

A man with short brown hair and glasses, wearing a white button-down shirt, light grey trousers, and a black belt, stands in a modern office cubicle area. He is smiling and has his hands clasped in front of him. The office has white cubicle walls, blue carpeting, and large windows on the left. In the background, other office workers are visible at their desks.

**RICHARDSON**

***Your Best  
Begins Here***

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**CPA DEVELOPMENT PROGRAM**

# FIND YOUR BEGINNING AT RICHARDSON

The thing about beginnings is we often don't know we're in one until we look back. At Richardson, we have 160 years of beginnings to look back on as we've grown to become the leader that shapes Canada's agriculture industry.

We can promise you that once you start here, you're not going to stop. You're going to learn, climb, and be inspired by new places, people, and opportunities. If that is what you are looking for, there is a Richardson beginning waiting for you.

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## START WITH OUR CPA DEVELOPMENT PROGRAM

Richardson is committed to supporting employees as they pursue their Chartered Professional Accountant (CPA) designation. As a leader in the industry, Richardson is proud to be one of the first accredited industry employers in Manitoba to support CPA students in attaining their CPA designation.

Richardson provides all of its CPA students a unique learning and development experience through its in-depth CPA Development Program. This structured program offers students growth and development through four strategic pillars: Professional Development, Mentorship and Support, Networking, and On-the-Job Experience. The goal is to prepare every student for the next step in their career at the company while supporting them in successfully obtaining their CPA designation.

Working at Richardson allows you to obtain your designation and expand your knowledge base, preparing you for your future roles within the company.

## PROFESSIONAL DEVELOPMENT

Richardson is committed to providing students with a number of development opportunities:

- Interactive CPA professional development sessions on both technical skills and soft skills
- Employee-specific development plans, self-assessments, and regular progress meetings
- Industry-specific seminars and workshops
- Conferences and internal workshops

## ON-THE-JOB EXPERIENCE

Along with obtaining your CPA designation, you will move through varied finance and accounting roles, providing opportunities to grow your business skills, expand your knowledge base, participate in key initiatives and projects, and prepare for progressive roles in finance and/or potentially in other areas within the company.

At the end of your term, you will have the professional and practical experience needed to earn your CPA designation, plus you will have gained knowledge and experience in a global agribusiness.

## MENTORSHIP AND SUPPORT

Richardson provides a focused, all-encompassing mentorship and support system to ensure you progress in the CPA curriculum as well as the company's CPA Development Program including:

- An assigned CPA-approved Richardson mentor
- CPA lunch-and-learn and after-hours support workshops
- Financial support for the CPA program and Densmore Consulting CFE prep course

## NETWORKING

Working with a large team of professionals at Richardson provides you with the opportunity to regularly meet with co-workers also pursuing their CPA designation as well as with colleagues in many different departments. Here are some of the unique networking opportunities you can expect:

- Planned networking functions and opportunities arranged through Richardson, CPA Manitoba, and college and university events
- Key relationships developed within a large finance team and through cross-functional collaboration across many areas of the business
- In your final year of study:
  - A tour of a Richardson operating facility
  - A dedicated one-on-one meeting with a Vice-President, Finance

Business Area

RICHARDSON CPA DEVELOPMENT PROGRAM OPPORTUNITIES					
	Grain Handling	Grain Merchandising	Crop Inputs Marketing	Processing	Corporate
Reporting	Prepare business unit financial statements	Prepare commodity profit statements	Prepare product profit statements	Prepare management reports and plant cost statements	Assist with monthly corporate reporting
Analysis	Revenue and expense analysis	Foreign exchange analysis	Product profitability analysis	Production variances	Property tax assessment analysis
Inventory	Prepare facility grain audit results	Prepare commodity positions	Prepare facility crop input audit results	Maintain product costs	Maintain capital asset ledger
Cash	Prepare bank recs and cash forecasts	Prepare bank recs and cash forecasts	Prepare bank recs and cash forecasts	Prepare bank recs and cash forecasts	Prepare bank recs and cash forecasts
AR & AP	Process rail and truck freight payables	Prepare customer invoices	Process product purchases	Process product purchases	Process general accounts payable

# BEGINNINGS ARE HAPPENING ALL ACROSS CANADA



**HEAD OFFICE**  
Winnipeg, MB

**DIVISIONAL OFFICE**  
Regina, SK

**AG BUSINESS CENTRES**  
British Columbia  
Alberta  
Saskatchewan  
Manitoba

**PORT TERMINALS**  
British Columbia  
Ontario  
Quebec

**FOOD & INGREDIENTS**  
Alberta  
Saskatchewan  
Manitoba  
Ontario

**JOINT VENTURE TERMINAL**  
British Columbia

**REGIONAL GRAIN MERCHANDISING**  
Quebec  
Ontario

**RICHARDSON FARMS**  
Bennett Farm  
*Richardson, SK*  
Kelburn Farm  
*Howden, MB*

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See where we work at [richardson.ca/locations](https://richardson.ca/locations)



IT STARTS WITH  
KNOWING WHAT MATTERS.

“The support I received throughout  
my studies as a CPA candidate was  
paramount to my success.”

- NICK, ASSISTANT CONTROLLER



Platinum  
member



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