



2015

ANNUAL PROFILE

strength in
diversity

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1976-
2015

history of PIC

In 1976 Prairie Industrial Chemicals Ltd. opened its doors. It was a start-up chemical distribution company with one supplier and four available products. The founders grew the business by being open for business twenty-four hours per day and seven days per week all year round. They understood their customers' needs, often before the customer identified the need on their own. Just four years later, the company had annual sales in excess of \$5 million and established branch offices and warehouses across the prairie provinces.

By its fifteenth year, combined sales surpassed \$26 million dollars annually and the company had diversified into chemical packaging, chemical manufacturing, transportation, import/export and property management. With a view to future growth through delegation and acquisition, it underwent a major reorganization. Separate companies were formed, each with its own core business. Ownership remained with Prairie Industrial Chemicals – but the name changed to more accurately reflect a broader corporate mandate.

Today, PIC Investment Group Inc. is a diversified holding company that uses venture capital investment and provides hands-on management in order to grow. Through a set of investments including joint ventures, wholly-owned and partially-owned operating companies, loans, bridge financing, and minority investments, we provide service and support to all of the companies we invest in.

We look for every opportunity to find synergy, facilitate acquisitions and finance internal growth within existing companies.

Analysis of new opportunities compares the return on investment against our best alternative for creating lift during the period of time we hold the investment. We seek to maximize lift by predicting our partners' needs and help keep their business safe from the unexpected.



strength in diversity

SALES: \$280,604,495

CURRENT ASSETS: \$53,472,152

TOTAL ASSETS: \$288,209,664

“EXPECT THE BEST.

PREPARE FOR THE WORST.

CAPITALIZE ON WHAT COMES.”

– ZIG ZIGLAR

PRESIDENT’S MESSAGE

Our new office is perfect. The PIC Investment Group Inc. team is under one roof, with structured meeting space and separate social space so we can interact spontaneously as often as formally. That’s important, because we share so much of our work load with each other in the oversight of our investments. Our job at PIC Investment Group is to help any of our companies in any way they require.

We exercise our ownership through a Board Governance approach which provides experience and insight to the company leader on behalf of a group of Directors who have competencies that match the needs of the organisation.

The money we invest is available thanks to an income stream from participation in the profits of our operating companies, as well as return on investment, dividends (or return on capital), plus the repayment of loans, proceeds from bridge financing,

management fees, capital asset lending or inventory financing. Our minority investment portfolio produces sporadic returns annually and depends on the deal that we struck when becoming a shareholder. Each year we hope to sell some of our positions as we invest in new opportunities. Over the long term we do expect to win more often than we lose.

In this fiscal year we were bought out of an Equity Investment (ClubMynx) and we sold another operating company. Hydor-Tech Limited was sold in January to Chemtrade Logistics (CHE.UN). This was a very fast transaction that presented itself at the beginning of the fiscal year. Our two minority investors were thrilled with the deal, and the PIC Group benefitted in many material ways. The sale greatly strengthened the relationship between ClearTech and Chemtrade causing Chemtrade to be the dominant #2 supplier to ClearTech going forward. Round Table Management became stronger as a result of its Lease to Chemtrade – now a 3rd party Tenant. Many other considerations in the deal further our connection and deepen our 30-yr old relationship with Chemtrade going forward. However, it is worth noting that thanks to the sale, PIC Investment Group Inc. has the strongest balance sheet in the history of this 35 year old company. Everyone was a winner from this deal and our health as an organisation was protected just as an unsettling economic period was hitting the West.

THE THEME FROM EACH OF OUR OPERATING COMPANY LEADERS IN THE PIC GROUP IS “RIDING OUT THE STORM IN THE ENERGY SECTOR.”

It's bad in the energy sector. But, thanks to their tremendous skill and experience earned over multiple decades and from multiple energy sector cycles, we are fine. Even in robust times when debt looks cheap, we buy what we can afford. We are balance sheet managers and we are not afraid to make the tough decisions necessary to survive. Profit margin gets eroded... but we remain profitable. We will hang-on and we will look for opportunities that provide the greatest benefit as the economy rebounds.

We added an Operating Company this year – Frontline Industrial Solutions. It identically fits the PIC Group strategy to add companies that are a customer of, or supplier to, or in the same industry as our current Operating Companies. We understand what they do because we have been using their exact service. In addition, their customers are ClearTech's customers, RTM's customers, Kreos's customers, Caron's customers, Panther's suppliers. Phyllis is the Portfolio Manager of this business and Frontline's leader Trent Norman is a friend known to many of us (for over ten years). This is a best-in-class organisation. A perfect fit.

