

# SEED PLANT NEWS



ALBERTA  
SEED  
PROCESSORS

FALL 2017

## BOARD OF DIRECTORS' REPORT

### GREETINGS FROM THE BOARD OF DIRECTOR'S

By the time you read this, we hope harvest is all but wrapped up in most of the province. At time of writing, the globe is a fairly unsettled place with a lot of negative forces, be they natural disasters or political unrest. It's safe to say that resilience is not a virtue, but a requirement. By seeing beyond the negative, we hope that those with co-operative and entrepreneurial spirit can thrive. The Provincial Board remains focused on our mission "*To strengthen and build upon past accomplishments in seed and grain processing and business diversification focusing on long term business sustainability.*" This mission has resulted in the implementation of these key activities:

#### STRATEGIC PLAN:

To ensure that our activities and services are in line with our strategic plan, the board revisits it at every board meeting.

Our pivotal vision is "To create seed and grain processing opportunities for local and global markets." From there, three key points of focus were defined as:

1. Best Practises & Professional Development,
2. Group Services & Benefits,
3. Market Development & Industry Advocacy

The board looks at the strategic plan as a method to guide, but not confine, what we do for the membership.

#### BEST PRACTISES & PROFESSIONAL DEVELOPMENT:

Our newest Director, Tom Coppock, representing Region 3, spent a full day training on seed plant inspections. Continuous learning is the key to building our association into leaders in the industry.

The Managers' Association once again held a very successful training session, with many of the Association's operators and staff obtaining mandatory fall prevention and forklift training. The Association is gauging the possibility of hosting a board governance training session at the AGM, focusing on basic governance. If your board is interested in either governance training or other topics, contact the office.

Work is also underway to host safety training, which is required under federal Occupational Health & Safety Regulations. Currently the format being looked at is two days of training, with the first day being Emergency First Aid training. If one staff member has current accreditation, your site can opt out of the first day. The second day is a full day of Hazard Assessments,

CONTINUED ON NEXT PAGE

- 1 • Greetings from the Board of Directors
- 2 • Updates from Alberta Seed Processors
- 3 • What does your promotional plan look like?
- 4 • Seed Smart Scholarship  
• Wanted: Provincial Board Directors
- 5 • Hazard Awareness for Grain Handling Facility Operators
- 7 • SWOT Analysis: An Easy Tool for Strategic Planning
- 8 • Investment in Seed Processing Continues
- 9 • How Much Sleep Do You Really Need?
- 10 • Plant Breeders' Rights Fact Sheet
- 11 • Bayer CropScience
- 12 • Seed Smart
- 13 • 65th Anniversary AGM Information
- 15 • Classifieds and Announcements

## CONTINUED FROM COVER

Fall Protection, Emergency Response, and Working Alone training. Funding streams are being investigated, but at this time, the cost without funding ranges from approx. \$350-\$500/person.

Talk is also ongoing with our seed lab partners and the Canadian Seed Institute regarding a graders refresher course, with the goal of ensuring that all staff, (especially those handling pedigreed seed), have the best training possible.

## PROVINCIAL GROUP SERVICES & BENEFITS

### EMPLOYEE HEALTH BENEFITS

The Provincial Association meets with our health benefit provider, Morneau Shepell, to ensure the benefit package rolled out through our group employee coverage plan is competitive in the industry. Offering benefit plans is a great way to attract and retain great employees. Group plans are stronger when there are more participants. For more information regarding the benefit plan, please contact Doug Sample at dsample@morneaushepell.com or phone: 403-538-2363

Physical Site and Business Insurance is a very important element to any business operation. All plants should have received their renewals at the beginning of September. Foster Park Brokers are once again starting a three year project of surveying each member site to ensure that the valuation and assessment of risk factors are fair and justified. Many insurance companies want this block of business, but few are committed and experienced enough to really understand our insurance needs. Foster Park has sent an insurance resource manual to all plants that are currently purchasing insurance through our group plan. This resource manual has sample policy wording that boards may want to adopt to ensure the business is in compliance with industry standards.

