



**BUILDING  
SUCCESS**

Annual Report 2013-2014



## TABLE OF CONTENTS

Guiding Principles & Business Values . . . . .	4
Corporate Overview . . . . .	5
Message from the FSIN . . . . .	6
Message from SIGA's Board Chair . . . . .	7
Message from the President & CEO . . . . .	8
Operational Highlights . . . . .	10
Annual Profits . . . . .	12
Profit Distribution. . . . .	13
Community Relations & Investment . . . . .	14
Our Operations . . . . .	19
Bear Claw Casino & Hotel . . . . .	20
Dakota Dunes Casino . . . . .	22
Gold Eagle Casino . . . . .	24
Living Sky Casino. . . . .	26
Northern Lights Casino . . . . .	28
Painted Hand Casino . . . . .	30
Building Success – Strategic Plan Overview . . . . .	32
Risk Management . . . . .	36
Financials. . . . .	37
Independent Auditor's Report . . . . .	38
Statement of Financial Position . . . . .	39
Statement of Comprehensive Income. . . . .	40
Statement of Changes in Deficit . . . . .	41
Statement of Cash Flows . . . . .	42
Notes to the Financial Statements . . . . .	43
Executive Structure. . . . .	63
Board of Directors . . . . .	64
Corporate Governance. . . . .	66

## GUIDING PRINCIPLES & BUSINESS VALUES

As a First Nations organization employing First Nations people, SIGA has adopted five principles to encourage balance, while incorporating the traditional aspects of First Nations culture. While our five guiding principles are presented here in Cree, there are parallel expressions in the Saulteaux, Dene and Lakota, Dakota and Nakota languages.

### TÂPWÊWIN

The principle of Tâpwêwin advocates speaking with precision and accuracy. From a business perspective, this means SIGA must be accountable for its actions and conduct business with integrity, honour and discipline.

### PIMÂCIHOWIN

Pimâcihowin stresses the importance of “making a living” and is today’s realization of our First Nations’ treaty relationship. The financial and operational success of SIGA provides the means to exercise a holistic approach to improving the quality of life for our people.

### MIYO- WÎCÊHTOWIN

The value of getting along with others is embodied in the word Miyo-wîcêhtowin. By conducting our business in a manner that reflects our First Nations hospitality, traditions and customs, we are able to foster good relations with our customers. Guest satisfaction is crucial to our success and our First Nations heritage is a source of competitive advantage.

### MISKÂSOWIN

Miskâsowin signifies the value of finding one’s sense of origin and belonging. A fundamental goal of SIGA is to bring about this sense in a positive way. This value speaks to instilling a sense of pride in ourselves and our province’s First Nations’ heritage.

### WÎTASKÊWIN

Living together on the land is the fundamental value conveyed by the word Wîtaskêwin. SIGA’s vision “Sharing Success” talks to the concept of sharing our land or, in today’s terms, sharing resources. This value directs us to give back to the communities where we live and work.

# CORPORATE OVERVIEW

The Saskatchewan Indian Gaming Authority (SIGA) is the operator of six First Nations casinos in Saskatchewan. The casinos are conveniently located across the province: Bear Claw Casino (White Bear First Nation), Dakota Dunes Casino (Whitecap Dakota First Nation), Gold Eagle Casino (Mosquito First Nation in North Battleford), Living Sky Casino (Nekaneet First Nation in Swift Current), Northern Lights Casino (Peter Ballentyne Cree Nation in Prince Albert), and Painted Hand Casino (Kahkewistahaw First Nation in Yorkton).

SIGA casinos entertain over 4 million guests annually. SIGA employs over 1900 people including over 1,200 who identify as First Nations. The entertainment company currently ranks in Saskatchewan's top 25 companies with annual revenues over \$250M and net profits over \$80M.

SIGA casinos offer entertainment and excitement, including 1,870 slot machines, 53 live table games, live on stage entertainment and a full line of food and beverage services. SIGA employees provide a second-to-none customer service experience, rooted in traditional understandings of hospitality found in First Nations culture.

Under the First Nations Gaming Act in 1995, the Federation of Saskatchewan Indian Nations Inc. (FSIN) created the Saskatchewan Indian Gaming Authority and since 1996, SIGA has been incorporated under the Non-Profit Corporation Act of Saskatchewan with all profits returned to its beneficiaries.

Profits generated from SIGA's operations are administered by the province of Saskatchewan.

- 50% is shared with First Nations Trust which is distributed to Saskatchewan First Nation communities;
- 25% is shared with regional Community Development Corporations (CDCs) which are situated in the casino locations for local initiatives. The CDCs which are independent of SIGA, distribute this money to charitable and not-for-profit community organizations.
- 25% is shared with the Provincial Government's general revenue fund.

As a responsible corporate citizen, SIGA has made a commitment to our customers, employees, stakeholders and suppliers to advocate the responsible use of its gaming products and minimize the potential for harm.

## VISION

SIGA will deliver sustainable net income and employment opportunities to support First Nations development in Saskatchewan.

## MISSION

SIGA will strengthen the lives of First Nations people through employment, economic growth, positive community relations and financial self-reliance. This will be done through the operation of distinctive First Nations gaming destination resorts that reflect the traditional aspects of our First Nations culture and hospitality.



## MESSAGE FROM THE FSIN

The Saskatchewan Indian Gaming Authority (SIGA) has successfully completed another year of operations in 2013-2014, demonstrating continued strength as an economic development engine for the First Nations people of Saskatchewan.

Ranked as one of the largest and most successful First Nations employers, SIGA is a leader in Canada with a business model that is desired by many other organizations.

Since its earliest days, SIGA has focused on impacting local communities in positive ways. Job creation and economic growth are key areas in which SIGA has shown strength, and this company remains a jewel for First Nations people. Through hard work and investment in its employees, SIGA has developed a proud culture where its people are contributing to the growth of the province.

I acknowledge everyone at SIGA for their hard work and continued effort to provide the very best entertainment experience for our patrons. By remaining focused on serving our customers and being active members within our communities, we are continuing to advance a positive story, through SIGA, about First Nations people.

It is with great pleasure that I submit the Saskatchewan Indian Gaming Authority Inc. report ending March 31st, 2014.

A handwritten signature in black ink that reads "Perry Bellegarde". The signature is written in a cursive, flowing style.

**CHIEF PERRY BELLEGARDE**

Federation of Saskatchewan Indian Nations  
Indian Governments of Saskatchewan



## **MESSAGE FROM SIGA'S BOARD CHAIR**

On behalf of the Saskatchewan Indian Gaming Authority (SIGA) Board, it is with great pride that I present this 2013-2014 Annual Report.