In our Equity Investment portfolio, managed by Laurie, we honed our system of identification, due diligence, decision-making and investment detail. We developed a

database to improve portfolio management and information sharing efficiency and as a result we are able to feed each other information to enhance our decisions.

Another really cool outcome of our new space is the development of new routines, our own culture, and improved job satisfaction. With that advantage and the communication tools and procedures that we added, we are ready for additional growth opportunities.

IN SUMMARY, WE ARE BETTER, STRONGER AND FASTER THAN WE WERE LAST YEAR AND AT ANY TIME IN THE HISTORY OF THE PIC GROUP.

The majority of our fiscal year was quiet and tough decisions were made and executed. The future year will be tough, but we will be looking for opportunities that will substantially increase our growth in the future.

– Greg Yuel



The reason PIC Investment Group Inc. negotiates and participates in equity investments is to facilitate entrepreneurship and help existing businesses grow. PIC assesses risk and makes investment decisions based on the criteria listed on our website. Our intention is always to maximize our return either long-term or short-term, by bringing some expertise to the business. Our basic underlying motive is a belief that a strong and vibrant economy is constructed by growing one business at a time.

This past year was focused on strengthening our existing portfolio. One new wholly owned acquisition was made this year (Frontline Industrial Solutions), and it is an excellent addition to our other operating companies. One new minority investment was made this past year (The Blok), however, there was significant activity within the portfolio including: two follow-on investments; a merger; the Westcap MBO Investment LP made its first investment this past year; and last but not least, two successful exits – ClubMynx Fitness and Hydor-Tech Ltd. Dawn Wotherspoon of ClubMynx is an amazing young entrepreneur and although we are sad to see her leave the PIC Group of Companies, we know she has a prosperous future ahead of her in business. The sale of Hydor-Tech was transformative to the PIC Group and many important companies within our group were strengthened from this transaction as we grow forward with the new owner.

investment summary



ABK BIOMEDICAL INC.

Dr. Bob Abraham

1344 Summer Street, Suite 212
Halifax, NS B3H 0A8

ABK Biomedical Incorporated is a medical device company developing products to simplify clinical procedures performed by interventional radiologists. The company's lead product, OccluSystem is focused on uterine fibroid embolization (UFE). OccluSystem delivers novel radiopaque embolic agents with improved visibility during embolization for improved safety and ease of use.



ADVANTAGE TOWER LTD.

Allison Earl

Box 26, #2 Alberta Ave.
Aldersyde, AB T0L 0A0

Advantage Tower Ltd. has over a decade of experience as an industry leading expert specializing in engineering services and turnkey construction, erection of towers and installation of antennas. The corporate vision is bold, yet straightforward—to be recognized as the caring expert in the tower and wireless industry. Advantage Tower is committed to excellence, providing safe and meaningful solutions that enable people to connect...because we all care.



ADVENTURE DESTINATIONS INTERNATIONAL

Jim Yuel

Hangar #11, J.G. Diefenbaker Airport
Saskatoon, SK S7L 5X4

Adventure Destinations International (“ADI”) owns and provides marketing and support services to a collection of fishing lodges in Northern Saskatchewan. They provide a one-stop location for booking a fishing trip in Canada, and they encompass three fishing lodges including Selwyn Lake Lodge, Twin Falls Lodge and Thompson’s Camps Otter Lake Resort, as well as six outpost camps and 29 secluded fly-in fishing lakes. They meet the adventure needs of a global clientele base by providing a wide variety of experiences and adventure options through a roster of destinations.



CARON TRANSPORTATION SYSTEMS

Bruno Muller

301 Streambank Avenue
Sherwood Park, AB T8H 1N1

Caron Transportation Systems has been a known and trusted name in the transportation industry for over 60 years. Today Caron is comprised of well over 300 employees and leased operators, and is one of the largest carriers of bulk commodities in Western Canada with a service area covering western, central and northern Canada and the northwestern United States. Caron provides safe dependable service to the construction, manufacturing, mining, oilfield, petrochemical, pulp and paper and water treatment industries.



CLEARTECH INDUSTRIES INC.

Randy Bracewell

1500 Quebec Avenue
Saskatoon, SK S7K 1V7

ClearTech sells water treatment chemicals, process equipment, instrumentation, and laboratory products across Canada. Their main areas of excellence include potable water and wastewater treatment facilities, oil sands, oil refineries, petrochemical manufacturers, food processing plants, mining, pulp and paper industries, and other industries. Today, ClearTech is a name recognized throughout Canada for responsible distribution of chemical products, as well as analytical and process equipment.



DEFYRUS

Jeff Turner

2 Bloor Street West, Suite 2602
Toronto, ON M4W 3E2

Defyrus is a private life sciences biodefence company that collaborates with public health agencies and military R&D partners in the United States, United Kingdom and Canada to develop and sell broad spectrum anti-viral drugs and vaccine system as medical countermeasures to bioterrorist threats and emerging infectious diseases.



