

Saskatchewan mining facts

Saskatchewan has over 25 operating mines that produce potash, uranium, coal, gold, salt, meta-kaolin, silica sand, sodium sulphate, clay and bentonite.

The McArthur River mine is the world's largest and highest grade uranium mine. In 2013 it produced 20.2 M lbs U3O8 accounted for approximately 14% of global uranium production. The Cigar Lake mine is the world's second largest uranium mine and when it is in full production, will produce 18 M lbs U3O8 per year.

The provincial mining industry is recognized as one of the most technologically advanced in the world.

The exploration cycle from the time of initial discovery until all the regulatory permits are in place and the property goes into production has increased to 15 to 20

Saskatchewan coal, mined in Estevan, Bienfait and Coronach by Westmoreland Coal Company, represents the primary source of energy in Saskatchewan, ac-counting for over 40% of the province's available power capacity and the majority of its base load capacity.

Exploration, considered as a key R & D (Research and Development) component of our industry, is the key to sustainability in the mining industry, ensuring that we identify new resources to replace those that have been mined out.

The mining industry supports government investment in geoscience to ensure that we continue to attract new investment capital to the province.

In addition to potash, uranium, gold and coal, Saskatchewan has a wealth of developing mineral resources including diamonds, platinum & palladium, rare earth elements, copper, zinc, nickel, sodium and potassium sulphates and mineralized being

Mining is a major contributor to Sas-katchewan's economy, directly contribut-ing, on average over \$1.5 billion in revenue to the provincial government. These revenues support government programs and services such as health care, education and infrastructure development.

Direct, indirect and induced mining employment accounted for 30,500 jobs or 6% of total employment, almost 1 in every 16 jobs with a payroll of \$1.5 billion.

Saskatchewan's mining industry has a strong commitment to safety and consequently is one of the safest industries in the province. For the past 17 years the industry has averaged about one lost time accident (LTA) for every 200,000 hours worked [this would be equivalent to an individual working for 100 years before he

individual working for 100 years before he has a LTA].

• The Saskatchewan mining industry is a safe industry. WCB statistics illustrate that the mining sector has a lower time lost injury rate than the provincial average, including lower than either the health or government worker sectors. T

From 2008 – 2028, the Saskatchewan mineral industry will invest over \$50 billion in expansions and new mines. This translates to new investments of more than \$6 M a day.

- Mining employment (direct, indirect and induced) will see its contribution rise to 17% of total employment or almost 1 in
- 5 jobs.

 Mining will generate over 286,000 person years of direct employment in construction in operational activity.

 • Mining will contribute an additional
- \$9.5 billion per year to provincial GDP.Mining will generate a further \$28 bil-

lion in provincial revenues or \$1.4 billion per year, for a total of over \$50 billion

There are over 130 Safety professionals employed by the mining companies in Saskatchewan and an additional 1000 emergency responders trained at the mine

Saskatchewan's mining industry creates direct and indirect employment for approximately 30,500 people.



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Above: Lifting one of the IJACK pump jacks. Below: An interior view of the IJACK shop.





Dan McCarthy in front of the IJACK shop at Wapella.

IJACK introduces new technology to oilfield

It was on a drive past bobbing pump-jacks around Carnduff that Dan McCar-thy had the idea that led to a fast growing oilfield company, IJACK Technologies, which builds pumpjacks and gas com-pressors for the oil industry.

McCarthy grew up on a farm south of Moosomin, earned a degree in industrial Moosomin, earned a degree in industrial systems engineering, and began a career as a design engineer for Rite Way Manufacturing, Python Manufacturing, and Brandt Agricultural Products.

