution</li> <li>• Look for opportunities with small farmers/acreage owners</li> <li>• Screening sales</li> <li>• Mobile colour sorter</li> <li>• Adopt RSE/focus on quality/pedigreed seed</li> <li>• Pulse crop opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Create regional specialization within co-op system (local collaboration)</li> <li>• Exploring potential partnerships based on geography</li> <li>• Synergies with seed companies</li> <li>• Synergies co-op to co-op</li> <li>• Tweet with Shawn Brook or have a social media presence</li> <li>• Shareholder engagement</li> <li>• Importance of upgrading &amp; modernization</li> <li>• Plan for funding</li> <li>• Higher pedigreed seed handling</li> <li>• Cater to the seed grower</li> <li>• Stay true to core business</li> </ul>	<ul style="list-style-type: none"> <li>• HR management, retain employees</li> <li>• Explore new/non-traditional funding</li> <li>• Preferred share offering with preferred access</li> <li>• Look after board development/replacement</li> <li>• Long term pricing strategy/financial planning</li> <li>• Business plans for future growth</li> <li>• Adopt a social approach (e.g. food, beverages)</li> <li>• Municipal involvement</li> <li>• Focus on rural development/chamber of commerce</li> <li>• Shareholder engagement</li> <li>• Community investment co-ops</li> <li>• Pre-set meeting dates with agendas</li> </ul>

### Future sustainability model for the Association as a whole:

- Ideas for revenue streams in addition to membership-based models
- Many ideas regarding how the Association can add value and possibly increase the footprint of the organization in the industry are as follows:
  - Training course revenue stream
  - Assist in funding app for a fee
  - Base fee + volume-based tariff fee
  - Group chemistry purchase (buying group)
  - Explore non-co-op seed related companies to join Association
  - Basic fee increase
  - Assist in local plant strategizing
  - Build websites
  - Develop and market intellectual property of seed processing expertise
  - Volume-based fee structure
  - Create more value for members (repair scale inspection)
  - Builders directory & database of suppliers
  - Business planning assistance
  - Look for members out of province
  - Act as a production agent for seed companies
  - Focus on food-grade value-added processing
  - Find assistance for talent gaps on front line
  - Possibly increase engagement through regional meetings
  - Increase Association communication to the plants

Ensure the Association is strategically aligned with the needs of the members/owners.

Ideas to strengthen and improve the Association both internally and externally:

Internal Collaboration	Industry/Government Outreach
<ul style="list-style-type: none"> <li>• More networking</li> <li>• Mix &amp; mingle opportunities</li> <li>• Share information on equipment/contacts/resources</li> <li>• Streamline business of Association</li> <li>• Email blast to managers and chairmen</li> <li>• Governance training</li> <li>• Possibly look at training opportunities in November</li> <li>• Outreach to geographic issues (AGM attendance)</li> <li>• Communicate VALUE of AGM</li> <li>• Professional development for Board and staff</li> <li>• Member networking/focus groups/round tables</li> <li>• Value-added: collaboration of several sites to meet large markets</li> <li>• Training certification</li> <li>• Embrace change/focus on the positive</li> <li>• Creating a minimum standard</li> <li>• Manage the budget/fee increase</li> <li>• Data collection &amp; analysis</li> <li>• Training: Board, GF2 Leadership program</li> <li>• Strategic review at individual plant level</li> <li>• Regional focus groups (staff, directors)</li> <li>• Membership relations (promote AGM attendance)</li> <li>• Retail opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Invite someone from the malt industry</li> <li>• Expose our business to Ag industry</li> <li>• Government relations: communicate/collaborate</li> <li>• Local, provincial, federal</li> <li>• Industry engagement</li> <li>• Exploring opportunities</li> <li>• Mentoring/apprenticeship program (Labour Canada)</li> <li>• Employee development: participate in college career fairs</li> <li>• Government involvement/participation on committees</li> <li>• Industry relations</li> </ul>

## TIME FOR A BUSINESS HEALTH CHECKUP!

At our workshop held just after the AGM, participants went through a check list to have a bird's eye view of the health of their Seed Processing Business. After the workshop, many requests came flowing in to offer business planning workshops in different parts of the province to facilitate whole Boards being involved in the process. If you are interested in participating in Business Planning Workshops, please email [monica.klaas@cleansseed.net](mailto:monica.klaas@cleansseed.net) and indicate your interested date/location.

