



# 2020-2021 Annual Report



CONNECTING SASKATCHEWAN BUSINESS WITH THE WORLD.

[www.sasktrade.sk.ca](http://www.sasktrade.sk.ca)



STEP has grown to be a champion for the Saskatchewan exporting community. The strength of our brand and the resilience of our business model - *export services operated by exporters* - serves our members well.

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# VISION

Prosperity through trade.

# MISSION

To work in partnership with Saskatchewan exporters and emerging exporters to enable commercial success.

Long-term

# GOALS

## Export Growth

Help STEP members achieve significant increases in export volumes and value-added exports in markets that offer the highest growth potential.

## Membership Development

Increase STEP member's capability and capacity to succeed in export markets by providing customized business solutions.

## Leadership & Engagement

Facilitate, develop, and promote the export ecosystem.

## STEP as an Employer of Choice

Attract, retain and develop a highly skilled and motivated team. Build a culture that empowers staff, encourages innovation and drives excellence through continuous improvement.

## Corporate Performance & Sustainability

Grow a dynamic, entrepreneurial organization that consistently achieves fiscal sustainability and operational effectiveness.



# CORPORATE VALUES

STEP, as a team of professionals, has developed a set of principles to guide our behaviour. These principles describe what we believe in and how we act while accomplishing our business.

## Collaboration

We listen to our members and work alongside them as strategic advisors to provide a tailored solution to accomplish and exceed their goals.

## Confidentiality

We work inside our member businesses and protect their confidential information with strict adherence to privacy and confidentiality. We also maintain our reputation as a trusted confidante in protecting the confidential information of our business partners around the world.

## Customer Driven

We exist to serve our members by understanding their business goals and marketable assets to customize strategies that are executed to achieve outcomes.

## Empowerment

We are encouraged to take action and will do so with diligence.

## Integrity

We are open, truthful, consistent and dependable, always adhering to our values.

## Solution Minded

We seek creative, innovative and tailored solutions to maximize business opportunities for our members in a complex and dynamic international marketplace.

## Teamwork

We avoid silos by working as specialists in flexible teams to service our members. We protect the reputation and integrity of the organization and have a feeling of security and solidarity as a team in doing so. We operate with an open-door policy. We operate in an environment that encourages new ideas and is accepting of constructive input.



*In partnership with*



# MESSAGE

From the Chair of the Board

*The past year challenged all of us in ways we never could have imagined. Not willing to have obstacles stand in our way, we continued to find ways to provide the best client experience with new service offerings and support offerings to Saskatchewan exporters.*



**STEP HAS GROWN** to be a champion for the Saskatchewan exporting community. The strength of our brand and the resilience of our business model - export services operated by exporters - serves our members well. I have always viewed the organization as a strong leader in the business community with progressive and forward-thinking values for our growing export world.

Continuing the history of demonstrating high standards of good governance is an essential foundation for strong performance and is fundamental to STEP's success. During a difficult year, the STEP Board challenged themselves to develop a strong corporate governance system including policies, procedures, internal controls, and risk management measures necessary to instill confidence in our stakeholders while delivering value to members. Measures have been taken to establish a governance climate that fosters rigorous debate and dialogue, active engagement, and sound governance practices. I am proud to be part of this process.

The strategic mindset at the director, management, and staff levels are underpinned by a customer service and membership value focus. A guiding principle of this organization is a strong service delivery model which champions transparency and outcomes. Putting members' needs first is this organization's top priority and is consistent with our strategic imperatives.

The past year challenged all of us in ways we never could have imagined. Not willing to have obstacles stand in our way, we continued to find ways to provide the best client experience with new service offerings and support offerings to Saskatchewan exporters. STEP's service delivery, program reach, and connectivity to business is extensive.

We remain grateful to the Province of Saskatchewan for recognizing the impact that our members' export activities have on the province as the allocated resources better equip us to service members. As we move ahead, without doubt, exporters will continue to face challenges of uncertainty and risk in the future; however, I can assure you that this organization's focus will continue to be on delivering solutions to guide STEP members through these challenges.