While working in southeast Saskatchewan he thought that he could apply his engineering skills to come up with a better numpiack.

engineering skills to come up with a bet-terpumpjack.
"I remember the day," he says. "I was driving a semi hauling a combine for a company I worked for in Regina. I was over by Carnduff on my way back to Re-gina, driving past pump jacks. The wheels were turning and the idea was formed.
"Over the course of the next two to three years I was talking about it with people in the industry. The idea seemed to gain more and more validity as I talked to people, and at one point it was time to

to people, and at one point it was time to shut up and get at it. I had never done anything in the oilfield, but I jumped right in."
The IJACK automated hydraulic lift is

McCarthy's own design.
"It's basically a hydraulic cylinder that
mounts to the well head and basically pulls straight up and straight down," he says. "The dream has always been to be more of a technology company than just to pump oil, and with the linear lift, us-ing hydraulics we can be more efficient and apply the technology that I thought that could be applied, even though I had never been in the oilfield.

never been in the oilheld.
"You can do a lot more things with hydraulics. You can go slower up and faster down. You can achieve very slow stroke speeds with the long stroke length, which is the benefit for gassy wells that have trouble producing.

is the benefit for gassy wells that have trouble producing.
"Using this technology, we also fully automate our pump jacks."

IJACK has entered a crowded market.
"The first hydraulic pump jacks came out in the late 70's early 80's," says McCarthy.
"There are 30 plus competitors I know of around the world."

McCarthy says he started off thinking he had an idea for a better pumpjack be-fore he knew the oil industry, and he has learned a lot about the industry in the last

few years.
"It always starts out that way—you start out thinking you have a better idea,

and then you learn some hard lessons. But we made it through those hard lesbut we made it through those hard lessons and learned a bunch about this industry, and now that we are in it we are able to bring solutions that I wasn't even thinking of when we got into this.

"For instance, we have a new high ef-

or instance, we have a new ingin ea-ficient pump jack power unit right now which uses very similar horsepower to a conventional unit, which is a lot better than its counterpart hydraulic unit. We have got some new technologies that we

have got some new technologies that we are patenting.

"It is a quicker install, and better management of the well. They can pump longer, pump slower. One pumpjack can basically do the entire life cycle of the well versus needing a big one and downsizing to a smaller one."

How did McCarthy get started with

How did McCarthy get started with IJACK?
"I found a couple of partners out of Virden, Manitoba that had some connections and knowledge in the industry. Coupled with their bookledge of the Coupled with their knowledge of who needs a solution like this and my idea, we found a test well and made a few proto-

types and got them out there. IJACK started small.

'It was me on the farm by myself with "It was me on the farm by myself with front end loaders just bringing in parts with a little bit of seed money and putting stuff together," he says.

McCarthy said his engineering experience prepared him for getting IJACK off the ground.

"It was a risk, but having that knowledge of the entire process—right from

"It was a risk, but having that knowledge of the entire process—right from conceptualizing a new product to designing it, to getting it into manufacturing and costed, and after sales support—I had a pretty firm grasp on the whole spectrum from start to finish.
"I felt it was time for me to employ those skills for myself."

those skills for myself."

The company took a couple of years to get into production.

"We incorporated in 2010 and we didn't actually sell one of our machines until 2013, at which point we had something that I felt was ready to go—it was reliable and working well. We started with a limited run. We built three and then we built ten. We sold those ten and just kind of got rolling. The first addition was a guy in the shop who helped with assembly and service, and then we added a sales guy after that, and a few more ed a sales guy after that, and a few more guys. Now there are eight of us in vary-

guys. Now there are eight of us in vary-ing capacities."

The units are assembled at IJACK's shop just north of Wapella.

"We don't do any welding or paint-

-we outsource that—but we do all

ing—we outsource that—but we do all the assembly, testing and service from here," says McCarthy.

The business has quickly grown. "We also have a second product, a well head gas compressor which is in its second year. Combing that product and this product we would be doing around 100 machines a year. machines a year.

macnines a year.

"This other new product I mentioned came along half way through 2015. Just listening to production engineers and oil companies and what technologies they needed, we branched off into well head gas compression which has been very successful for us.

successful for us.

"That is leading into a third product now which is a hydraulic drive stand alone gas compressor which combines the technology from the pump jack and the gas compressor all into one."

