

# Movember



Once again the brave men of Flaman put aside their vanity, self-esteem and their wives' best interest, to grow moustaches for cancer research! Frank Flaman generously donated \$100 per employee who grew a moustache for Movember. Way to go guys!



*In Moosomin, Melanie and Charlene did the shaving to get it started... apparently they were a little aggressive and the guys were not feeling the "Spa Experience."*



**Ag Expo** Exhibition Park,  
Lethbridge, AB March 1st - 3rd, 2017

**Disney Institute - Transform Your Business** TCU Place Saskatoon, SK  
March 9th, 2017

**S.A.R.M Convention** Evraz Place,  
Regina, SK March 13th - 16th, 2017

# The Flaman Link

Edition 17: January 2017

## Happy New Year

2017 has begun and we have many exciting things on the road ahead. As we all continue with the Customer Journey initiative we keep in mind our Noble Cause that Flaman and every individual member of our team are **"People together - doing what's right - making a difference"**.

You will see in this edition of the newsletter

that team members across the country are consistently making a difference for our teams (departments and divisions), our customers, and our communities – and we should all be proud and encouraged to continue that cause into 2017.

Let's take a quick look back the rollercoaster ride that was 2016. The Ag division got off to a slow start but what followed was one of the busiest summers we've ever had! The Snow fell early and it looked as though there would be a lot of crops not harvested, but Mother Nature came through with a warm spell in November and most farmers manage to get their crops off. Our Trailer division is working together to help solve customer problems with great Flaman products and services and celebrating those success with pictures of happy customers! The division also started a market leading "buy now" option online this year – making it easier for our customers, who can now buy a trailer 100% online. Flaman Fitness continued to expand in 2016; the Kamloops store opened and the fitness product line added an exciting brand, Matrix Fitness, the world's fastest-growing commercial fitness brand. Our Express Wireless stores are also picking up speed and continued to grow in 2016.

2017 is looking promising for all of our divisions! Flaman already had a hugely successful Crop Production show in Saskatoon in January; the trailer division is expanding bringing in new brands and suppliers, and planning to showcase that with an improved website in the spring. As we take the Customer Journey initiative further this year we are going to focus in on helping our team members help our customers as best they can, with new training initiatives across all departments/divisions at Flaman. This will start with things like sales training, telephone etiquette, customer service training, we welcome your ideas as well. What training do you think you would benefit from? Please let us know! We also partnered with Disney to bring their world class Customer Service training to Saskatchewan in March of this year. If this is something that interests you, please let your manager know!

This year we have set an ambitious goal to increase sales by 15% and we can't do it without all of you! Your input and ideas on how we can improve our processes, procedures, and services are greatly appreciated. We have set our sights high in 2017 but with the help of every individual, department, division and store, we have no doubt this team can put together a successful 2017!

Thank you for your continued efforts and dedication, ***you are Flaman!***

*Don Flaman*

**People together - doing what's right - making a difference**



# A Tribute to Terry

By Evan Thomas

On November 18th, 2016, Our Saskatoon store lost one of our family members, Terry Dubois. It was a very hard loss for everyone that has worked with him on and off for the past 16 years. Terry was the kind of man that left an impression no matter who he met. Talking with other staff members from all Flaman stores, every person had some kind of story that had you laughing and thinking to yourself that "yup that's Terry". Terry loved his family very much and spent time camping each summer, going golfing, and having his Tim Hortons every day. He would make sure all of his routes driving would pass a Tim Hortons at some point. For the people that worked with him, you will remember and laugh and his colourful vocabulary and one of his favorite phrases to go with it. Terry will always be in our memories and will always be cherished at this store, as not just a coworker but as our friend.

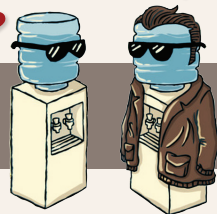


*Terry Dubois*

Flaman employees were asked:

**What are you most looking forward to in 2017?**

AROUND THE WATERCOOLER



WATERCOOL WATERCOOLER

"Summer holidays, fishing, and camping in Cypress Hills with the kids"

**Murdo MacKenzie, Medicine Hat, AB**

"Donald Trump's Presidency!!"

**Mike Neumeier, Yellowhead, AB**

"I'm looking forward to hiking and backpacking the 75 km of the West Coast Trail in the Summer. I'm also planning on snowshoeing and backpacking in the Rocky Mountain backcountry in the Winter as training/conditioning events for the West Coast Trail. There are some really good backcountry shelters in Banff and Jasper Parks.