It has been an honour to serve with the other SIGA Board of Directors, and to work alongside SIGA's management team as they roll out a strategic plan focused on the success of our First Nations people, SIGA employees, and our provincial communities.

The SIGA Board is committed to performing corporate governance activities in a sound and prudent manner. We know that with diligent strategic planning, SIGA will be positioned to deliver strong organizational performance to our stakeholders well into the future.

SIGA works hard to deliver sustainable net income and employment opportunities to support First Nations development in Saskatchewan. It is this unique, community oriented, non-profit business framework that drives the SIGA Board to continue their work.

For over 18 years, SIGA has been a proud partner of local organizations and community groups. We have generated over 650 million dollars in revenue for our beneficiaries. This significant investment serves as a reflection of our identity and the type of company we want SIGA to be.

Given our previous accomplishments, it has become apparent that SIGA can deliver many subsequent years of success for the First Nations people of Saskatchewan. Thank you to all the Board of Directors, the management team, and all the SIGA employees for their hard work in moulding the company into what it is today.

A handwritten signature in black ink that reads "Felix Thomas". The signature is fluid and cursive.

**TRIBAL CHIEF FELIX THOMAS**

SIGA Board Chair



## **MESSAGE FROM THE PRESIDENT & CEO**

As we look back on the past year it is evident that our company's accomplishments are built on the strength of our business and the relationships we hold with our patrons, employees, and community partners.

I would like to offer my thanks to our customers and our employees for making 2013-2014 a successful year of operations for the Saskatchewan Indian Gaming Authority (SIGA). We recorded revenues of over \$250M and our net earnings this year were \$80.2M which will be returned to our beneficiaries across the province.

Positioning ourselves as first choice in entertainment for our customers is a priority for SIGA, and we welcomed over four million customers through our doors this past year, and for each of these visits we are grateful and humbled that these customers have chosen a SIGA casino as their primary entertainment destination. It is our customer's continued patronage that aids in advancing SIGA's mission to strengthen the lives of First Nations people through employment, economic growth, positive community relationships, and financial self-reliance. This last year was focused on the customer experience, from minor facility upgrades to completing a major system wide upgrade to our slot operating system, we worked hard to enhance the customer experience on all levels. We thank our patrons for their patience as we worked through implementation of the new casino management system and the new player club cards.

Overall 2013-2014 fiscal year proved to be a bit more challenging for SIGA, with more mature market conditions and colder than normal winter conditions. As an operator, we were able to keep service standards high while effectively managing our expenses, which enabled SIGA to record net income of \$80.2M, the third straight year profits have exceeded \$80M.

SIGA proudly employs over 1900 people, which makes us one of Saskatchewan's largest employers of Saskatchewan people. In addition, we are the largest First Nation's owned employer of First Nations people in Canada. First Nations people compose 65.2% of our work force.

It was 18 years ago when SIGA was established with a vision to deliver sustainable net income for our employees. We work hard to achieve this vision by creating meaningful jobs that our employees can take pride in, resulting in success for themselves and our company. Our employees work tirelessly to deliver high quality customer service. As a result, we have developed a strong learning and development plan to provide opportunities for our employees to continue learning and advancing in their careers. Investing in our people has resulted in the distinct First Nations hospitality experience that is delivered on the front-lines on a daily basis. Our employees are not only a source of great pride for SIGA and our success, they play an important part in continuing SIGA's success.

As a non-profit First Nations gaming organization SIGA remains committed to operating our business in a socially responsible manner. We do this through investments in responsible gaming initiatives, and by giving back to the communities where we operate. "Sharing Success" gives expression to the mandate of our community investment program. In the 2013-2014 fiscal year, SIGA invested \$1.6M into hundreds of local organizations across Saskatchewan. This commitment is in addition to the 100% of profits that are returned to our beneficiaries.

I would like to thank the SIGA Board of Directors for the guidance and leadership they have provided the company this last year. Their careful focus on the sound governance of the corporation has helped us deliver organizational performance that our stakeholders have come to expect.

As a First Nations owned and operated corporation we have much to be proud of and thankful for. Our success over the past number of years is derived from hardworking employees, a devoted board, and a customer base that continues to choose SIGA casinos for their distinct entertainment experience. Our management team remains committed to walking down the path laid before us, stopping to explore opportunities that could create meaningful growth and development for our company, and the people of Saskatchewan.



**ZANE HANSEN**  
President & CEO



## OPERATIONAL HIGHLIGHTS

SIGA operates six First Nations owned casinos in Saskatchewan proudly serving our local markets and tourists travelling to our province. The casinos gaming mix features 1,870 slot machines and 53 live table games. Each casino offers up fun and excitement with a complement of food and beverage services and great live entertainment.

Our facility designs reflect the local region, the people and First Nations tradition. SIGA continues to reinvest in our casinos to meet the needs of our guests and to feature designs that are rooted in First Nations culture and natural elements.

### CAPITAL REINVESTMENT

In the 2013-2014 year, SIGA executed numerous capital projects that included enhancements at all of our casinos improving the experience of our patrons and staff in all of our facilities. These enhancements included – signage, premium slot chairs, carpet replacement, audio visual enhancements, and a continued review of building operations for efficiency and environmental stewardship.

On an annual basis, SIGA takes the necessary steps to provide the new product and technology upgrades; quality food, outstanding hospitality, and service to ensure our customers are receiving outstanding entertainment value.

### BUILDING CAPACITY

Providing employment and learning and growth opportunities for First Nations people is an essential part of SIGA's mandate. Overall, SIGA employs 1200 First Nations people, equating to 65% of the total staffing complement. SIGA is proud of our employment success and being Canada's largest First Nations employer of First Nation people.

Our people are our most valuable resource, and SIGA remains committed to developing our employees by investing in them through a variety of learning opportunities. Technology is also leveraged to provide where possible online learning to improve efficiency. SIGA Human Resources conducted over 10,000 learning events in 2013-2014.

SIGA's educational training and support included core training aspects (86% completed) along with a renewed focus on non-core training and career development support. Through these and many other opportunities, SIGA remains committed to providing opportunities for our employees to develop the skills they need to succeed in the workplace now and in the future.