### DIRECTORS ERRORS & OMISSIONS INSURANCE

Directors Errors & Omissions Insurance protects directors (and their personal and individual assets) in the event that the plant is sued. The reality of today's society is that the number of legal suits in all sectors continues to rise. Close to 70% of our member plants are purchasing this type of insurance to protect the board in the event a suit is launched. Please feel free to contact Foster Park Brokers for information on Directors Errors & Omissions Insurance if your plant is among the 30% that is not protected.

### MARKET DEVELOPMENT & INDUSTRY ADVOCACY

**CANADIAN SEED TRADE ASSOCIATION (CSTA):** Our General Manager and President attended the CSTA convention, and met with key seed industry players in Canada. CSTA is the major platform through which to network with Canada's seed industry. Monica, our General Manager, gave a Fusarium update at the Western Cereals &

Oilseeds committee meeting. There are seed companies looking for partners in key locations within our footprint area.

The Seed Synergy project was discussed in conjunction with the Canadian Seed Growers national meeting right after the CSTA convention wrapped up. Seed Synergy is a movement to improve, modernize and streamline; or possibly even merge six national seed organisations. Currently CSTA, Canadian Seed Growers Association (CSGA), Canadian Seed Institute (CSI), Commercial Seed Analysts Association of Canada (CSAAC), Canadian Plant Technology Agency (CPTA), and Crop Life are discussing how to streamline activities to build a more responsive, agile Canadian Seed System of the future. Part of the plan involves the processing industry which has to date been on the sidelines, really only being active in CSI. At this point discussions are still ongoing, and the future is unclear. However, one thing is evident: the role of the processor is under scrutiny and therefore having a seat at the table to craft our destiny is imperative.

**FUSARIUM:** The Alberta Wheat Commission has struck an ad hoc working group, with a focus on removing Fusarium as a pest within the Agricultural Pest Act of Alberta. Our office was instrumental in crafting a briefing paper that was presented to the Minister, Deputy Minister and staff in a meeting at the Legislature on Aug. 30, 2017. President Dave and General Manager Monica attended the meeting, in which the group asked for Pest Act reform. The Minister stated that the subject has been resourced within his department, and that science, rather than popular opinion, will be part of the decision making process.

Please note that the existing regulation is still in place, and it is imperative to test seed whether you are inside or outside a known Fusarium infection area, not only to control this disease, but also to aid the farmer in making critical decisions about seed quality.

**SEED SMART:** Regardless of what happens with Fusarium regulations, seed testing is a great way for our owners and customers to make the best possible farming management decisions. Right now seed is being sent to seed labs for Fusarium tests. Regardless of whether that regulation exists or not, seed testing is a critical link in the crop production chain. The Provincial Association has launched the Seed Smart program in an effort to show leadership in the industry, promoting the use of high quality seed by using seed testing technology beyond basic germination and Fusarium testing. We want to say thank you to our program partners – 20/20 Seed Labs, BioVision, and Seed Check Technologies – for being part of our Seed Smart program.

Looking forward to seeing everyone in January!

Dave, Kelly, Tom, Dan, Ross, Charlie, Hector, Bill, Joe, and Blair

## 2016-17 VOLUME SUMMARY

Not all of the data is in, but preliminary results show that member plants handled the following volumes:

### ALBERTA SEED PROCESSORS

#### Preliminary REPORT OF SEED & GRAIN CLEANED & PROCESSED

#### RECORDED IN BUSHELS

#### JULY 1, 2016 - JUNE 30, 2017

Total Seed	Farm Saved Seed	Pedigreed Seed	Separation & Export	Total 2016-2017	Total 2015-2016	Total 2014-2015
33,362,945	27,513,987	6,254,531	9,946,313	43,699,910	41,046,879	38,146,112

## MANAGERS HOLD SUCCESSFUL TRAINING SESSION

The Managers Association held a very successful training day at the end of June in St. Paul. Close to 70 people were in attendance representing 33 plants. A big round of accolades goes out to the Managers Association for organizing an informative and enjoyable opportunity for operators, managers and staff to network and obtain compulsory safety certification including Fall Prevention and Forklift Operation. The agenda also included much needed continuing education credits for pesticide applicators. In addition to the formal training sessions, an industry trade show was held with the goal of connecting suppliers to seed plant operators. Ron Wirsta, Joe Hanson & Blair Peregrym were on the core team of managers that organized the successful event.