**Mark Gibbons, Nisku, AB**

"Most looking forward to spending time with my son, Warner Frank Flaman, born on January 4th." :)

**Mitch Flaman, Saskatoon, SK**



## Thank you

*A few other special awards went out in 2016 as well, Congratulations to you all!*

**Rookie Of The Year**

Punjab Singh - Nisku

Derek Walsh - Nisku

**Employee Of The Year**

Dale Stadnyk Sr. - Nisku

**Most Positive Attitude**

Dexter Croft - Nisku



**Congratulations**



Congratulations to Phil Flaman! Not only did he win the award for Highest Ag Sales, he did so by setting a new record. In 2016 Phil sold more than any sales person, in the history of Flaman. That's in any province, department or division! Quite an accomplishment, way to go Phil!





*for your continued efforts & dedication, You Are*

## 2016 Service Awards

*There is no doubt that Flaman employees are the most valued asset of our organization and the ones responsible for Flaman Group of Companies' continued growth and success. At Flaman Group of Companies we value the dedication and loyalty of our employees, and celebrate their contributions and achievements. In 2016 we had a number of employees honored for their service and loyalty. Congratulations and Thank You for all your hard work and dedication.*

### 5 Years

Lorin Angell - Nisku  
 Matt Lee - Nisku  
 Jean-Michel Bergeron - Kitsilano  
 Colby Russell - Vernon  
 Nick Lorint - Saskatoon  
 Tony Manalo - Saskatoon  
 Wency Mendoza - Saskatoon  
 Dan Popoff - Saskatoon  
 Evan Thomas - Saskatoon  
 Mike Henschel - Saskatoon Fit  
 Kyle Clark - Southey  
 Donna Bilewitch - Prince Albert  
 Wayne Sumners - Prince Albert  
 Trevor Faure - Yorkton  
 Jeff Sherwin - Yorkton  
 Ed Stefanson - Yorkton  
 Matt Switzer - Yorkton  
 Darren Kindlein - Moosomin  
 Charlene Swanton - Moosomin  
 Mike Matichuk - Moosomin

### 10 Years

Shirley McKay - Lethbridge  
 Jeff Basset - Saskatoon  
 Chris Harper - Lethbridge  
 Rick Bilash - Prince Albert  
 Elvis Campbell - Prince Albert  
 Vaughn Cross - Yorkton

### 15 Years

Ken Barlott - Nisku  
 Suzette de Vries - Yorkton  
 Sheldon Sleeva - Yorkton

### 20 Years

Don Evans - Nisku  
 David Sundlie - Nisku  
 Warren Schmidt - Southey  
 Craig Hubick - Southey

### 25 Years

Greg Flaman - Southey

### 30 Years

Phil Flaman - Southey

### 35 Years

Rick Clubb - Nisku



## 2016 Sales Awards

*Flaman Group of Companies had another outstanding year in 2016. We all play a role in Flamans success and supporting our Sales staff in creating positive experiences for all of our Customers. We would like to congratulate the following sales staff for their achievements this year!*



### Platinum Club 6 Million

Brian Holyoak - Southey  
 Ryan Steinley - Lethbridge  
 Phil Flaman - Southey



### Silver Club 4 Million

Kevin Kulak - Nisku  
 Derek Smith - P.A  
 Wendell Langford - Southey  
 Sheldon Sleeva - Yorkton  
 Al Lingelbach - Saskatoon  
 Mike Schmaltz - Saskatoon  
 Everal Olson - Nisku  
 Paul Mialkowsky - Saskatoon



### Bronze Club 3 Million

Darrell Knash - Yorkton  
 Don Evans - Nisku



# Flaman



## Lifetime Award

Ed McKay - Southey

After **over 50 years** of hard work & dedication to Flaman Ed McKay is retiring. Congratulations to Ed for achieving the Life Time Award. We thank you for many years of outstanding service!



DALE  
STADNYK SR.



## 1 Million

Kevin Reimer - Moosomin  
Jesse Jackson - Moosomin  
Scott Sangster - Nisku

## 2 Million

Barney Bartley - P.A  
Ryan Jarvis - Saskatoon  
Trystin Pell - Lethbridge  
John Turcato - Lethbridge  
Chad Peters - Nisku  
Rick Clubb - Nisku  
Guy Vestby - Swan River



GUY  
VESTBY

## Don Evans EMPLOYEE SPOTLIGHT



### Tell us about what you do at Flaman?

How long have you worked at Flaman?