To those we are privileged to serve, we extend our gratitude for your continued confidence and support to this organization.

A handwritten signature in black ink, appearing to read 'Marlin Stangeland'. The signature is fluid and cursive, written over a white background.

Marlin Stangeland, Board Chair  
Saskatchewan Trade and Export Partnership (STEP)



**373**  
Membership  
Attraction Activities

**42**  
Education  
Seminars

**97%**   
Members Recommend  
STEP to Other Exporters

**2,295**  
Exporter Education  
Participants



**3,171**  
Qualified  
Trade Leads

*As the principal delivery agency for export services in Saskatchewan, STEP is committed to playing a critical role for exporters as we navigate through these turbulent times.*



## MESSAGE

From the President & CEO

**ANY REPORT** on the past year will be dominated by one event: the global pandemic, which strained healthcare systems to their limits and sparked the most dramatic economic downturn of our time. When the potential impact of COVID-19 became clear, STEP employees worked with speed, commitment, and enthusiasm to continue to support Saskatchewan exporters.

STEP quickly shifted international efforts to expand the use of virtual trade opportunities for members. In addition to virtual trade missions, STEP developed innovative new services such as the “SaskTrade Showcase”, an online virtual trade platform connecting international buyers with provincial exporters. The Showcase promoted products and services, provided online networking opportunities, facilitated the development of B2Bs between suppliers and buyers, and promoted Saskatchewan and its export capacity.

This report highlights those efforts, and the response from the exporters of Saskatchewan. In a most difficult year, we were delighted that 95% of respondents to our annual STEP *Membership Survey* indicated that they garner “high to very high value” in their membership. As another strong measure of endorsement, 97% of our members indicated they would recommend a STEP membership to other exporters.

To be sure, we will continue to deal with unprecedented and unpredictable times for many months to come. Saskatchewan is, and will continue to be, an export dependent province. As such, export services will continue to be as important during COVID-19 restrictions as they will be post-pandemic. STEP’s *Post Covid-19 Export Re-engagement Strategy* outlines issues that may occur during and/or following the removal of travel restrictions and prescribes enhancements to STEP’s outgoing and incoming travel programs, and measures to ensure safer travel for mission participants.

We appreciate the commitment from our funding partners - the Province of Saskatchewan, STEP Board of Directors, Management and Staff as well as our membership base who have collectively achieved the tabled results. I thank each for their ability to produce positive results in a challenging year, for their hard work, and their unwavering willingness to embrace change.

As the principal delivery agency for export services in Saskatchewan, STEP is committed to playing a critical role for exporters as we navigate through these turbulent times. I know that no matter what the year ahead brings, we will carry out that mandate with unwavering dedication.

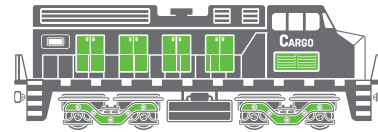
A handwritten signature in black ink, appearing to read 'Chris Dekker'. The signature is fluid and cursive.

Chris Dekker, President & CEO  
Saskatchewan Trade and Export Partnership (STEP)



**17,230**

Market Intelligence  
Leads



**325**

Deals in Markets



**251**

Market Intelligence  
Reports

**73**

Corporate  
Speaking  
Engagements

**791**

Virtual  
Trade Mission  
Participants





# CORPORATE PERFORMANCE

As of March 31, 2021



**97%**  
Membership  
Satisfaction  
*Regular Members*



**94%**  
Employee  
Satisfaction



## Export Growth



Initiative/Measurable	Target	Result
Qualified Trade Leads	3,377	3,171
Deals in Markets	400	325
Market Intelligence Reports	250	251
Market Intelligence Leads	11,750	17,230
Participants - Incoming Trade Mission	155	690
Participants - Outgoing Trade Mission	176	101

## Membership Development

Initiative/Measurable	Target	Result
Membership Retention - <i>Regular Only</i>	85%	88%
Membership Satisfaction - <i>Regular Only</i>	85%	97%
Membership Attraction	418	373