## FALL PREVENTION TRAINING

Critical information regarding Fall Prevention was delivered by Safety Buzz. One participant stated that he knew how to wear and install the safety harness, but not the critical and time sensitive steps involved if someone actually falls and is being supported by only the safety harness. Having safe work habits and procedures is required for staff and it is imperative to be compliant with national safety codes. Additionally, safe working practises add to the overall well-being of any business.

## SEED & DISEASE UPDATE

Trevor Blios from 20/20 Seed Labs provided an excellent update on seed testing and disease infection. 20/20 Seed labs also ran a spore capture pilot project. The project includes setting up a spore collector and sending samples to the lab on a weekly basis. The spores are then analyzed by the lab, and can fit into disease prediction models that also use weather analysis in the equation.

2018 Training Session Planning is underway with the location of Region 3 already selected. Details will be released closer to the event; managers are encouraged to send ideas for training topics to their Managers Association Regional reps:

- Region 1: Joe Hanson
- Region 2: Keith Reynolds
- Region 3: Hugh Baier
- Region 4: Bill Sinclair
- Region 5: Ron Wirsta
- Region 6: Blair Peregrym
- Region 7: Bryant Kushner

Thank you to all the Boards of Directors that supported staff in attending this well organized and operated function. Continuous learning builds better business both in the short and long term.

A tour of the St. Paul Seed Plant followed the formal sessions. Thank you to Ron Wirsta for hosting the group.



Trevor Blios, 20/20 Seed Labs



St. Paul Seed Plant

## ARTICLE

## WHAT DOES YOUR PROMOTIONAL PLAN LOOK LIKE?

Over the past 5 years Association seed processing facilities have invested over fourteen million dollars in upgrading. Many facilities are now marketing feed, pet food and even mobile seed treating services, such as the Carmangay Seed Cleaning Co-op. Others offer rail car logistic services and/or grain marketing capacities. Do not assume that you know all of your customers, or that all of your customers know you. You may even have customers that you have not yet met. The only way these customers will find you is through some type of promotional activity.

There are now a variety of cost effective ways to reach out to existing and prospective customers: advertising, promotional activity, or a mix of both. With advertising, some type of media is used to reach out to your customers. In other words, the media does the talking for you. Media can be more traditional, like print, radio, and TV, or can be instant social media platforms of Facebook, Instagram and Twitter. On the other hand, promotional activities typically involve personal interaction such as open houses customer appreciation days and trade shows. For example: Carmangay Seed Cleaning Co-op recently held an open house both to promote their mobile seed treating business and to show appreciation to current clients.

Using both advertising and promotional activities is a great way to build and strengthen your business. Promotion tells existing customers that they have chosen to do business with the correct supplier and makes them feel like they have made the right purchasing decision. Making effective use of limited advertising budgets involves “targeting” a market. Advertise in cost effective media and where you know your customers will be looking.

The Alberta Seed Guide is a great place to spend your advertising budget. Not only does every rural mailbox receive copies of the publication, but it is the go-to publication for all things related to seed in Alberta. When you advertise in The Alberta Seed Guide, you are also supporting the Managers Association as partial advertising revenue is paid back to them.

To advertise in the Alberta Seed Guide, contact Aqueena Clennett at +1-780-581-3024 or [aclennett@issuesink.com](mailto:aclennett@issuesink.com).



## COMMUNICATION & EDUCATION IS KEY TO DISEASE MANAGEMENT



During the winter of 2017, Seed Cleaning Plants from Region 6 hosted a disease management seminar in Stony Plain.

You too can co-operate with plants in your area to host a “Best Management Practises” seminar. Managing Fusarium involves so much more than focusing on infection levels on seed, and each region is highly encouraged to host a seminar this fall or winter. Being a conduit for information also shows industry leadership. Please contact Monica, Alberta Seed Processors’ General Manager, for assistance with planning.



