

GLOBAL ^{10 YEARS} VENTURES MAGAZINE

CONNECTING SASKATCHEWAN BUSINESS WITH THE WORLD.

PM# 42591019

VOLUME TWELVE ISSUE TWO • FALL 2020

IN THIS ISSUE:

myComply offers transparency through compliance data
Andgo Systems Inc. covers healthcare absences
SkillShark makes athlete evaluations quicker and easier
ISC opens doors to new opportunities





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VOLUME TWELVE ISSUE TWO • FALL 2020

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PUBLISHERS:

Saskatchewan Trade and Export Partnership (STEP)
www.sasktrade.sk.ca
Regina: P.O. Box 1787
320 - 1801 Hamilton Street, Regina, SK S4P 3C6
Regina 306.787.9210 / Toll Free: 1.888.XPORTSK
Saskatoon: 400 - 402 21st Street East
Saskatoon, SK S7K 0C3
Saskatoon 306.933.6551 / Toll Free: 1.888.XPORTSK

Benchmark Public Relations:
2260 McIntyre Street / Regina, SK S4P 2R9
306.522.9326 / info@benchmarkpr.ca

EDITOR:

Pat Rediger 306.522.9326 / prediger@benchmarkpr.ca

ASSOCIATE EDITOR/GRAPHIC DESIGNER:

Nicole Williams 306.522-1422 /
nwilliams@benchmarkpr.ca

WRITERS:

Pat Rediger, Olivia Lawrence, and STEP staff

SALES MANAGER:

Don Shalley 306.545.6606 /
dshalley@benchmarkpr.ca

GRAPHIC DESIGNER:

Diana Rapoport 306.522.0923 /
drapoport@benchmarkpr.ca

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Brittany Giesbrecht

WE HEAR YOU.

In a recent STEP survey, 45 per cent of respondents indicated that their export sales have been negatively impacted due to COVID-19 and the international effort to control the pandemic. 39 per cent indicated that they have not experienced an impact, while 16 per cent reported an increase. Exporters listed trade show cancellations, travel and borders restrictions, and downturns in the economies in target markets as the top three issues most problematic to their export sales.

Only 37 per cent indicated that they would have high/very high confidence in safe international travel when travel and border restrictions are lifted. To increase their confidence in international travel, Saskatchewan exporters have noted that STEP should research and report on the COVID-19 status and mitigation efforts in destination markets, implement safer travel and trade show protocols, and pursue testing for international travelers (in lieu of mandatory 14-day quarantines).

We're on the job.

To reduce lingering risks and to ensure the health and safety of members and staff, STEP will be introducing a number of new initiatives, including distributing COVID-19 status reports in target markets before travel, implementing safer travel and show guidelines, and

To reduce lingering risks and to ensure the health and safety of members and staff, STEP will be introducing a number of new initiatives [to help increase confidence in international travel].

pursuing the possibility of testing all mission participants upon return. This is in addition to the recently announced expansion of funding levels and eligible costs under our Market Access Program (MAP), the introduction of a new Market Re-engagement Program (MRP), and the temporary reduction in membership fees.

Members are also reminded that STEP continues to offer other areas of customized services, including customized market research, network development, and the promotion of members' products and services abroad.

These innovative initiatives are a direct result of the feedback received by our exporting members through surveys and direct

membership consultation. Your input makes a difference, and your next opportunity occurs through our Annual General Meeting, which will be held on September 23, 2020 at 1:00 pm. For the first time, this AGM will be delivered through a virtual online medium. The AGM will include the introduction of a highly qualified slate of STEP Board candidates who will direct our activities for the upcoming year. Visit our website to register for this event www.sasktrade.sk.ca.

We need to hear from you.



Chris Dekker
President & CEO, STEP

CEO REPORT

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Scott Sawatsky, Vice President of Sales &
Marketing, Crestline Coach Ltd., Saskatoon

Victoria Rhodes
Director of Sales, DynalIndustrial, Regina

GOVERNMENT OF SASKATCHEWAN APPOINTMENTS

Rick Burton, Deputy Minister,
Saskatchewan Ministry of Agriculture, Regina

Kent Campbell, Deputy Minister,
Saskatchewan Ministry of Trade and Export
Development, Regina

BIZNOTES

STEP members who have noteworthy news are invited to share that information with **Global Ventures** for our BIZNotes section. For further information or to submit content, please contact Heather Swan, Manager - Marketing & Communications at 306-787-7942 or hswan@sasktrade.sk.ca.

VENDASTA announces 100 new jobs

Vendasta recently announced that the company will go on a “hiring blitz”. This is an exciting announcement from the fast growing  **VENDASTA** tech company in Saskatoon, considering the jobs it will bring to Saskatchewan. The company stated that the positions will primarily be in sales and support.

Vendasta is known for developing a platform for agency partners to sell digital solutions to local businesses. It offers a marketplace of re-sellable products and services and an automated marketing platform. Currently, Vendasta has more than 28,000 customers who sell digital products and services to more than 3.8 million small and medium businesses worldwide.

COVID-19 RESPONSE from STEP members

DRYAIR Manufacturing Corp. and **Bridgeview Manufacturing** are two members that have responded to the pandemic by providing new programs and services.

DRYAIR Manufacturing, known for its  heating and cooling applications, is assisting worker safety during the pandemic by producing The Workplace Screening Portal - a mobile screening and preparation facility. The facility is a designated place where employees can be screened for illness as they enter and exit their workplace. The portal can be distributed to companies who are looking for further safety precautions for their staff as they return back to work. The portal is a great solution to safely handle both decontamination and biocontainment.

Bridgeview Manufacturing has built products that save time, money and make life easier for their customers, and the Touchless Golf Ball Remover is no exception. The golf ball is allowing many golf courses to safely return to business. The product is a black metal

bar with a silver tab, and it is inserted into the hole on a green. After a ball is sunk, the golfer simply lifts the silver tab with their putter and the ball pops out of the hole. It's simple, yet effective by ensuring that a golfer can enjoy a round while following health precautions.



WEH RECEIVES platinum at London International Honey Awards

Wendell Estate Honey (WEH), a Canadian farm brand of gourmet raw honey, is the only North American honey company awarded platinum at this year's London International Honey Awards (LIHA). 

Honeys entered in the LIHA quality awards are judged by a panel of experts in a blind tasting and scored from 0-100 points. Eligible honeys must pass extensive testing by an independent accredited laboratory. Tests include pollen spectrum for floral and geographical source of honey, sugar profile to detect increasingly common adulteration, and tests for heat treatment or pasteurization. There are four awards ranging from bronze to platinum, with platinum being reserved for honeys that score from 95.5 to 100 out of a maximum possible score of 100.

WEH entered samples from each of its two product lines. Its honey is harvested entirely on its own property and packaged onsite. Wendell Estate Organic Honey is sourced from a single family in Northern Saskatchewan and packaged by WEH.

Both soft-set white honeys were awarded Platinum. In a field dominated by Mediterranean honeys, WEH is proud to represent

top-quality Canadian honey on a global stage for the second time in less than a year.

The 2020 LIHA Platinum award joins Wendell Estate's 2019 World Beekeeping Award (WBA) Gold Medal. The WBA are competitive awards: only a single competitor (if any) is awarded the gold medal in each category. Wendell Estate entered for the first time and won gold in the soft-set category of this prestigious bi-annual competition.

“We are beekeepers first, honey retailers second. In these very challenging times for anyone trying to earn a living beekeeping and producing honey, we take great encouragement from these recognitions of our ongoing dedication to quality and authenticity,” said WEH owner Tim Wendell.

The Wendell family farm has been producing honey since John Wendell started keeping bees in the 1930s. In 2011, Tim and Isabel Wendell launched the Wendell Estate brand, so that customers around the world who lack access to a trusted local apiary could enjoy natural, raw honey.

SRC'S GROWTH aids Saskatchewan's economy

The **Saskatchewan Research Council (SRC)** set a new record for economic impact this year with the organization estimated to have a \$901 million in direct economic benefits to the province. SRC was able to create and maintain 7,515 jobs, which is valued at \$552 million. 

SRC started tracking its impact in 2003, and its results have shown a total impact of \$10.5 billion since that time. “For every dollar invested in SRC by the provincial government last year, a 45-times return was achieved and delivered back to the province,” said President and CEO Mike Crabtree.

SRC is Canada's second largest research and development organization. With nearly 75 years of experience, SRC employs over 300 individuals and generates \$91 million in annual revenue. It currently has 1,500 clients in 27 countries across the globe.

INNOVATION SASKATCHEWAN

provides funding to women entrepreneurs

Innovation Saskatchewan announced it will be providing \$50,000 to support women entrepreneurs in the technology sector. The funding was determined after analyzing the final report and recommendations of the Gender Entrepreneurship Gap from the Women Entrepreneurs of Saskatchewan's Advisory Committee.

The finances will go towards a mentorship program called Founder Table, which was created to decrease the gap in the number of female tech entrepreneurs that exist in the province. The program strives to develop entrepreneurial skills, such as leadership, pitching your product, connecting with customers, and learning to build a company culture.

Innovation Saskatchewan recognizes how all women can face discrimination, organizational bias and educational barriers. However, it has become particularly apparent in the tech sector over the last couple of years. Founders Table will give women the support and opportunities they need to reach success in the tech sector, and Innovation Saskatchewan recognizes that.

For details on women tech entrepreneurs in the province, or application eligibility, visit: <https://innovationsask.ca/news/founderstable>; apply at: <https://wesk.ca/programs/founders-table/>.

STEP MEMBERS featured on ThinkSask.ca

Several STEP members were recently profiled on the **ThinkSask.ca** website, which is administered by the Saskatchewan Ministry of Trade and Investment. ThinkSask encourages people to invest, do business, live, and work in Saskatchewan.

Based in Regina, **CanMar Foods** is a flax and hemp seed company that is a world leader in the production of roasted flaxseed. Myles Hamilton, President of CanMar Foods, said "Operating in Saskatchewan has been very productive, the farmers are great to work with, our employees are very skilled, and the government has always been easy to work with regarding all business matters."



Agrocrop is an international supply chain management service that specializes in the production of pulses, beans, lentils, peas, and grains. Agrocrop is known for its high-tech modern processing facility, where products from all over the world are cleaned and



packed in private label consumer packs for export. The company's headquarters are located in Singapore, but Agrocrop decided to locate two of its agri-food processing plants in Saskatchewan after learning about the surplus of pea and lentils in the province. Saskatchewan was named the pea and lentil capital of North America.

Prairie Tide is a natural products company that is expanding the flaxseed market by creating new flaxseed products for consumers. Currently, Prairie Tide has used flax to create a cosmetic product that is used for anti-aging, dietary fibre replacing gluten in cooking, and flax as a natural laxative. Prairie Tide conducts its research at the University of Saskatchewan, and founder Martin Reaney's goal maximizes all the value flax seed has to offer. Having a research centre that is easily accessible, good crop diversity and traceability, as well as easy access to international markets, has made business in Saskatchewan effortless, which has contributed to the company's success in Europe, Asia and North America.



Verdient Foods was created in response to the growing demand for plant-based protein around the globe. Movie producer James Cameron and his wife, Suzy, along with their partners, PIC Investment Group, have chosen to establish their sustainable food production business in Saskatchewan. Verdient Foods is a processing company that extracts proteins, starches and fiber from produced pulse crops using a natural process, ensuring the product is a healthy.

After years of hearing other organizations and people promote the abundance of field peas in the province, the couple decided to open their production facility in Vanscoy. Pea plants have three sources of plant-based protein that can be extracted: pea starch, pea fibre and the pea protein concentrate.



Crestline Coach, part of a platform group of companies that is the second largest manufacturer of ambulances in North America, instituted a number of changes at its operations



to ensure it could meet the new demands on the health care system. The company implemented a stringent sanitization and self-assessment plan and a robust and ongoing communication process with employees, which provided at least twice weekly employee updates with the president between March and June. It also implemented regulations so that only those who needed to be there were allowed into the facility. All third-party access to the facility was halted. Crestline introduced new cleaning practices and distributed cleaning supplies to employees throughout the facility.