## Corporate Performance & Sustainability

Initiative/Measurable	Target	Result
Employee Satisfaction	90%	94%
Fiscal Responsibility	100%	100%

## Leadership & Engagement

Initiative/Measurable	Target	Result
Corporate Media Hits	27	62
Corporate Speaking Engagements	30	73
Educational Seminars	10	42
Participants - Exporter Education	300	2,295

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March 31, 2021

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# FINANCIAL STATEMENTS

of Saskatchewan Trade and Export Partnership Inc.  
Year ended March 31, 2021



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Regina Saskatchewan S4P 4K9  
Canada  
Telephone (306) 791-1200  
Fax (306) 757-4703

## INDEPENDENT AUDITORS' REPORT

To the Members of the Saskatchewan Trade and Export Partnership Inc.

### **Opinion**

We have audited the financial statements of Saskatchewan Trade and Export Partnership Inc. ("the Entity"), which comprise:

- the statement of financial position as at March 31, 2021
- the statement of operations and net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements, present fairly, in all material respects, the financial position of the Entity as at March 31, 2021, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### **Basis for Opinion**

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditors' Responsibilities for the Audit of the Financial Statements" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Regina, Canada  
June 24, 2021

# Saskatchewan Trade and Export Partnership Inc.

## Statement of Financial Position

As at March 31

	2021	2020
<b>Assets</b>		
Current assets:		
Cash (note 4)	\$ 2,755,427	\$ 2,681,155
GST receivable	136	76
Accounts receivable	52,757	90,676
Prepaid expenses	515,651	566,069
	<u>3,323,971</u>	<u>3,337,976</u>
Prepaid event deposits	186,345	186,345
Property and equipment (note 5)	84,223	30,156
	<u>\$ 3,594,539</u>	<u>\$ 3,554,477</u>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 157,180	\$ 139,398
Deferred event revenue	413,532	481,179
Deferred membership fees	104,732	184,700
Deferred revenue - exporter capacity project	32,393	43,332
Deferred contract fees	11,609	11,609
	<u>719,446</u>	<u>860,218</u>
Deferred event revenue	186,345	186,345
Net assets:		
Invested in property and equipment (note 6)	84,223	30,156
Unrestricted	2,604,525	2,477,758
	<u>2,688,748</u>	<u>2,507,914</u>
Commitments (note 7)		
	<u>\$ 3,594,539</u>	<u>\$ 3,554,477</u>

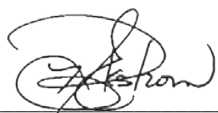
See accompanying notes to financial statements.

On behalf of the Board:



Director

Marlin Stangeland



Director

Rhonda Ekstrom

# Saskatchewan Trade and Export Partnership Inc.

## Statement of Operations and Net Assets

Year ended March 31, 2021 with comparative information for 2020

	2021	2020
<b>Revenue:</b>		
Grant from the Government of Saskatchewan	\$ 3,268,000	\$ 3,568,000
Canada Emergency Wage Subsidy	25,000	-
Saskatchewan Ministry of Agriculture - exporter capacity program	72,696	252,851
Interest	15,360	46,872
Memberships	339,749	403,417
Other	72,167	92,746
Trade mission expenses recovered from participants and sponsors	14,655	1,439,182
Trade revenue	832	182,167
	3,808,459	5,985,235
<b>Expenses:</b>		
Advertising, promotion and communications	163,723	45,513
Amortization	29,081	15,391
Bank charges and interest	6,773	11,710
Equipment rental	4,212	11,071
Exporter capacity program	6,396	183,851
General contractual services	6,585	14,156
Goods and services tax	22,603	22,657
Information technology	84,344	69,221
Insurance	23,472	24,066
Legal and audit	32,702	20,964
Market access program (note 8)	13,204	145,114
Meetings and conferences	3,065	9,120
Memberships and subscriptions	88,380	87,823
Office rental	475,291	483,573
Office supplies	14,519	13,280
Postage and courier	3,616	7,025
Precommercialization market assistance	-	1,000
Recruitment	2,000	1,126
Salaries and benefits	2,504,770	2,271,967
Seminar expenses	17,712	69,491
Sponsorships	7,500	12,500
Strategic incoming buyers program	-	57,650
Telephone and fax	26,845	34,581
Training courses	6,261	7,426
Travel and trade mission expenses	84,571	1,776,949
	3,627,625	5,397,225
Excess of revenue over expenses	180,834	588,010
Net assets, beginning of year	2,507,914	1,919,904
Net assets, end of year	\$ 2,688,748	\$ 2,507,914

See accompanying notes to financial statements.