IJACK's sales have mostly been in southwest Manitoba, from the oilfield north of Elkhorn, to Cromer, to Waskada.

McCarthy wants to move into the southeast Saskatchewan market, and believes that serving the Saskatchewan and North Dakota markets can help grow his

The new product that's coming online. The new product that's coming online, I'm hoping it turns into around 200-250 units a year within the next two years," he says. "For pumpjacks it looks like, as the oil industry picks up, it is going to continue to be around 75-120 a year.

to continue to be around 75-120 a year. These gas compressors will be around 150 a year. We're ramping up to hit those targets as the price of oil improves.

"We have shown some really good success in the last few years. As oil was going down we were actually growing. The last three years we have been growing very steadily basically by giving the oil company products they can be more efficient with. They can get more out of ground, they can do it safer and easier and generally for a bit less money."

What was the effect of the oil crunch on the new company?

the new company?

"It actually helped us," said McCarthy. "We branched off into that second product, and now a third very important product. It did give us time to further re-fine and develop this new high efficient power unit.

"Looking back on it we are probably in better spot than we would have been if

"When oil companies' bottom lines start to suffer, they are looking for new creative ways to make more money and decrease their costs, so that has really been a strength for us." McCarthy said there has been a good response from the industry to IJACK's products.

"That has always been one of the most

important things to me—to create a repeat customer, because building a hydraulic pump jack can be kind of a swear word pump jack can be kind of a swear word because people have done it so poorly. And some of the competitors out there have taken the approach that there are a lot of companies in the world so let's just sell one to every company in the world and that will be a lot of pump jacks sold and but no happy customers. We have to-tally reversed that now—it has taken time but through a quality product and great service the customers are very happy. It is very enjoyable to talk to the production engineers that are out in the field. They tell me to keep on bringing out the new

tell me to keep on bringing out the new technology."

McCarthy says leading a growing new company comes with a lot of challenges.
"There are just new challenges all the time," he says. "Now that the product is running smoothly it is a transition more into management and hiring people and putting my faith into them to continue growing, because I have definitely realized I can't do it all by myself anymore. It is just an evolution I am having to adapt to."

What does he enjoy about the business? "Tlove the product, building the brand, dealing with like-minded people, creating a positive workplace for people—where we make cool things and custom-

where we make cool things and customers can make more money and they are happy. That is what I strive for."

McCarthy says IJACK is planning to build its own shop, hopefully this year.
"We are planning on building a shop in Moosomin, and whether we break ground here this summer or fall that will be the next question. It will centralize us, put us a little closer to the customer, and it'll be a shorter drive for the guys every day."

The company is looking at building up

The company is looking at building up to a 15,000-square-foot shop.

McCarthy believes there is a lot of potential for growth for his company.

"This is just a start," he says. "I believe if you make a good product or a world-class product and you support it well, as long as it's scalable and there are more markets for it, you can just keep growing.

We are a long way from being to spread out We are a long way from being topped out

would say.

"As far as getting lots of products out there, that is what makes me happy. Not really the money or the business as much as getting the product out."

Perseverance, tenacity helped Seed Hawk grow

BY KEVIN WEEDMARK
Pat Beaujot had taken Seed Hawk from an idea to a farm shop to the field, to a name recognized by many farmers around the weedle.

Seed Hawk is based at Langbank, and its seeders were part of the zero till movement

Security with a company and tender of the movement that revolutionized farming.