### Here are the 21 Indicators of Business Health:

1. Does the organization have a strategic plan developed by the Board and management?
2. Has general membership been involved in some way in the strategic plan?
3. Does the strategic planning process include an analysis of the internal and external environment? (Ideally, this is written in the strategic plan)
4. Does the strategic plan have goals and objectives that are clearly defined, measurable, and achievable within a given timeframe? (SMART objectives/goals)
5. Does the strategic planning process include discussion of strategic options – for example, current and future policies, financing, products and services, human resources, location? (Ideally, this is written in the strategic plan)
6. Does your organization have a business plan which describes how the strategic plan will be implemented?
7. Does the business plan reflect the vision, mission and goals of the strategic plan?
8. Is the plan complete – does it include a budget, identify who is responsible for activities, and deadlines for achievement? (e.g. marketing, human resources, technology, fixed assets, quantifiable results)
9. Are the objectives in the operating plan based on performance? (For example, are there results which can be measured?)
10. Is the budget realistic (given available resources)?
11. Does management report back regularly to the Board on the implementation of the business plan?
12. After the Board has approved the operations plan submitted by management, does it then focus on strategic issues and leave the day-to-day operations to management?
13. Does the Board encourage a culture of innovation by including human resources development in the strategic plan, including succession planning for management and the Board?
14. Is there a way for members to provide regular feedback about products and services?
15. Does the business plan identify what and who its competition is?
16. Are products and services competitively priced?
17. Does the organization track its members' transactions and use of services?
18. Does the business plan include metrics to increase membership and/or member use of co-op services? (By how much?)
19. Are the operations of the organization resulting in profit? (Does net income exceed expenses; is total revenue less total expenses greater than zero?)
  - Has this been the case for the last three fiscal years?
20. Is annual revenue (gross income) increasing?
21. Does the organization build and maintain a capital reserve?
  - Has this capital reserve increased in the last three years?

## THANK YOU TO ALL OUR AGM SPONSORS

### THANK YOU TO OUR PREMIER PARTNERS!



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# CONGRATULATIONS TO ALL AWARD RECIPIENTS!

## LONG SERVICE AWARDS

### 20-Year Certificates

Jack Koster	Blackie
Craig Richardson	Coronation
Bill Sinclair	Bashaw
Mike Mullen	Wetaskiwin

### 25-Year Awards

Ken Blair	Granum
John Davies	Ponoka

### 30-Year Awards

Duane S. Trottier	Carstairs
Susan Silbernagel	K.I.B.A. (Beiseker)
Don Metzger	Three Hills
Glen Hartel	Coronation
Michael Patten	Lougheed
Gordon Tuck	Vegreville
Kevin Schmaltz	Pincher Creek

### 35-Year Awards

Jack E. Krenzler	K.I.B.A. (Beiseker)
Terry Howe	Alliance
George Leggott	Stettler

### Retiring Directors

John McBain  
Terry Howe



John McBain presenting a 35-year Long Service award to Jack Krenzler



Colin Wager presenting a 35-year Long Service award to Terry Howe



Colin Wager presenting to retiring director, John McBain

## THE GOLDEN KERNEL AWARDS

PRESENTED BY: BETH MARKERT OF BAYER SEEDGROWTH

### Category A: Over 100,000 bushels

Keith Reynolds, Strathmore



### Category A: Over 100,000 bushels

Wayne Walker, Westlock



### Category B: 60,000–100,000 bushels

Bruce Mathieu, Enchant



### Category C: 30,000–60,000 bushels

Michael Schultz, Ponoka



### Category D: 15,000–30,000 bushels

Barrhead Seed Plant



### Category E: Honourable Mention

Ken Williams, Hussar





# UPOV 91: THE CHANGING FACE OF THE CANADIAN SEED INDUSTRY

SUMMARY OF A PRESENTATION MADE TO THE  
ASSOCIATION OF ALBERTA CO-OP SEED CLEANING PLANTS LTD.

