

SEED PLANT NEWS



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

DECEMBER 2013

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WELCOME TO THE 61st ANNUAL MEETING

Please make reservations for the Westin Hotel by phoning Reservations at 1.800.937.8461. The room block is listed under "Seed Cleaning Plants." Guestroom rates include Complimentary Parking in the Westin Edmonton Underground, outside lot and Library Parkade. Delegates and/or guests not registered at the Westin will be required to pay for their parking.

A Block of Rooms is available at \$135 + taxes per night. Reservations must be made prior to December 20, 2013 to receive the reduced rate! Take advantage of our Early Bird Registration at \$270.00 per delegate (in order to receive this rate, registration and payment must be received by December 16, 2013). After December 16, 2013, registrations will still be accepted at a rate of \$330.00/delegate (GST included).

Registration Includes:

- Convention Material
- Welcome Reception/Entertainment on Wednesday evening
- Breakfast, Luncheon & Banquet on Thursday
- Breakfast & Luncheon on Friday
- Access to the entire convention as per agenda

We sincerely hope you will be able to join us!

John McBain
President

Convention Material

**Welcome Reception
and Entertainment on
Wednesday evening**

**Breakfast, Luncheon
& Banquet on Thursday**

**Breakfast & Luncheon
on Friday**

**Access to the entire
convention as per agenda**

WEDNESDAY JAN 15, 2014

4:00 - 7:00 pm
8:00 pm-12:00 am

CONVENTION REGISTRATION

2nd Floor - North Foyer
Provided by Foster Park Baskett

IMPORTANT
Delegates and Managers
Credential Cards must be completed and
presented at Registration Desk.

WELCOME RECEPTION

Manitoba/Saskatchewan Rooms
Sponsored by Your Allied Trade Group

MANAGERS ASSOCIATION MEETING

Registration: Devonian Room

MANAGER’S MEETING: DEVONIAN ROOM

- 1. Call to Order – President Terry Howe
- 2. Additions to the Agenda
- 3. Adoption of the Agenda
- 4. Introduction of Manager Directors & Guests
- 5. Reading of the January Minutes
- 6. Business Arising from the Minutes
- 7. Committee Reports
 - a. President’s Report – Terry Howe
 - b. Secretary/Treasurer’s Report – Keith Reynolds
 - c. Scholarship Report – Keith Reynolds
 - d. Awards – Terry Howe/Wayne Walker
 - e. Convention Planning – Ron Wirsta/Terry Howe/Bill Sinclair
 - f. Allied Trade – Ron Wirsta/Joe Hansen/Bryant Kushner
- 8. New Business
- 9. Correspondence
- 10. Ron Wirsta - CropLife Seed Treatment Initiative Update
- 11. Terry Howe-Manager Training Update

Adjournment

Board bus to 20/20 Seed Labs

Training, Lunch and tour with 20/20 Seed Labs

Bus departs back to Westin Hotel

PROVINCIAL ASSOCIATION UPDATE - Devonian Room

with John McBain and Lorena Pahl followed by Milk & Cookies

WEDNESDAY JAN 15, 2014

9:00 - 9:30 am
9:30 - 10:45 am
10:45 - 11:30 am
11:30-2:00 pm
2:00 pm
3:00 pm

THURSDAY JAN 16, 2014

7:00 - 8:00 am	7:00 am	8:00 am	8:30 am	8:45 am	9:30 am	9:45 am	10:00 am	8:00 am - 4:00 pm
BREAKFAST BC/Alberta/Yukon Rooms	CONVENTION REGISTRATION Provided by Foster Park Baskett 2nd Floor - North Foyer Exhibits (North Foyer)	JOINT OPENING - Delegates, Managers, Guests Manitoba/Saskatchewan Rooms Call to Order – John McBain, President O Canada – Julia Walker Invocation – James Obniawka Greetings from the Westin Hotel Greetings from Alberta Agriculture & Rural Development Greetings from AAMDC	Approval of Agenda Opening Address Approval of Appointment of Region 4 Provincial Board of Directors	Presentation and Adoption of Minutes Business Arising out of Minutes Committees - Finance (Budget) Board of Directors Report – John McBain General Managers Report – Lorena Pahl Disposition of Resolutions	Auditor's Report – Daryl Andre	Managers Association – Terry Howe	REFRESHMENT BREAK - North Foyer Exhibits (North Foyer)	