### EXCITING ENTERTAINMENT!

At SIGA Casinos we strive to exceed our guests' expectations with exciting entertainment and exceptional First Nations hospitality. In the 2013-2014 fiscal year:

- Entertained over 40,000 guests at over 200 concerts and live events.
- Over 160,000 guests utilized our free casino shuttle services.
- Partnered with 38 hotels across the province to offer valuable Stay and Play packages.
- Gave away Saskatchewan's highest recorded jackpot of \$1.1 million on our signature progressive jackpot, Smoke Signals.
- Recruited over 30,000 new Players Club Members.
- Launched new and convenient self-serve point redemption for Members.
- Mailed over 1 million direct mail offers to qualifying Club Members.
- Our Members swiped their Club cards over 3 million times at our Rewards Centres to participate in 486 draws and 275 promotions.



**80.2M**

2013-2014

**86.4M**

2012-2013

**81.6M**

2011-2012

**64.1M**

2010-2011

**60.2M**

2009-2010

**67.2M**

2008-2009

**61.1M**

2007-2008

**48.8M**

2006-2007

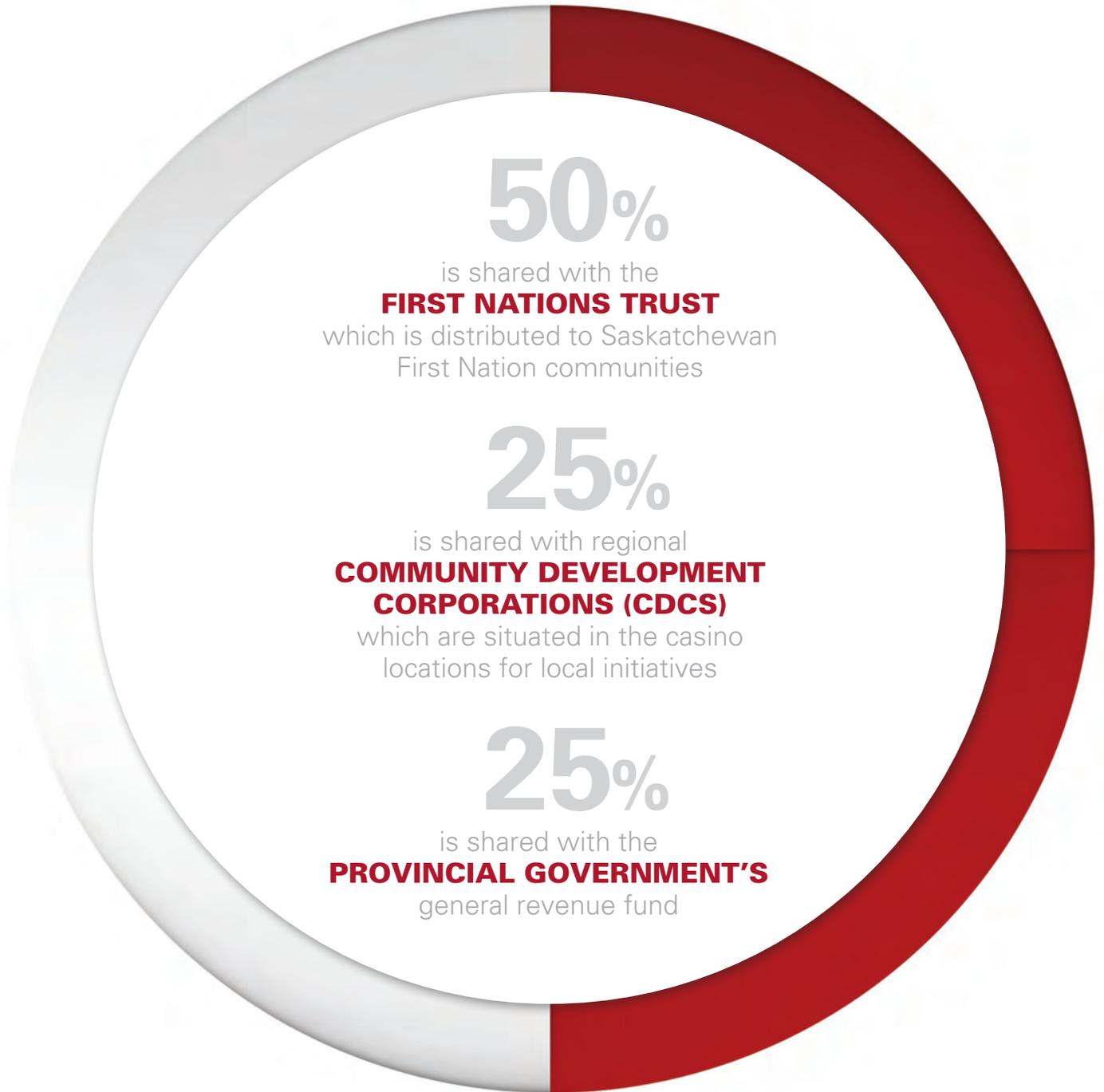
**40.1M**

2005-2006

**33.9M**

2004-2005

**ANNUAL  
PROFITS**



**PROFIT  
DISTRIBUTION**

## COMMUNITY RELATIONS & INVESTMENT

### Sponsorship

At SIGA, one of our values speaks to the sharing of our land and sharing our resources. The guiding principle Wĭtaskêwin, reminds us to give back to the communities where we live and work.

In 2013-2014 SIGA's Community Relations Sponsorship Program provided a \$1.6M investment into charitable and non-profit based organizations in Saskatchewan. SIGA continues to make a positive impact through its investment in its targeted sectors. These sectors include education/training, health and well-being, sports and recreation, business/tourism, and arts and culture. SIGA continues to make a difference in the quality of life for the socially, physically and economically disadvantaged as well as those with special needs.



In 2013-2014, SIGA contributed to hundreds of community organizations, including Children's Hospital Foundation of Saskatchewan, READ Saskatoon, Ronald McDonald House, Team Saskatchewan Development for NAIG 2014, Back to Batoche, Literacy for Life, Windscape Festival, Yorkton Film Festival, Prince Albert Exhibition, Battlefords Union Hospital Foundation, Canadian Mental Health and the Saskatchewan Children's Festival to name a few.

### CHILDREN'S HOSPITAL FOUNDATION OF SASKATCHEWAN

The Children's Hospital Foundation of Saskatchewan is the sole foundation responsible for fundraising for the new Children's Hospital of Saskatchewan. The new provincial hospital will serve children from across the province, offering leading edge healthcare equipment and technology, research programs and innovation, with a focus on family care. SIGA's sponsorship for this year fulfils the total commitment of \$500,000 for the creation of the Ante Partum Unit at the new Children's Hospital of Saskatchewan.

