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(306) 664-0720

March 12, 2025

MIKE VOTH
DIRECTOR OF CORPORATE REVENUE
CITY OF SASKATOON
222 3RD AVENUE NORTH
SASKATOON SK S7K 0J5

Dear Mr. Voth:

Re: 2025 Property Tax Abatements

This letter is to confirm that the following companies comply with the terms and conditions outlined in each of their Business Development Incentive (BDI) Agreements with the City of Saskatoon and qualify for 2025 tax abatements:

- ABC Canada Technology Group Ltd. (1801 Quebec Avenue)
- Axiom Industries Ltd. (3603 Burron Avenue)
- Crestline Coach (126 Wheeler St.)
- McKnight Car Wash (125 Aspen Place)
- The Saskatchewan Food Industry Development Centre Inc. (2335 Schuyler Street) - year 5
- The Saskatchewan Food Industry Development Centre Inc. (2335 Schuyler Street) - year 1
- Three Farmers (Unit 100, 761-66th Street East)

Maven Water & Environment, now in the fourth year of its agreement, has fallen short of the FTE requirement for the second consecutive year, missing the minimum by 6.5 FTEs. On January 1, 2025, the company was acquired by Calgary-based Integrated Sustainability, which attributes the shortfall to typical startup hiring challenges. They believe their management, reputation, and policies will resolve the issue and request the 2025 incentive. SREDA supports this approach and recommends granting the 2025 abatement, with claw backs if the FTE requirement is not met within six months.

The companies participating in this year's audit saw an overall increase in employment by 100.5 new FTEs and are actively recruiting for 24 positions.

Please note that other approved incentive applications include Great Western Brewing and Drake Meats. Construction on these projects has not yet been completed and has delayed the commencement of the agreements.

If you have any questions regarding this request, please do not hesitate to contact me at 306-664-0720.

Regards,

A handwritten signature in black ink that reads "Erin Lawson".

Erin Lawson
Chief Executive Officer
SREDA



SREDA 2025 BDI AUDIT SUMMARY

Key Takeaway: Based on the 2025 Audit, 6 of 7 participants responded that they met the long-term employment requirements of 5 additional employees.

The 2025 audit was completed between January 7 and February 7, 2025. In total, seven businesses were audited for a potential of eight incentives. Based on the results accumulated during the process, six of the seven participants met the long-term employment requirements of five additional employees for expanding businesses.

Maven Water & Environment experienced a reduction in workforce again in 2024, leaving them short of the employment requirement two years in a row. Discussion will be required to determine how to proceed in 2025.

Table 1: Audit Participants/BDI Progress

Participant	Year	%
SK Food Development Centre*	1 st	100%
Three Farmers	2 nd	80%
Crestline Coach	2 nd	80%
McKnight Car Wash	3 rd	70%
Maven Water & Environment	4 th	60%
ABC Canada Technology	4 th	60%
Axiom Industries	4 th	60%
SK Food Development Centre*	5 th	50%
<i>Great Western Brewing</i>	<i>Construction ongoing</i>	
<i>Drake Meats</i>	<i>Construction ongoing</i>	
<i>JNE Welding</i>	<i>Completed in 2024</i>	

**Two expansion projects receiving incentives.*

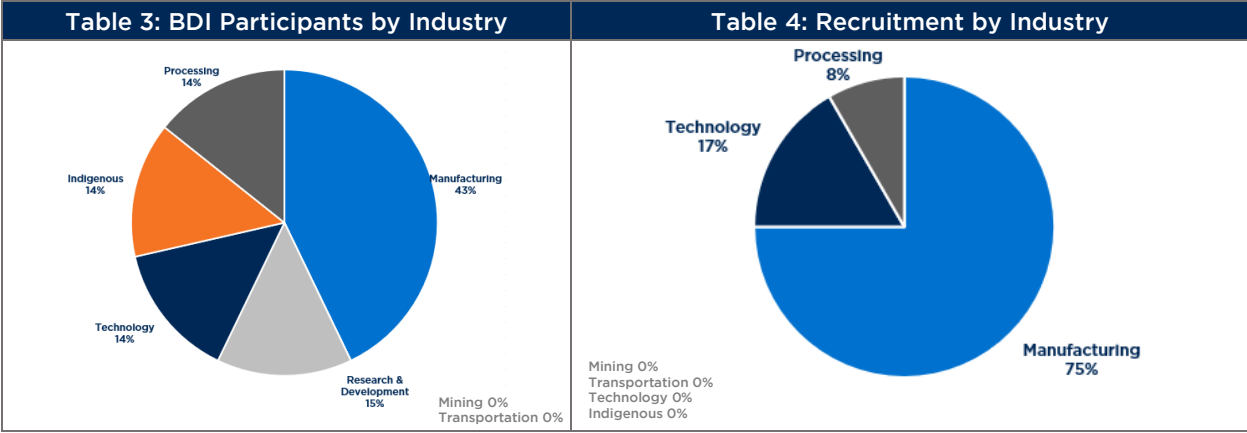
As of February 2025, there were 100.5 new FTEs created compared to the previous year. Overall, a total of 267 FTEs has been created by the current BDI participants during their time in the incentive program (Table 2).

Table 2: 2025 Audit Summary

Audit Summary	
BDI participants meeting requirements	6 of 7
# of participants set to receive 2025 incentives	6 of 7
Jobs created over the past year	100.5 FTEs
Cumulative # of FTEs created while in the program (current applicants only)	267 FTEs
# of positions being recruited for in 2025	24 FTEs
Cumulative investment since 1999	\$761M*

**Includes investments from approved applications for Great Western Brewing and Drake Meats*

Table 3 summarizes the BDI participants by industry, and Table 4 summarizes the current recruitment efforts within each of these industries. Based on the information provided, seven businesses were actively recruiting for a total of 24 positions as of February 2025.



In an effort to better understand and measure economic reconciliation efforts, SREDA continues to implement a variety of non-mandatory questions within the audit process regarding Indigenous Employment Strategies, and self-declaration. ABC Canada Technology and Three Farmers provide the opportunity for employees to self-declare as Indigenous. McKnight Car Wash and Three Farmers both have Indigenous recruitment strategies. As of February 2025, there are no recipient businesses with Indigenous employees on payroll.

Finally, Table 6 summarizes the number of jobs and timeframe for each audited business in 2025. Overall, there have been 267 new FTEs created.

Table 6: Jobs & Abatement Summary

Company	Base # FTEs	Increase FTEs	BDI 1 st Year	BDI Final Year	Abatement \$*
SK Food Development Centre (2)	66	0	2025	2029	
Three Farmers	15	8	2024	2028	
Crestline Coach	243	137.5	2024	2028	
McKnight Car Wash	0	7.5	2023	2027	
Maven Water & Environment	5.5	5	2022	2026	
ABC Canada	118	46	2022	2026	
Axiom Industries	20	16	2022	2026	
SK Food Development Centre (1)	32	52	2021	2025	

*2025 Property Tax Abatement amounts to be provided by the City