ALBERTA  
SEED  
PROCESSORS

## ALBERTA SEED PROCESSORS ESTABLISH SEED SMART SCHOLARSHIP FUND

(Lacombe, AB) – August 4, 2017 – The Alberta Seed Processors Board of Directors is proud to announce the establishment of a new scholarship fund designed to recognize outstanding young leaders in the agricultural world. “The Seed Smart Scholarship will go to students who demonstrate leadership in their communities,” said David Bishop, Alberta Seed Processors’ president. “We want to reward young people who are inspired to make a difference in agriculture, and help make their road to success a bit easier.”

The organization will give out two awards of \$1,000 annually to deserving applicants. To be considered for the scholarship, the candidate must be enrolled in a full-time, agriculture-related program at an accredited Canadian post-secondary institution with preference to second year students studying in Alberta.

“Our board of directors created this scholarship fund because our members believe in giving back to a province and community that has been so good to us,” Bishop added. “We are excited to see what this the next generation of bright young minds has to offer.” The deadline for this year’s award is October 15, 2017. The application form and further instructions for potential candidates are available at [www.seedprocessors.ca](http://www.seedprocessors.ca).

For more information, contact:

**Monica Klaas**  
General Manager, Alberta Seed Processors  
Phone: (403) 489-9999  
Email: [monica.klaas@seedprocessors.ca](mailto:monica.klaas@seedprocessors.ca)

# WANTED

PROVINCIAL BOARD  
DIRECTORS, REGIONS 1 & 2

# REWARD

personal and professional development in  
leadership, teamwork, board governance and  
current agriculture industry events.

**Contact Sherriff Dave Bishop for details:**

403-382-9786 or  
[dmbishopfarms@gmail.com](mailto:dmbishopfarms@gmail.com)

# RISK INSIGHTS

## Agriculture



## Hazard Awareness for Grain Handling Facility Operators

Any industry that involves moving and storing grains is at risk for experiencing explosions, fires, entrapment, flammable liquid/gas leaks or chemical spills. As an employer, you probably know that these hazards exist and that they happen every day across the country, destroying facilities and harming workers. However, to truly be proactive in preventing disasters, you must understand the nature of your exposures and exactly how they happen in order to prevent them from occurring.

### Explosions and Fires

Grain dust explosions are the number one cause of injury, death and property damage in the grain handling industry, which includes all grain producers, rice and feed mills and farm production warehousing/storage. For a dust explosion to occur in a grain elevator or any type of mill, the following elements must exist simultaneously:

1. Grain dusts (the primary fuel)
2. Oxygen
3. An ignition source
4. A confined space

A grain explosion does not only occur because of the energy of the ignition source, though that is certainly one important factor. Even if the energy from the ignition source is not strong enough to ignite a fire itself, an explosion could result from several conditions: a complex combination of dust particle sizes, a heavy concentration of dust particles in the air or a high moisture content of the dust. Ultimately, when all these conditions are present and the concentration of the suspended dust exceeds its explosive limits, there will be an explosion.

It is important to note that all grains have different explosive properties. Rice and wheat flour are the most explosive, followed by wheat straw, corn and grain dust from winter wheat and oats. Alfalfa, cereal grass and flax

shive all have a much higher explosive limit, though with the right conditions, they could still ignite.

The more grain that is moved, the more dust there is in the air, meaning a higher risk for fire and explosions. Anywhere that the grain is subject to mechanical stress within a typical elevator is a spot that is vulnerable to explosions. These stressful areas include elevator legs, boots and head. Hot bearings, welding and cutting, belt slippage or misalignment, and foreign objects caught in machinery have the highest probability of being an ignition source.

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**As an employer, you must understand the nature of your exposures and exactly how they happen in order to prevent them from occurring at your facility.**

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To prevent disaster, explosion suppression systems, portable fire extinguishers, sand pipes, hoses, automatic sprinkler systems and fire hydrants are all good firefighting methods. However, always keep in mind that explosions are caused by dust clouds, so avoid high-pressure fire-extinguishing methods that will spread the dust into suspension.