This unit will provide care to women with complex obstetrical complications such as pre-term labour, unstable diabetes, hypertension, medical induction of labour and miscarriages. The new children's hospital will benefit families, mothers and children from across the province for years to come.

The Children's Hospital Foundation of Saskatchewan has existed since 1992. Their goal is to raise awareness and funds for the children's health care in our province. Saskatchewan and Prince Edward Island are the only two provinces in Canada without a designated hospital for kids. The Royal University Hospital in Saskatoon is a provincial referral centre for pediatric care and the demand for this type of care is overwhelming.

## 2013 SASKATCHEWAN FIRST NATIONS SUMMER GAMES

The Saskatchewan 2013 First Nation Summer Games were hosted by the Muskoday First Nation. The Games were held from July 15-19, 2013. The Saskatchewan First Nations Summer Games played host to 3,500 youth First Nation athletes, some of the best young athletes in Saskatchewan aged 8-17 years. In addition, 1,500 coaches, managers and chaperons, 400 volunteers, 50 officials and approximately 4,500 proud parents and spectators attended and supported these bi-annual Summer Games.

Athletes from Saskatchewan's ten tribal councils and independent First Nation communities gathered in the name of sportsmanship and community well-being. Friendships were forged in the name of spirited competition and displays of athleticism. The athletes gathered to compete in various sporting events including softball, track, soccer, kayaking, archery, canoeing, and athletics.

With our focus on youth, SIGA's sponsorship of these games enable First Nation youth to gain access to athletic competition and experience the long lasting

benefits of camaraderie, teamwork, a sense of pride, and relationships that will last a lifetime. The Saskatchewan First Nations Summer Games has a unique legacy to our First Nation communities which provide a showcase of athletic, cultural and artistic skill of our youth. The Games helped develop and foster athlete's self-confidence, self-esteem, cultural pride and social skills. SIGA has been a supporter of the First Nations Summer Games since SIGA opened its doors in 1996.

## MEMORIAL CUP

During May 17-26, 2013, SIGA sponsored the Memorial Cup that took place in Saskatoon. The 2013 MasterCard Memorial Cup saw ten exciting days of the highest level of junior hockey skill, with the world's up and coming athletes. The MasterCard Memorial Cup was embraced like never before, in front of Saskatchewan's passionate hockey fans. An estimated 90,000 fans watched live at Credit Union Centre, with all games also televised live on Rogers Sportsnet.

In addition to a great hockey event, the MasterCard Memorial Cup also tells the story of Canada's military involvement since 1919, with the championship being played in dedication to the Canadian soldiers who did not return from war. SIGA was proud to sponsor, as well, as volunteer at this event that introduced a new generation of young hockey fans to this proud legacy.





#### **FSIN/SPIRIT OF OUR NATIONS POW WOW**

The 2013 'Spirit of our Nations' FSIN Cultural Celebration was held on October 25-27, 2013 in Saskatoon. The theme of this Pow Wow was "Spirit of our Nations" because it captures the essence of what a Pow Wow celebration is about. It encompasses First Nations cultures, traditions and ceremonies. Through Pow Wow, First Nation song and dance is showcased by participants of all ages.

The Pow Wow brought thousands of dancers, drummers and singers from across North America to Saskatoon, Saskatchewan and there was over 10,000 in attendance. The Pow Wow provided an opportunity for people to learn more about First Nations culture and tradition. This event had a significant impact on the business and tourism sector in and around Saskatoon. SIGA has been a proud sponsor of this Pow Wow for over 16 years.

#### **AFN 4TH NATIONAL YOUTH SUMMIT**

The Montreal Lake Cree Nation and the Federation of Saskatchewan Indian Nations were proud to be host the 4th National First Nations Youth Summit entitled "Youth Leadership: Supporting the Way Forward". The event took place at TCU Place in Saskatoon, Saskatchewan from November 18 – 21, 2013. This summit brought together over 1,000 First Nations young leaders, ages 18-30, from across Canada to discuss some of the most pressing issues facing youth today.

This year's Summit provided the National Youth Council (NYC) with the opportunity to report on an action plan while seeking feedback of grassroots First Nations youth in order to inform and guide the development of the NYC's next Five Year Action Plan. In addition, the NYC envisioned the 4th National First Nations Youth Summit provided First Nations youth an opportunity to network, dialogue and create innovative solutions to address the various issues and barriers impacting our young people. The proceedings of this summit will also be used to inform and guide the development of the AFN NYC's next five year action plan.

The goal for the summit was to create opportunities for networking; foster unity amongst First Nations youth; increase awareness and education; promote youth leadership and increased engagement within First Nations communities; acknowledge and recognize positive activities, initiatives and achievements; and report on last 5 years of NYC activities and receive direction for the next 5 years.

## SIGA'S RESPONSIBLE GAMING STRATEGY

Since its opening in 1996, SIGA continues to demonstrate a commitment to provide casino entertainment in a socially responsible manner. Through the procedures and practices of the responsible gaming strategy, SIGA promotes responsible gambling, and makes a concerted effort to be responsive to the issue of problem gambling in order to minimize risk and assist patrons to keep gambling enjoyable.

The objective of the SIGA Responsible Gaming Strategy is to deliver a comprehensive responsible gaming program that reflects traditional aspects of First Nations culture.

First Nation ideology and symbolism are interwoven with responsible gaming principles and practices to design the framework for the strategy.

SIGA's Responsible Gaming Strategy consists of four key elements: Responsible Gaming Policies and Procedures; Assisting Patrons; Game and Venue Features; and Employee Training. In 2013, SIGA and its casinos began the process to become nationally accredited by the Responsible Gambling Council. The Responsible Gambling Index and the RG Check Accreditation Program were developed over many years. They establish an independent and rigorous standard for the responsible gambling safety net in gaming venues. The RG Check staff thoroughly review casino programs based on the eight standards in the Index through documentary reviews, staff interviews, staff and patron surveys and site visits. SIGA's Northern Lights Casino, Dakota Dunes Casino and Living Sky Casino all participated in the RG Check and all received accreditation. In 2014 the Painted Hand Casino, Gold Eagle Casino and Bear Claw Casino will begin their process for accreditation. Once a venue has received accreditation it will be valid for three years.

Responsible Gaming Information Kiosks are located in all SIGA casinos, and Responsible Gaming training is a key component in SIGA's overall commitment to social responsibility.