On May 6, at an event in Kipling organized by the Kipling Entrepreneurs Group, he spoke about the growth of the company and spoke about the persistence and tenacity; the last or mouth a company.

and spoke about the persistence and tenacity it took to grow the company.
"We tested the very first Seed Hawk on our farm 25 years ago, in 1992," he told the crowd. "We seeded our crop with it. Like with any new invention we thought this is great. We built this machine, we thought it looked great. We got it in the field, and it stalled the tractor right away, because the packer wheels were too narrow. When the knives made the furrow, the packer wheel went all the way to the bottom, and it went deeper and deeper, and it stalled the tracdeeper and deeper, and it stalled the trac-

"We had to put bigger tires on it. We went out and bought a bunch of wheelbarrow wheels, painted them, and put them on, and after that it did a nice job seeding. "We got our crop in, about 1,000 acres, and it was about the best crop we had ever

seen come up. It came up evenly. At that time I was a sales agronomist for Simplot out of Brandon—I sold fertilizer for them. I quit that perfectly good job to start this and most of my friends thought I was crazy. "I had already invested in the farm and

really wanted to move back to the farm and get into business. We took this machine and pulled in the farm progress show in 1992 beside the John Deeres and the Bourgaults and the Flevionile and the Heavisian and the Flevionic and the Heavisian and the Heav and the Flexicoils and talked to farmers."

About three weeks later, a farmer from

About three weeks later, a farmer from Glenavon visited the Beaujots and said he would like a Seed Hawk for the next spring. "To me that is the spirit of Saskatchewan farmers and prairie farmers—their innovative spirits and willingness to try new things really helped us get started. When someone like this comes along and wants to order the machinery right away, that is a huge help. We didn't even know what price it would be or anything. That got us price it would be or anything. That got us off to a good start."

The next step was to set up a plant. "We bought an old yard site two miles north of Langbank and built an 80 x 80 building. In 1992 there were three couples and two staff. I hit the road that winter and sold five machines. The one we had made already sold and I sold four more at trade shows. For farmers to buy a machine from snows. For farmers to buy a machine from a company that is just going to build our first production run wasn't an easy sale and took every sale skill I had developed over 11 years of selling fertilizer to make those sales. We had an engineer, a machine that the sales we had an engineer, a machine that the sales we had an engineer. ist and an agronomist working on this thing and I think it took all three minds to make it all work together. Sometimes your idea requires more than just you to do it.

"We built six machines in our shop that winter. You can imagine all of the work that the state of the control of the work that it is the same of the work that it is the control of the work that it is the same of the work that it is the w

went into it. There were eight of us working on it all winter to build those machines. "The next year we travelled all over, doing demonstrations. We were changing and improving all the time and working demos. People think Seed Hawk has always been big, but it hasn't been. When I started, I had a display in the back of my truck to go from trade show to trade show.

rade show to trade show.

"When I wasn't working at trade shows I was working in the shop or talking with farmers and trying to sell machines. Sweat equity is so important in business. If you think you have got a good idea you have got to remember you have got to put a ton of work into it and not get paid for it for quite a while. quite a while.

"With myself, my brother and Brian

Kent, we had three very skilled profession-als working for nothing for several years to get this started. If you had to hire those people to get this started it wouldn't have worked, because we were not making very much money. We had a farm and so we had a little bit of income from the farm and at's what kept food on the table basically. "We built 15 the next year and 23 the

year after that. We sold directly to farmers. In the spring we had all the farmers come pick up the machines themselves and we would do an orientation to explain how

would do an orientation to explain how they worked and whatnot. "By 1995 we needed to expand our facil-ity because we had outgrown that 80 x 80 building and so we added on a weld and paint area and a drying area. We thought we had the world by the tail because we had this great welding facility and every-thing else. This made it a better flow of pro-

"We had pretty good success and kept

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growing and growing and in 2006 Christer Stark from Sweden made an appointment and came to our shop. An engineer-ing consultant we worked with said this guy is going to come see you, he owns a big company in Sweden and he is looking for a machine that would work for them in the Ukraine, Russia and other parts of the

world.