SPOUSES AGENDA: SPA EXPERIENCE Sponsored by BASF

THURSDAY JAN 16, 2014, Hair Dimension Salon & Spa, Lower Level - Westin Hotel

For the ladies program they will enjoy relaxing at their "Spa Experience" on the Thursday! Choose one of the following services:

Pedicure - After relaxing bath, your feet will be expertly groomed then exfoliated. Moisturizing foot lotion will be massaged into the skin. You will be ready with your choice of Spa Ritual nail color.

Manicure - Nail grooming, moisturizing with massage lotion and your choice of Spa Ritual nail color completes the treatment.

Facial - Deep cleansing facial, helps relieve stress and improve overall appearance of the skin. Includes Aveda skin care products of cleanser, toner, masque with steam & hydrating lotion.

Swedish massage- The classic massage uses soothing, relaxing strokes to increase circulation, reduce tension and achieve total relaxation.

Light food and refreshments will be provided throughout the day.

Reserve your spa time by completing the registration form. The deadline is December 16th.

THURSDAY JAN 16, 2014 (CONT'D)

10:30 am

10:45 am

11:45 pm

12:15 pm

1:15 pm

1:30 pm

3:00 pm

3:30 pm

4:00 pm

4:15 pm

4:30 pm

6:00 pm - 1:00 am

Syngenta – Rob Bishop, Shad Milligan

SPEAK UP: The Public's Controversial Views on the Agriculture Industry and How WE Can Change it
– Shawn Brook, Issues Ink

Insurance Program Update: Building Equipment Valuations
– Doug Taylor, Suncorp Valuations

LUNCHEON - (BC/Alberta/Yukon Rooms)

Sponsored by Bayer CropScience

Bayer CropScience – Monica Klaas

FOCUS GROUP DISCUSSION

Delegates break out into smaller groups and discuss the following:

- How effective are your board meetings?
- What do you need to do to make it more effective?
- What type of training is currently being provided for managers, staff and board members?
- What additional types of training would you like to see offered?

REFRESHMENT BREAK (North Foyer)

Exhibits (North Foyer)

Morneau Shepell – Doug Sample

BASF – Stan Bell

RESOLUTIONS

(Must be submitted prior to Monday, December 9th)

REGIONAL ELECTIONS

(Regions 5, 6 & 7)

EVENING ENTERTAINMENT (Banquet Floor)**RECEPTION****BANQUET & AWARDS****PRESENTATION (Ballroom)**

Entertainment sponsored by Syngenta

BOOM CHUCKA BOYS

The Boom Chucka Boys seem to have a knack for walking the fine line between many musical styling's. A WHOLE lot of country, with a splash of rock n' roll. Sprinkle in some gospel, and little bit of soul. Heavily inspired by all era's of music they pull from the likes of Johnny Cash, Elvis Presley, CCR, The Band, Dwight Yoakam, Dierks Bentley, and Zac Brown Band. To name a few.

Full of songs about love, heartbreak, and chasing dreams, it's guaranteed to get your toes tapping and as the boys in the band say, "Make you shake your boogie woogie!"

FRIDAY JAN 17, 2014

7:00 - 8:00 am

8:00 am

9:30 am

10:30 am

11:00 am

11:30 pm

12:50 pm

1:00 pm

2:00 - 5:00 pm

BREAKFAST

BC/Alberta/Yukon Rooms
Exhibits (North Foyer)

ANNUAL MEETING - (Manitoba/Saskatchewan Rooms)

"If We Can Do It, You Can Do It"
Coronation Seed Cleaning Co-op Ltd.
Strathmore Seed Cleaning Plant Ltd.
Westlock Seed Cleaning Co-op Ltd.