### Electrical Hazards

There are two possible hazards when working with electricity in feed or grain mills: the potential for ignition of suspended grain and employee contact with electrical energy that could result in injury or death. As discussed in the previous section, any electrical equipment could

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Provided by Foster Park Brokers Inc

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## Hazard Awareness for Grain Handling Facility Operators

serve as the spark for an explosion if it is improperly selected, installed, maintained or used.

When it comes to employees operating electrical equipment, this should only be allowed if the employee is a qualified, certified electrician. Electrical equipment not only includes tools but also motors, controls and lighting.

### Confined Space Entrapment

Being trapped in a confined space can result in anything from serious respiratory problems to engulfment in shifting grain. Most fatalities suffered by employees who entered bins, silos or tanks happened when:

- Employees entered without proper personal protective equipment (PPE)
- Employees entered without following proper safety procedures
- Employees entered while grain was flowing and equipment was running
- Employees entered onto unstable ground and fell through bridged grain

Whenever an employee enters a confined space, ensure that there is someone outside the space who keeps in contact with that employee and is prepared with emergency equipment should something go wrong. Also, educate your employees about the dangers of entering a bin, silo or tank haphazardly and stress that it should only be done when absolutely necessary.

### Health Hazards

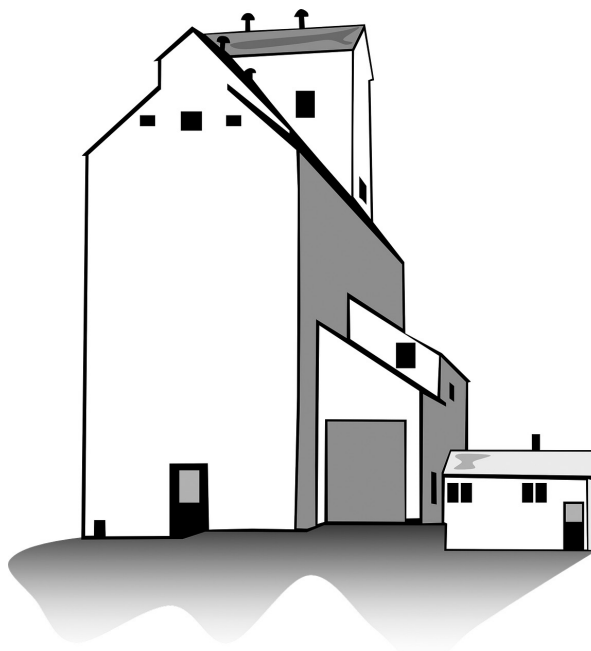
Grain producing facilities also present several personal health hazards that you should be aware of as an employer. Excessive noise is one of the most overlooked hazards in the grain handling industry. Your employees may be exposed to things like conveyors, grain dryers, tractors, motors and augers that could result in hearing loss. Be sure to provide proper PPE to your employees to prevent escalated costs later.

There are also health disorders associated with items grain handling employees come in contact with on a daily basis – including grain dust, pesticides, fungicides and herbicides. A recommended grain dust exposure limit for employees is 10 milligrams per cubic metre of air. This means that in any eight-hour work shift in a 40-hour

week, the employee's average exposure to airborne grain dust must not exceed this threshold. Diseases caused by exposure to these hazards can range from asthma to chronic bronchitis to grain fever.

For all health hazards, the best protection is offering the proper PPE. Exposure to some dangers is unavoidable in the grain handling industry, but it is your job to control the amount of exposure and eliminate any hazardous situation you can.

To further discuss the steps you can take to reduce the risk of injury or illness for your employees, contact Foster Park Brokers Inc.



**RISK** Agriculture  
**INSIGHTS**

## ARTICLE

# SWOT ANALYSIS: AN EASY TOOL FOR STRATEGIC PLANNING

When was the last time you considered how your seed Cleaning Operation is promoted, or marketed to existing and prospective customers? Do you have an on-line presence? Strategic marketing plans do not have to be complicated, but they DO need to exist, and be reviewed on an ongoing basis.

A SWOT analysis should be a key component of your strategic planning process. This easy-to-use tool identifies your company's strengths and weaknesses along with the opportunities and threats it faces (hence "SWOT").