SIGA's largest partner in the responsible gambling field is the First Nation Addiction Rehabilitation Foundation (FNARF). Through a provision in the Gaming Framework Agreement, SIGA provides \$2.25 million annually to FNARF. This figure represents the largest contribution in Saskatchewan to intervention, prevention, and treatment of problem gambling.

## 2013 SIGA FIRST NATION SCHOLARSHIP AWARDS



In December 2013, SIGA announced the recipients of the 2013 SIGA First Nation Scholarship Awards and awarded \$30,000 to First Nations students pursuing post-secondary education (increased from \$25,000 awarded in previous year).

In total 24 First Nations students from across the province were awarded scholarships. This program is assisting students to successfully achieve career goals within Saskatchewan.

The SIGA First Nation Scholarship Program provides incentive to First Nation individuals to pursue education and continued learning in academic areas considered to be vital to the continued success of First Nations employment in Saskatchewan. Since the programs' inception in 2009, SIGA has awarded a total of \$130,000 in scholarships.

## SIGA VOLUNTEER PROGRAM

SIGA employees volunteer for many causes demonstrating SIGA's commitment to Building Success in our communities.

SIGA has continued supporting community initiatives by developing an employee owned and driven volunteer program. The program includes coordination of the Volunteer Program Advisory Committee and has employee volunteer coordinators who work with their site volunteer committees on various volunteer activities in their communities. SIGA employee volunteers are involved in many activities throughout the year that work to enhance pride in their community and SIGA's community involvement. Volunteers fundraise for charity; collect warm clothing and school supplies for community schools, serve meals, clean up the community and much more. In 2013-2014, 20% of SIGA's employee base was enrolled in the volunteer program.



## OUR OPERATIONS

Saskatchewan Indian Gaming Authority casinos provide exceptional entertainment value through strategic investments in our gaming product, entertainment, facilities, and the learning and development of our employees. Our employees deliver a first rate experience through our unique brand of traditional First Nations hospitality and customer service.

Visitation increased once again this year at SIGA casinos, and as a result of this and an organization wide focus on improving efficiency and managing cost, the organization met projections in both visitor numbers and financial results. The casinos welcomed over four million guests while surpassing revenues of over \$250M in 2013-2014 for the sixth consecutive year.

This past year, SIGA continued to reinvest in its existing properties, including expansions at Dakota Dunes and Northern Lights Casinos. These investments ensure we are offering an enjoyable facility to visit, while providing our employees with a comfortable working environment.

The six casinos located across Saskatchewan feature 1,870 slot machines, 53 live table games, a full line of food and beverage services, and a live entertainment stage in each facility. SIGA's intent with each casino is to design a modern facility that reflects the region, the people and First Nations tradition. SIGA has built and designed casinos with features that are rooted in First Nations culture with natural elements reflecting the area where they are located. Each of our casinos operate in slightly different markets and every effort is made to tailor our offers, entertainment, and amenities to the needs of our guests to exceed their expectations.

As a non-profit gaming and entertainment company, all profits are returned to the people of Saskatchewan: 50% of profits support First Nations communities, 25% supports local community development and 25% is returned to the Provincial General Revenue Fund.



## BUILDING SUCCESS

### OPERATIONAL HIGHLIGHTS:

The Bear Claw Casino & Hotel is SIGA's most historic casino. Originally opened in 1993 on the White Bear First Nation, near Carlyle, Saskatchewan, this was shut down in what was a highly contentious and emotional part of history between First Nations and the provincial government regarding gaming in Saskatchewan. The casino re-opened in November 1996 and has been successfully operating ever since.

In 2010, the Bear Claw Casino & Hotel re-opened the doors of the hotel and became the first SIGA casino to operate its own hotel. In 2013, the hotel basement banquet room was fully renovated and is currently hosting events along with a smaller boardroom that is equipped with wireless internet, a smart TV and as a pull down projector screen. In early 2014, Growlers restaurant went through renovations in the kitchen and was updated with upgraded equipment. Continued growth in the facilities is expected in order to become a destination resort.

Bear Claw Casino & Hotel continues to host outdoor events during the summer, such as the annual Pow Wow, Buckarama and other various concerts and events.

### EMPLOYEE DEVELOPMENT HIGHLIGHTS:

Bear Claw Casino & Hotel currently employs 174 people from the local area.

Retention and Recruitment Strategy: Youth Pilot Program 2013 – Bear Claw Hotel and Growler's Restaurant (located beside the BCC Casino) became the center of a SIGA pilot project employing youth ages 16-18. This initiative was designed primarily to provide youth in the surrounding communities the opportunity to receive the necessary skills to advance their education and careers, and secondly to fulfill SIGA's long-term recruitment strategy.

## SHARING SUCCESS

### VOLUNTEERISM:

The employees at the Bear Claw Casino & Hotel continue to give back to the community by volunteering with various community events. This year our volunteers fundraised for charity, cleaned along the local highway, served meals and gathered warm clothing. Our volunteers are pleased to be making a positive difference in the communities where we live and work.

### SPONSORSHIP HIGHLIGHTS:

- 100th Year Commemorative "Awakening the Spirit" Gathering
- 2013 FSIN Youth Hockey Championship
- 81st Annual Moose Mountain Rodeo
- All Folk'd Up Music Festival
- Chief Denton George Memorial
- In Celebration of Women Gala
- Ochapowace Minor Fastball
- Whitewood Chacachas Rodeo
- Travelling Diabetes Resource Program
- Archaeo Caravan – Museum education program
- Royal Saskatchewan Museum 20th Anniversary First Nations Gallery
- Brighter Futures for Children 2014
- Moosomin Armoury Centennial Gala
- Nurturing Minds Universal Breakfast/lunch Program
- The Woman in the Mirror: A Women's Self Empowering Group
- Regina Treaty Status Indian Services Christmas Hampers and Community meal
- "Honouring Our Residential School Students and Survivors" Traditional Pow Wow



# BEAR CLAW CASINO & HOTEL

WHITEBEAR FIRST NATION



**EDWARD LITTLECHIEF**  
GENERAL MANAGER



## BUILDING SUCCESS

### OPERATIONAL HIGHLIGHTS:

The \$60M dollar casino opened in August 2007 and boasts an 86,500 square foot entertainment facility which has been recognized for its award winning design. Dakota Dunes Casino (DDC) offers the excitement of 575 slot machines, 18 live table games and a Touchbet Roulette game featuring 10 stations. This year, Dakota Dunes Casino was excited to introduce the Craps table this year to add to the excitement of the gaming floor. The casino also provides the convenience of a deli, a restaurant, and a fully functional multi-purpose Tatanka Tipi Room. Dakota Dunes Casino has hosted a variety of conferences and performances over the past year including Loretta Lynn, Steve Earle and The Dukes, Kentucky Headhunters, Kim Mitchell, and Tennessee Three.