"When he came to see us he just wanted to buy the tank alone and put it on his ma-chine and I showed him the opener and how it works and said why don't you take our whole product line overseas instead of just the tank. He didn't say anything at the time but he called a couple months later and said we are interested in your product line but want to own part of your company if we are going to do that. That was music In we are going to do that. That was must to our ears because we needed some capital to expand. We had outgrown our facility at that time and of course having a big com-pany that is experienced in doing business in Russia, Ukraine, Australia, whereever, how could you be any more fortunate to

how come you be any more fortunate to have somebody like that?
"When Väderstad partnered with us they put some money into the company and we added an expansion and in 2008 we opened it. It seemed like a huge expansion but we filled all the offices. We had a little trailer

full of people working in it as an office and we were crammed in. We were building 84

we were crammed in. We were building 84 foot machines in an 80 foot assembly shop and it wasn't working well. We needed a bigger building and more office space."

More growth followed. "With Väderstad we became an international company very quickly in 2008, 2009, 2010," said Beaujot. "It was a great experience for me. I got to go to places like Australia to talk to farmers who were usen court mechine vicitims." go to places like Australia to talk to farmers who were using our machine, visiting farms in Spain doing presentations, visiting farms in France and seeing how they farm there, visiting farms in Estonia. This seemed like significant growth to us, and then we got partnered up with Väderstad and we saw some pretty significant growth. That kind of growth is not easy to manage.

manage.
"In 2011 we expanded our plant quite a bit again. Brad Wall came out and cut the ribbon with us and that was pretty cool. We

were proud of that.

"Seed Hawk today has become a market leader in Western Canada. We have become known for innovation and have a strong influence on the way we do things

and innovate for agriculture.

"But it all started with those first customers and the people that believe in you early





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Saskatchewan mining facts

There are over 120 different occupations in the mining industry.

Saskatchewan's mining sector is a leading industry employer of aboriginal people. In 2013, the combined company and contract workforce at the northern mine sites totaled 1,630 northerners of the total 3,146 workers at sites for 51.8 per cent northern representation.

Environmental practitioners are an important part of the workforce at all mine sites. The Saskatchewan mining industry directly employs dozens of dedicated environmental professionals at mine sites throughout the province whose responsibility is to ensure that all operations meet or exceed federal and provincial environmental standards and regulatory limits.

The Saskatchewan mining industry invests considerable human resources and millions of dollars every year in environmental stewardship activities, including the monitoring of environment stations at sites, prevention and mitigation of environmental impacts, and in decommissioning and reclamation efforts.

The industry actively participates in research, development and implementation of new technologies to improve combustion efficiency, reduce greenhouse gas emissions, increase resource conservation and further reduce environmental impact.



One of the fastest growing career areas in the mining industry is information technology. 85% of the mining work force presently uses advanced technology.

Mining and exploration are temporary uses of the land. Saskatchewan's mining industry has a very small footprint utilizing only 0.1 per cent of available land in the province (less than the size of the city of Saskatoon).

All new mining projects are required to incorporate reclamation and decommissioning plans as part of the Environmental Impact Assessment Statement that is submitted to Saskatchewan Environment when applying for a Mine Operating License. Financial surety for decommissioning and reclamation costs is required from industry as part of the Mine Operating License.

Leading edge technology not only contributes to the cost efficiency and productivity of mines but also to their safety. Advanced technology is also applied by mines in areas of environmental responsibility.

The SMA and member companies are major funders of a 5 year \$ 2.1 M research project in northern Saskatchewan that is examining woodland caribou population dynamics and their critical habit.



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Major increase in 2017 oil drilling forecast

In a revision to expected drilling totals for 2017, the Petroleum Services Association of Canada (PSAC) is forecast-

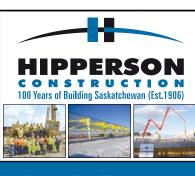
troleum Services Association of Canada (PSAC) is forecasting a major increase in oil and gas activity in Saskatchewan. The April 28 update to the PSAC drilling activity forecast includes a significant increase in the estimated number of wells drilled in the province to a new total of 2,670 wells, up from 1,940 wells in the original forecast. "This announcement is a clear sign of renewed operations in Saskatchewan, in part because of our province's stable and competitive operating environment," Energy and Resources Minister Dustin Duncan said. "After an extended period of cost management and reductions. this extended period of cost management and reductions, this industry is showing us once again the kind of resiliency and efficiency that makes it one of our most dynamic eco-

nomic sectors and a major contributor to Saskatchewan's economic growth."