**FOCUS GROUP DISCUSSION
(Manitoba/Saskatchewan Rooms)**

Delegates break out into smaller groups and discuss the following:

- Are existing board policies kept current with the changing seed industry?
- What changes need to be made to ensure future viability?
- TBD, Topic to be determined by delegates in attendance

Refreshment Break (North Foyer)

Exhibits (North Foyer)

Budget, Appointment of Auditor, Unfinished & New Business

"Excellence Within: It's all about Change!" -Martin Latulippe

In today's world, entrepreneurs and leaders of organizations have to deal with many changes: organizational, professional and personal. Competition, new trends, global economy, restructuring and higher objectives to reach continually press entrepreneurs to show up and perform at the highest standard of excellence and our industry is no different.

This is a daunting challenge! We need to create room to innovate.

**ADJOURNMENT****LUNCHEON - (BC/Alberta/Yukon Rooms)****WORKSHOP**

Presented by: Maryann Urbanowski, Alberta Agricultural Products Marketing Council

Best Practices for Chairs, Vice Chairs, Secretaries & Treasurers

"For boards to progress, action needs to be taken by the group as a whole & by the leader as an individual!"

- Learn about Best Practices
- Create Chair Checklists
- Develop Action Items



DIRECTORS' AND OFFICERS' LIABILITY INSURANCE

In today's business climate of corporate transparency and accountability, an organization's officers and directors face a myriad of employment-related exposures. Due to regulatory mandates and shareholder activism, directors are at an increased risk to rising claims and escalating settlement costs.

In recent years, the number of unprecedented corporate scandals proves that corporate accountability not only applies to large corporations, but also privately held companies and non-profits. Each type of organization is at risk of litigation arising out of the management decisions of their boards.

Regardless of your company's size, the legal cost to defend a director is substantial, as are the potential penalties that can be personally incurred. Due to the personal liability risk—which is not covered under a personal insurance policy—protecting boardroom talent can be a challenge. To help ensure both your officers' and company's well-being, a directors' and officers' liability insurance (D&O) policy is part of a comprehensive risk financing strategy.

D&O fills the Coverage Gap

Unlike a commercial general liability policy that provides coverage for claims arising from property damage and bodily injury, a D&O policy specifically provides coverage for a "wrongful act," such as an actual or alleged error, omission, misleading statement, neglect or breach of duty.

For example, a manufacturer told one of its suppliers to increase inventory because they were expecting a large increase in production. As predicted, demand for the manufacturer's product grew, but the manufacturer increased its inventory with another vendor. The original supplier successfully sued the manufacturer, implying that they suffered damages as a result of having relied on the manufacturer's promise.

A D&O policy provides defense costs and indemnity coverage to the entity listed on the policy declarations, which may include:

- Coverage for individual directors and officers;
- Reimbursement to the organization for a contractual obligation to indemnify directors and officers that serve on the board; and
- Protection for the organization or entity itself.

Indemnification provisions are typically included in the charter/bylaws of a corporation. While an important risk component, small to mid-size privately held companies or non-profit organizations often do not have the financial resources to fund the indemnity provisions, making the bylaws hollow. A D&O policy can provide an extra blanket of security in the event of a covered loss.

Coverage

A "fraud" exclusion is typically included in a D&O policy, which eliminates coverage for losses due to dishonest or fraudulent acts or omission, or wilful violations of any law or rule.

D&O coverage can be tailored to your needs, but be aware that D&O carriers are not consistent with their policy forms. Carriers must have market commitment and deep expertise, as well as the financial resources to handle potential claims.

There are also additional forms of coverage to adequately protect directors and officers, including:

- Entity coverage;
- Payment priority for insured persons;
- Severability of the insured as well as severability of the application;
- Coverage over time, meaning coverage responds to past, present and future directors and officers;
- Pay on behalf clause; and
- Duty to defend clause.

In addition, some D&O policies can be endorsed to provide employment practices liability (EPL) coverage and/or fiduciary liability.