The analysis helps you see how you stand out in the marketplace; how you can grow as a business; and where you are vulnerable. The process takes into account both internal and external factors your company must navigate.

## ADDRESS ISSUES IN YOUR PLANNING

Don't make the mistake of preparing a SWOT analysis and then ignoring it as you develop your strategic plan. Instead, your plan should include concrete steps to harness your company's strengths in order to target the opportunities identified in your analysis. The plan should also include specific measures to address the weaknesses and threats you face.

### Here are more details on the four elements in a SWOT analysis.

- 1. Strengths**—Make a list of your company's internal strengths. These are any competitive advantage, skill, proficiency, experience, talent or other internal factor that improves your company's position in the marketplace and can't be easily copied.

Examples include solid financing, a superior brand, valuable intellectual property, superior technology, modern equipment and/or machinery, a well-trained sales team, low staff turnover, management expertise, operational efficiency, high customer retention, good supplier relationships, etc.

- 2. Weaknesses**—These are the factors that reduce your company's ability to achieve its objectives. Examples include unreliable suppliers, outdated equipment and/or machinery, insufficient marketing efforts, lack of financing, management weaknesses, gaps in expertise, etc.

Be as honest as you can when identifying these deficiencies. Ignoring weaknesses means you can't make decisions that will strengthen your company.

- 3. Opportunities**—Opportunities are external factors that allow your business to grow and be more profitable. Examples would include new potential markets; innovations; technological advances; consumer trends; support from governments, the community or business partners; etc.

One way to identify your opportunities is to closely analyze your competitors' weaknesses.



- 4. Threats**—Threats are external obstacles your business must overcome. Threats may include a declining economy, a consumer shift to other products, technological change, a labour shortage, community opposition, legal or regulatory changes, etc.

It's often useful to take a close look at your competitors' strengths to identify external threats to your company. Again, be as honest as possible.

A SWOT analysis doesn't have to be a long, complex document. Two or three pages of point-form notes are usually sufficient. Free templates for a SWOT analysis are easy to find on the Internet.

It's worth revisiting your SWOT analysis at least on an annual basis, particularly when you review your strategic plan

*From Business Development Bank of Canada website [www.bdc.ca](http://www.bdc.ca)*



## INVESTMENT IN SEED PROCESSING CONTINUES

Over the past few years, member plants of the Association have invested millions of dollars into upgrading and rebuilding. This includes new plants in High Prairie, Strathmore, Enchant, and the newest plant in Lougheed which celebrated their grand opening this summer.

The newest plant in our association was built by Renel Construction, and opened in March 2017, with the grand opening taking place on Aug. 10, 2017. With a cost of \$5.7 Million, the plant has clean grain storage of 17,000 bushels and an average capacity of 500 bushels per hour. The plant also has two scales and two receiving pits, making it possible to load and unload and scale both at the same time. A new state of the art seed treater was installed to ensure that customers of the plant have access to professional seed treatment application.



Lougheed Seed Plant on grand opening day.



Lougheed Seed Plant Board of Directors & staff just after official ribbon cutting ceremony at grand opening celebration.

# workhealthlife

Your Employee and Family Assistance Program is a support service that can help you take the first step toward change.

## How much sleep do you really need?



Laying awake for hours trying to fall asleep, waking up several times throughout the night, pushing yourself to stay awake or waking up early to get more work done: these are all common experiences. New studies show that on average, adults are not getting as much sleep as what is recommended for good health. Common knowledge decrees that you should be getting eight hours of sleep a night, but how true is this? Below we will look at the importance of getting enough sleep, getting quality sleep, and how to improve your sleep.

### Sleep for the old, sleep for the young

The amount of sleep you need depends on your age, and lessens as you get older. Infants need the most sleep and as children age, they begin to need less and less. Healthy adults generally need between **seven and nine** hours of uninterrupted sleep, and often we are not getting it, as many adults report only getting five or six hours of sleep a night. Older adults at age 65+ begin to need slightly less sleep, but still normally require seven to eight hours.