Nationally, PSAC is anticipating an estimated 6,680 wells will be drilled in 2017, an increase of 2,505 wells and a 60 per cent increase from the original 2017 drilling activ-

ity forecast released in early November 2016.
The number of wells already drilled in Saskatchewan for the first three months of the 2017 calendar year is 856, compared to 399 wells drilled during the same period in 2016.





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Work on new power line continues

Dale Woods took this photo of the new 230 kV power line between the Kennedy switching station and the Tantallon switching station, where it crosses the Pipestone Valley. The power line was built to accommodate future load growth in the area.

In addition to this line, a high voltage line is being planned between Birtle and Tantallon. SaskPower has signed a power purchase agreement to buy 100 mw of power from Manitoba Hydro, which will be carried on the new line.

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Saskatchewan oil industry facts

#2 - in the amount of oil produced among Canadian provinces, accounting for 13 per cent of Canada's oil production 29,

486,000 - barrels per day in oil production in 2015

\$750 million - in payments industry made for the use of Saskatchewan's oil and natural gas resources in fiscal 2015/16

\$4.4 billion - in industry spending on exploration and development in 2015

33,000 - person years of direct and indirect employment by the industry in 2015

1.8 Tcf - remaining marketable natural gas reserves at

1.0 billion - barrels of remaining crude oil reserves at

29,200 - number of producing oil wells in 2015

Saskatchewan's resources

Saskatchewan's oil and natural gas development can be traced back to the 1880s with natural gas drilling near

The first commercial oil well was discovered in Lloydminster in 1943.

Saskatchewan has about seven billion barrels of crude oil and about 9.5 trillion cubic feet of natural gas.

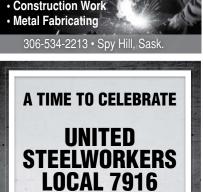
To date, six billion barrels of oil and 7.1 trillion cubic feet of natural gas have been produced.

Researching innovative practices

Through Saskatchewan's Petroleum Technology Research Centre, we are working to develop new technologies to produce Saskatchewan's resources more efficiently while lessening impact on the environment.

For example, the Centre is doing research on carbon capture and storage—the use of carbon dioxide to improve oil recovery and reduce greenhouse gas emissions.





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Seed Hawk's Beaujot says passion for soil conservation the key to his success

BY KEVIN WEEDMARK
Bringing passion to what you do is key, Pat Beaujot told
an audience at an event in Kipling May 6.
Seed Hawk is a large manufacturing operation at Lang-

bank. It started 25 years ago in a farm shop. At an event organized by the Kipling Entrepreneurs Group, Beaujot explained that Seed Hawk wouldn't have become the success it is if he was not driven by a passion for what he is

doing. "I grew up on a farm near Langbank," he said. "I grew up in the '70s and my parents really taught me respect for the land, respect for farming, and how to work hard. In the '70s farming was booming. In the '70s grain prices came to a peak, land prices went crazy, interest rates were going crazy too, so to me when I was going through high school that is what was influencing me and I got a real passion for farming and agriculture, so I went to U of S and got a degree in agriculture. My intent when I went to university was to come back to the farm and become a seed grower or somethine like that. My dad was still farmine and doing something like that. My dad was still farming and doing fine at it and he encouraged me to go and work.

At that time Saskatchewan was half summerfallow—

you don't see a crop that year in that field, you tilled it all year to kill weeds and increase the moisture in it. It depletes the organic matter and leaves more nutrients in the soil, and after that year of summerfallow you grow an much better crop, but you pay for it by losing topsoil and losing the opportunity to grow a crop that year, so it was a bad practice. Soil erosion was at its peak in the '70s. There were some really bad years in the '30s but in the '70s because of bigger tractors, cultivators, bigger farms, they were able to till a lot better than they used to. On a windy day in the '70s there would be dust in the air everywhere, and you don't see that any more because of no till.

and you don't see that any more because of no till.