DIAMOND HOUSE

Heather Haupstein

#101-3550 Taylor Street East
Saskatoon, SK S7H 5H9

Golden Health Care Inc. (GHCI) is the largest private provider of long-term care facilities in Saskatchewan with 6 facilities currently in operation. PIC is a partner with GHCI and other investors in the 7th facility called Diamond House, a personal care home being built in Warman. Diamond House is scheduled to open in July of 2016. The GHCI successful delivery model provides care home residents with a home-like, caring family atmosphere designed to enhance their well-being and sense of self-worth.



FRONTLINE INDUSTRIAL SOLUTIONS LTD.

Trent Norman

1729 Ontario Ave
Saskatoon, SK S7K 1S9

FIS is an Engineering Consulting company which has been located in Saskatoon since 2005 and provides consulting services in Saskatchewan and Alberta. FIS has grown its consulting and project management business through the delivery of project services from its highly skilled group of professionals. Their Professional Placement Services supports clients by embedding their professional and focused project support consultants, in client companies, with successful project completion being their sole objective.



KREOS AVIATION

Wes Ramsay

Hangar 16, 16 Wayne Hicks Lane
Saskatoon, SK S7L 6S2

Kreos was established in 2009 to fulfill executive standards in aviation. They provide sales and acquisition of aircraft for personal or business use, and assist with preparation and logistics planning for domestic and international flights. They provide maintenance and repair for a wide variety of aircrafts, from single engine to executive jets. With modern facilities and impeccable service Kreos stands for excellence in every area, in the air and on the ground.



MPT MUSTARD PRODUCTS & TECHNOLOGIES INC.

John Cross

101 – 111 Research Drive
Saskatoon, SK S7N 3R2

We have invested in a Board and Management with a proven track record in agriculture. MPT's innovative technology converts the unique properties of mustard seed into fertilizers that support soil health, and formulated biopesticides that control soil borne pests and diseases.



PANTHER INDUSTRIES INC.

Jack Schneider

PO Box 698
Davidson, SK S0G 1A0

Panther Industries, Inc. has been a major distributor for the Oil and Gas Industry in North America and overseas for over 30 years. With locations in Davidson, Saskatchewan, Edmonton, and a new liquid chemical transload and blending facility opening in Sturgeon County, Panther Industries is well located in Western Canada. They have developed a comprehensive list of products including water softener, potash, calcium chloride and hydrochloric acid, and are also a leading supplier of wooden skids and pallets. They have a solid reputation within our industry and are well known for meeting customers demands and expectations.



PHENOMENOME DISCOVERIES INC.

Dr. Dayen Goodenowe

204 – 407 Downey Road
Saskatoon, SK S7N 4L8

A world-leading human health research company focusing on the discovery and development of novel disease screening, treatment and health monitoring products to address diseases such as colon, pancreatic and ovarian cancers, multiple sclerosis and alzheimer's.



PRAIRIE PLANT SYSTEMS INC.

Brent Zettl

#1 Plant Technology Road
Saskatoon, SK S7K 3J8

Prairie Plant Systems Inc. is a biotechnology company with Canadian and United States facilities dedicated to the principle of manufacturing pharmaceuticals derived from harvestable plants grown in biosecure GMP production facilities.



TEXT2CAR INC.

Vince Hardy

201, 302 Pacific Avenue
Saskatoon, SK S7K 1P1

Text2Car offers innovative products to consumers and businesses that provide the ability to control, monitor, and track vehicle activity through a cell-phone or computer from any distance, anywhere. PIC was made aware of this minority investment opportunity through our involvement with the Saskatchewan Capital Network.



THE BLOK

Trent Norman

1729 Ontario Ave.
Saskatoon, SK S7K 1S9

The Blok (123 Ave B. South) is an innovative commercial condominium development project in Riversdale consisting of a unique building structure made up of boxes, squares and blocks. Main floor owners will revel in the mill of the courtyard atmosphere while 2nd floor and penthouse owners can be inspired from their private balconies, by views of the downtown and the beautiful South Saskatchewan River. The site is located in the Riversdale Community on Avenue B, in between 21st and 22nd Street West.



TINYEYE TECHNOLOGIES CORPORATION

Greg Sutton

103 – 116 Research Drive
Saskatoon, SK S7N 3R3

TinyEYE provides high-quality, online Speech-Language Pathology and Occupational Therapy services to school aged children around the globe. A world leader in online therapy, TinyEYE has been recognized internationally for its innovation and for their positive impact on the lives of thousands of children. TinyEYE mends spirits, grows smiles and engages children in their lives.



TITANSTAR PROPERTIES INC.