January 15, 2015 By: Lorne Hadley, CPTA

## Why Plant Breeders' Rights (PBR)?

- Plant breeding is expensive; million dollars per variety
- Plant varieties can be quickly and routinely copied: Intellectual property at risk
- PBR is intellectual property protection developed by the international plant industry
- Breeder can secure the right to protect their variety and receive remuneration (royalty)

## What are the benefits for farmers?

- Fosters investment and a competitive marketplace to promote breeders to develop better varieties (yield, disease & stress tolerance, end-use traits, etc.)
- International harmonization encourages foreign breeders to release varieties in Canada
- Balance of interests (public/private & farmer/breeder)

## UPOV 91 Proposed Legislation for Strengthened Breeder Protection

- Current Act pertains to sale and production for sale
- Amendments propose expanded rights to include reproduction, conditioning for propagation, exporting, importing and stocking in preparation for sale
- **Extended opportunity to exercise rights**
  - Under the Current Act (UPOV 78), enforcement activities are limited to point of sale
  - Under proposed legislation (UPOV 91), rights would be extended to harvested material if breeder had no reasonable opportunity to exercise rights (royalty)
  - Entities growing crops derived from seed that was obtained without authorization of the breeder would now be liable (e.g. brown-bag seed)
- **Restrictions to the Breeders' Rights**
  - Farmer's Privilege (Optional) – enshrines farmer's ability to save, store, clean, treat, and replant propagating material (seed) FOR THEIR OWN USE ONLY of a PBR-protected variety

## Next Steps

- Bill C-18 is being considered by the Senate. If passed, the new PBR Act comes into force and all new and pending applications will be under the new UPOV 91 rules. Varieties currently registered will not fall under new legislative rules.

## Recommendations to Producers

- Purchase Certified Seed
- Read and understand all contracts
- Understand that labels and tags do outline the terms of a purchase
- Keep a copy!

## Recommendations to Seed Processors

- Use straightforward service agreements (work orders) that ask for a declaration from the grower that indicates the seed/grain being handled by the co-op is not infringing upon any Plant Breeders' Rights, production contracts, patents, or any other applicable law/agreement
- Communicate key terms of service agreement; should include a producer declaration
- Confirm variety & PBR status
- Err on the side of caution for ALL grain/seed handled
- When in doubt, ask for assistance early!

## Producer/Grower Declaration (suggested wording to include on work orders)

- The common seed delivered for processing was:
  - a) produced by the farm operation
  - b) will be used solely for planting purposes on the purchaser's own farm
  - c) was grown from seed lawfully obtained
  - d) was grown from seed that is permitted to be processed and used for planting purposes
- Declare that the sale or trade of this seed to another person for planting purposes is prohibited
- Agreement to accept the responsibilities as applicable to the provisions of the *Canadian Plant Breeders' Rights Act*
- Agreement that the conditions of sale under original purchase of the variety still apply
- Agreement that processor may be required to report any breach of PBR or terms of sale of this agreement to variety owner

**NOTE: The above is an abbreviated version of the material presented.**

### For more information:

2366 Avenue C North  
Saskatoon, SK

Tel: 306-975-9413  
Toll-Free: 1-866-450-4116  
Email: [cpta@sasktel.net](mailto:cpta@sasktel.net)

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C-55-03/15-10303661-E






# Plant Breeders' Rights Fast Facts

## Understanding the changes and your obligations

As of **February 27, 2015**, all new PBR-protected varieties will be protected under the new legislation that conforms to the UPOV 1991 convention, bringing Canada in line with the rest of the world, and opening opportunities for increased investment to make new varieties available to Canadian farmers. It brings opportunity, but it also brings new obligations for the value chain.