SRC TO OPERATE

Canada's first Rare Earth Processing Facility

The **Government of Saskatchewan** is investing \$31 million into a Rare Earth Processing Facility that will be owned and operated by the Saskatchewan Research Council (SRC). This will be the first-of-its-kind facility in Canada and will help establish a Rare Earth Element (REE) supply chain in the province. REE metals are naturally occurring minerals that are essential to the modern global economy and economic development.



Global demand for REEs are expected to increase significantly over the next ten years as demand for electric vehicles, renewable power generation and other electronic devices increases.

Construction is set to begin this fall and be completed by late 2022. When finished, both REE processing stages - the concentration of ore to mixed REE carbonate and the conversion of mixed REE carbonate to commercial pure-grade REEs - will be handled at the plant.

RESEARCH

to reduce methane emissions

The **Government of Saskatchewan** announced that it will be investing \$400,000 in a field-testing research projects to reduce methane emissions. Oil and gas producers are also providing funding.

The research will be conducted by the **Saskatchewan Research Council**, which will be working with the oil and gas sector to create new technologies that stimulate economic growth while recognizing the industry's responsibility to reduce greenhouse gases.



MGF



MANITOULIN GLOBAL FORWARDING

Connecting your products to the world

MANITOULIN is a global solutions provider for all your shipping requirements. In today's market, it's important for businesses to create a partnership with a provider who has the connections to deliver your shipment to any part of the world.

MGF Regional Manager Derek Kroetsch said that Manitoulin not only offers ground transportation across North America, but it also provides air and ocean transportation services across the world. Intermodal rail solutions allowing for more cost effective east-west ground shipping. Packaging facilities across Western Canada to ensure the cargo gets to its destination in the same condition you send it in. 24/7 expedited air and ground services and hot shot services when time is critical even if it is in the middle of the night over a long weekend. And, a local Western Canadian project team when the job requires over-dimensional or heavy moves both locally and internationally.

"These solutions are innovative and designed to meet customer's demand times quickly and safely," he said. "MGF also extends its services to packaging company goods, loading materials into shipping containers, and even providing the tanks to move liquid shipments across the world."

MGF expanded its non-asset side to include local Saskatchewan freight forwarding and packaging services in the Regina area with adding Beler International and Balgonie Pallet & Crating. It was around the same time that Manitoulin Transport expanded its terminal locations with the acquisition of Risdale that added locations in Saskatoon, Regina, Melfort, Swift Current, Prince Albert, Yorkton and La Ronge.

MGF also added new services in the Saskatchewan marketplace this past year with the ability to move commodities out of Vancouver and Montreal by adding Canfleet Logistics on the west coast and ACS

Logistics out of the east coast. These companies specialize in moving high-volume container shipments of dry, reefer and liquid commodities and specialty crops overseas into Asia, South America, Europe and Australian markets.

In today's market, it's important for businesses to create a partnership with a provider who has the connections to deliver your shipment to any part of the world.

This compliments MGF's current strength in importing goods from Asia and Europe through its ocean consolidations which are the fastest in Canada. This brings pallets and crates or cargo from door Germany or UK to door Saskatoon in 24 days via ocean. That is more than a week faster than other freight forwarders in Canada and offers reliability with no dependence on rail as it moves on Manitoulin's inhouse trucking network and clears through the inhouse customs brokers.

Ocean travel can take more time than air shipment, but if an organization is considering more monetary savings, ocean freight is a functional method. With the demand growing for Canadian commodities to move overseas, MGF is well positioned to help meet that demand. Now MGF can offer competitive rates on ocean container for export to both large companies and individual farmers as they guarantee individual attention and interaction no matter the size of your organization.

Call Derek 306-713-8204 to move your products from Canada to the world market with MGF.

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Ocean container loading

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Liquid loading and transportation

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Air & Ocean freight worldwide

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UPCOMING TRADE EVENTS

We are all aware of the on-going impact of COVID-19 to business and business travel. In concert with members, trade event organizers, and provincial and national authorities, STEP is managing the postponement and cancellation of several outgoing and incoming trade missions through the upcoming months.

The health and safety of our members and staff remains our top priority. However, it is important for Saskatchewan exporters to be well positioned to continue to expand and rebuild their customer base as many of today's COVID-19 restrictions are being removed.

In a highly competitive world, time is of the essence. To be sure, STEP will neither propose nor engage in any travel that is not fully sanctioned by health authorities or represents any risk to members or staff.

SEPTEMBER 2020



VIRTUAL TRADE MISSION:

SIAL Canada

September 28-October 2 |
Virtual Trade Mission

SIAL Canada will organize a 100 per cent virtual trade show in 2020. As one of the major international foods shows in Canada, the event is key to the Canadian agri-food industry and an entryway to the US and international markets. With the cancellation of SIAL Paris, SIAL Canada will be the only flagship show for the SIAL brand, and it will meet the international demand and welcome international partners, exhibitors and visitors. The event will offer innovative features, including customizable 3D booths, an optimized chat system, access to an international buyers' program, virtual meetings with experts and online webinars. By exhibiting at this show, STEP members will have the opportunity to present products to major grocery retailers/buyers.

Contact: Jay Albers, Trade Specialist,
Agri-Value
306 933 5239 | jalbers@sasktrade.sk.ca

OCTOBER 2020

VIRTUAL INCOMING MISSION:

MENA Incoming Buyer's Program

October 5-7 | Virtual Incoming Mission

Saskatchewan is known worldwide as a consistent and reliable supplier of safe, high-quality grains, oilseeds, pulses and other agri-food products. In 2019, Saskatchewan agriculture exports were the sixth largest on record, with total international sales of \$12.9 billion. We grow and supply the world market with more than \$1B worth of our four signature agricultural products - cereal grains (wheat), oilseeds (canola), edible oils (canola oil) and pulses (peas and lentils). COVID-19 continues to restrict international travel; therefore, STEP will host the 2020 Middle East & North Africa Incoming Buyer's Mission completely online. The session will focus on promoting Saskatchewan products into the MENA region with a goal of providing a bridge between the buyers in the region and key exporters from Saskatchewan.

Contact: Mertoza Tarafder, Director,
Agriculture
306 787 9687 | mtarafder@sasktrade.sk.ca



VIRTUAL TRADE MISSION:

SupplySide Network 365

October 29-30 | Virtual Trade Mission

SupplySide Network 365 is a virtual program that offers the opportunity to discover, connect, meet, learn and source. STEP members will discover new connections through artificial-intelligence matchmaking, host and participate in scheduled and impromptu small group meetings and attend targeted community events. The platform will be augmented by auxiliary offerings, including the SupplySide Education Series, SupplySide Discovery Series, and the SupplySide Sponsored Intensives. SupplySide Network 365 goes beyond a hybrid show model to offer a hybrid workflow model.

Contact: Roy Hawat, Director, Agri-Value
306 933 6512 | rhawat@sasktrade.sk.ca

NOVEMBER 2020



VIRTUAL TRADE MISSION:

2020 Canada Food Expo

November 1-30 | Virtual Trade Mission

STEP has partnered with the Trade Commissioner Service in Japan and South Korea to offer a Virtual 2020 Canada Food Expo - Japan and South Korea. The expo will include webinars, an online showcase, and a series of online B2B events throughout the month of November. To date, the Trade Commission Service has recruited 24 buyers from Japan and 10 buyers from South Korea. Through this forum, STEP members in the agriculture food sector will have the opportunity to meet with identified buyers from these regions. Members will be provided with the participating buyers profiles as well as their sourcing interests prior to the scheduled meetings.

Contact: Yi Zeng, Senior Director, Asia
306 787 2194 | yzeng@sasktrade.sk.ca

TRADE MISSION: Upper Midwest Saskatchewan Showcase Energy Event

November 2020 - TBC | Montana/North Dakota

STEP will lead a multi-sector mission to the upper United States with a focus on the energy industry. Saskatchewan has a natural relationship with North Dakota and Montana thanks to their proximity and shared access to the Bakken Formation. STEP will organize a market briefing, site visits, B2B meetings and networking opportunities.

Contact: Ryan Niemela, Director,
Technology, Services & Resources
306 933 6558 | rniemela@sasktrade.sk.ca



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TRADE MISSION: Trade Mission to BC
November 2020 - TBC | Vancouver, BC

For many of STEP's retail food members, BC/AB are the first export markets they target outside of Saskatchewan. Trading interprovincially within Canada makes the most logistical sense as there are costs associated with entering new markets - labeling, packaging and distribution - that will be incurred and need to be in place before entering the market.

Contact: Jay Albers, Trade Specialist,
Agri-Value
306 933 5239 | jalbers@sasktrade.sk.ca



**VIRTUAL TRADE MISSION:
Food Ingredients Europe &
Health Ingredients Europe**

November 23-December 4 |
Virtual Trade Mission

FI & HI Europe brings together the world's leading food and beverage suppliers and specialists in research and development, production, and marketing to showcase the most diverse range of new and innovative ingredients and services. The show recently announced the launch of Fi Europe CONNECT 2020, a brand-new virtual event in parallel with Fi Europe co-located with Hi Europe. Connection is key in this industry,

and if unable to do this in person, you do not need to miss out. At Fi Europe CONNECT 2020, participants will get the global access, tools and collaboration opportunities they need to meet business objectives.

Contact: Roy Hawat, Director, Agri-Value
306 933 6512 | rhawat@sasktrade.sk.ca



For a complete list of STEP Incoming/Outgoing Trade Missions and Seminars, please visit www.sasktrade.sk.ca. 

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CONNECTING SASKATCHEWAN BUSINESS WITH THE WORLD



For years, the construction industry has been looking for innovative ways to ensure safety compliant jobsites are standard. myComply has quickly become an industry-leading software solution trusted by thousands of contractors to ensure that all workers on a job site are adequately trained and prepared to perform work safely.

GENERAL CONTRACTORS are the organizations who facilitate the development of all infrastructure we see growing around us. They are the engineers, project managers or financiers in construction, but rarely do these organizations perform the actual trades work of a traditional contractor on the job. Instead, it is their responsibility to hire skilled subcontractors to perform the labour as they facilitate the management of various crews, budgets and timelines throughout the duration of a project.

General contractors are liable for the subcontractors they hire, and all the trade workers who work under them. Ensuring subcontractors and their workers have all the necessary documentation required to work safely on the job site is crucial for general contractors to avoid severe penalties and stop-work orders from local regulatory bodies.

For years, the industry has been looking for innovative ways to ensure safety compliant job sites are standard. myComply has quickly become an industry-leading software solution trusted by thousands of contractors to ensure that all workers on a job site are adequately trained and prepared to perform work safely.

A general contractor invites various subcontractors to a project, along with a set of requirements in the software. The subcontractor also has access to the software, and he or she can upload all necessary documentation to get hired for a job: credentials, certifications, proof of insurance, internal documents, worker compensation forms, and sometimes even the safety manual if the company is a specialized subcontractor.

Mark Wolff and his business partner Greg Reimche founded myComply in 2015. Their experience as commercial landlords and developers and their former occupations in research development tax credit consulting helped them identify the need for the software.

“We wanted the product to be individually centric, giving all stakeholders access to individual worker’s training credentials to improve transparency and compliance,” said Wolff.

“A trade worker profile is created that the worker, or their employer, can manage on myComply. If a worker wants to manage their own profile, all their documentation is validated, eliminating any possibility of failure with the system.”

myComply

offering transparency through compliance data

BY: OLIVIA LAWRENCE

myComply helps contractors become 80 per cent more efficient in document exchange and compliance related onboarding. A general contractor does not have to deal with a voluminous amount of paper documents, and subcontractors can easily exchange or update compliance information notifying the general contractor immediately. It is also convenient for trade workers because it is not uncommon for them to frequently change employers or forget physical certification on the job. Their myComply digital profile always travels with them.

“myComply works with industry stakeholders to design the product by asking questions and validating various theories in the approach we want to take. Our goal was to create mass adoption of our software, so we started out as a freemium model,” said Wolff.

