

*If you are interested in how
the Co-operative Retailing
System can assist you in
acquiring the management
skills you need to succeed,
contact:*

**The General Manager at your local Co-op
or**

Human Resources by e-mail:

Saskatoon	stn.hr@fcl.ca
Regina	reg.hr@fcl.ca
Winnipeg	wpg.hr@fcl.ca
Calgary	cal.hr@fcl.ca
Edmonton	edm.hr@fcl.ca

or contact:

Federated Co-operatives Limited

401-22nd Street East
P.O. Box 1050
Saskatoon, Saskatchewan
S7K 3M9

Telephone: (306) 244-3276
Fax: (306) 244-3462
Website: www.fcl.ca
E-mail: hr@fcl.ca



Accelerated ADVANCE



Management Training Programs



About Us



The Co-operative Retailing System (CRS) is a multi-billion dollar organization consisting of nearly 285 autonomous retail Co-ops with over 18,000 employees throughout Western Canada. Co-ops are locally-owned, with

their roots in the community. Not only do Co-ops share their profits with their members, but Co-ops also support their communities through donations and involvement with various associations, clubs, committees, sports groups, and events.

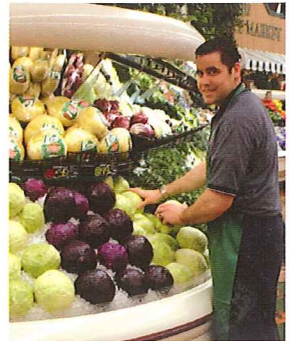
The CRS is committed to providing training and advancement opportunities to its employees. The Accelerated ADVANCE Management Training Program builds skills and experience for future management positions within the CRS.

Accelerated ADVANCE Management Training offers:

- continuous employment in a current position while completing the management training.
- up to one year of a training program which follows the ADVANCE Manual, supplemented by off-the-job training seminars, and experience in the particular commodity department.



- a customized training plan based on the trainee's experience, skills and knowledge.
- training in a variety of commodity areas including:
 - Food (includes Grocery, Meat, Produce, Bakery and Deli)
 - Gas Bar/C-Store
 - Hardware
 - Building Materials
 - Crop Supplies
 - Pharmacy
 - Retail Manager



- trainees the opportunity to attain a promotion to retail management positions upon completion of the program.
- support of ongoing development, if desired by the employee.

Eligibility

While criteria may vary among the commodity departments, the majority of candidates will:

- have a minimum of a grade 12 education, or equivalent.
- have a minimum of six months related CRS experience.
- have completed a Career Awareness Interview with the Region Human Resources Manager.
- be mobile within their home Region and preferably anywhere in the CRS.



- demonstrate strong leadership qualities and possess excellent interpersonal and communication skills.