### EMPLOYEE DEVELOPMENT HIGHLIGHTS:

Dakota Dunes Casino is SIGA's largest casino employing 460 people. Our very talented Human Resources (HR) and Management team continues to increase First Nation employment by creating a talented workforce, encouraging positive leadership, creating role models, and a healthy work environment. HR works in partnership with all departmental managers promoting this aspect to create a balanced and happy working culture.

## SHARING SUCCESS

### VOLUNTEERISM:

Over the past year our dedicated volunteers have taken on a variety of initiatives including partnering with Habitat for Humanity to build a home for a family in need. In December, our Volunteer Committee adopted St. Mary's School, and in doing so we helped prepare and serve the St. Mary's Christmas Dinner, and collected enough toys that every child was able to receive a Christmas gift. In addition, a bus full of toys and other items were given to the Salvation Army. Our volunteers commit to serving the local communities where they live and work, and enjoy making a difference.

### SPONSORSHIP HIGHLIGHTS:

- 2013 Peter and Pilon Celebrity Golf Tournament in Support of KidSport
- Ronald McDonald House Golf Classic
- 2013 Whitecap Dakota Days
- Saskatoon Tribal Council Golf Classic Swing Fore Kids
- Ukrainian Day in the Park
- Royal University Hospital Foundation's 8th Annual Celebrity Golf Classic in partnership with the Saskatoon Blades
- SaskTel Saskatchewan Jazz Festival
- Winter Haven: The Christmas Project/White Bear Buffalo Lodge
- Evening Under the Stars Fundraiser for St. Paul's Hospital Foundation

DAKOTA DUNES  
CASINO

# DAKOTA DUNES CASINO

WHITECAP DAKOTA FIRST NATION



**GARY DANIELS**  
GENERAL MANAGER



## BUILDING SUCCESS

### OPERATIONAL HIGHLIGHTS:

The 34,033 square feet of floor space includes a large gaming floor, featuring: 285 slot machines, 8 live table games, the Kihiw Restaurant and the casino's multi-purpose room, and the Gold Ridge Centre.

The Gold Ridge Centre continues to play a major role in the casino's ongoing success, lending space for meetings, weddings, entertainment/shows, various promotions, and conferences. This venue has hosted a variety of entertainment acts including: Chubby Checker, The Stampeders, Wanted Man, Jo De Messina, Emerson Drive, and Pride of the Northwest to name a few.

### EMPLOYEE DEVELOPMENT HIGHLIGHTS:

Gold Eagle Casino (GEC) is one of North Battleford's largest employers, employing 321 people.

The Gold Eagle Casino has implemented innovative strategies designed to increase workplace productivity. This is being done by retaining and utilizing people with the required skills and aptitude to meet current and future business needs. This year, we conducted 47 training events including online core training for 1460 employee participants.

Seminars and Major Training events included: Labour Law Accommodation Law Conference, Workplace Investigations Training, Resolving Conflict Constructively Certification, SAHRP Conference, Report Writing Workshop, World Gaming Protection, Project Management, STEC Food and Beverage Journeyman Certification, Mental Health Conference, Red Cross Certification and Grief Loss Certification Program.

## SHARING SUCCESS

### VOLUNTEERISM:

Gold Eagle Casino employees are active volunteers in the local community.

To date we have contributed 228 volunteer hours in our community. We participate in the Safe Grad functions for John Paul, North Battleford Comprehensive High School, and Sakewew High School. Our staff also volunteers with the Meals on Wheels program, Canada Day Celebrations, Friendship Centre, Food Bank, Cornerstone Soup Kitchen and Community Cleanup.

We have many staff that assist and coach sports and are involved in various boards such as Saskatchewan Tourism, Battleford Union Hospital Foundation, Rotary Club, Chamber of Commerce, Royal Canadian Air Cadets, Battlefords Legion, Victim Services, Youth Groups, Responsible Gaming and Cornerstone Community Outreach.

### SPONSORSHIP HIGHLIGHTS:

- Festival of Trees – Battleford Union Hospital Foundation
- North Battleford Boys & Girls Club
- Battleford Indian Friendship Centre
- CPCA (Canadian Professional Chuckwagon Association)
- Battlefords Sexual Assault Centre
- Ducks Unlimited
- Remembrance Day Service
- Relay for Life
- Battlefords Dance Festival
- Northwest Territorial Days
- Meadow Lake Rodeo
- Children's Festival
- Hockey Day in Canada
- North Battleford North Stars
- Lloydminster Bobcats



# GOLD EAGLE CASINO

MOSQUITO FIRST NATION



**KELLY ATCHEYNUM**  
GENERAL MANAGER



## BUILDING SUCCESS

### OPERATIONAL HIGHLIGHTS:

The Living Sky Casino (LSC) features a circular First Nations themed gaming floor with exciting slot machines, fun table games, lotteries, tobacco, deli and a delicious menu in Horizons Restaurant. The casino has played host to many high quality entertainment acts in the past such as Chubby Checker, Mel Tillis, Dean Brody, Tanya Tucker, Bill Medley, and Cirque Sublime to name a few.

The hub in the community is the Sky Centre utilized for banquets, weddings and conventions but also by community groups for fundraising events and its theatre set up to showcase a wide array of theatre shows: musicals, choir, and dance recitals. The Sky Centre is multi-purpose with full service banquet facilities and the room can be configured for most gatherings and special events.

### EMPLOYEE DEVELOPMENT HIGHLIGHTS:

Living Sky Casino employs 200 staff members who are actively involved in employee training and development and in doing so, the casino adds value and impacts the local economy.

Living Sky Casino employees garner valuable knowledge, skills, and abilities by following SIGA's Learning & Development strategies which includes core training, customer service skills, and an emphasis on career planning and leadership development.

## SHARING SUCCESS

### VOLUNTEERISM:

Living Sky Casino's volunteer's have made an impact on many local organizations and charities. Keeping in line with SIGA's guiding principles, we are building positive community relations by donating valuable volunteer hours to the local community.

The volunteer committee and Living Sky Casino volunteers support the Salvation Army; Dr. Noble Irwin Foundation; Canadian Mental Health Association; the Living Sky Casino Pow Wow, and the Meal on Wheels program which serves a very important role to many in the community.