In 2017, myComply started working with the City of New York and the Department of Buildings after being introduced by the Association of General Contractors of New York State. NYC requires specific training for all trades workers to work on any job site in the city. In 2019,

myComply helps contractors become 80 per cent more efficient in document exchange and compliance related onboarding.

myComply was selected by the City of New York to be the technology provider to manage the Site Safety Training (SST) program for approximately 200,000 trades workers, which is a huge accomplishment for this Saskatchewan company.

myComply was also selected by the Dream-It Tech Accelerator as part of their urban tech cohort. Dream-It Tech maintains offices in New York, Florida and San Francisco.

“They were able to make an enormous number of introductions for us in the construction technology industry, and they are branded as one of the top 10 accelerators,” said Wolff.

myComply spent four years building and promoting their free solution, and in late 2019, the company took their first steps towards monetizing their software with confidence that they had achieved product-market fit. The relationships myComply had built with various contractors resulted in significant adoption of the paid solution in early 2020.

Today, myComply offers basic features - such as a trade worker's profile - as a free solution. Features like on-site access control, labour data, reports and project specific insights used by the general contractor are paid solutions.

“The adoption of the paid solutions was a confirmation of product-market fit,” said Wolff.

myComply's corporate head office is in Saskatoon, which boasts 12 employees. It also has a team of five talented developers at the Conexus Cultivator in Regina, and it opened a customer success and sales office in New York in early 2019. All offices work collaboratively to grow and service existing clients, while expanding quickly into new construction hotbeds.

In the past year, the company has become more sales focused after releasing their paid solutions and plans to grow its team. Greater marketing and representation in New York is also a priority.

myComply's decision to partner with construction industry associations has been a successful move. The associations have been actively promoting construction technology in the last few years, and industry referrals have played a crucial role in the success and growth of myComply's solution.

“We also do direct sales and webinars, and we are an integrated partner with Procore and PlanGrid, who are both construction management software companies. myComply connects with their customers, and we tie our safety and training collaboration platform in with their construction management software,” said Wolff.

The platform myComply offers is incredibly unique, and Wolff hopes to eventually see the software as the de facto standard for collaborative project compliance in the construction industry. Many industries are becoming increasingly regulated now, so myComply would also be interested in entering other industry verticals down the road after they saturate the construction sector.

“Building a product that our users find enormous value in and want to share with their networks is our primary goal,” said Wolff. “We have had a great experience so far as a technology company located in the prairies. There is truly tremendous opportunity in this province, and myComply's location has not been perceived negatively. It does not matter where you are located, it is the quality of the product provided.” 



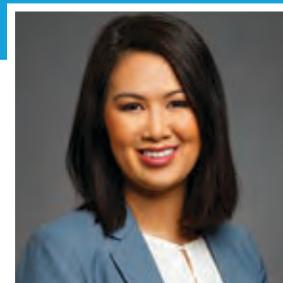
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www.myonlyoats.com WESTOAK Marshall Trading Company

Demand for

Corporate Power Purchase Agreements on the Rise



We are amidst a global shift toward renewable energy, which, for Saskatchewan and other jurisdictions rich with renewable resources, is creating a new frontier of resource development and supply opportunity. The demand for low-carbon energy continues to rise as more organizations in both the public and private sectors seek decarbonization and make commitments to carbon-neutral goals.

THERE HAS BEEN a significant growth in the renewable power being privately procured through Corporate Power Purchase Agreements (CPPAs) in the United States and Europe. In Canada, much of this development has remained within the purview of government and other public institutions.

A CPPA is a long-term agreement between a corporation and a power generator to notionally purchase electricity for a specified price and for a specified period of time. Often this is from a specific renewable project with renewable attributes such as Renewable Energy Credits or Certificates (RECs). In this way, a CPPA differs from a traditional power purchase agreement (PPA), where the buyer is often a utility or licensed electricity supplier looking to pass on that purchased supply to their corporate customers or to sell on the wholesale market.

In a physical CPPA, the corporate buyer takes title to the renewable power generated from a specific project within the same power market, which is netted off the buyer's total electricity demand. The power is physically delivered to the buyer from the renewable seller - or via a retail service provider - depending on the market. In physical CPPAs, RECs are often bundled with the power purchased.

In a virtual CPPA (also referred to as a financial CPPA), the corporate buyer procures electricity from a renewable generator

**By: Christopher J. Masich, Partner - Saskatoon and
Annie B. Quangtakoune, Associate - Regina**

at a negotiated rate or strike price. The power generated is sold into the local grid at the wholesale price. The buyer and seller settle the difference between the agreed strike price and the local wholesale price under a contract for difference (CFD) arrangement. Due to the purely financial aspect, the buyer will still require its electricity load to be supplied at the retail level.

Both the physical and virtual CCPA structures provide for price certainty and decreased operational risk for the buyer and a steady income stream and increased bankability for the power generator, all while providing the opportunity to take, and be seen taking, carbon-reducing steps.

As low-carbon power becomes more competitive with conventional power, there is an increased appetite for innovative procurement methods like CPPAs. This is exacerbated by decreasing subsidies and recent over-subscription to government-run procurement where there are more proposed projects than government and other public institutions are willing to buy. A combination of this subsidy erosion and increased power market volatility has energy generators eager to find more creative models for their projects. The unpredictability of financial support from governments is affecting the bankability of renewable energy projects, and there is a market desire for more security over revenue for financing and investment. At the same time, corporates are targeting a reduction in their environmental footprint, whilst

maintaining a continuous business operation. As mentioned, one reemerging solution addressing all of these issues is a CPPA.

Despite the many benefits of a CPPA, Canada is currently lagging in its deployment of this model, but it is not for lack of interest. In July 2020, the Royal Bank of Canada became the first Canadian bank to announce the signing of a CPPA with construction planned for a site

As low-carbon power becomes more competitive with conventional power, there is an increased appetite for innovative procurement methods like CPPAs.

in Alberta, and both the largest wind and solar non-utility procurements, Rattlesnake Ridge Wind Project and Claresholm Solar Project, exist in Alberta where there is a deregulated market.

Most provinces, including Saskatchewan, work on a traditional model of a vertically integrated utility that maintains an exclusive franchise for the supply, transmission, distribution, and sale of electricity. Except for historical exceptions unique to Saskatchewan's early settlement history, pursuant to *The Pow-*

er Corporation Act, SaskPower maintains this exclusive monopoly over the sale and supply of energy in Saskatchewan. Notwithstanding such exclusivity, SaskPower may, on any terms and conditions that SaskPower considers advisable, consent to the supply, transmission, distribution or sale of electrical energy by or to a person or category of persons. Absent SaskPower's consent, CCPAs are not necessarily viable within Saskatchewan. Since, in many cases, these innovative and evolving sources of electrical energy directly compete with SaskPower, there is an inherent conflict of interest in the requirement for SaskPower's consent.

As electricity marketplaces evolve, regulatory change may be warranted to keep up with the growing demand of industrial and commercial users, land and property developers and local community cooperatives as they seek out renewable energy solutions. At the same time, innovative solutions may be available that can deliver on these growing demands within the current regulatory framework.

McKercher LLP would welcome the opportunity to assist you with your current and proposed business activity in Saskatchewan. Our lawyers have been proudly serving Saskatchewan for over 90 years and in that time have developed intimate knowledge of Saskatchewan industry sectors, the Saskatchewan Government and Crown corporations and the Saskatchewan legal and regulatory landscape. Photo credits: Shutterstock.com

MCKERCHER LLP BARRISTERS & SOLICITORS

Resourceful

McKercher LLP has a specialized team of lawyers and professional staff dedicated to providing advice to Saskatchewan's natural & renewable resource sectors. Our Resources Advisory Team provides value-added business and legal services including specialized mining agreements, acquisitions & dispositions, financing, regulatory & environmental issues, First Nations & government relations, and litigation.



SASKATOON
374 Third Avenue South
Saskatoon SK S7K 1M5
(306) 653-2000

REGINA
800 - 1801 Hamilton Street
Regina, SK S4P 4B4
(306) 565-6500

mckercher.ca

WEBINAR: American Economy and Canada's Food Industry

October 8, 2020

9:00 a.m. (Saskatchewan Time)

Join STEP and FCC as the hosts of a complimentary webinar featuring political expert **Rafael Jacob**, Fellow, Raoul Dandur and Chair of Strategic and Diplomatic Studies. Attendees will leave the webinar with a stronger understanding of the upcoming US elections and the implications for the results on the food industry in Canada. Additionally, attendees will gain insight into the relationships between Canada and China as well as countries in Europe (how relations are going, tensions between countries), ultimately helping guide opportunities for export.

Register: www.sasktrade.sk.ca/events

For more information, please contact:

Angela Krauss, Vice President, Marketing & Membership Development
306 787 3972 | akrauss@sasktrade.sk.ca

Presented by:



WEBINAR: State of the Industry

November 10, 2020

Join STEP and FCC as the hosts of a complimentary webinar focused on the State of the Industry, featuring presenters, **JP Gervais**, Chief Economist, FCC; and **Francis Parisien**, Vice President Eastern Canada, Nielsen Media Research.

Register: www.sasktrade.sk.ca/events

For more information, please contact:

Angela Krauss, Vice President, Marketing & Membership Development
306 787 3972 | akrauss@sasktrade.sk.ca

Presented by:





STEP
SASKATCHEWAN TRADE & EXPORT PARTNERSHIP

2020 EDITION



TECHNOLOGY,
RESOURCES & SERVICES
PRODUCTS & SERVICES

STEP technology, services & resources: products and services



THE FALL 2020 edition of *Global Ventures* features STEP members in the technology, services and resources (TSR) sector. STEP's TSR sector includes companies from the mining, oil and gas, technology, and professional services industries. STEP works closely with these companies to support and increase their exports through various STEP member services, including market intelligence, outbound trade missions, inbound buyer events, informational seminars, trade leads and other services. Given the current travel restrictions, STEP is planning virtual events to supplement our typical schedule. The TSR team has completed five virtual trade missions with several others scheduled for the next few weeks.

The technology sector in Saskatchewan has grown rapidly in the past few years. There is great diversity within the technology sector at STEP. These companies operate at the intersection of technology and more traditional sectors, creating new subsectors such as AgTech, HealthTech and CleanTech. STEP's technology member companies provide innovative hardware and software solutions to infrastructure management, employee scheduling, rural theft, accessible healthcare, athlete assessments, and many more. The number of high caliber technology startup companies coming from the province's two thriving business incubators, Co.Labs in Saskatoon and Cultivator in Regina, continue to impress.

In 2019, STEP identified a gap in the suite of membership options for newer companies like the technology startups. In response, STEP's Pre-Market Membership was created for both newer tech and non-tech companies. The one-year customized membership aims to assist near export ready companies who are committed to pursuing international markets. Pre Market members have access to STEP's customized market intelligence service which can be utilized to help answer key questions including market identification and sizing. An applica-

tion-based Pre Market Funding program is also available to members in this membership category to help offset the costs of initial international market exploration or development.

Saskatchewan also has a robust mining industry, especially in uranium and potash. Current STEP members include mining suppliers who provide products such as rock bolters, generators, ventilation, continuous miners, radiation detection devices, cables, fabric structures and many others. Services include environmental, heritage management and archeology, machining, water treatment, risk assessment, engineering, modeling and many more. These companies are well positioned to perform their expertise in other areas of Canada and abroad.

Saskatchewan is the 2nd largest producer of oil in Canada. Oil and gas products manufactured by Saskatchewan companies include drilling components, asset management software, tanks, spill trays, turn-key wastewater systems, pump stations, fuel monitoring solutions and others. STEP members also provide water treatment, environmental, testing, construction, software and other services to the oil industry. Naturally, many STEP members provide these products and services south of the border and beyond.

The professional services sector at STEP has a similar level of diversity as the technology sector. These members include engineering consultants, marketing consultants, logistics support, management consultants, ISO certification, training and many more. These skilled Saskatchewan professionals use their expertise to service markets locally and abroad.