TSX VENTURE: TSP-V

Rick Turner

1745 - 1050 West Pender Street
Vancouver, BC V6E 3S7

The company is a TSXV-listed real estate issuer in the business of identifying and acquiring real property interests consistent with its investment policy. It seeks to create and grow a portfolio of income producing, stabilized real estate assets in the United States. The strategy is to lever its existing contact base to grow the business.



STELLAR POWER & CONTROL SOLUTIONS

Ian Lewis & Glen Follett

#110 1515 Broadway St
Port Coquitlam, BC V3C 6M2

In March of 2015, our minority investment with Vector Drive Systems (Ian Lewis) was bolstered when the company merged with Advanced Drive Systems (Glen Follett) to form Stellar Power & Control Solutions Inc. The new company has strong leadership that will build on their collective history in the Electrical Integrator and Power Quality electrical systems industry. The company has built a reputation throughout Western Canada as well as internationally, for providing Yaskawa variable frequency drives and industrial motor control equipment to industries such as mining, oil and gas, forestry and municipal water treatment facilities.



WARMAN HOME CENTRE

Rick Casavant

601 South Railway Street West
Warman, SK S0K 4S1

Golden Opportunities Fund Inc. ("Golden") led a major transaction to complete the management buyout of Warman Home Centre and its divisions. PIC partnered with Golden and other leading institutional investors including Lex Capital Partners LP and Hathersage Holdings Inc. Warman Home Center is a leader in the building supplies industry including 5 divisions: Warman Metals, Warman Truss, Warman Cabinets, Warman Homes, and Warman Home Centre.



WESTCAP MBO INVESTMENT LP

Grant Kook

830, 410 22nd Street East
Saskatoon, SK S7K 5T6

Over the next ten years, two out of every three small and medium-sized enterprises will transfer ownership through a succession or exit strategy. This will require knowledgeable capital and strategic partners that can facilitate the right structure and support the company's next growth period. PIC is one of several local investors with broad expertise and history in building successful companies that have invested in the new Westcap MBO Investment LP Fund, which is led by Saskatchewan's leading private equity fund manager, Westcap Mgt. Ltd. This past year, Westcap Mgt Ltd. was pleased to announce the Westcap MBO Investment LP Fund's first major investment transaction to complete the management buyout of the DynaVenture Corp. Group of Companies comprised of four distinct operating entities: DynaIndustrial Inc., Tackpoint Ltd., Dyna Crane Services Inc. and Fluid Clarification Inc.

CARON TRANSPORTATION

What a difference a year makes. This should sound familiar as it relates to any business involved directly or indirectly with the energy sector!

Caron's first quarter results both in Canada and the USA broke all previous records with seemingly no end in sight.

The US operation went from not being able to keep up at our Bainville Montana terminal, to almost a complete stand still overnight. This, while we were just starting to take delivery of our first trucks and trailers to expand our services to the San Antonio, Texas area. From February to October the rates in both locations dropped 40% and the workload available in the area diminished to almost nothing.

We have been able to make some headway to stabilize things down south by expanding our customer base in recent weeks. We also continue to explore all avenues to lower our cost base, all in preparation to hang on and wait for better times.

Canadian operations were also negatively affected but diversification in Canada has helped limit the damage.

The chemical divisions remained strong with modest growth (5%). The dry bulk division was down 35% in the later months and the oilfield division is down 40%.

The complete collapse of the oilfield activity in the Medicine Hat area forced us to down size that terminal to a satellite facility managed by our Calgary terminal. We are hopeful that reopening the Medicine Hat terminal will become necessary as activity levels increase in the future.

How about some good news!

We did manage to complete our expansion in Sherwood Park. This includes a welding facility mainly required for tank inspection and repair, and desperately needed office space for our maintenance shop and training requirements.

Potential damage was also limited by the dedicated reaction of employees to the message that every department needed to review expenses and increase efficiencies wherever possible. Those responsible for purchasing and ordering supplies made a concerted effort to be cost aware, and that made a positive impact.

It goes without mention that 2016 will be a challenging year for CTS. I am confident that we have the right team in all areas of our organization to weather the storm and through these challenging times, become an even better organization for the years ahead.

Weathering storms isn't new for our organization; it takes determination and team work — and we've never lost that. Thank you to each and every employee for their part in our success.

– Bruno Muller



SALES: \$122,482,000

CURRENT ASSETS: \$19,732,000

TOTAL ASSETS: \$117,699,000

OWNERSHIP: 50%



Caron
TRANSPORTATION SYSTEMS



CLEARTECH

While 2015 was an unsettling year for industry across Canada, ClearTech delivered a strong performance with revenue growth across our regions. The momentum we have gained over time in building our infrastructure, aligning with key partners, and strengthening long term customer relationships has been essential to keeping us whole through times of increased pressure.

