Your Best Begins Here

CPA Development Program
**FIND YOUR BEGINNING AT RICHARDSON**

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

We can promise you that once you start here, you will not stop. You are going to learn 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 Accounting designation.

As a leader in the industry, Richardson is proud to be one of the first accredited employers in Manitoba to offer the Experience Verification Program, Pre-Approved Program and Finance and Accounting Development Program.

These programs allow you to obtain your designation and expand your knowledge base and will prepare you for challenging financial roles within the company.
PROFESSIONAL DEVELOPMENT

Richardson is committed to providing students with a number of development opportunities. Here are some of the ways we support employee professional development:

• CPA-approved mentor
• Funding for external education
• Industry-specific seminars and workshops
• Conferences and internal workshops
• Employee-specific development plans and regular progress meetings
• Opportunities to participate in key initiatives and projects

EXPERIENCE VERIFICATION PROGRAM

In this program you will be positioned in designated areas of finance and accounting and will receive specialized training to become an area expert and integral member of your department team.

PRE-APPROVED PROGRAM

You will have the opportunity to work in diverse areas of finance and accounting while developing key financial and accounting expertise. Your position will rotate among CPA Pre-Approved roles within various departments.

FINANCE AND ACCOUNTING DEVELOPMENT PROGRAM

Along with obtaining your CPA Designation, we offer a challenging Finance and Accounting Development Program for select students. In this program, you will move through varied finance, accounting and operational roles and will develop your skills, expand your knowledge base and prepare for progressive roles within the company.

At the end of your term in any of these programs, you will have the professional and practical experience needed to earn your CPA designation and will have gained an in-depth knowledge of global agribusiness.
<table>
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<tr>
<th>RICHARDSON CPA PROGRAM OPPORTUNITIES</th>
<th>Grain Handling</th>
<th>Grain Merchandising</th>
<th>Crop Inputs Marketing</th>
<th>Processing</th>
<th>Corporate</th>
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<tbody>
<tr>
<td>Reporting</td>
<td>Prepare business unit financial statements</td>
<td>Prepare commodity profit statements</td>
<td>Prepare product profit statements</td>
<td>Prepare management reports and plant cost statements</td>
<td>Assist with monthly corporate reporting</td>
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<tr>
<td>Analysis</td>
<td>Revenue and expense analysis</td>
<td>Foreign exchange analysis</td>
<td>Product profitability analysis</td>
<td>Production variances</td>
<td>Property tax assessment analysis</td>
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<tr>
<td>Inventory</td>
<td>Prepare facility grain audit results</td>
<td>Prepare commodity positions</td>
<td>Prepare facility crop input audit results</td>
<td>Maintain product costs</td>
<td>Maintain capital asset ledger</td>
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<tr>
<td>Cash</td>
<td>Prepare bank recs and cash forecasts</td>
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<tr>
<td>FINANCE &amp; ACCOUNTING Technical Development (All programs)</td>
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<td>OPERATIONAL Skill Development (Finance &amp; Accounting Development Program)</td>
<td>Operations Role (Optional)</td>
<td>Ag Business Centre Location Assistant</td>
<td>Rail, Truck or Vessel Logistics Coordinator</td>
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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*

See where we work at [richardson.ca/locations](http://richardson.ca/locations)
IT STARTS WITH KNOWING WHAT MATTERS.

“Most people think they have to put their life on hold when they start their careers. When I started at Richardson, I could grow my career and personal life at the same time.”

- NATHAN, ASSISTANT CONTROLLER