Megan Ruf is a Trade Specialist in Technology Services and Resources with STEP.

Directory cover (clockwise): Shutterstock.com, Pixabay.com, Pexels.com

A

7shifts Employee Scheduling Software Inc.

Saskatoon, Saskatchewan
www.7shifts.com

Products and services include restaurant scheduling software to make scheduling, time-clocking and team communications quick and easy. 7shifts solution streamlines operations and reduces labour costs to help restaurants grow. The company also offers advanced workforce management and labour optimization tools for multi-unit restaurant groups.



Agrimatics

Saskatoon, Saskatchewan
www.agrimatics.com

Products and services include Libra Cart, a tablet and smartphone-based grain cart weighing and data management system; Libra TMR, a tablet and smartphone-based ration weighing and data management system; and Agrimatics Aero, a cloud service that provides automatic data backup and syncing across mobile devices and the web.



Andgo Systems Inc.

Saskatoon, Saskatchewan
www.andgosystems.com

Products and services include the Andgo Systems Inc. automated online communication for employee leave requests and shift replacements.



Athlete Era

Saskatoon, Saskatchewan
www.athlete-era.com

Products and services include AQ Coach, a mobile application that allows coaches/teachers to access personalized practice plans, drills, skill coaching videos and other content; Skill Lab, a mobile application that allows athletes/students to watch movement skill demonstrations in augmented reality then record and compare their skill performance; and AQ Admin, a web application that allows administrators to manage the content sent through both the AQ Coach and Skill Lab, purchase bulk application subscriptions, and review analytics collected within the applications.



B

C

Cameco Corporation

Saskatoon, Saskatchewan
www.cameco.com

Products and services include uranium mining, refining and conversion services.



Canada North Environmental Services Limited Partnership (CanNorth)

Saskatoon, Saskatchewan
www.cannorth.com

Products and services include environmental impact assessments, environmental effects monitoring, regulatory and licensing issues, human health and ecological risk assessments, environmental site assessments, aquatic toxicology, aquatic and fish studies, water quality investigations, hydrological assessments, wildlife investigations, wildlife and vegetation assessments, contaminant investigations, data management and analyses, habitat evaluation and restoration, archaeology/heritage resources, and forestry.



Canada Training Group

Turtleford, Saskatchewan
www.canada-training-group.ca

Products and services include extensive training in a broad range of leadership, engineering and technical disciplines. Canada Training Group has five highway trailer vans that they have customized as mobile electrical training laboratories. These unique units enable the company to come to a client's site and provide critical skills training in advanced safety practices and procedures; substation apparatus testing and maintenance; and motor control and VFD troubleshooting. They are ISO 9001 certified and accredited to provide CEUs. All courses are customized to the needs of each facility.



Canpotex Limited

Saskatoon, Saskatchewan
www.canpotex.com

Products and services include the marketing and delivery of potash to approximately 40 overseas countries, with the majority of potash heading to Brazil, China, India, Indonesia and Malaysia.



Coconut Software Corp.

Saskatoon, Saskatchewan
www.coconutsoftware.com

Products and services include an online appointment scheduling system to confirm and cancel appointments, repeat appointments, auto email reminders to clients, block out personal time, manage multiple staff and resources, keep schedules private, and access from mobile devices.



DryAir Manufacturing Corp.

St. Brieux, Saskatchewan
www.dryair.ca

Products and services include the greenthaw line of towable ground thaw units, central heating units (CHUs), powered heat exchangers, and specialized accessories, such as explosion proof heat exchangers, bayonet tank heat exchangers, grain drying fan coils and desiccant dehumidifiers. Available fuel sources are diesel, propane, natural gas and steam.



Emerald Seed Products Ltd.

Avonlea, Saskatchewan
www.emeraldseedproducts.com

Products and services include Nutrifen as a feed additive for use in pig, chicken and cattle feed, FenGum for use in the mining or oil industry, and Canafen used in the food and natural health industries.



ENGCOMP Engineering & Computing Professionals Inc.

Saskatoon, Saskatchewan
www.engcomp.ca



Products and services include catering to the heavy industrial market. Engcomp provides professional services to the potash, uranium, oil and gas, pulp and paper, chemical processing, and food processing industries. Disciplines in which Engcomp can provide engineering services include mining, process, mechanical, structural and electrical. Engcomp executes both greenfield and brownfield projects varying in size and complexity, and they are well positioned to lead the execution of small to medium scale projects from concept to completion. In addition to engineering projects, Engcomp has either led or been part of procurement support teams, construction management support teams, and owners' teams. Engcomp is proficient in overseeing and completing projects, from conceptual design and feasibility studies through to detailed design engineering and construction completion. The company's success is largely based on close interaction with clients to ensure an effective and efficient process.

Ensero Solutions

Saskatoon, Saskatchewan
www.ensero.com



Products and services include assessment and permitting, restoration and remediation, water treatment, including cold-climate passive and semi-passive water treatment and constructed wetlands, piloting services, radiological services, microbiology and genomics testing, and site operations services.

F

Fortis Mining Engineering & Manufacturing

Saskatoon, Saskatchewan
www.fortiscorporation.com



Products and services include specialized services for the mining, custom metal manufacturing and machining industries.

Furman IP Law & Strategy PC

Regina, Saskatchewan
www.furmanip.com



Products and services include intellectual property services, patents, trademarks, copyrights, trade secrets, designs, strategic advising, and contracting services for Canada and around the world.

G

GH Well Services Inc.

Morse, Saskatchewan
www.ghwellservices.com



Products and services include portable mobile boilers, high efficient frac water super heaters, as well as numerous pieces of supporting equipment.

Glendyn Consulting Inc. o/a MuniSoft

Regina, Saskatchewan
www.munisoft.ca



Products and services include software solutions for tax and assessment, cashiering, utility billing, public works, financial, cemetery administration, mapping and GIS.

Global Ag Risk Solutions

Moose Jaw, Saskatchewan
www.agriskolutions.ca



Products and services include a multi peril product that insures your input costs plus revenue, and it's designed with every farmer in mind. The plan is simple: your three major inputs - fertilizer, seed and chemicals - are covered, plus a specific amount of revenue per acre. As your input costs increase over the year, so does your coverage. There is no ceiling and no effect on your premium, meaning you can do what your farm needs, whenever it needs it. Payouts happen quickly. So, if something happens, you won't have to wait for your money. You can use this insurance as collateral with major banks and borrow against it.

Graham Group

Saskatoon, Saskatchewan
www.graham.ca



Products and services include construction services across three different sectors, including commercial, infrastructure and industrial. Projects include educational facilities, hospitals and health care institutions, office buildings, warehousing and distribution facilities, retail outlets and complexes, recreational facilities, hotels and casinos, multi-unit residential housing developments, roadways, bridges and interchanges, public transit, airports and seaports, water and wastewater treatment facilities, water management and storage structures, conventional and alternative power generation and distribution - including wind farms and district energy plants - oil, natural gas and petrochemicals, power generation, refining and upgrading, mining and forestry, potash, gold and uranium, site preparation - including excavating and grading - underground pipe installation, mass excavating and heavy construction, haul road construction and operation, piling-driven, drilled, CFA and more.

H

HYON Software Inc.

Regina, Saskatchewan
www.hyon.ca



Products and services include software to better facilitate the sale of used goods.

I

IDS Infrastructure Data Solutions, Inc

Regina, Saskatchewan
www.ids.consulting



Products and services include software guaranteed to generate truly optimal long-term system-level renewal plans and long-term solutions and services around four main product lines, including Bridge Optimizer, Roads Optimizer, WaterNet Optimizer, and SewerNet Optimizer.

Industrial Machine & Mfg. Inc. (IMM)

Saskatoon, Saskatchewan
www.indmac.ca



Products and services include custom manufactured components in addition to augers, centrifuges, compactors, gearboxes, impactors, miners, pumps, pipeline equipment, u-joints, as well as valve bodies, CNC machining, welding and fabrication, mechanical assembly, surface solutions, site service and maintenance, CAD/CAM, and engineering design and support.

Information Services Corporation

Regina, Saskatchewan
www.isc.ca



Information in the right hands.

Products and services include registry and information services and software solutions to governments and private sector organizations. ISC's Services segment delivers industry-leading solutions uniting public record data, customer authentication, corporate legal services and collateral management to support optimal lending practices with businesses across Canada. The company's Technology Solutions segment provides the development, delivery and support of registry (and related) technology solutions; their suite of registry software solutions currently serves over 30 register types and supports 20 registries in Europe, North America and Asia.

J

Jobbox Software

Regina, Saskatchewan
www.jobboxsoft.com



Products and services include ServiceBox, a platform to manage workflows of a service company featuring customer management, job site tracking, quotes, work orders, time and materials, job notes, pictures, history, signatures, drag and drop scheduling, maintenance management checklists, recurring work orders, recurring contracts, contract expiration updates, and time-sheets invoicing.

K

Karri Howlett Consulting Inc.

Saskatoon, Saskatchewan

Products and services include providing advisement to organizations for the following: business strategy development, including goal setting at various levels within the organization; advisement on mergers, acquisitions, divestitures, financing, privatization and recapitalizations; implementation and enhancement of governance structures; implementation and enhancement of enterprise risk management frameworks; financial forecasting and financial risk management planning; cash flow forecasting and analysis; post-merger integration synergy creation; and strategy and team development facilitation.

KeyLeaf

Saskatoon, Saskatchewan
www.keyleaf.ca



Products and services include research and development, nutraceuticals, concept to commercialization, ingredients, food, pharmaceuticals, cosmetics, research, development, commercialization, piloting, processing, biology, cannabis, and hemp.

Kinemek Design Works Inc.

Saskatoon, Saskatchewan
www.kinemek.ca



Products and services include repaid design, prototyping, 3D printing and testing services. Provision of reverse engineering, sourcing mass manufacturing and product production, and GPR equipment and potash laboratory testing equipment.



Selling Used Items Made Easy

HYON is a newly launched way to make selling used items online easier and more secure - even if you don't want to sell your items yourself or are brand new to the consignment world.

"There are two types of people in the world," said CEO Kristy Ehman. "You are either someone who will do the work to sell used items, those people we call Allison; or you are someone who cannot be bothered, we call those people Jordan."

HYON is a platform that connects Jordans and Allisons. Allison takes unwanted items out of the hands of Jordan, and posts it on Kijiji, Craigslist, Facebook marketplace, and other storefronts in search of buyers.

Not only does HYON create this connection, but their system also handles payment securely and transparently. By connecting payment to the platform, the funds are automatically dispersed to both parties. HYON builds trust because Jordan sees how much the item sold for, and Allison never has to touch the cash, or worry about getting Jordan their share.



"Our platform is designed to help people find someone to handle the part of online consignment they don't want to do." - Kristy Ehman, CEO

HYON creates connections for those looking to sell just about any item. Household items, devices, clothes, vehicles and even farm equipment!

"Our platform is designed to help people find someone to handle the part of online consignment they don't want to do. HYON does not list items for sale in the way that VarageSale or Facebook does. We instead manage the connection between two parties to get items out of peoples' homes and sold," explained Ehman.

The idea of HYON sparked in 2019 after Ehman created a kid's consignment event company. This event company started the conversations of becoming a tech company for large consignment events. However, Ehman soon realized consignment events were not the real problem in the used goods industry. At the events, many people would just drop off their items and leave them to be priced and sold by others, even if they had to pay an extra 10 or 20 percent.

Ehman recognized that if this is happening at consignment events, it is happening in the real world, too. She took her technology and pivoted away from events and created HYON for individuals at the local level.

HYON launched on August 10. They have an advanced team of technology users that enabled them to do so. They are a team of nine split-between Regina and Saskatoon.

HYON is a part of both CoLabs in Saskatoon and the Conexus Cultivator in Regina. Both technology hubs provide the team access to mentorship, funding opportunities and industry support.