This year we saw the completion of our biggest capital project in recent history. Our Richmond facility was decommissioned while our Port Coquitlam facility was expanded to accommodate the closure and meet the growing needs of our West Coast market. Port Coquitlam now hosts all of our BC operations providing expanded rail capacity and over 45,000 sq ft of production, office, lab, and warehouse. BC is a competitive market but with our new facilities up and running on budget and on time we are ready for the challenges. We are looking for opportunities to continue to expand our presence in the area. Congratulations go out to the hard working folks in BC for a job well done.

Across the Prairies the energy producers, a core customer group for ClearTech, fell onto hard

times with the precipitous decline in oil prices. This put pressure on all companies operating in the region and made both volumes and margins difficult to maintain. Our people did an admirable job of keeping volumes steady but we did have to sacrifice some margin. In a tough market we expect challenges, in this situation profit percentages slipped a little as customers sought ways to reduce costs and maintain their operations. In down times good companies absorb the challenges, adjust, and keep going. ClearTech and many of our customers are good companies.

The downturn in Alberta is also creating opportunity where we need it. Cycles are a defining part of any business, we can be confident that the current situation is temporary. We know we need to move and expand in Alberta and have been planning accordingly. The current cycle in the economic climate will make our move more cost effective. It will create additional opportunity to build what we need. The investment will make us even better equipped, better positioned, to take advantage of the new opportunities as markets improve.

Ontario has seen an upswing since the addition of some key equipment offerings to our product line. Our people are uncovering potential business and we have expectations that 2016 will be the year to drive some of these opportunities across the finish line.

ClearTech is ready for what's next. While this coming year presents challenges and unknowns for the entire industry we are in a strong financial position and can continue to be a competitive player in our market. Our reputation as a trusted partner plus the resiliency of our people and our ownership make me believe that we are on the right track. We have good people doing good things to keep us moving forward. Thank you to everyone for another successful year.

– Randy Bracewell

SALES: \$120,065,000

CURRENT ASSETS: \$23,198,000

TOTAL ASSETS: \$38,410,000

OWNERSHIP: 100%

PANTHER

I like the slogan "When the going gets tough the tough get tougher." Having seen down turns in the oil and gas industry before I have learned a thing or two. Each time Panther responds with a strategy that adds a little more protective armour, and a little more wisdom to face the next down turn in the oil and gas industry. However, it is understandable that each downturn makes us more vulnerable to losses strictly due to the increase in our overhead costs. Strategy for surviving a downturn is crucial.

Some thirty years ago Panther diversified in pallets. It was not an enterprise that looked like it would ever amount to very much. Nevertheless, the pallet plant was given legs so it could move forward. Twenty-some years ago Panther got into blending, coloring and packaging ice melts, as another strategy for diversifying. There were already big players in this business, so success in this industry was a struggle.

Three years ago Panther designed and built an HCL transload facility in Fort Sask, which became functional in October 2014. HCL was the gold rush three years ago. Our input numbers showed that Panther's growth was going to be upwards of 300% in a very short time. The plant was designed not only for the present but also for the future.

It is hard to say what the next year has in store for us. We can't change the things that have put our industry into such a spin; we can however focus on what we can change. One is cost cutting. It is a good exercise to sharpen our skills in cost cutting. It not only makes our financial statement look better, it also makes us a more ferocious competitor.

If it was not for our pallet plants and our ice melt business we would have suffered losses. These businesses get more successful every year and are great programs when facing down turns. We believe Panther will become stronger during these times. We are looking for opportunities that fit our new strategies. Our products have remained the same, but that too is about to change. Panther is looking at adding to the sales team. Sales

will extend into the US, Saskatchewan and Alberta. The markets are weak on the oil side. Most have said that business is down about 60% from a year ago. Panther oil field sales are down 33% and non oil field sales are down 22%. Panther has been aggressive holding on to market share, but the cost has been high. Margins have really eroded this past 6 months on the oil side. It is pretty ugly out there and Panther expects a bumpy ride for a while.