*I Started in April 1996 and worked as an Agriculture Sales Territory Manger – at this time I worked mainly from my home office. The in 2003 I purchased the Flaman Rental Agency in Thorhild. I managed it until April of 2015 at which time my daughter Shannon joined the team and is now managing Evans Sales & Rentals Inc.*

What did you do before you joined the Flaman team?  
*10 years with Coop 5 @ FCL Crop Supplies*

*Sales and worked 5 years General Manager of Thorhild Coop.*

What is your favorite part about your job?

*Being part of the most awesome TEAM!*

When you're not at work what do you like to do?

*I enjoy going fly fishing, camping and traveling to Jamaica.*

What are you most looking forward to in 2017?

*The birth of my Second Grandson as well as another prosperous year at Flaman.*



### Rental Dealer Meeting

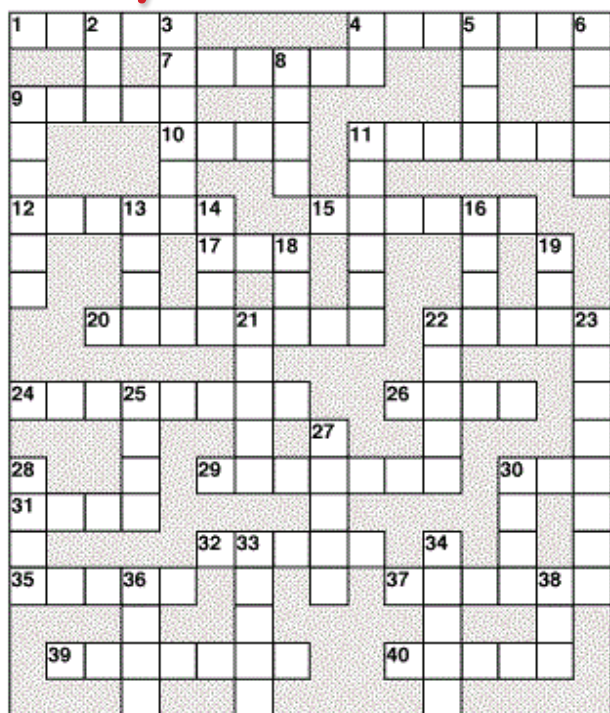
The Annual Dealer Meeting is an opportunity for Flaman to get the all of our dealers together to review business, share ideas and continue to grow our Rental Dealer Network. Flaman awards the Top 5 dealers in Saskatchewan and Manitoba, along with the Top 5 Dealers in Alberta/BC/USA. The Top Retailing Dealer and Most Improved dealers also receive awards for their efforts over the last year.

**Congratulations to everyone on their achievements!**





# Putting Flaman to the Test: Crossword



## Down:

2. Frozen water
3. Small
4. Myself
5. Small pie
6. Neck warmer
8. Chilly
9. Used to move snow
11. A season
13. Strong emotion
14. Ripped
16. Nil
18. Bath \_\_\_\_\_
19. Cloud of water vapour
21. Last month of winter
22. Wooden snow vehicles
23. Winter road condition
25. Be carried on
27. Locomotive
28. Carried along by wind
30. Piece of hockey equipment
33. Make this in the snow
34. Winter foot wear
36. Faucets can do this
38. You hear with this

## Across:

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Sudden cold breeze       | 24. Valentine month           |
| 4. Hand warmers             | 26. Thaw                      |
| 7. Hanging spike of ice     | 29. Keeps drinks warm         |
| 9. Freezing rain            | 30. Small dog                 |
| 10. Show and _____          | 31. Winter Olympic sport      |
| 11. Conditions outside      | 32. Silky material            |
| 12. Flowering plant, colour | 35. Breezy                    |
| 15. Achoo                   | 37. Ice sport                 |
| 17. Not in                  | 39. Foot warmer               |
| 20. Month of winter         | 40. Direct a vehicle's course |
| 22. Carols, etc.            |                               |



When you complete the puzzle, email answers or take a picture and send them to [pam.schaan@flaman.com](mailto:pam.schaan@flaman.com). All participants with correct answers will be entered to win 1 of 5 \$10 Tim Cards! All correct answers received by 12:00 Midnight CT March 17, 2017 will be entered into a draw. Winners will be contacted and shortly after the prize will be sent out.