Ehman says her team is extremely excited to see what the future holds. HYON hopes to eventually see reciprocation from existing buy and sell marketplaces, so they can build a reputation of being a single source of truth for users. This fall HYON is entering into a private beta with Facebook Marketplace to kickstart this process.

HYON also just entered the Made In Saskatchewan Technology (MIST) program, which positions them to test and implement their technology with a large government business. Discussions are now taking place about how HYON can apply its software to various businesses which would be a significant addition to its service offerings.

HYON's technology has already expanded out of province. The company's decision to join STEP has helped it gain exposure in the US. HYON will continue that work with STEP and is making a name for itself as an up-and-coming prairie technology company.



Have items of value that you no longer use? No time to sell?

Let our network of sellers do the work

hyon.ca 306-900-4966

Receive a \$15 Starbucks card when you mention this article in your pickup request



KEEP ITEMS IN CIRCULATION

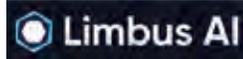
Connecting local sellers with local item owners

Find someone to sell your items or be a seller.

L

Limbus AI Inc.

Regina, Saskatchewan
www.limbus.ai



Products and services include Limbus Contour, the company's first commercial product, utilizes machine learning models to perform accurate and fast segmentation of organs at risk - a critical component of radiotherapy treatment planning. The quality of the contours produced is expert level and the significant time savings allows clinicians to spend more time on patient care. Compared to existing atlas-based automatic segmentation software, this product is much faster, simple to use, integrates with any platform, and produces accurate contours on a large library of normal organs. The product is approved for use in Canada and the US and will soon be available internationally.

M

Major Reclaim Corp.

Prince Albert, Saskatchewan
www.majorreclaim.com



Products and services include using a proprietary approach to recover precious metals from the mills system.

Maven Water & Environment

Saskatoon, Saskatchewan
www.mavenwe.com



Products and services include assessing site-specific needs and recommending the best combination of treatment technologies, management strategies, and source control opportunities. Their experts offer passive and semi-passive, as well as biological water treatment technologies such as treatment wetlands (CWTS), gravel bed reactors, bioreactors (BCRs), etc. Through strategic collaborations with experts in active treatment, our toolbox spans a wide range of active technologies (e.g., reverse osmosis, ultrafiltration, lime precipitation, ion exchange, etc).

MERA

Regina, Saskatchewan
www.meragroup.net



Products and services include engineering services, technology transfer, training, data acquisition and control.

Mike's Hydraulics / Hydraulitechs

Saskatoon, Saskatchewan
www.hydraulitechs.com



Products and services include the Nutbuster, a 50,000 ft/lb hydraulic torque wrench used to disassemble hydraulic cylinders. The Nutbuster comes with some attachments, tools and fixtures to enable customers to take apart glands and nuts on hydraulic cylinders. Mike's Hydraulics' automated honing machine is designed to do flawless honing for tubes, and it has many features to facilitate the honing process in a substantial way. Test rig for hydraulic pumps and motors is another product that is a multi-functional test stand capable of testing an extensive range of hydraulic components. The company also designs and manufactures all kinds of hydraulic power units for different applications.

Morris Interactive

Saskatoon, Saskatchewan
www.morrisinteractive.ca



Products and services include leadership development, strategic planning, customer service, sales training, governance and board training, team building, communications, employee engagement,

everything DISC programs, five behaviors of a cohesive team, certified change management, respectful workplaces, staff retreats, HR consulting, feasibility studies, health evaluations, employee engagement surveys, pre-hire assessments, organizational data diagnostic programs, and LINK market services.

Mosaic Company, The

Regina, Saskatchewan
www.mosaicincanada.com



Products and services include the mining and processing of phosphate and potash minerals into crop nutrients and then shipping via rail, barge and ocean-going vessel to customers in the major agricultural centers of the world. The work of mining and processing potash and phosphate minerals is an energy- and water-intensive endeavor. They work carefully to maximize efficiencies and minimize their use of energy and natural resources, and they have made significant progress in reducing Mosaic's environmental footprint. Mosaic is an important driver of economic activity in each of their operating communities. They strive to be a thoughtful and engaged neighbor, using their financial resources, expertise and innovative spirit to demonstrate their shared commitment to good corporate citizenship.

myComply

Saskatoon, Saskatchewan
www.mycomply.net



Products and services include myComply, a training network for the construction industry. Contractors use myComply to manage employee training, find and schedule training with local trainers or take online training, and verify that all workers on job sites are properly trained.

N

Norseman Structures

Saskatoon, Saskatchewan
www.norsemanstructures.com



Norseman Structures offers ShelterSolutions in the pre-engineered building industry, specializing in steel framed fabric covered buildings. They offer turnkey solutions with services, including design and engineering, manufacturing, construction, financing, and documentation.

Nutrien Ltd.

Saskatoon, Saskatchewan
www.nutrien.com



Products and services include potash, phosphate and nitrogen.

O

Offstreet Technology Inc.

Regina, Saskatchewan
www.joinoffstreet.com



Products and services include Guest Registration, a digital solution to physical parking pass management.

Outpost Healthcare Corporation

Regina, Saskatchewan
www.outpost.health



Products and services include a platform that allows users to access video or messaging consults with various healthcare providers, including doctors, nurses, wellness experts and other healthcare providers. These services are provided alongside a portable patient-centered health record.



Western Heritage

Celebrating 30 years with new service offerings

WESTERN HERITAGE (WH) has been effectively addressing archaeological problems with complex technology solutions for the past 30 years. Its origins began with the Saskatchewan Research Council (SRC) where the founders worked as specialists in cultural heritage management. In 1990, the founders recognized the positive results that this type of work would have in the private sector. The realization resulted in the establishment of Western Heritage Services and the launch of specialized heritage services.

The founders experience with SRC - a corporation known for its great innovation - inspired continuation of that mission in Western Heritage. Today, members are still known as archaeologists, but also so much more than that. Western Heritage strives to develop innovative science-based solutions that fulfill the needs of all their customers. Western Heritage members provide quality services and have gained immense expertise over the past 30 years in business.

The services provided by Western Heritage can be grouped into archaeology and cultural heritage services, mapping and monitoring using satellites, drones and lidar, and asset management using the latest GIS tools and UAVs. The use of AI is becoming increasingly important in the delivery of its products and services.

Western Heritage has its head office in Saskatoon, but its goal has always been to reach global clients. The company has opened additional offices in Alberta and Manitoba, and they also have a presence in Chile. Western Heritage is ISO 9001:2015 certified, Energy Safety Canada COR-certified, and a certified Maxar (DigitalGlobe) Reseller.

Western Heritage Services have developed a groundbreaker reputation and has always ventured into uncharted territory. We expect

nothing less during its 30th anniversary year, and its current technology projects prove that.



SaskLander

In 2019, Western Heritage won the rural land access challenge and initiated the development of the SaskLander app. With a small development team and the support of a large group of partners, SaskLander is well on its way to being the go-to tool for managing rural land access.

SaskLander is built around map views making it easy for landowners to find the land they own and for land requesters to find the property they wish to access. Privacy is an important consideration, no personal information is given out, all requests are made through in-app chat.

SaskLander is available in Saskatchewan in 2020 and will be available in Alberta and Manitoba in 2021. For further information on this development, check out sasklander.ca.

EFMP

The EFMP (Environmental Footprint Monitoring Platform) measures key environmental indicators for your project over its complete lifecycle. The first step for each EFMP application is to measure the environmental indices for the project area over the last 40 years to provide a solid baseline and history of change. Going forward, the monitoring frequency is client specific. The application can update environmental measures once or twice a year or, starting in 2021, up to seven times a day.



One of the advantages of EFMP is that it allows the inspection of the complete footprint of a project. For lithium projects, for example, the footprint is not the mine site, it is not the boundary of the salar, but the entire basin the salar is located within.

EFMP was developed to address customer's needs for actionable information from their monitoring programs. For further information, visit Footprintmonitoring.com.

LiDAR and Digital Surface Models

Western Heritage needed a lidar sensor for mapping along roads, so they built one. Customers reviewed it and said, build us one too. The result: a truck mounted lidar system was built. The team is currently adapting it to be carried on UAVs. The truck mounted lidar is used to map the roads, ditches and nearby infrastructure.

Western Heritage's team used a solid state lidar sensor for durability. The lidar sensor, GPS, IMU and processing units can be individually swapped out for ease of maintenance. All of the components are currently mounted in a pelican case.

The complete lidar unit, including mounting hardware, is available for purchase. The UAV LiDAR unit will be available later this fall. If a larger area needs to be covered, the geomatics staff are experts in creating high resolution digital surface models from satellite imagery.

30 YEARS



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P

PIC Investment Group Inc.

Saskatoon, Saskatchewan
www.picgroup.ca

Products and services from majority owned companies include ClearTech Holdings Ltd., Caron Transportation Partnership, Panther Industries Inc., Round Table Management Ltd., Adventure Destinations International, KREOS Aviation, CanGas Propane, Pace-line Advisors Ltd. and Long Lake Insurance. PIC also has 21 minority investments in a wide range of companies.



PINTER & Associates Ltd.

Saskatoon, Saskatchewan
www.pinter.ca

Products and services include environmental, geotechnical, mining, and municipal engineering consulting.



Pioneer Performance Inc. - IMSM Canada Ltd

Saskatoon, Saskatchewan
www.imsm.com

Products and services include consulting and training for ISO 9001 Quality, ISO 14001 Environmental, OHSAS 18001 and other ISO standards, regulations consulting, training and auditing.



Prairie Clean Energy

Regina, Saskatchewan
www.prairiecleanenergy.com

Products and services include converting agricultural waste into bio-mass fuel for the global industrial marketplace.



Q

R

RESPEC Consulting Inc.

Saskatoon, Saskatchewan
www.respec.com

Products and services include mineral resource estimations; subsurface geology; examination of well logs, cores, geo-physical data; mining engineering and materials testing; drilling services; and design and drill disposal and geothermal wells.



Rivercity Innovations Ltd.

Saskatoon, Saskatchewan
rivercityinnovations.ca

Products and services include BeeSecure, an award winning technology used to track assets in rural and urban locations in order to prevent theft. Rivercity Innovations' GPS tracker notifies the owner and their contacts about movement, location, speed, direction, temperature, and altitude. The assets can be noted as stolen in their app, notifying law enforcement, who can then safely retrieve the assets. The hardware is Canadian designed and tested to -40°C. A new bicycle tracker will be launched shortly, which also reports micro weather data. This product will help cities with climate and bike lane studies.



S

Saskatchewan Polytechnic

Saskatoon, Saskatchewan
www.saskpolytech.ca

Products and services include international development, education, skills training consultancy, training and project management. International student recruitment and the delivery of Saskatchewan Polytechnic certificate and diploma programs overseas, and english language and technical skills evaluation for Canadian employers of



potential temporary foreign workers and new immigrants through the Skills Passport (www.skills-passport.ca) program.

SaskTel International

Regina, Saskatchewan
www.sasktelinternational.com

Products and services include integrated, end-to-end operational support systems (OSS) and business support systems (BSS) software solutions covering and automating all key functions of the 'order-to-cash' process for communication service providers. Software products include order management, plant inventory and assignment, auto provisioning/activation, trouble ticketing, billing and revenue management, workforce management, customer relationship management (CRM), strategic consulting, network consulting, operational effectiveness consulting and managed services where resources are leveraged with decades of experience from parent company, SaskTel.



SkillShark Athlete Evaluations

Saskatoon, Saskatchewan
www.skills shark.net

Products and services include SkillShark Athlete Evaluations, which is modernizing the tryout and evaluation process in youth sports. Completely customizable, coaches use the software to set up their evaluations and invite evaluators to collect scores. Athletes are scored using the device of the evaluators choosing, with data instantly uploaded. Hours of time are saved by eliminating data entry, and reports are instantly generated. Coaches can begin sorting teams or even communicate results with athletes and parents in the click of a button. By simplifying the process, increasing communication, and aiding in player development, SkillShark will revolutionize the athlete assessment process.



Studio 10 Productions Inc.