– Jack Schneider

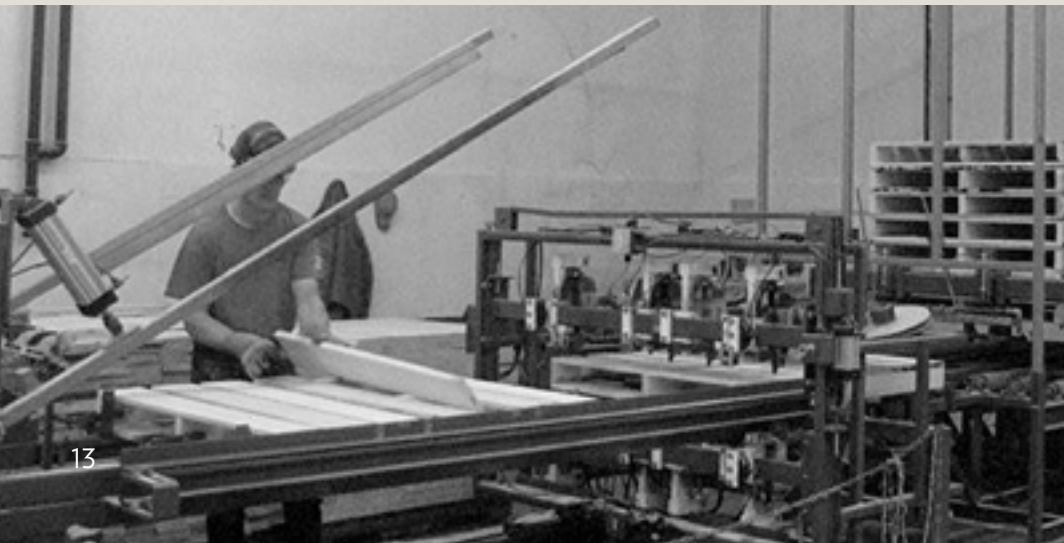


SALES: \$25,680,000

CURRENT ASSETS: \$9,605,000

TOTAL ASSETS: \$23,885,000

OWNERSHIP: 100%





KREOS AVIATION

"If you build it, [they] will come," doesn't mean you can build crap and expect employees and customers to support you. Kreos has always been about providing something with meaning. Kreos maintained and strengthened the core philosophy of taking care of our people and customers. No smoke. No mirrors. No fluff. Every person in the Kreos family is fully engaged and participating in our growth.

Central Aircraft Maintenance saw an increase in sales and efficiency beyond expectations. We spent a great deal of time qualifying as a Non-Destructive Testing provider primarily to save down time and expenses on our managed aircraft. We are now marketing this service as a revenue generator. CAM is slowly gaining experience and credibility in the jet and turbo fan segment. We have much to learn, but our leadership team is excited, grounded and capable.

We strengthened Flight Operations with two new Chief Pilots, internal promotions and additional crew to service increased flights and regulatory workload. We invested significantly in flight safety with increased simulator training and a move to electronic charts. We also entered the consulting arena assisting independent aircraft owners with their acquisition of operating licenses. We are excited about the team and will be prepared for the numerous possibilities we see in the future.

Flight hours and trips increased in spite of the down turn in the oil industry. Our private terminal was hit hardest as third party commercial carries eliminated scheduled flights. Kreos was however, voted Best FBO in Central Canada for the third consecutive year, testament to our awesome customer service and facilities. Our core charter customers remained committed and we gained more new clients than we lost. Significant trips to Europe, Africa, South America, Central America and the Bahamas pushed us into a whole new realm of learning.

We are investing in a strong foundation. This means accepting incremental growth and making decisions in line with this mission. We aren't making a product for everyone. The sales cycle is long, but every thing we touch is centered around creating a remarkable experience. Our customers know this and prove to be our best voice. The Kreos Group truly want to make something that is loved by the people it matters to; something relevant that makes a difference in the lives of everyone involved. I am extremely proud of how our people continue to take responsibility for this.

– Wes Ramsey



SALES: \$6,747,000

CURRENT ASSETS: \$1,317,000

TOTAL ASSETS: \$10,218,000

OWNERSHIP: 100%

ROUND TABLE MANAGEMENT

Round Table Management continued to focus on growing our portfolio in 2015, while trying to anticipate the future needs of our sister companies in the PIC Group. The largest acquisitions this year were additions to our land bank. A large parcel of land was added in Fort Saskatchewan as well as a smaller parcel in the north end of Saskatoon. Both will be held for future development, possibly with another PIC Group company. RTM also branched out this year by adding some small retail properties in Saskatoon, as part of a broader strategy to slowly diversify our holdings.

2015 was also a year that saw us spend to increase the value and marketability of some existing properties in Saskatoon, Edmonton and BC. The money that was spent has started to pay dividends, as we were able to fill some vacancies in those cities. We expect to fill the last of them in late 2015 and into 2016 as work is finalized in two locations

in Edmonton. This has helped us achieve year over year growth in rental income of 23.5%. This also reflects the continued trend of RTM realizing the majority of our rental revenue from 3rd parties rather than our sister companies.