- While EPL endorsements under a D&O policy broaden coverage, they often do not provide a duty to defend clause and are subject to a substantial deductible. Many EPL endorsements do not provide for a separate limit of liability in addition to the limit available under the D&O policy. If the D&O limit is reduced or exhausted by payment of an employment practices claim involving the wrongful conduct of an employee, a director's or officer's personal assets may be at risk.
- Fiduciary liability provides coverage for liabilities arising out of XXXX, where fiduciaries can be held personally liable for losses to a benefit plan incurred as a result of alleged errors, omissions or breach of their fiduciary duties. Who can bring a D&O lawsuit? According to St. Paul Travelers, statistics show that shareholders and employees are the most likely groups to sue private companies. Other parties bringing suits may include corporations against themselves, and a variety of third parties, such as competitors, creditors, regulatory bodies, etc.

Considerations for Non-profits

Non-profit organizations often report some difficulty in affording the cost of D&O insurance. To minimize the annual premium, they recommend choosing only those policy provisions considered most critical. For example, a volunteer-run non-profit without paid staff may skip employment practices coverage until it hires staff. If affording a lump sum premium is a concern, inquire about the availability of premium financing. To defray the cost of premiums some non-profit organizations consider charging board members a portion of the policy cost.

We're Here to Help

Whether you're a non-profit, privately held or a public company, it is likely that your business can benefit from a D&O policy. Since there is no such thing as a "standard" policy, a professional agent is invaluable when purchasing D&O coverage. We understand your organization and can knowledgeably help design policy language to meet your needs. Contact Foster Park Baskett Insurance Ltd today to learn more about the appropriate protection for your company against potential directors' and officers' liability.

Foster Park Baskett Insurance Ltd. has access to a resource library which they wish to make accessible to all member seed plants. They can provide resource materials such as:

- Insurance Coverage Explanations
- Safety Resource Materials / Safety Employment Materials
- Human Resource Materials such as Employment Policy
- Occupational Health & Safety, WCB Material Information
- Risk Management information

If any member plants require this information please do not hesitate to contact the office by phone 780-489-4961 or email fpb@fpb.ca. The access to this program is free to all members.

Yours truly,



Andre Charrois
Account Executive, Managing Partner
Foster Park Baskett Insurance Brokers Ltd.

ACCREDITED SEED TREATMENT OPERATION STANDARDS PATHWAY TO IMPLEMENTATION

Establishing Standards – WHY?

- Consistency with other CropLife Canada/Industry led stewardship programs (including the chemical warehouse, NH3 and Bt programs). Seed treatment is currently a GAP
- Consistent with the plant science industry's commitment to support life-cycle product stewardship and risk mitigation activities
- Address and reduce (in some instances) EH&S concerns by stakeholders
- Create a more predictable new product registration process for manufacturers > access to new technology
- Development and maintenance of a level playing field for all seed treaters in Canada

Overview of the Standards

- Standards consisting of 76 audit protocols (66+ are related to existing regulations such as fire codes, building codes, labour codes, etc). The standards encompassed several existing best management practices and guidelines from PMRA, CSTA, CSGA and several CropLife Canada member company label use guidelines and best management practices
- Significant modification over the past three years due to stakeholder feedback
- The standards encompass the storage of seed treatment product(s) and the seed treatment application process, but not the storage and transport of seed post treatment (see CFIA regulations that encompass seed post treatment)
- Standards will encompass indoor, exterior and mobile seed treatment operations
- Existing provincial regulations will be taken into account and protocols where there are overlaps facilities will be granted equivalency

A - Siting and Exterior Requirements

8 protocols (3 mandatory, 5 scored)

B - Building Structure and Equipment

19 protocols (14 mandatory, 3 scored, 2 recommended)

C – Operations

10 protocols (5 mandatory, 5 scored)

D – Training

10 protocols (10 mandatory)

E – Documentation

15 protocols (7 mandatory, 8 scored)

F - Employee Knowledge

7 protocols (7 scored items)

G - Emergency Response

7 protocols (1 mandatory, 4 scored, 2 recommended)

- Several documents will be circulated to the industry in support of the auditing process including standards manual, implementation guide and supporting documents to aid in the documentation process
- All supporting and program related documentation will be posted on the AWSA website (www.awsacanada.com)
- Detailed communication and support mechanism for facilities will be in place by January 2014 to aid facilities in their audit preparation activities