Regina, Saskatchewan
www.studio10productions.ca

Products and services include high quality video productions that help Saskatchewan companies market their services and products.



T

Twisted Pair Productions Ltd.

Regina, Saskatchewan
www.twistedpairproductions.com

Products and services include video production for corporate videos and television commercials, 5.1 surround sound mix room for radio and audio post production services, extensive experience with interactive development for museums, interpretive centers and movie phones, and projects involving AR, VR and 360 degree video.



U

University of Regina

Regina, Saskatchewan
www.uregina.ca/international

Products and services include educational services, research services, human resource development, science and technology, social and public policy, research and development.



V

Vendasta Technologies, Inc.

Saskatoon, Saskatchewan
www.vendasta.com

Products and services include marketing, sales and fulfillment platform and a marketplace of business apps and services.



W

Wave9 Technology Inc.

Kipling, Saskatchewan
www.wave9.co

Products and services include a monitoring system that provides oil-field maintenance staff with a workflow dashboard that prioritizes interventions and feeds the 'right info at the right time' to the operator. The solution consists of a camera that provides visual access to the wellhead, sensors tracking key operating parameters, and analytics software that processes and filters this info, then alerts the operator to certain conditions. The combination of these features and abilities allows a significant reduction in human cost of operation as well as operational risks. The package is designed to use a solar panel and batteries instead of power to eliminate the need of an electrician and operational shut down during package installation.

Westcap Mgt. Ltd.

Saskatoon, Saskatchewan
www.westcapmgt.ca



Products and services include venture capital and private equity fund management.

Western Heritage

Saskatoon, Saskatchewan
www.westernheritage.ca



Products and services include archaeological management, near-surface, geomatics, GIS mapping and data recording, DigitalGlobe imagery solutions, opusTrack and opusSchedule software.

X

Xtended Hydraulics & Machine Inc.

Emerald Park, Saskatchewan
www.xtended.ca



Products and services include hydraulic cylinder rebuilding and manufacturing, custom CNC and manual machining, industrial mechanics and portable services, hard chrome plating, design and engineering services, and all fabricating needs.

Y

Z

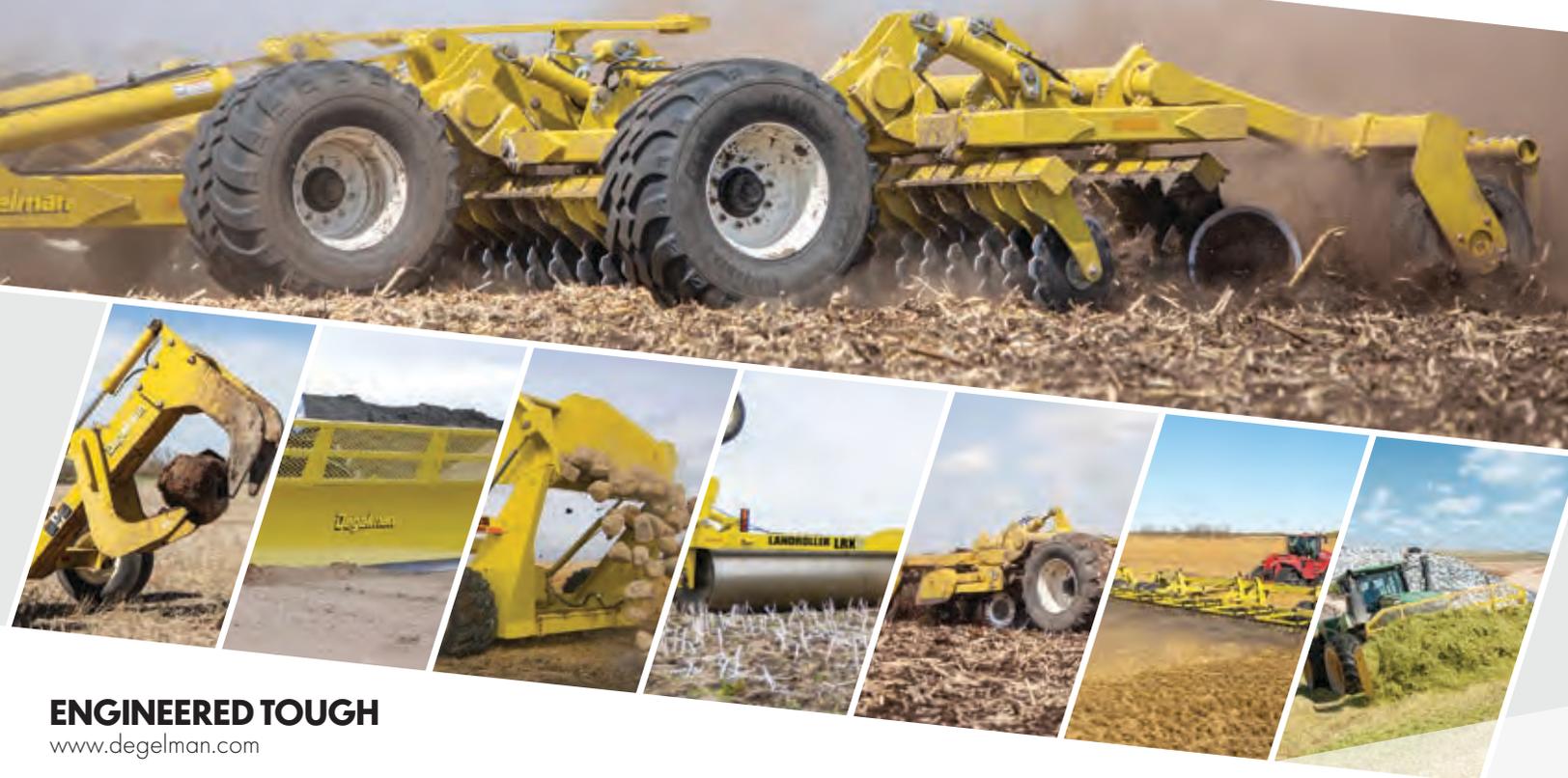
ZU

Saskatoon, Saskatchewan
www.zu.com



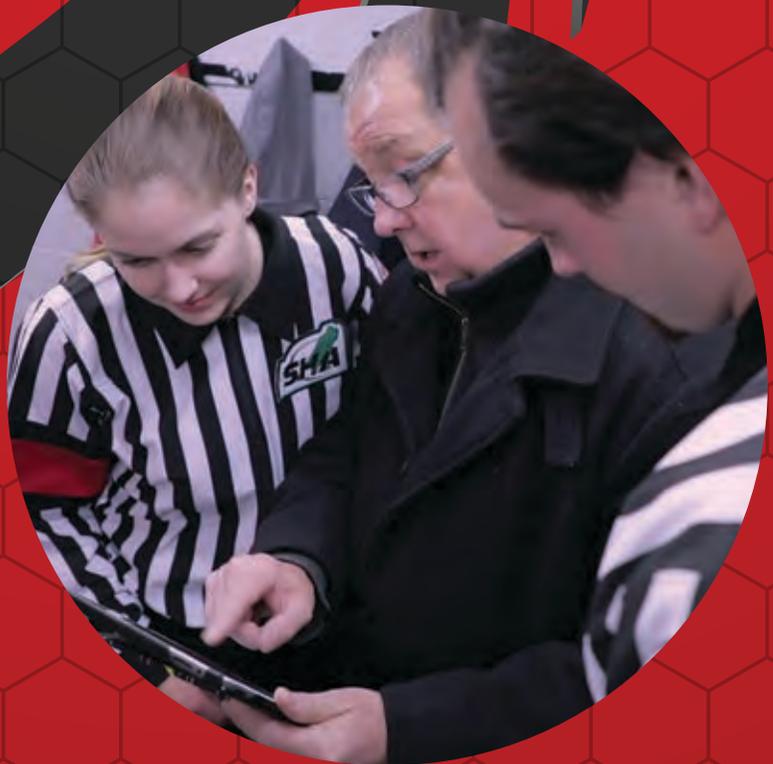
Products and services include a design strategy firm that builds digital products and services. Their mission is to create transformational experiences for their clients and their end users. 

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SKILLSHARK is currently in the process of trialing their software with the United States Specialty Sports Association, the largest youth sports organization in the world.

SkillShark

taking the sports world by storm



BY: OLIVIA LAWRENCE

SASKATOON SOFTWARE COMPANY SkillShark is taking the sports world by storm by creating a service to aid sport evaluation needs for various sports teams. Founder and CEO Neil Anderson, who was a volunteer ball coach in Saskatoon, noticed that there were problems that existed with evaluations for sports teams, and he decided to take action.

After a try-out, a sports organization is left with a mountain of papers to go through to evaluate an athlete's data. The time-consuming process of entering data into a spreadsheet to make some sort of sense of the results is rather tedious.

The whole process is not only long for evaluators, but it's also not very productive. Usually, the child who participated is likely not going to receive the necessary assessment telling them what he or she needs to improve on or what went well. It leaves the athlete and the parents with no feedback. Instead, a child is either placed on the team or told to try-out again next year.

Throughout the try-out, evaluators use a mobile device/tablet to collect information, and then that data is immediately stored on the SkillShark website. After the try-out, the evaluators can instantly send report cards to the athletes and parents via email.

SkillShark was created to solve these problems and more. With SkillShark's software, Anderson said that "Immediately following an evaluation, organizations can start sorting kids onto teams, kids can receive a report card before they have their cleats off, and parents know exactly where their child needs to improve."

To explain the easy-to-use software in a bit more detail, a sports organization just needs to load a registration list of athletes onto SkillShark, decide how they would like to evaluate the athletes during the tryout, and then create the event. Throughout the try-out, evaluators use a mobile device/tablet to collect information, and then that data is immediately stored on the SkillShark website.

After the try-out, the evaluators can instantly send report cards to the athletes and parents via email. This process is very straightforward, yet it cannot be done with paper. SkillShark is hoping to create a report card app soon as well, so that a child has the option to access it there, too.

Does SkillShark create evaluations for your particular sport? Anderson said that SkillShark "Currently handles all the major mainstream sports you can imagine (baseball, soccer, volleyball, softball, basketball, football, rugby, and so on). There are also areas that we

did not plan on, including alpine skiing in Italy and France, curling in China, Filipino karaoke contests, as well as employee evaluations with the Government of Saskatchewan."

The company was founded in December 2014, and it is currently located at CoLabs Accelerator workspace at 116 Research Drive on the campus of the University of Saskatchewan. SkillShark is based solely in Saskatoon with a team of seven strong members, although the company is looking to add more members over time.

Anderson said that SkillShark became a STEP member because "It allowed us to reach more customers that may not have been able to access otherwise."

STEP has helped SkillShark work with clients outside of Canada, which has significantly helped its growth and success. SkillShark also markets its service through "Digital campaigns, drip campaigns through social media, and attendance at national trade shows," said Anderson.

The company has seen a lot of success so far, but one of their biggest highlights to date was "Signing a contract with a major baseball organization for an amount of \$3.825M over five years starting in 2021," said Anderson.

Earlier this year SkillShark also signed with the largest youth sports organization in the world, the United States Specialty Sports Association (USSSA). "The USSSA has approximately 4.2M athletes under their umbrella for 15 different sports".

SkillShark is currently in the process of trialing with USSSA for baseball and softball, which are the association's focused sports. Anderson said, "Things are going very well" and that USSSA is showing particular interest in the new mobile app the company created.

In the last ten months, SkillShark has signed other significant contracts, all of which have boosted the company's exposure.

The future for SkillShark looks great, Anderson explained that "There is going to be a huge transformation in the youth sport area where it will be expected that organizations provide report cards after evaluations and comply with data transparency when evaluating youth." The complete switch to online evaluations for try-outs would be great for Skillshark's growth and exposure.

Anderson stressed that he is proud of his team for staying strong through the COVID-19 crisis. The company has remained focused and grown so much from the experience, becoming even more of a secure company than they were before.

"It has actually opened up another market to us that is quite huge," said Anderson.