# Saskatchewan Trade and Export Partnership Inc.

## Statement of Cash Flows

Year ended March 31, 2021 with comparative information for 2020

	2021	2020
Cash provided by (used in):		
Operating activities:		
Excess of revenue over expenses	\$ 180,834	\$ 588,010
Item not affecting cash:		
Amortization	29,081	15,391
Changes in non-cash operating working capital		
GST receivable	(60)	2,935
Accounts receivable	37,919	(78,301)
Prepaid expenses and deposits	50,418	393,007
Accounts payable and accrued liabilities	17,782	(11,387)
Deferred event revenue	(67,647)	(240,877)
Deferred membership fees	(79,968)	32,633
Deferred revenue – exporter capacity project	(10,939)	(16,106)
	157,420	685,305
Financing activity:		
Increase in deferred event revenue	-	186,345
	-	186,345
Investing activities:		
Increase in prepaid event deposits	-	(186,345)
Purchase of property and equipment	(83,148)	(28,766)
	(83,148)	(215,111)
Increase in cash	74,272	656,539
Cash, beginning of year	2,681,155	2,024,616
Cash, end of year	\$ 2,755,427	\$ 2,681,155

See accompanying notes to financial statements.

# Saskatchewan Trade and Export Partnership Inc.

## Notes to Financial Statements

March 31, 2021

### 1. Nature of operations:

The Saskatchewan Trade and Export Partnership Inc. (the “Corporation”) is incorporated under the *Non-Profit Corporations Act of Saskatchewan* and its primary purpose is to provide trade development services to its members and clients including services designed to enhance the trade and export of goods, services and technology to or from Saskatchewan.

Pursuant to a funding agreement, the Corporation currently receives a grant from the Government of Saskatchewan to finance the development and co-ordination of the trade development services referred to above. As a result, the Corporation is dependent upon the continuance of these grants to maintain operations at their current level.

Upon dissolution of the Corporation, any assets of the Corporation will revert to another non-profit corporation with similar objectives or to the Government of Saskatchewan.

The COVID-19 pandemic has caused material disruption to businesses and has resulted in an economic slowdown. The Corporation has assessed and continues to monitor the impact of COVID-19 on its operations. The magnitude and duration of COVID-19 is uncertain and, accordingly, it is difficult to reliably measure the potential impact of this uncertainty on the Corporation. Potential impacts include loss of revenue, supply chain disruption, challenges associated with a remote or unavailable workforce and potential asset impairment.

### 2. Basis of preparation

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations outlined in Part III of the CPA Handbook.

### 3. Significant accounting policies:

#### (a) Financial assets and liabilities

Financial instruments are recorded at fair value on initial recognition. Subsequently they are recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Corporation has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Corporation determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount that the Corporation expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

#### (b) Property and equipment

Property and equipment are recorded at cost less accumulated amortization. Amortization is calculated using the straight-line method over their estimated useful lives as follows:

Asset	Useful life
Computer equipment	3 years
Office furniture and equipment	5 years
Leasehold Improvements	5-7 years

### 3. Significant accounting policies (continued):

#### (c) Income taxes

The Corporation is incorporated under the *Non-Profit Corporations Act of Saskatchewan*. Under present legislation, no income taxes are payable on reported income of such organizations.

#### (d) Revenue recognition

Grants, memberships and other receipts are taken into revenue in the period to which they relate and the service provided under a contractual relationship. Funding intended to reimburse the Corporation for expenses incurred are deferred and recognized as revenue in the same period as the related expenses.