RTM is closely monitoring the real estate markets in the West and what the downturn in oil price and production will mean to those geographies. The search continues for specific properties in a few key areas for some of the PIC Group operating companies. We had hoped to have at least one major purchase completed for a sister company, but that has not materialized by the end of fiscal 2015. What we have observed so far is that good properties have maintained their values

and strategic assets with good locations and rail access continue to be in demand. This is great for RTM moving forward in 2016 in filling our vacancies, but also creates some challenges in what acquisitions we make and where we make them.

– Craig Bell



SALES: \$5,571,180

CURRENT ASSETS: \$1,279,476

TOTAL ASSETS: \$64,536,235

OWNERSHIP: 100%





ADVENTURE DESTINATIONS

2015 was a year of significant change for ADI, as we introduced new management at all of the ADI resort locations, Selwyn Lake Lodge, Twin Falls Lodge, and Thompson's Camps. It was also a year which tested the resolve of the new managers, to varying degrees, and all exceeded expectations. The filming of the final season of FISHCAMP concluded this summer, leaving the staff at each location more time to dedicate to our guests and operations in the future.

Adventure Destinations introduced a new accounting and reservation system in the spring, streamlining operations and providing information to all camps quickly, while allowing remote access for all managers to reservations and guest information. The new software will gradually be expanded, allowing better guest communication and marketing opportunities.

Selwyn Lake Lodge, under the new management of Jacqueline Watt, had a relatively comparable season to 2014 for guest numbers. Selwyn Lake Lodge was one of a very select few locations to be chosen to be in the Fly Fishing Film Tour for 2016 and had a film crew on location for 10 days while filming. The F3T Tour Film will be played at select

locations across North America in 2016.

Twin Falls Lodge had an incredible season considering such high demand with limited resources. Many capital projects were completed this spring including the removal of all the buildings on the east side of the portage, where guests arrive and depart from. The new docks, walkways, generator and filleting shed all have a great first impression on the commitment that ADI has to providing the best services to our guests. A new laundry/storage building will help greatly with the efficiencies around the lodge, and the new managers' quarters are greatly appreciated by Randy and Lorraine Nelson who have taken over for the departing Ron Cojocar. Twin Falls is positioning itself to be a must-see destination not only for regular ADI guests, but as a welcoming stop for all passersby canoeing the Churchill river system.

Thompson's Camps, under the new management of Ryan and Laura Plett, had the smoothest start and best early season success seen in years; until the end of June, when the worst fire season in Saskatchewan's history shut down La Ronge, with the North cut off for almost 3 weeks. Ryan, Laura and the staff

took the opportunity with few or no guests on site to complete some projects and help Twin Falls down stream. By the time the fires were contained, a month of revenue was lost in what is already a very short season. However, Thompson's Camps still managed to finish the season strong, minimizing its losses.

The Churchill River Trading Post also had a difficult 2015 season with the fires in the North, but used the available down time to plan a much needed, mini renovation and focus on inventory in preparation for a new look in the 2016 season.

– Ron Striker



SALES: \$2,837,617

CURRENT ASSETS: \$410,762

TOTAL ASSETS: \$7,003,803

OWNERSHIP: 100%

FRONTLINE INDUSTRIAL

Founded in 2005, Frontline Industrial Solutions provides Professional Project Support to the industrial market. Historically working for one client in Uranium mining, FIS's initial operations were performed from a very modest office as the majority of the employees travelled from their homes directly to the Northern mine sites, or the client's head office.

2012 brought plans to diversify the professional placement services by creating a multi-disciplinary engineering and project services firm and a focus on the agricultural markets. The transition began in 2013 with the hiring of a number of divisional leads, and in April of 2014 FIS moved into its newly built head office. This transition has proven to be difficult as the industrial markets began slowing along with the prime client, who began demanding less project service support. To compound these challenges, the agricultural project market was proving to require much longer lead times than anticipated.

The reality of these significant headwinds demanded a need to re-focus, re-invent and re-invest in the company. With the senior partner's time frame not matching the time

commitment needed for this endeavor, an agreement was made to buy back his shares in April of 2015. It was at this point that PIC became interested in the potential of FIS, and the people it employed. After a short and intense due diligence period, PIC purchased 100% of the company's shares, completing the transition of ownership from the remaining partner in June of this year.

2015 will go into the books as the ultimate transition year for FIS. As with all inflection points, there are transitional pains and challenges to overcome. The goal is to embrace the myriad of changes from the past 3 years, and focus on the opportunities to create the transformative outcome that will be the new FIS for the coming years.

While professional placement services will remain a component of what FIS does, the need for project and construction management infrastructure will be required. The basis for this has been created as we venture forward with the development of our "C2R - Concept to Reality" Project Delivery Model.

FIS is also engaged in the provision of acquisition due diligence and consulting to

a large U.S. pension company looking for agricultural based investments. Leveraging the financial expertise and agriculture focussed experience within our company, this has begun to develop into another service offering we'll look to develop.