### Waking often, staying awake

New studies suggest that waking up over and over again throughout the night is just as detrimental to your health and your mood as getting fewer hours of sleep overall. This means that even if you have dedicated eight hours of your night to “sleeping”, if you find yourself waking up a lot, you are not seeing the benefits of good sleep, and may even be suffering some of the negative fallout symptoms of not sleeping enough.

### Bad sleep means a bad mood

When you get very little sleep, on days where you needed to get up very early to travel, or stayed up too late finishing an assignment, you probably have noticed that your mood is negatively affected. You might be irritable, extra-sensitive and weepy, and have less patience than normal. While these effects on your mood are apparent, your mood is also being affected when you aren't getting enough sleep on a daily basis, even if it is just a little less sleep than you actually need. Lack of sleep accumulates and can negatively affect your day-to-day mood and even lead to mental health problems like anxiety and depression.

### Top tips for best sleep

Now that you understand how important solid uninterrupted sleep is, how do you make sure you are actually getting it? There are some very easy and effective steps you can take to improve your sleep. These all fall under what is known as **sleep hygiene**, a set of habits that you can adhere to sleep better and longer.

**Stick to a schedule:** Going to bed and waking up at the same time each day allows your body to settle into a rhythm. Try to stick to the schedule daily and if you stay up late or sleep in on the weekend, it should only vary by a margin of about an hour.





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C-55-07/17-10788005-E

# *Know what you are planting!*

*Be*

SEED  
SMART

The Alberta Seed Processors, Bio Vision Seed Labs, Seed Check Technologies Inc. and 20/20 Seed Labs Inc. are reminding you to be **SEED SMART** as you plan for the next crop year.



A seed test is the best way to predict seed performance, and ensure your farm is using the highest quality seed possible.

You can be **SEED SMART** by following these simple steps:

- ✓ Take a representative sample
- ✓ Submit to one of Alberta's seed labs
- ✓ Get a full report on the total health of your seed

*Want to learn more?*

Visit us at:  
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[www.seedprocessors.ca](http://www.seedprocessors.ca)  
#SeedSmart





**Alberta Seed Processors**  
 5030 -50 Street, Lacombe, Alberta T4L 1W8  
 Phone (403) 489 9999 Fax 1 888 446 5853

## 65<sup>th</sup> ANNUAL MEETING

Join us to **"Celebrate Our Bright Future & Proud Past"**

January 17, 18, & 19, 2018 - WESTIN HOTEL - EDMONTON, ALBERTA

### TENTATIVE SCHEDULE OF EVENTS

(Subject to change)

#### Wednesday, January 17<sup>th</sup>

- 8am -12pm** Manager's meeting
- 1 - 4pm** **Business Development Training**
- 4 - 7pm** AGM Registration
- 7:30 -12pm** Welcome Reception & Entertainment

Select- A- Session:  
 Safety Management  
 Or  
 Board Development

#### Thursday, January 18<sup>th</sup>

- 8 - 4** Business Meeting, including round table discussions
- 8 - 4** Ladies Program
- 4 - 5** Regional Elections for Regions 1 & 2
- 6 -12** Banquet & Entertainment

#### Friday, January 19<sup>th</sup>

- 8 - Noon** Business Meeting
- 11:00 am** Keynote Speaker
- Noon** Wind up Luncheon

#### Key Dates:

EARLY NOVEMBER: Registration Packages Available with Further Agenda Details & Registration Form  
Hotel Reservations Available.

DECEMBER 15: Deadline to submit resolutions  
 (Email [monica.klaas@cleanseed.net](mailto:monica.klaas@cleanseed.net) or call 403 489 9999 for resolution form)  
 Deadline to reserve hotel rooms at group rate of \$155.00 (parking not included)  
 Westin Hotel Reservations: 1.800.937.8461. (Specify Seed Processors Group Rate)  
 Deadline for early registration fee of \$300.00

## 65th ANNUAL MEETING

### Celebrate Our Bright Future & Proud Past



#### Wednesday Workshops:

**New: 2 concurrent workshops will be offered:**

**Both scheduled at 1-4 pm January 17th.** (When registering, please select one workshop to attend)

**Safety Management:** Ag Safe Alberta will be delivering two modules on Hazard Assessment & Emergency Response Plans. Material will be broad in scope to be applied to either a farm or a seed plant situation. Participants will gain knowledge on how safety management is a continuous project, and how to make some tasks less daunting.