As a result of the COVID-19 pandemic, international, Canadian, and provincial governments have instituted emergency measures to combat the spread of the virus, including restrictions on travel within Canada and abroad. Consequently, there is uncertainty regarding the occurrence and timing of events to which certain prepaid expenses and deferred revenues relate. Deferred revenue amounts associated with events that are ultimately cancelled may become repayable and related prepaid expenses may become unrecoverable. As of March 31, 2021, the Corporation has determined that it is likely that all currently scheduled events will proceed as planned.

#### (e) Foreign currency translation

Monetary assets and liabilities denominated in foreign currencies are translated at the prevailing rates of exchange at the balance sheet date. Revenue and expenses are translated at the exchange rates prevailing on the transaction date. Realized and unrealized exchange gains and losses are included in operations.

#### (f) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the period. Actual results could differ from those estimates.

### 4. Cash:

The Corporation's Canadian dollar bank accounts pay interest at Canadian prime minus 2%. The Corporation's U.S. dollar bank accounts pay interest at New York prime minus 3.5%.

### 5. Property and equipment:

	2021			2020	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value	
Computer equipment	\$ 710,414	\$ 691,383	\$ 19,031	\$ 22,976	
Office furniture and equipment	152,827	151,187	1,640	753	
Leasehold Improvements	82,719	19,167	63,552	6,427	
	\$ 945,960	\$ 861,737	\$ 84,223	\$ 30,156	

### 6. Invested in property and equipment:

	2021		2020	
Balance, beginning of year	\$	30,156	\$	16,781
Purchase of property and equipment		83,148		28,766
Amortization of property and equipment		(29,081)		(15,391)
Balance, end of year	\$	84,223	\$	30,156

## 7. Commitments:

The Corporation is committed under leases for office space in Saskatoon and Regina over the next five years with payments as follows:

2022	\$	414,697
2023		400,707
2024		400,707
2025		388,026
2026		306,571

## 8. Market Access Program:

During the 2020 – 2021 fiscal year the Corporation continued to operate the Market Access Program intended to support domestic and international markets. This program is anticipated to continue for the foreseeable future.

## 9. Risk management:

Exposure to credit risk, interest rate risk and liquidity risk arise in the normal course of the Corporation's business. There has been no change to the risk exposures from the prior year.

### Credit risk

The Corporation's principal financial assets are cash and accounts receivable. The carrying amounts of financial assets in the statement of financial position represent the Corporation's maximum credit exposure at the statement of financial position date.

The Corporation's credit risk is primarily attributable to cash and accounts receivable. The amounts disclosed in the statement of financial position are net of allowance for doubtful accounts, estimated based on previous experience and an assessment of the current economic environment. The Corporation does not have significant exposure to any individual customer and has not incurred any significant bad debts during the year. The credit risk on cash is limited because the counterparties are chartered banks with high credit ratings assigned by national credit rating agencies.

### Interest rate risk

The Corporation is exposed to interest rate risk on its cash balances.

### Liquidity risk

Liquidity risk is the risk that the Corporation will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Corporation manages its liquidity risk by monitoring its operating requirements. The Corporation prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations.

## 10. Comparative information:

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year.

Welcome Bienvenido  
 12+  
 Virtual Trade Shows  
 Organized by Others



Fàilte Velkommen Bienvenu  
 Selamat datang  
 Herzlich willkommen  
 어서 오십시오  
 Benvenuto