Our Mission is simple. Focussed by our values of Integrity, Respect, Transparency and Innovation, the only objective of our highly skilled group of professionals is to guide our client's projects to successful completion.

We are thrilled to join the PIC Family, and look forward the mutual benefits we will all enjoy together.

- Trent Norman



SALES: \$1,274,575

CURRENT ASSETS: \$1,079,868

TOTAL ASSETS: \$2,003,261

OWNERSHIP: 100%





charity & donations

Our 2015 contributions almost doubled the Canadian and Provincial averages, due to the substantial need in our communities and the difficult economic climate in Western Canada.

A significant portion of our charitable budget goes towards our ongoing multi-year contributions, which are in areas where we feel we can make a meaningful difference in our communities. These include the Ducks Unlimited Chappell March project, the Meewasin River Landing, the Rick Hansen Institute, and the Children's Hospital Foundation of Saskatchewan. Other noteworthy contributions this year include Habitat for Humanity, the Ronald McDonald House Charity, the Canadian Red Cross, Recess Guardians and the Saskatoon Friendship Inn. We continue to support smaller local initiatives and welcome inquiries and requests for support, as we apply assistance and funds where we see that the PIC Group can provide the most benefit.

In a world where the needs are so great, we have difficulty in choosing who we could and should support. Many credible, reputable organisations would benefit from our assistance therefore we must discern where our support for those in need is best allocated.



70 24th Street E
Saskatoon, SK S7K 4B8
Tel: (306) 664-3955
www.picgroup.ca

SOLICITOR

**Stevenson, Hood, Thornton
& Beaubier**
500 - 123, 2nd Avenue South
Saskatoon, SK S7K 7E6

AUDITOR

Ernst & Young LLP
1200 - 410 22nd Street East
Saskatoon, SK S7K 5T6

PRIMARY FINANCIAL SERVICES PROVIDER

BMO
101 - 2nd Avenue
Saskatoon, SK S7K 3L4

INVESTMENT COMPANIES

ABK Biomedical Inc.
1344 Summer Street, Suite 212
Halifax, NS B3H 0A8
abkbiomedical.com

Advantage Tower Ltd.
Box 26, #2 Alberta Ave
Aldersyde, AB T0L 0A0
advantagetower.com

**Adventure Destinations
International**
Hangar #11,
J.G. Diefenbaker Airport
Saskatoon, SK S7L 5X4
adventuredestinations.ca

Caron Transportation Systems
301 Streambank Avenue
Sherwood Park, AB T8H 1N1
carontransport.ca

ClearTech Industries Inc.
1500 Quebec Ave
Saskatoon, SK S7K 1V7
cleartech.ca

Defyus
2 Bloor Street West, Suite 2602
Toronto, ON M4W 3E2
defyus.com

Diamond House
#101 - 3550 Taylor Street East
Saskatoon, SK S7H 5H9

**Frontline Industrial
Solutions Ltd.**
1729 Ontario Ave
Saskatoon, SK S7K 1S9
frontlineindustrial.com

Kreos Aviation
Hangar 16, 16 Wayne Hicks Lane
Saskatoon, SK S7L 6S2
kreosaviation.com

**MPT Mustard Products &
Technologies Inc.**
101 - 111 Research Drive
Saskatoon, SK S7N 3R2
mptmustardproducts.com

Panther Industries Inc.
PO Box 698
Davidson, SK S0G 1A0
pantherindustriesinc.com

**Phenomenome
Discoveries Inc.**
204 - 407 Downey Road
Saskatoon, SK S7N 4L8
phenomenome.com

Prairie Plant Systems Inc.
#1 Plant Technology Road
Saskatoon, SK S7K 3J8
prairieplant.com

Round Table Management Ltd.
70 - 24th Street East
Saskatoon, SK S7K 4B8

Text2Car Inc.
201, 302 Pacific Avenue
Saskatoon, SK S7K 1P1
text2car.com

**TinyEYE Technologies
Corporation**
103 - 116 Research Drive
Saskatoon, SK S7N 3R3
tinyeye.com

TitanStar Properties Inc.
1745 - 1050 West Pender Street
Vancouver, BC V6E 3S7
TSXV: TSP
titanstar.ca

The BLOK
1729 Ontario Ave
Saskatoon, SK S7K 1S9
theblok.ca

**Stellar Power and Control
Systems Inc.**
#110 1515 Broadway Street
Port Coquitlam, BC V3C 6M2
stellarpower.ca

Warman Home Centre
601 South Railway Street West
Warman, SK S0K 4S1
warmanhomecentre.com

Westcap MBO Investment LP
830, 410 22nd Street East
Saskatoon, SK S7K 5T6
westcapmgt.ca/funds