### SPONSORSHIP HIGHLIGHTS:

The following list highlights some of the organizations and initiatives supported by Living Sky Casino's sponsorship program:

- Dr. Noble Irwin Foundation Annual Golf Tournament & Radiothon
- Frontier Days
- Windscape Kite Festival
- Ability Bowl
- Blenders Concert Series
- Long Day's Night Music Festival
- Swift Current Kinsmen Street Dance
- Dr. Nobel Irwin Foundation Radiothon's "Hour to Shine"
- Travelling Diabetes Resources Program
- CNIB – Dining in the Dark

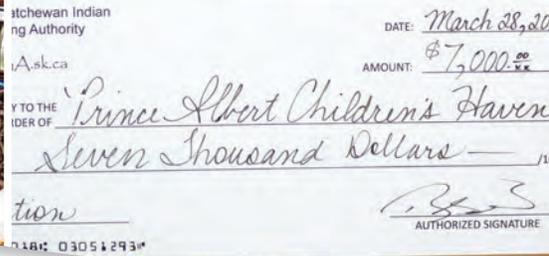


# LIVING SKY CASINO

NEKANEET FIRST NATION



**TREVOR MARION**  
GENERAL MANAGER



## BUILDING SUCCESS

### OPERATIONAL HIGHLIGHTS:

The Northern Lights Casino (NLC) celebrated 18 years of success in March 2014 and is a tourist and entertainment destination known throughout Western Canada. The 46,300 square foot facility offers a large gaming floor that hosts 520 slot machines, the adventure of 11 table games and traditional First Nations hospitality. Visitors to the casino can also expect a unique dining experience in the North Star Restaurant, take in live entertainment in the award winning Star Light Lounge, or enjoy home baked treats in the convenient deli.

### EMPLOYEE DEVELOPMENT HIGHLIGHTS:

Northern Lights Casino employs a team of over 430 staff demonstrating a most significant achievement of job creation in the Prince Albert area and a destination for a vast network of visitors around the globe. NLC places a high priority on being a positive corporate citizen and contributes back to the communities by staff involvement in various boards, planning committees and corporate events.

With an emphasis on succession planning, career development and training initiatives, NLC is committed to investing in employees.

## SHARING SUCCESS

### VOLUNTEERISM:

The Northern Lights Casino staff have volunteered countless hours to many local organizations and the efforts of staff and the NLC Volunteer Committee have made an impact for many agencies. Some of the volunteer opportunities include, Saskatchewan First Nations Summer & Winter Games, The Bernice Sayese Centre, Prince Albert Tourism, Prince Albert Grand Council, Red Cross, Cumberland House Evacuee BBQ and the PA Food Bank. During the 2013 Christmas season the NLC staff held the "Tree of Angels" and 270 gifts were donated to the PA Food bank – a gesture that touched many hearts. The NLC volunteer committee also presented a donation to the Bernice Sayese Centre with funds raised through a site bake sale which was a huge success!

### SPONSORSHIP HIGHLIGHTS:

- Children's Haven
- Pink Shirt Anti Bullying Day
- PAGC Fine Art Festival
- Back to Batoche
- Big Brothers Big Sisters
- Army Navy Veterans Association
- Samuel McLeod Business Awards
- Two Mile for Mary Seniors Transportation



# NORTHERN LIGHTS CASINO

PETER BALLANTYNE CREE NATION



**RICHARD AHENAKIEW**  
GENERAL MANAGER



## BUILDING SUCCESS

### OPERATIONAL HIGHLIGHTS:

This \$30M, 43,000 square foot facility includes a large gaming floor with 220 slot machines and seven live table games, with a roulette table to be included in the near future. The uniquely sculpted circular gaming floor includes a wide open gaming floor with two separate smoking rooms, a bar lounge and the Legends Restaurant. Painted Hand Casino (PHC) is capable of hosting a wide variety of events in a multi-functioning facility known as the Parkland Room. The casino has hosted a variety of dinner shows and performances including Counting Coup Rough Stock Rodeo, Randy Travis VIP event, Clint Black, Jo Dee Messina, Terri Clark, and other events such as National Aboriginal Day Celebrations, Business Appreciation meet and greets, local business Christmas parties, and monthly birthday parties. In total, PHC has over 50 dinner shows and performances annually.

### EMPLOYEE DEVELOPMENT HIGHLIGHTS:

The Painted Hand Casino is one of Yorkton's largest employers, with over 210 local employees.

PHC celebrates employee development with over 90% of PHC employees achieving their core training in hospitality and customer service. SIGA sponsors a GED program with on-site classes taking place for PHC employees to get their Grade 12 diploma. PHC has supported employees who have taken the initiative to continue their post-secondary education by accommodating their work schedule so it does not interfere with their class schedule. We have also supported and assisted employees to obtain their Red Seal certifications as well as supported others in their pursuit of professional designations and trade journeyman status. By supporting employee development PHC and SIGA benefit by having knowledgeable employees who can respond confidently to our customer needs.

## SHARING SUCCESS

### VOLUNTEERISM:

The Painted Hand Casino volunteers have made a positive impact in many local organizations and charities.

PHC has volunteered with Habitat for Humanity on two housing projects. Employees have assisted with this worthy cause by assisting with the building of fencing as well as landscaping. To further assist the Habitat for Humanity, the PHC Volunteer Committee held a BBQ with all proceeds donated to the Habitat for Humanity. The Volunteer Committee is also involved with the Soup Haven, which is an organization that provides a free meal to Yorkton citizens. In 2013-2014, PHC volunteers made and served a hot supper to over 150 people.

### SPONSORSHIP HIGHLIGHTS:

- Yorkton Exhibition Summer Season
- Yorkton Film Festival
- Habitat for Humanity
- Yorkton Terriers Sportsman Dinner
- The Soup Haven Lunch Program Inc.
- Yorkton Chamber Business Dinner
- Harvest Classic Invitational Golf Tournament
- Charity Road Race
- 2013 FSIN Youth Volleyball Championship
- All Nations Healing Moon Gathering
- Traveling Diabetes Resource Program
- First Nation University Youth Entrepreneurship Camp



# PAINTED HAND CASINO

KAHKEWISTAHAW FIRST NATION



**CHARLES RYDER**  
GENERAL MANAGER

# BUILDING SUCCESS

Creating A Better Tomorrow for Our People

## STRATEGIC PLAN OVERVIEW

SIGA's strategic plan focuses on developing an intimate relationship with customers and offering products and services to those customers that increase revenue, income and employment. Utilizing the balanced scorecard methodology, SIGA has developed strategic objectives and strategic initiatives. For each strategic objective, performance measures and targets have been established for a rolling five year period. For strategic initiatives SIGA has designated a member of the executive team to act as project sponsor and milestones have been established to track the progress of the initiatives.