SkillShark plans on releasing a brand-new product in the next year that will help the company expand further. Make sure you stay tuned to see what SkillShark releases this upcoming year. 



ISC Customer Service Centre

1301 1st Avenue

ISC

Opens doors to new opportunities

By: Olivia Lawrence



Dennis White,
ISC Vice-President,
Marketing and Business Development

INFORMATION SERVICES Corporation (ISC) is a publicly traded company headquartered in Regina, Saskatchewan that operates several registries, including the Saskatchewan Land, Personal Property and Corporate registry systems, on behalf of the Government of Saskatchewan.

ISC was originally established in 2000 as a Crown corporation to facilitate the transformation of the provincial land titling system from a paper-based system to a digital online system. ISC is responsible for managing public records and data, which includes having built a technology application that automated all manual and paper-based processes concerning the province's Land registry.

In 2001, ISC's role in Saskatchewan expanded with the company taking on responsibility for the management and operation of the Saskatchewan Personal Property Registry (PPR). Then, in 2010, ISC became responsible for the Saskatchewan Corporate Registry, which maintains information for all legal enti-

ties, businesses and non-profit organizations registered with the province of Saskatchewan.

Based upon this success and the view that ISC could grow beyond Saskatchewan, the business was privatized and taken public in 2013 through an Initial Public Offering (IPO). It is listed on the Toronto Stock Exchange under the symbol ISV.

"This was an important milestone for us," said Dennis White ISC Vice-President, Marketing and Business Development. "It opened the door to expand and look at other markets and lines of business. We currently have three lines: registry operations, services, and technology solutions."

The registry operations segment involves operating trusted registry services on behalf of government to citizens and businesses. ISC works with its client to support their legislative requirements and policies while executing procedures to ensure the integrity of the data and manage the information technology, data management and authentication processes. Within this segment, ISC currently provides registry

and information services on behalf of the Province of Saskatchewan under a 20-year Master Service Agreement. Naturally, the company is always on the lookout for opportunities to run registries on behalf of other governments.

ISC's Services segment, through its wholly-owned subsidiary ESC, aids the registry process for its customers, which are businesses such as banks or law firms. "The services line of business came as a result of an acquisition in 2015 of ESC Corporate Services Ltd. ESC is based in Ontario and provides public records search and registration services. This acquisition really allowed us to expand and diversify our portfolio of business" said White. Through ESC, we have made further acquisitions to expand offerings in our Services segment.

To further expand its registry offerings as well as diversify its business, in 2017 ISC acquired a software company called Enterprise Registry Solutions Limited (ERS) located in Dublin, Ireland.

"ISC knows how registries work. This acquisition expanded our technology solutions



“RegSys is our core product, from a technology solutions perspective, that we offer to customers to facilitate and automate online registry processes.”

- Dennis White, ISC Vice-President, Marketing and Business Development

capability, and we have subsequently added additional automation and tools that drive that knowledge on behalf of clients all over the world, including Europe and North America,” explained White.

Through ERS, ISC offers its RegSys registry technology solution. “RegSys is our core product, from a technology solutions perspective, that we offer to customers to facilitate and automate online registry processes,” said White.

Technology is an important component of the business, but the company does not rely on the software alone.

Its employees are diligent to identify clients needs in advance and have great experience and understanding for the businesses they are serving.

White explained, “Our employees have expertise in running registries. We have great tools and technology, but we also have excellent people that bring the consultative view to a customer’s business. The customer service element is important to us.”

The ISC head office and main Saskatchewan registry operations centre are located in Regina, but the company also has offices in Ontario, British Columbia and Quebec (ESC is based in Toronto). After the acquisition of ERS, it added an office in Dublin focused on technology solutions.

ISC’s marketing strategies vary according to their lines of business. White said, “ISC does a lot of its marketing through trade shows and conferences. It gives us the opportunity to see a lot of prospects and customers in one location with similar interests. The marketing we do is a business to business model.”

Across the entire business, ISC uses digital communication, notably its website, to get its

message out to the public. ISC has also received some marketing help from STEP when dealing with markets and jurisdictions outside the province. Even if its just sharing ideas back and forth, STEP has been supportive in helping ISC with market research.

ISC is proud of its Saskatchewan foundation. “We value community involvement, being recognized as one of the top employers in Saskatchewan for 12 consecutive years has been a privilege. Our culture and commitment is to continue supporting Saskatchewan, as well as also other businesses and communities outside the province and the country that we work with.” 

Andgo

“Andgo now completely automates the employee absence management process. Everything from onboarding employee sick calls, deciding what to do with that absence, the communication of that shift to eligible replacements, to awarding it to the most suitable employee.”

- Tom Ross, CEO



Covering healthcare absence management needs

By: Olivia Lawrence

WHEN EMPLOYEES are not able to work due to sickness, holidays, or other events, managing staff resources for large organizations can be extremely tricky. That is especially true for organizations in the healthcare sector where lives can be at stake if not enough staff are onsite to deal with emergency situations.

That was the driving reasons behind the creation of Andgo Systems Inc. in 2014 by CEO Tom Ross and Ross' business partner and Andgo CTO, Erik Frederiksen. The company is an online enterprise software company that provides absence management automation solutions.

Andgo currently works primarily in the intersection of healthcare and human resources. Its primary market is "Health authorities, health regions and health systems; these include hospitals, long-term care homes, and different operations within those organizations," said Ross.

The company found that one of the main challenges of filling absences in the healthcare sector stems from communication. When a nurse or an employee calls in sick, Andgo is the tool that finds a replacement worker in a quick and efficient way.

The traditional way of finding replacements is a long and arduous process where staffing clerks have to review an employee phone list and dial numbers one-by-one. Staffing clerks manually dial, listen to ringtones, and then ask if the person is available to work. Often they only get voicemail messages, or even if they are available, staff still have to discuss the situation.

The company "Developed communication tools to help accelerate and standardize this process. Andgo creates a list of eligible employees who can work the shifts, and then the technology sends out text messages or automated phone calls, or what we call IVR phone calls, to reach these eligible employees," explained Ross.

The technology allows employees to get these communications automatically, and then they can respond back if they are interested in working. This saves a lot of time for scheduling staff, and vacant shifts can be filled with the best people.

Andgo Systems Inc. currently has 21 employees at its office in Saskatoon and one sales rep in Toronto. Andgo's origins go back to 2011 when Frederiksen was working as an independent contractor with the former Saskatoon Health Region. In 2014, Ross and Frederiksen created NC Software Consulting. They recognized the challenge that the health region was facing was not unique, but that it was industry wide.

Over time, they started to work with different organizations, including the Saskatoon Health Region. That is where the duo met, and the health region, now the Saskatchewan Health Authority, has remained their client. In the fall of 2019 they rebranded to Andgo Systems.

Today, Andgo is working with the Saskatchewan Health Authority, which covers the entire province, and has clients at UBC, which covers Vancouver Island Authority, Vancouver Coastal Authority, and Northern Health.

Right now the plan is to expand Andgo into both different markets and verticals. Large organizations have complex scheduling requirements, and Ross noticed this was especially the case in the manufacturing sector. Andgo has approached different manufacturing organizations, and they are starting to move forward on various fronts.

Through their relationship with STEP, Andgo was able to connect with the Canadian Trade Commissioner Service, which gave the company access to a whole new area of programs and sound marketing strategies. Working primarily with healthcare means very long sale cycles, so the company had to create more direct marketing.

When the health sector is going through its capital planning and selecting projects for the upcoming year, Andgo will be front and centre with its promotions. The company will be spending time in various boardrooms, networking events and trade shows. Appearances are very important for Andgo to build its networks.

With international travel not really possible right now, the face-to-face meetings have come to a standstill. Andgo had to shift its marketing to digital communication. Word of mouth has also been another significant marketing strategy. Surprisingly, healthcare in Canada is a relatively small community, and when one organization finds success with a particular process, that usually gets socialized and shared, which leads to further opportunities for the company.

"Andgo's digital marketing has been focused on content creation, value interactions, and providing resources and information that prospects will find useful and can engage with. And, then we also leverage channel sales," said Ross.

The company has a channel partnership with one of the larger scheduling providers in the healthcare industry. Through this agreement, it receives referrals from other organizations, which further increases its sales.

"In the early days of the business, the biggest advantage of being a member in STEP was from leveraging some of the programs to help you get out and participate in trade shows. It is expensive to get out there and get the space, the marketing materials, and the travel, it all adds up. For a smaller, young company that is just getting started, the help and assistance was greatly appreciated," explained Ross.

As well as digital marketing, Andgo is also focusing on researching new market opportunities. Staff research to gain market knowledge about where they should be spending the company's time and resources, so they can create an action plan.

Andgo's plans moving forward are to continue improving deliverability and scalability; implementing clients on a more efficient basis; and shortening the sales cycle to acquire more clients.

"Andgo now completely automates the employee absence management process. Everything from onboarding employee sick calls, deciding what to do with that absence, the communication of that shift to eligible replacements, to awarding it to the most suitable employee," said Ross.

The company was fortunate when dealing with COVID-19 because they are a technology driven business. It has all the tools needed to efficiently work from home. On the sales side, however, organizations that were in discussions for implementing Andgo, were paused when COVID-19 started, which is understandable as the priorities of these healthcare organizations shifted significantly. Andgo focused on existing client relations, which meant that staff were still kept busy. Its communication tool can be particularly useful in a pandemic where you need to get information out quickly and frequently.

During the pandemic, notifications from unplanned absences actually went down about 30 per cent. What Andgo noticed about this decrease was that any vacancies that became available were quickly seized up by staff. Today, notifications have started to pick up again as organizations and hospitals have re-opened units and departments.

The company is pleased to have built their company here in Saskatchewan. It is something that they are glad they were able to do in the first place, and they are eager to continuing growing it for years to come.

"It has been exciting to see the Saskatoon community mature and evolve with our technology," said Ross. 



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Schulte Industries is known for their exceptional service and their ability to innovate to make the next best product for their customers.

SCHULTE INDUSTRIES LTD. covers your farm and ground maintenance needs with their top of the line rotary cutters, rock pickers, windrowers, SoilStar tillage, forestry mulchers, and snowblowers. Schulte's equipment is used in a variety of different areas in the economy, including farms, oil fields, airport, industrial and commercial sectors where durability and dependability are required.

The homegrown Saskatchewan business began in Englefeld during 1912 when Caspar Schulte started a blacksmith business. John Schulte took over from his father in 1938. In its early years, the majority of Schulte's work was repairing farm machinery, but later the company began manufacturing equipment starting with snow blowers and rock pickers. After experiencing success with these lines, the product line quickly expanded.

Today, Schulte has a sizeable variety of equipment for each of their five main products lines and has facilities in Englefeld and Saskatoon. The company expanded into the United States in 1998 by creating Schulte USA Inc. and building a warehouse in Lake Wales, Florida.

During the company's 100th anniversary celebrations in 2012, Schulte not only celebrated their business success, but also the growth of the company to 150 Canadian employees. Schulte's production facility covers 100,000 square feet at its Englefeld location.

Schulte Industries is known for their exceptional service and their ability to innovate to make the next best product for their customers. The Schulte team has always sought to make great quality products that are reliable and out pace and outlast the competition.



A few of their most recent products that were added in early July 2020 include the SoilStar DHX-360, a 36 foot Disc on Demand harrow, the TPX-318 18 foot 3 point hitch, and the GX-150 general duty rotary cutters. For more details about these and other products, check out their website at www.schulte.ca.

Schulte's products are sold in 65 countries throughout the world, including Canada, the United States, China, Thailand, Russia, the Ukraine, South Africa, Australia, Germany, Spain, Italy, France, Sweden, Mexico, Costa Rica, Iceland, Poland, Spain, Jamaica, Guatemala, Norway, Finland, Bulgaria, Czech Republic, Slovakia and Romania.

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STEPNOTES

STEP members with noteworthy news are invited to share it through the **Global Ventures BIZNotes** section. For more details or to submit content/photos, please contact Heather Swan, Manager - Corporate Services at 306-787-7942 or hswan@sasktrade.sk.ca.