Standards Implemented

- In September 2013 the CropLife Canada Board approved the implementation of the Accredited Seed Treatment Operation Standards
- CropLife Canada members will designate seed treatment products commencing in 2014 that are deemed to be used in a "commercial" nature that will require the seed treatment facility to complete a third party audit on a two year basis
- All designated seed treatment products (i.e. trade name) will be posted on the AWSA (www.awsacanada.com) website and industry users will be provided notice of designated seed treatment products directly from registrants
- All Accredited seed treatment facilities will be posted on the AWSA website that have completed the audit process with the Accreditation status (ie. current)
- The auditing program will be implemented for crop year 2015 with a full no-ship policy implemented in 2017 after each facility has completed two audits.
- Site would be audited against standards (mandatory, scored and recommended)
- The facility will be provided with an audit score card for any deficiencies that are highlighted in the 2015 audit cycle that will need to be rectified for the 2017 audit
- The facility will be responsible for the cost of the audit (approx. \$400-500)
- The audit process will be managed, delivered and enforced via a no-ship policy by AWSA in a similar manner to the chemical warehouse and anhydrous ammonia stewardship programs.
- AWSA and Canadian Seed Institute auditors that wish to perform audits will be welcomed to participate in the program
- Audit frequency will be two years for the first consecutive audits. Frequency post two audits will be determined by steering committee
- Database developed of all accredited seed treaters. Notice will be sent out for all interested operations to express interest triggering entry into database for communication purposes to all interested parties regardless if they complete the audit process

Continued from page 8

- A standards setting technical committee will be established in 2014 to provide program oversight that will consist of seven members (two registrants – one proprietary, one post-patent, two distributors – one eastern Canada, one western Canada, one seed grower representative, one seed trade representative and one government representative)

Ron Wirsta, Managers Association Director Region 5, has represented the provincial association on the CropLife Seed Treatment Initiative committee over the past couple years.

A copy of the accredited seed treatment operations standard will be mailed to all member plants currently treating seed. Guidelines along with additional supporting materials that include check sheets, templates, user guide, etc will be posted at www.awsacanada.com.

NOVEMBER 2013

Standards released

JANUARY 2014

First Auditor training/exam, supporting documents released, formation of steering committee

JULY 2014+

Second Auditor training/exam, commence first round of audits

JULY 2015

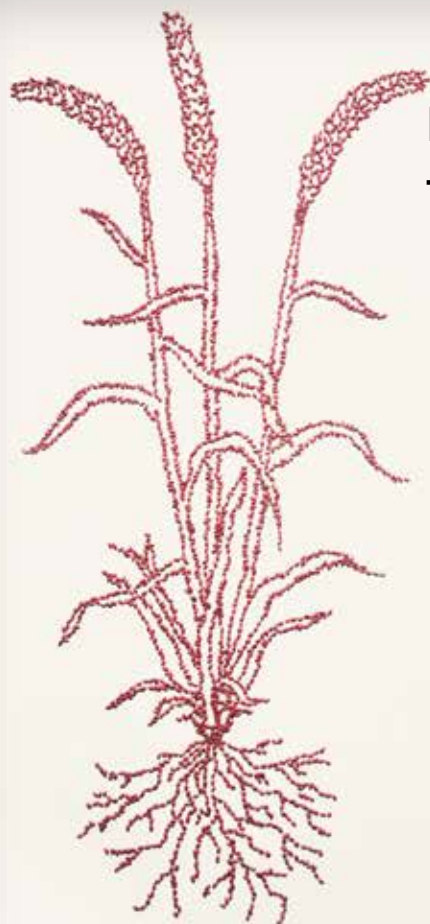
Re-evaluation of initial audit activities

JULY 2017+

Commence second round of audits, no-ship policy implemented

POST 2017

Program maturity



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Bayer CropScience is a member of CropLife Canada.