		
Are all varieties protected under the same <i>Plant Breeders' Rights (PBR) Act</i> ?	As of February 27, 2015, all new varieties submitted for PBR are protected under the new legislation. These varieties carry the PBR 91 symbol.	All varieties granted protection under the PBR prior to February 27, 2015 continue under the original Act. These varieties carry the original PBR symbol.
<b>Breeders' rights</b>		
What are <b>breeders'</b> rights?	Breeders' rights are now expanded under the new PBR Act. Authorization from the breeder is required to produce, reproduce, sell, clean/condition, stock, import or export seed of PBR-protected varieties.	Authorization from the breeder is required to sell, or produce for sale, seed of PBR-protected varieties.
Can <b>breeders</b> be compensated on harvested grain?	Yes, if seed was obtained and used illegally or without the authorization of the breeder, the breeder can choose to seek compensation, including for lost royalty revenue; lost markets; and for court costs; on delivered grain produced from that seed.	No



# Plant Breeders' Rights Fast Facts



## Farmers' privilege

Can <b>farmers</b> save seed?	Yes, the "Farmers' Privilege" is entrenched in the legislation. It allows farmers to produce PBR 91-protected varieties for use as seed on their farms.	It is not spelled out in the legislation, but it is not prohibited.
Can <b>farmers</b> clean grain from PBR-protected varieties for use as seed on their farm?	Yes	Yes
Can <b>farmers</b> sell or advertise for sale seed they have produced from grain of PBR-protected varieties?	No	No
Can <b>farmers</b> exchange seed they have produced from grain of PBR-protected varieties?	No	No

## Seed conditioners' and Grain buyers' responsibilities

Can <b>seed conditioners</b> clean seed of a PBR-protected variety for purposes of propagation?	Yes, if the seed was obtained legally (i.e. certified seed was purchased) and if farm-saved seed will only be used on the farmer's own land.	Yes
Do <b>seed conditioners</b> have certain responsibilities when cleaning farm-saved seed of a PBR-protected variety?	Yes, expanded breeders' rights mean that cleaners may be liable for breaches of the breeder's right. They should take precautions to ensure the seed they are cleaning was obtained legally, and that farm-saved seed that they clean will only be used on the farm of the farmer who has brought it in for cleaning.	No
Do <b>grain buyers</b> have certain responsibilities when handling PBR-protected varieties?	Yes, the harvested material provisions mean that grain buyers may be liable for breaches of the breeder's right. They should be aware of the varieties that are protected under the new legislation and be satisfied that the seed used to produce that grain was legally obtained.	No

Want to learn more about Plant Breeders' Rights?  
Visit [pbrfacts.ca](http://pbrfacts.ca)





# SEED MARKETING

USING TWITTER TO BUILD YOUR BUSINESS

Once a personal communication tool, social media platforms have quickly grown into an integral component of a business's strategic marketing plan.

Twitter, a real-time information network, uses messages no longer than 140 characters that are meant to announce, promote, or explain a single idea. Twitter offers companies in the seed and agriculture sector several opportunities:

- Growing Followers** to increase awareness and influence in the industry.
- Increasing Website Visits** to an up-to-date, mobile-responsive company website.
- Generating Sales** by collecting email addresses and nurturing leads through the sales funnel.

WE CAN HELP YOU ACHIEVE THESE GOALS BY GUIDING FOLLOWERS THROUGH A SOCIAL MARKETING FUNNEL:

## AWARENESS

A company must first establish itself on Twitter by encouraging users to follow their accounts and leveraging core assets such as a website.

**Followers** — that is, all account holders on Twitter — share positive experiences about the businesses they follow and are more likely to make future purchases from those businesses, rather than ones they do not follow.

## EDUCATION

This stage of the funnel is the richest, most valuable step because it provides followers with knowledge to make an informed purchase decision. Companies can do this by sharing valuable content from their website, or curated through others' websites.

## EMPOWERMENT

Empowering a customer is to encourage a follower to engage with the brand and share its content, or otherwise interact with the brand for customer service and sales purposes. Engaging with followers is a personal interaction, considered to be a reply, retweet, or favourite.

Businesses can gain followers, increase industry influence, and generate leads on Twitter — but it takes time and a commitment from employees and management.

For more information on how your business can use Twitter to build your online presence, influence, and sales, contact Issues Ink at 204-453-1965 ext. 816 or [marketing@issuesink.com](mailto:marketing@issuesink.com).