"It was really in university I developed a passion for soil conservation from two professors. They taught us that you can actually grow a crop year after year without summerfallow if you use fertilizer and pesticides to control weeds instead of tillage and if you left the stubble standing and trapped snow you would have enough moisture.

"It was a real change in farming practices that they taught us but it really needed to be done because we were

really destroying our soils here. When I went to university I had a passion for soil conservation and really wanted to help farmers change, and selling fertilizer became a part of that. Farmers had to start using fertilizer so when I went to work for a fertilizer company it was partly because I wanted to teach farmers to change the way they were farming.
"You are not going to change farming practices unless

you can make money out of it. Farmers are running a

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The Seed Hawk manufacturing plant at Langbank

business too. If you are trying to say change your farming practices for the good of the soil and environment they are going to say were is the money, I have got to make money doing this. Farmers wanted to change and everyone in the industry wanted them to change but the tools were not

industry wanted them to change but the tools were not there for them to change.

"These were the challenges we saw and some of the solutions. That is what was driving us and the opportunity I saw in the market place. There were lots of little start ups

like ours that were trying to figure out how to put a crop in without tilling. It wasn't easy, believe me.

"We brought to the industry big machines that would follow the ground very accurately. If you want to seed canola half an inch deep with an 84 ft machine with independent depth control—that is what we brought to the

"When you are starting your business you better be passionate about it because there is a lot of money to be made

sionate about it because there is a lot of money to be made at times and a lot of work for nothing.

"But if you are passionate about it then you will get through those times. For me I was more passionate if I convinced a farmer to zero till and he bought a competitor's machine. I was still happy because he was at least farming the right way. That is how passionate I was. The fact that I studied what I wanted to do made a difference

I developed a passion for soil conservation.

If think growing up in a small town was an advantage.

A lot of people think it is too bad I grew up in a small town and didn't have many opportunities.

"I had a graduating class of five. There were nine in my

family. My family was twice as big as the class. In a small town you learn to get along with people who are older and younger than you, smarter than you, not as smart, richer than you, poorer than you. When you want to sell your ideas, you are selling them to everybody want to sell your ideas, you are selling them to everybody not just sell-ing them to people like you. You are selling them to people that are older and younger than you. I think growing up in a small town you are around that all the time and it is easier to relate to people that are different than you and I think that is an advantage we have in a small town."

Beaujot told the crowd at Kipling that partnerships

are important in business, but it is important to structure them carefully.

"You have to be willing to take a risk if you are going to

"You have to be willing to take a risk it you are going to start your own business, and partnerships to bring in expertise is important. The lesson I learned from the difficult times in our partnership is that you should spell out if you can an exit strategy from the beginning of your business. If you partner with a relative or friend, you should think 'if we stop getting along, what do we do?' At the beginning you are all getting along and excited, but it doesn't work that way forever. that way forever.

that way forever.

"You don't want to feel trapped if you want out and if someone else wants out you can say this is what we agreed to at the beginning and it is a little less stressful."

Another bit of advice—hire good people and give them the freedom and the tools to do their jobs.

"As you grow you need to hire good people and let them do their job," Beaujot said. "That sounds easy but it is not. I sold the Seed Hawks for the first ten years and thou was histed a calcarant. For me to listen to his provide a then we hired a salesman. For me to listen to him make a sale was really hard. I would be sitting at my desk and I could hear him talking to a farmer in the other room and I would think I would answer that differently but you have got to let the guy learn and do his job. If you interrupt all the time that is not going to work. You can't grow your company if you do everything.

company it you do everything.
"Ienvisioned a big company and the only way to do this
was to hire really good people—hire experts in their field
and let them do their job. Do what it takes, whether it is
long hours or not making very much money at the beginning. You have to keep try and not give up."

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