**Who should attend:** Managers, Staff and Directors.

**Board Development:** Experienced global board development specialist will deliver training on Board Governance 101. Many people volunteer for positions on boards, community organizations, or sports teams, with good intent but poor skill sets relating to good governance and communication. This workshop is intended to cover the basic roles and responsibilities of non-profit board/organization governance.

**Who should attend:** New or prospective board members, chairmen, or executive.

#### **Guest Speaker: Chris Chivalo President, CEO: WA Grain**

Chris grew up on PEI and started working summers for the PEI Grain Elevator Corp when he was 13. His business training can be credited to a 13 year tenure with Cargill and 5 years with UGG. His first foray into the pulse business was with Green Drop in Crossfield. This inspired Chris and his wife Tracey to start a pulse trading company in 2007. The business has since grown to 70 employees, 7 owned facilities and 22 third party shipping locations. Expansions this year include a pet food ingredients facility in Bowden, a \$7 million grain and pulse facility on Prince Edward Island, and a malt house complete with brewery and tap house, in Strathmore. WA Grain's sister company, New Leaf Essentials, has also entered the organic commodity trading arena this past year. A pulse fractioning plant is still in the works. Chris also credits much success with working with several members of Alberta Seed Processors over the past 10 years.

Chris's hobbies are reading in order to get answers, taking care of the acreage and enjoying PEI summers. His personal goal is to understand everything. Chris's wife Tracey's personal goal is to keep Chris out of politics! His favorite phrase is "nothing is impossible, it just takes longer".



#### **Key Note Speaker: Kristen Cumming EMBRACING CHANGE**



Kristen Cumming offers over 20 years' experience in career development and human resources, complemented by a passion for demography. She holds a Bachelor of Arts degree in Economics and a Master of Education degree in Workplace and Adult Learning. Kristen was an instructor with the University of Alberta – Augustana Campus for eight years and for the past 20 has operated a successful consulting practice through which she serves as a speaker, facilitator and trainer on recruitment and retention, leadership and execution.

"Work has fascinated me as long as I can remember. Everything about it intrigues me: the nature of work, the occupations people choose, the role work plays in the contexts of individuals, families, communities and economies.

Over the last 20 years, I have worked with tens of thousands of individuals, hundreds of organizations and in dozens of communities. The theme that I have found in common is that no one wants their life's work to be squandered – each person wants to contribute and be valuable in some way. My career is focused on elevating people in the context of their work, and in doing that,

supporting the stability, resiliency and performance of individuals, organizations and communities."

**Ladies Program:** New Format: Connect & Create. The ladies program scheduled from 10-3 on Thursday has been re-designed to bring all ladies together to get to know each other, and have an inspirational & creative day together. Space is limited.



## EMPLOYMENT OPPORTUNITY

Taber Seed Cleaning Association is seeking a SEED PLANT OPERATOR

Remuneration commensurate with experience. To apply or for more details, contact Joe Hanson at joe.hansontsc@yahoo.ca

## EQUIPMENT FOR SALE

Grimshaw Co-op Seed Cleaning Plant is looking for a gravity table.

Contact Kelly Diebert (780) 332-4560

## EQUIPMENT FOR SALE

1- 6 row Carter Day indent

1- 6 row Precision grader

1- 2 row Carter Day indent

2- dust collectors

1- 10 x 80 foot steel scale

Various legs and conveyors

Contact Lougheed Co-op Seed Cleaning Plant

(780) 386-3771

## NEWS AND EVENTS

See [www.seedprocessors.ca/events](http://www.seedprocessors.ca/events)

or sign up for our monthly e-newsletter

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Do you have an idea for a Seed Plant News story? Is there something you would like to see featured in this publication? Please send your ideas, submissions or feedback to Monica Klaas at [monica.klaas@cleanseed.net](mailto:monica.klaas@cleanseed.net) or phone (403) 489-9999.