**ISSUESINK**  
MEDIA CONTENT LAB MARKETING

# SAVE THE DATE: MANAGERS MEETING & TRAINING SEMINAR

June 23–24, 2015 in Lethbridge, AB

The Managers Association would like to invite all managers and staff to attend two days of networking, learning, and a bit of fun golf.

Coast Hotel & Conference Centre  
526 Mayor Magrath Drive S, Lethbridge, AB T1J 3M2  
Ph: **403.327.5701**

Discounted room rates available (\$112–\$128) until May 25.  
Book direct with hotel.

To register, contact:  
Keith Reynolds at [straseed@cciwireless.ca](mailto:straseed@cciwireless.ca) or **403.325.0364**.

For further information, contact: Joe Hanson at **403.223.4141**.



Colour Sorter Training, Camrose, June 2014

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## JOB OPPORTUNITIES

### Assistant Manager (Full-Time) Mountianview Seed Cleaning Co-op

Located near the town of Carstairs, AB. The ideal candidate would have a working knowledge of the seed/grain industry, embrace further education/learning, be mechanically inclined, and manage a flexible work schedule. This position also requires a minimum level of physical fitness, as some outdoor physical labour is required, as well as strong communication skills in English.

Salary commensurate with experience/skills.

For further information or to apply to this position, email [mvsopl@hotmail.com](mailto:mvsopl@hotmail.com) or phone **403.337.3155**

### Plant Operator Wetaskiwin Seed & Grain Co-operative Ltd.

Taking applications for a self-motivated individual. The ideal candidate would have a knowledge of seed cleaning. Salary is dependent on qualifications. Benefit package and room for advancement.

Please submit your resume to:

Wetaskiwin Seed and Grain  
4710 - 40 Avenue Wetaskiwin, AB T9A 0A2  
Fax: **780.352.6219**  
Email: [sclean@incentre.net](mailto:sclean@incentre.net)

Only applicants chosen for interviews will be contacted.

### Manager/Operator (Full Time/Seasonal) Grimshaw Co-Op Seed Cleaning Plant Ltd.

Experience an asset. Wages negotiable on experience and skill.

Contact Victor Guertte at **780.332.4560**

Or mail resumes to:

Grimshaw Co-Op Seed Cleaning Plant Ltd.  
Box 253, Grimshaw, AB T0H 1W0

### Seed Cleaning Plant Manager Wembley Co-op Seed Cleaning Association

The Wembley Co-op Seed Cleaning Association is actively seeking a manager due to an upcoming retirement. This busy cereal and pulse cleaning plant is located 12 miles west of Grande Prairie, Alberta. Last year the plant processed 800,000 bushels for local producers and for export. The plant also facilitates the loading of railcars for producers.

If you are interested in a career rather than a job, then this position is for you.

The unique individual we require must be a self-starter with an exceptional work ethic, able to work under pressure to meet deadlines while maintaining a very high standard of work. Familiarity with modern seed cleaning equipment including colour sorters, air/screen machines, indents, legs, conveyors and scales is required. Some mechanical aptitude is required. The ability to handle required paperwork including CFIA documentation, producer cars and financial records is important. The successful candidate will require a grader's license and an operator's license or be prepared to obtain them with the support of the plant.

Preference will be given to applicants who have previous experience in the seed cleaning/grain handling industry but motivated individuals who are willing to learn some aspects of the business will also be considered. The current manager will be available to assist in training.

Salary and other conditions of employment are negotiable and will be rewarding for the right individual.

Please email resumes to [baleguy@telus.net](mailto:baleguy@telus.net)

For further details on the scope of the job, please contact manager Randy Kuryluk at **780.766.2630**.



**MONICA KLAAS**  
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Do you have an idea for a Seed Plant News story?  
Is there something you would like to see featured in  
this publication?

Please send your ideas, submissions or feedback  
to **Monica Klaas** at [monica.klaas@cleansseed.net](mailto:monica.klaas@cleansseed.net)  
or phone **403-489-9999**.