C-55-10/13-10150462-E

TOP 5 PLANTS

2012/2013

GRAIN CLEANED

1	THREE HILLS	1,376,319
2	WESTLOCK	1,216,449
3	STONY PLAIN	1,186,105
4	CORONATION	1,161,878
5	TABER	1,152,518

PEDIGREED SEED

1	THREE HILLS	484,547
2	TABER	467,848
3	WESTLOCK	458,229
4	PARADISE VALLEY	384,240
5	ENCHANT	377,393

COMMERCIAL SEED

1	CORONATION	841,342
2	THREE HILLS	792,993
3	WESTLOCK	752,299
4	FOREMOST	714,711
5	PROVOST	701,461

SEED TREATED

1	WESTLOCK	304,775
2	STRATHMORE	207,946
3	THREE HILLS	201,995
4	FOREMOST	186,326
5	FORESTBURG	150,595

SEPARATIONS

1	STONY PLAIN	820,118
2	ALLIANCE	466,559
3	MORINVILLE	398,196
4	CORONATION	320,536
5	SEXSMITH	254,736



CRITERIA OF A GREAT WORKPLACE

Become an “Employer of Choice”. Ask each of your employees to complete the questionnaire below. Summarize the results, review and discuss with your employees. As a team, come up with solutions.

	Strongly Disagree 1	Disagree 2	Somewhat Agree 3	Agree 4	Strongly Agree 5
1. I know what is expected of me at work.					
2. I have the materials and equipment I need to do my work well.					
3. At work I have the opportunity to do what I do best every day.					
4. In the last week I have received recognition or praise for doing good work.					
5. My supervisor, or someone at work, seems to care about me as a person.					
6. There is someone at work who encourages my development.					
7. At work my opinions seem to count.					
8. The mission or purpose of my company makes me feel my job is important.					
9. My associates (fellow employees) are committed to doing high quality work.					
10. I have a best friend at work (a trusting relationship with a co-worker).					
11. In the last six months someone at work has talked to me about my progress.					
12. This last year I have had opportunities at work to learn and grow.					

Finders & Keepers: Employee Recruitment Strategies Workshop Participation Guide

Gallup Study of Employee Engagement – The twelve questions come from a study conducted by the Gallup Organizations involving more than 80,000 managers from 400 companies in a multi-year study. Each of these companies were considered “great” if they demonstrated strengths in these four key areas: employee retention, customer satisfaction, productivity and profitability.

Source: *Finders & Keepers: Recruitment and Retention Strategies*. For Further Reading: Buckingham, M. & Coffman, C. (1999), *First break all the rules: what the world’s greatest managers do differently*. New York, NY: Simon & Schuster.

Season's greetings.

Best wishes for a peaceful and joyful holiday season,
with good health and prosperity following in the new year.

**Merry Christmas,
Monica Klass**



FOR SALE: Crippen, Northland Superior NS-G17-3 Grader, Retail price \$30,000

This machine is the closest thing to brand new, with less than 30,000 bushels through it. Measures 30" wide, 11' high and 10' in length, with 5 1/2 slot screens. Any reasonable price will take it home.

Contact the Pincher Creek Seed Cleaning Plant at **403.627.5010**, or at seedman@platinum.ca



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This NEW formulation combines the power of three different fungicide actives, including NEW prothioconazole, for complete systemic and contact protection from the most serious seed- and soil-borne disease like fusarium graminearum, true loose smut and pythium.

Don't limit the potential of your crop – use the toughest thing in pink.

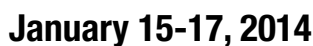
To learn more about Raxil PRO Shield, visit BayerCropScience.ca/Raxil



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Bayer CropScience is a member of CropLife Canada.

C-55-11/13-10150465-E



Prepaid Delegate _____

Please fax back completed form to 1.866.798.1826 & mail payment to:
Association of Alberta Co-op Seed Cleaning Plants Ltd., 5030 - 50th St Lacombe, AB T4L 1W8

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Alberta Canola Producers Commission
Annual General Meeting
Tuesday, January 28, 2014 - 2:45pm

www.farmtechconference.com

For complete details and the latest updates

Toll Free 1-866-FARMTEC

REGISTER BEFORE JAN. 10th, 2014 for Early Bird Discounts!



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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 Lorena Pahl at lorena.pahl@seed.ab.ca or phone
403-782-8022.