"It's that time of year when we see the kindness in the world shine through. We are all inspired by the generosity of people at this time of year. But as a Flaman employee, we are fortunate to work for a company that donates to the impoverished all year long. We have helped make people's lives better all over the world. We were there for victims of Fires in Yorkton & Fort Mac, natural disasters such as earthquakes in Haiti; we have delivered necessities to poverty stricken people on almost every continent. And we also see the benefits of this it in all our communities. We don't have to search for inspiration, we just have to look beside us at our co-workers and realize the impact each and everybody at Flaman has in making our world a better place. My heart is bursting with pride so please be proud and join me in celebrating this accomplishment every day."

*Bernie Molnar, Yorkton*

## Tis' The Season of Giving Back

Flaman team members all over the country helped get their communities into the Christmas Spirit this year. Moosomin staff participated in the annual Moonlight Madness again this year, passing out candy canes and hot chocolate to shoppers, as well as giving rides on their Christmas train. Flaman Saskatoon donated the use of a trailer to help the U of S Ag Students' Association with their annual toy drive; they filled 31 boxes with toys for the Secret Santa Foundation. In Edmonton Flaman Fitness sponsored the Silent Night Run, an event that raises funds and awareness for the Alberta Sports and Recreation Association for the Blind. These are just a few recent examples of Flaman team members making a difference in their communities –it's a Flaman value, and our team does it all year long!



*U of S Ag Students*



*Moosomin Train*



*Yorkton Elf*



*Silent Night Run*



# welcome — TO THE — **FLAMAN** — family —

MEET OUR  
NEW TEAM  
MEMBERS



**Ann Allen**  
Lethbridge  
Parts & Rentals



**Nigel Atwood**  
Lethbridge  
Fitness Sales



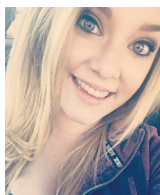
**Adato Absalom**  
Medicine Hat  
Labourer



**Rob Goladade**  
Medicine Hat  
Manager



**Derek Walsh**  
Nisku  
Parts & Rentals



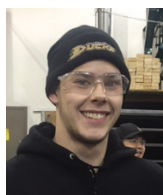
**Kelsey Haine**  
Nisku  
Reception



**Guy Luchenski**  
Prince Albert  
Manager



**Tammy Reid**  
Prince Albert  
Fitness Sales



**Brandt Ford**  
Saskatoon  
Grain Cleaning



**Hal Curren**  
Saskatoon  
Ag Sales



**Jon Hutchinson**  
Saskatoon  
Web Designer



**Justin Scott**  
Saskatoon  
Express Wireless



**Michelle Epp**  
Saskatoon  
Accounting Clerk



**Tyler Blues**  
Saskatoon  
Fitness



**Kurt Schmidt**  
Saskatoon  
Yard Support



**Rob Gwillim**  
Sourhey  
Truck Driver



**George Miller**  
Moosomin  
Yard



**Kelly Stewart**  
Moosomin  
Sales



**Gord Haid**  
Langley  
Warehouse Manager

Ashely Reynish **Saskatoon** Service Writer  
Keith Dyckh **Lethbridge** Mechanic  
Simon Wren **Lethbridge** Labourer  
Henri Johansson **Nisku** Labourer  
Punjab (PJ) Singh **Nisku** Rentals Rep  
Ena Boskovic **West Ed Mall** Sales Associate  
Darien Lyons **West Ed Mall** Sales Associate  
Raymond Benko **Yellowhead** Shipping & Receiving  
Cohen Hawreliak **Yellowhead** Shipping & Receiving

Christopher Moffatt **Yellowhead** Driver  
Jason Solberg **Yellowhead** Driver  
Gordon Haid **Langley** Manager: Warehouse  
Leon Miller **Kelowna** Service Manager  
Nicanor Ramos **Kelowna** Sales Associate  
Patrick Szabo **Langley/Surrey** Labourer  
Jordan Toth **Victoria** Sales Associate  
Shiv Verma **Kamloops** Sales Associate  
Brandon Wipp **Kitsilano** Sales Associate

## Friday Night Lights

In September Flaman Sales in Yorkton lit up the Football field for the annual Friday Night Lights game! The Yorkton Regional High School Raider Gridders football team won 56 -14 (over Moose Jaw Central) in front of a full crowd, who braved the rain to cheer on their home team.



Wendy was inspired by this contest to get active with her boyfriend, and says that this is just the start of her fitness journey. Wendy won her Lifespan E3i!

We look forward to helping you reach your goals, Wendy.

**Congrats to everyone participating and succeeding with Pay with your Pounds!**

**Do you have a great idea for the next newsletter?**

Any ideas, questions or stories can be emailed to  
**pam.schaan@flaman.com**



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[www.facebook.com/flamangroupofcompanies](https://www.facebook.com/flamangroupofcompanies)