STEP EXPANDS SUPPORT for international re-engagement

STEP is offering expanded assistance to members through enhancements to the Market Access Program and the Incoming Buyers Program. STEP has also introduced a new, temporary initiative - the Market Re-engagement Program - which is designed to help Saskatchewan exporters re-establish their presence in existing markets.

STEP has introduced a new, temporary initiative - the Market Re-engagement Program - which is designed to assist Saskatchewan exporters to re-establish presence in existing markets.

The support was initiated in response to export constraints caused by the COVID-19 pandemic and to help relieve financial pressures on members during difficult economic times. STEP has also implemented a one-time discount for any new and renewing memberships. Since August 1, STEP members have benefitted from a 50 per cent annual membership reduction fee.

STEP has also developed a re-engagement strategy after the removal of travel restrictions to ensure the health and safety of participants. One initiative is generating COVID-19 status reports in target markets before travel and implementing safer travel and trade show protocols.

STEP PROGRAM enhancements

Market Access Program (MAP)

To incent and promote Saskatchewan exporter re-engagement on the international stage, STEP is offering the following Market Access Program (MAP) enhancements:

- **Increased funding limits.** The cap for the Market Access Program will increase from \$5,000 for Regular Members and \$6,000 for Premium Members to \$6,000 and \$8,000 respectively.
- **Expanded eligible costs.** Coverage for new costs associated with in-market ground transportation, internet/WIFI, and interpreter services.

Market Re-engagement Program (MRP)

- **Temporary Market Re-engagement.** The program allows a one-time MRP application for 50 per cent funding of one mission or activity in an established market or previously attended trade show with an objective of re-establishing connections post COVID-19. Eligibility criteria and application requirements will follow MAP guidelines.



Incoming buyer events help showcase Saskatchewan products and services to the world

Incoming Buyers' Program

- **Enhancements to Incoming Buyers Program.** To promote to the world that Saskatchewan is open for business, and to enhance market access and export B2B deal making, STEP will continue to focus on organizing incoming buyer events and extend increased buyer support through funding of travel costs for international customers. Costs will include air/ground travels costs to a maximum of \$500, hotel costs as arranged by STEP to a maximum of four nights, STEP arranged meals and ground transportation in province, STEP arranged interpretation services.

FITT member benefit



STEP has partnered with the **Forum for International Trade Training (FITT)**, the national standard for international business training, resources and professional certification for individuals and businesses. FITT programs are customized for global trade professionals across Canada and around the world.

FITT currently practices Certified International Trade Profession (CITP) in over 40 countries. The CITP®|FIBP® designation officially validates the level of professional competency of international trade professionals worldwide. For numerous years, STEP members, Board of Directors and staff have participated in FITT skills training and professional international trade certifications.

FITT is the only training body that offers programs for international business and related professional designation (CITP®|FIBP®) endorsed by the World Trade Centers Association and the Canadian government.

STEP's partnership with FITT grants access to exclusive discounts on FITTskills Online Workshops and Online Courses. For more information about FITT, visit www.fittfortrade.com or contact Leigh-Ann Redmond, Director, Digital Marketing, FITT, at (613) 230-3553 x 102 or (800) 561-3488, or email Leigh-Ann@fitt.ca.

Pivot or Die: *the new normal*



OUR WORLD has changed. The past 180 days have put a strain on the global economy our generation has never experienced before. Some have compared COVID-19 to the Spanish flu that infected half a billion people and claimed 10% of those lives from the period of 1918 to 1920. But times today are very different from what they were a century ago.

Today we have the privilege of staying “connected” using technology while continuing to practice seclusion and social distancing. Whether imposed forcefully or by will, this new norm will continue to exist for many more months and possibly years. Perhaps we will never go back to the way things were. Expressing a smile while keeping the door open for those behind us may become a thing of the past. Our behaviours are prone to change, and over an extended period, the changes will become part of our habit. Some would argue that we are moving backwards. But after all, we are “super-beings” who have survived by adapting.

This shift has forced the business world into three groups; those who have succumbed to the fear and are hopeless, those who have become dormant and have hope, and finally, those who have taken action and pivoted their business to serve the “new normal.”

Fear can be a psychological driver to change, but if not paid attention to, it is an enemy that locks you into thinking that there is no better way. Businesses in this category will die if they don’t change their mindset drastically and take action to adapt to changing customer behaviours.

The COVID crisis has forced a mindset shift to adopt digital transformation proactively. Understanding how you can leverage online platforms and build an extension of your business is the key to survival.

Those who have become dormant but have hope, need to understand that “hope” is not a strategy. Collecting subsidy cheques and waiting it out may be comfortable, and would help you survive for now, but it will not improve what is to come when funds dry out. Things may never get back to the “normal” we knew, and if you are not well prepared to serve your customers on their turf, survival will be history.

The group that you want to be in is where you take advantage of the shifts in your cus-

tomers behaviours and thrive. To be part of the thriving group, you need a drastic change in mindset and the guts to go into unfamiliar territory. It demands you to be in an uncomfortable state of struggle that will pay off if you pivot strategically.

There is no fixed formula to pivot or a set recipe for innovation. You can, however, learn from those who have crossed such paths before. Any spark of imagination can be fueled with data to prove it if it is a viable direction, but this does require you to strive for continual innovation. Most importantly, you need a change in mindset that is willing to think big and start small.

The past several months have shown massive adoption of digital technologies. Many companies had put digital transformation on the back-burner for too long, and the COVID crisis has forced a mindset shift to adopt digital transformation proactively. Understanding how you can leverage online platforms and build an extension of your business is the key to survival. Actions taken over the next three months will decide the impact over the next three years. Make those count!

To learn more about how you can use digital transformation to drive organizational efficiency and growth, visit [2Web.ca](https://2web.ca).

The logo for 2web.ca, featuring a stylized blue '2' inside a circle followed by the text 'web.ca' in a bold, black, sans-serif font.

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VISIT

2web.ca



Mouneeb Shahid,

Founder of [2Web.ca](https://2web.ca)

[✉ mouneeb@2web.ca](mailto:mouneeb@2web.ca)

GET MORE OUT OF STEP'S Market Intelligence Service

MAKING GOOD DECISIONS is essential for operating a successful business, and in many cases, these crucial decisions are made with less than optimal information. Considering business decisions are only as good as the information they are based upon, it is essential that companies look to arm themselves with current, accurate, relevant and actionable information. Whether you're selling product in Calgary or Beijing, STEP can assist companies in collecting, identifying and analyzing pertinent data.

STEP's Market Intelligence service focuses on providing secondary (desk) research, supplemented by primary research when information gaps exist and it is feasible to do so. Our team has access to over \$90,000 in subscription industry resources, which assists us in accessing the latest primary data. We supplement this with in-depth search knowledge of publicly available information from multiple sources, including government, industry and private sector sources. When this information does not quite answer the question, STEP will access its network of international trade professionals, which range from STEP's experienced trade staff to foreign-based government and industry professionals.

Examples of types of reports we provide include, but are not limited to:

- Market assessments and overviews
- Competitive intelligence and analysis
- Potential customer, manufacturer, dealer and distributor lists
- Political risk analysis
- Tariff and regulatory information

Major Databases STEP subscribes to:

- Emerging Market Information System
- D&B Hoovers
- Import Genius
- Global Trade Tracker
- Crunchbase
- IBIS World (North America Only)
- InfoMine/Mining Intelligence
- International Strategic Analysis
- Kompass
- Mintel
- Euromonitor (Food Only)
- Global Data (Food Only)

MI Service Allocation:

- STEP Pre-Market Members - 25 hours per fiscal year (April 1-March 31)
- STEP Regular Members - 50 hours per fiscal year (April 1-March 31)
- STEP Premium Members - 100 hours per fiscal year (April 1-March 31)

Getting Started:

To discuss your potential research requirements, contact Jeff Thackeray, Director, Market Intelligence at 306-787-4103 or jthackeray@sasktrade.sk.ca.

Brittany GIESBRECHT

“STEP is unlike any other place I have ever worked.”



BY: OLIVIA LAWRENCE

BRITTANY GIESBRECHT, who was born and raised in Saskatoon, became a STEP employee at the Saskatoon Branch in August of 2019. Giesbrecht currently works as the Administrative Coordinator. Before beginning work with STEP, Giesbrecht said she “Worked in the transportation industry for seven years in a position much the same as the one she now has with STEP.”

STEP has hundreds of Saskatchewan companies that export their products worldwide. Giesbrecht noticed that a lot of the companies that she had dealt with in her previous job were actually members of STEP. It was interesting for her to see how STEP was connected with so many companies; she also liked that she had some previous knowledge of the companies, too.

In Giesbrecht’s position as an administrative coordinator, she not only handles all general front office duties, but she also stays

busy preparing documentation for a wide variety of incoming and outgoing trade missions and assists the trade staff when they need it. This documentation includes constructing brochures and pamphlets and making name tags and badges. Before a trade mission, Giesbrecht completes briefing books in order for staff to have the information necessary for their assignments.

You can also find Giesbrecht handling behind the scenes work that includes assisting in any preparation that goes into market research activities and organizing and planning events that STEP is apart of.

Giesbrecht’s biggest STEP project to date was helping with the Agritechnica Trade Show. She managed various tasks, including the planning of the STEP booth, preparing the marketing materials for the show and creating the name tags. Giesbrecht also packaged the materials that had to be sent to Germany and

helped with any administrative work or tasks that the senior director needed her to do along the way.

Giesbrecht tackles numerous STEP duties, and takes pride in her strong work ethic, “I love keeping myself busy.... I am always looking to help out whenever and wherever I can.”

When Giesbrecht is not working, she enjoys being in the kitchen “Baking or cooking, playing video games, bike riding and spending time with her boyfriend and her three cats.”

One of the things that she enjoys most about working for STEP is her coworkers, “It is like a small family here. Everyone is so friendly and happy to be at work.”

She encourages other companies to join STEP because they really have “The capacity to help expand your current markets and grow your business.” 

INVITATION TO ATTEND - STEP 2020 ANNUAL GENERAL MEETING

Wednesday, September 23, 2020 - 1:00 pm
Virtual Online Meeting

STEP members are invited to attend the **2020 Annual General Meeting** delivered for the first time in a virtual online medium.

The 2020 AGM agenda will include the introduction of current STEP Board of Directors, Approval of the 2019 STEP AGM Minutes, Auditors Report and Financial Statements, Presentation of the 2020 Slate of Nominees - Presented by the Governance & Nominations Committee - and the Recognition of Retiring STEP Directors.

Program Agenda:

1:00 pm - Call to Order - STEP 2020 AGM and Board of Directors Election

1:30 pm - Adjourn - STEP 2020 AGM and Board of Directors Election

We look forward to welcoming all members of STEP to attend the 2020 AGM!

Registration for the Annual General Meeting is required to establish quorum.

Registered members will be provided with full meeting materials prior to the event.

To register for the STEP 2020 Annual General Meeting, please visit www.sasktrade.sk.ca.

For more information or to register, contact:

Nicole Grande, Executive Coordinator

Phone: 306 787 4136



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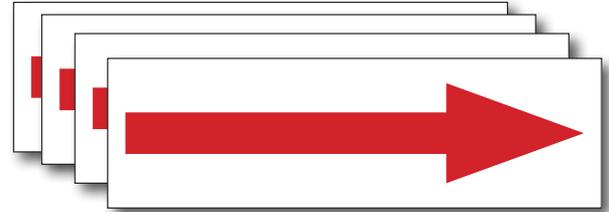
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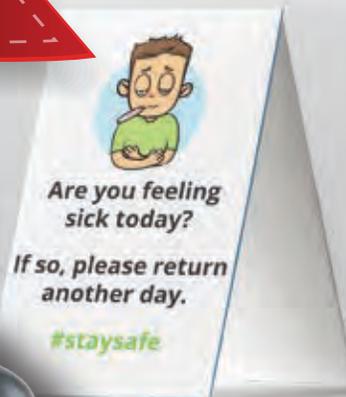
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