



Integrated Sustainability
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17 March 2025

Ashley Carter
SREDA
216 1st Avenue South
Saskatoon, SK

Dear Ashley:

RE: Saskatoon Business Development Tax Credit

As requested, I am submitting the following information for Maven Water & Environment (Maven), now a part of Integrated Sustainability Consultants Ltd. (Integrated Sustainability), located at 103, 303 Wellman Lane in Saskatoon.

2024 Information:

- 6 full-time employees in January
- Increased to 10 in May and averaged around 8 through the summer
- 5 full-time employees in December
- In the last quarter of the year, Maven made the strategic decision not to hire new staff as they were working through being acquired by Integrated Sustainability

2025 Information:

- 4 full-time employees in January
- Hiring local staff is an immediate priority post-acquisition
- 3 Integrated Sustainability staff from Vancouver and Calgary have been on-site to support Maven full-time until we can hire the appropriate local staff
 - While in Saskatoon they are supporting local businesses such as hotels, Airbnbs, restaurants, rental car services, grocery stores etc.
- 4 full-time positions currently in progress for FTE Saskatoon hires:
 - Location Manager (currently at final round of interviews with final candidates)
 - Laboratory Manager (currently in negotiation with candidate)
 - Laboratory Technician (x2) (2 offers being drafted this week)

We anticipate having these 4 individuals in place by mid-April (pending their need to give notice at their current roles)

- In addition to the above, we have immediate hiring needs and will be actively seeking:



- Laboratory Technician (x1 more in addition to above)
- Scientists (x3)

We anticipate having 1-2 of these positions filled within 2-4 months

- We are also currently assessing the need for:
 - Administrative Assistant
 - Project Manager
 - Additional Senior technical expertise

We anticipate having 1-2 of these positions filled within 3-6 months

- Integrated Sustainability is committed to being a diverse, equitable, and inclusive employer. We actively engage and collaborate with Indigenous, Métis, and Inuit Peoples to manage project impacts and identify opportunities that create shared value. Our DE&I Statement of Commitment also includes a commitment to actively engaging stakeholders, specifically Indigenous communities. All current indigenous-specific policies held by Integrated Sustainability will be expanded to our Saskatoon operations as we continue integration.

As startups often experience challenges in attracting and retaining qualified talent, Maven has faced higher turnover rates and difficulties in meeting SREDA's minimum staffing requirements. Integrated Sustainability has been recognized as one of Canada's top small and medium employers for the last 7 years and was also recognized as one of Canada's top 100 employers in 2023. We firmly believe that the reputation, policies, culture, and employee experience that earned us this recognition will provide significant value in enhancing talent attraction and retention at our Saskatoon office moving forward enabling us to meet SREDA's requirements.

We appreciate that you have made an exception for Maven in the past and hope you can consider extending one for us again this year as we have high hopes of growing the Saskatoon office and continuing to provide meaningful employment opportunities in the city of Saskatoon.

Please let us know if you require any additional information.

Regards,

Integrated Sustainability Consultants Ltd.

A handwritten signature in blue ink that reads "Amy Nordmarken".

Amy Nordmarken

Director, People & Culture

403.703.1629 | Amy.Nordmarken@IntegratedSustainability.ca