12+

Virtual Trade Shows  
 Organized by Others



75+

Virtual Trade Missions  
 Conducted

7

Virtual Trade  
 Conferences Organized

## 2020-21 SASKTRADE SHOWCASE Stats:

1,500+

Registered Attendees

2,000+

Total Participants

Buyers from 80 Countries



250+

STEP Members

15,000+

Trade Show Booth Visits

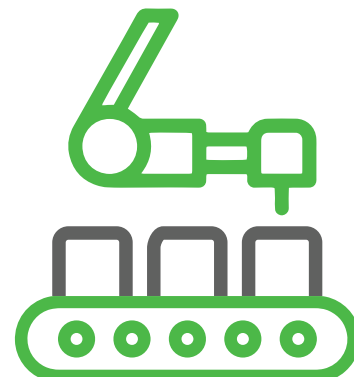


*STEP helped members navigate the restrictions and difficulties that resulted from the COVID-19 pandemic in 2020-21. Virtual trade missions, trade conferences and webinars, along with the first ever SaskTrade Showcase, were just some of the initiatives undertaken by STEP staff in support of its membership.*

# STEP BOARD OF DIRECTORS

As of March 31, 2021

<b>Board Chair</b>	Marlin Stangeland, CEO Shercom Industries Inc. Saskatoon, Saskatchewan
<b>Board Vice-Chair</b>	Karri Howlett, President Karri Howlett Consulting Inc. Saskatoon, Saskatchewan
<b>Chair - Audit &amp; Finance Committee</b>	Rhonda Ekstrom, Chief Operating Officer Rhonda Ekstrom Regina, Saskatchewan
<b>Chair - Human Resources &amp; Compensation Committee</b>	Mike Popowich, Vice-President TA Foods Ltd. Yorkton, Saskatchewan
<b>Chair - Governance &amp; Nominations Committee</b>	Scott Sawatsky, Vice President of Sales & Marketing Crestline Coach Ltd. Saskatoon, Saskatchewan



<b>Board Members</b>	Lisa Aitken, Director, Marketing Cameco Corporation Saskatoon, Saskatchewan
	Mathew Cey, CEO Morris Interactive Saskatoon, Saskatchewan
	Michael Chubb, Managing Director SCCL Saskatoon, Saskatchewan
	Greg Cruson, General Manager Dutch Industries Ltd. Pilot Butte, Saskatchewan
	John Hyshka, President Prairie Tide Diversified Inc. Saskatoon, Saskatchewan
	Victoria Rhodes, Director of Sales DynaIndustrial Regina, Saskatchewan
	Kristy Ehman, CEO Hyon Software Inc. Deer Valley, Saskatchewan

**Government of Saskatchewan Appointments**

Rick Burton, Deputy Minister Saskatchewan Ministry of Agriculture Regina, Saskatchewan
Jodi Banks, Deputy Minister Saskatchewan Ministry of Trade and Export Development Regina, Saskatchewan
Richelle Bourgoin, Assistant Deputy Minister, International Engagement Saskatchewan Ministry of Trade and Export Development Regina, Saskatchewan



*In partnership with*  
**Saskatchewan!**

# CONNECTING SASKATCHEWAN BUSINESS WITH THE WORLD.



## Corporate Services

President & CEO	Chris Dekker
Chief Financial Officer	Pamela Bartoszewski
Executive Coordinator	Nicole Grande

## Marketing & Membership Development

Vice President - Marketing & Membership Development	Angela Krauss
Manager - Marketing & Communications	Heather Swan
Membership Coordinator	Kelsey Leptick
Administrative Coordinator	Rachana Chopra



## Trade Development

Senior Vice President - Trade Development	Brad Michnik
Senior Director - Agriculture	Mortoza Tarafder
Director - Agri-value	Roy Hawat
Trade Specialist - Agri-value	Jay Albers
Senior Director - Asia	Yi Zeng
Trade Officer - Asia	Andrew Doan
Director - Technology, Services & Resources	Ryan Niemela
Senior Director - Market Intelligence	Jeff Thackeray
Senior Market Intelligence Specialist	Réka Gajári
Market Intelligence Specialist	Janice Lawless
Market Intelligence Specialist	Roxana Costa
Market Intelligence Specialist - Asia	Moises Ferreira
Administrative Coordinator - Trade Development	Brittany Giesbrecht





[www.sasktrade.sk.ca](http://www.sasktrade.sk.ca) | Saskatchewan  Canada

### STEP - Regina Office

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Telephone: 306 787 9210

### STEP - Saskatoon Office

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