SIGA has developed its strategic plan utilizing the Balanced Scorecard model to look at our business from the viewpoint of owners and customers to determine what products and services we must offer and what key business processes satisfy customer needs. The model allows SIGA to demonstrate how staff are supported to meet customer needs by the organization's investments in educational programs and technology.



## Shareholder Perspective

### WHAT ARE THE OUTCOMES EXPECTED BY OUR OWNERS?

Strategic Objectives	Performance Indicators	Progress/Results/Measure
Optimize Net Income	Revenue	\$250,772,732
	Net Income	\$80,215,337
Grow & Develop First Nations Employment	Total Number of First Nations Employees	SIGA continues to be a leader in engaging, growing and developing a First Nations workforce with 65.2% of our employee base being First Nation (1253) and 68% of managers being First Nation (68).
Support First Nations Economic Development	Total Payments to First Nation Companies	\$20,993,625.34

## Customer Perspective

### WHAT ARE OUR CUSTOMERS LOOKING FOR?

Our Strategy is “customer intimacy”

Strategic Objectives	Performance Indicators	Progress
Entertainment and Hospitality Experience	Become the first choice entertainment destination for customers by offering unique entertainment options in the markets we serve.	<p>Large segment of population rate casino as top entertainment destination in town.</p> <p>Visitors agree they would recommend the casinos to others.</p> <p>There were a high percentage of adults in local market who have visited the casino once in the last year.</p>
Recognition and Appreciation	<p>Value the contribution of every customer through personal interaction.</p> <p>Guest Satisfaction target was 38% of guests being extremely satisfied.</p>	<p>Guest satisfaction with friendliness of staff was rated very high.</p> <p>Guest satisfaction rated very high that they are recognized and appreciated by staff.</p> <p>Increased visits and increased Players Club Membership.</p> <p>Overall Guest Satisfaction was 51.4%.</p>
Quality Value Priced Dining	Be recognized for providing consistent, high quality dining options that meet the expectations of each of the market segments we serve and are rated by our customers as providing exceptional value for the price charged. – Target 49%	Guest surveys indicate a very high satisfaction level with Quality of Food – Actual 50.3%
Memorable Facilities & Convenient Services	Be recognized as the highest quality entertainment facility in each market we operate in by incorporating customer convenience into the services we provide. Guest very satisfied – Atmosphere Target 46%.	Guest satisfaction with overall atmosphere rated very high at 50.5%.

## Internal Perspective

### WHAT SERVICES DO WE NEED TO PROVIDE TO EXCEL?

To achieve our desired outputs, SIGA will focus on several business process enhancements that are grouped in three primary themes: Customer Service Excellence, Grow and Develop the Business, and Operational Excellence.

	Strategic Objectives	Performance Indicators	Progress
Customer Service Excellence	Tend to VIP	Recognize the importance of customers with a high value through segmented pricing, promotion, and customer service standards.	Target exceeded via numerous VP appreciation events which included dinner shows, live entertainment, and special events.
	Exciting Entertainment	Create a winning atmosphere by celebrating wins and engaging customers with exciting and innovative promotions and events.	Two annual SIGA-wide events (Poker and Slot tournament).  Players Club Membership has grown to over 350,000 members.  Players Club visits continues to increase although marginally.  Live entertainment and a variety of promotions and activities continue to draw customer participation.
	Know the Customer	Work continues on Developing psychographic and demographic profiles of our customers. This helps us better serve our customers. This data is analyzed and integrated as a regular part of our decision-making process.	The Casino Management System (CMS), Elite Bonusing System suite components are introduced. Business Intelligence and CMP data becomes an integral part of promotional reviews and evaluations.
	Customer Service Technology	Utilize technology to enhance the delivery of customer service.	Bally (CMS) introduced: u spin, elite bonus suite and power winners for slot players. Craps introduced at DDC.
	New Product Development	To research and develop gaming related products and services that will add value to our customers.	Lottery kiosks implemented as new service in casino.
	Organizational Excellence	Corporate Social Responsibility (CSR)	Meet or exceed targets for public opinion polling.
	Operational Efficiency	Increasing the efficiency of key business processes to optimize productivity and income.	Meet targets to reduce salaries and benefits. Budget by controlling variable labour.

## Learning & Growth

### OUR MOST IMPORTANT RESOURCE IS OUR PEOPLE

For SIGA and our strategic plan to be successful we must invest in our most important resource – our people.

Strategic Objectives	Performance Indicators	Progress
Talented Workforce	Employees who have completed core training – target 75%	Investing in our employees is a priority for SIGA. When training opportunities are aligned with business objectives, they improve employee engagement, increase productivity and ensure the organization gets the greatest return from its most valuable asset: its people. SIGA's Core Training program is one of the ways SIGA invests in its employees where all employees take required training within their first year of employment. An aggressive target was set for the company and considerable focus was placed on core training during 2013-2014 resulting in achieving an 86% completion rate. Complimentary to this, employees have indicated that they receive enough training to do their job well and had the opportunity for growth on employee satisfaction surveys that were done throughout the year.
Leadership Development Opportunities to Employees	Support, mentor and provide within SIGA to develop the leadership competencies required by the organization to motivate and inspire teams to accomplish SIGA's vision.	Almost 350 of SIGA's employees participated in SIGA's Leadership Program over the fiscal year. The SIGA Leadership Program was transitioned in-house and employees participated in three modules, including a new leadership module "Courageous Conversations". Throughout the year, there were over 70 internal promotions, and thousands of TPHD (Temporary Performance of Higher Duties) and Acting appointments which provides employees with opportunities to grow and develop their leadership skills.
Engaged Workforce	Employee Satisfaction and Engagement	<p>Increase in attendance and reduction in paid sick leave by over \$170,000.</p> <p>Formal partnerships with external health &amp; fitness organizations.</p> <p>One of the ways SIGA measures employee engagement is using the Conference Board of Canada criteria for employee engagement. SIGA has gradually improved its strong employee engagement rating over time and the most recent survey resulted in a 92% engagement level.</p> <p>A total of 86% of employees were satisfied with their job and engaged in the workplace, with job recognition, sense of accomplishment, incentive to perform well and opportunities for growth as drivers of employee satisfaction.</p>
	Employee Volunteerism	Employee volunteer participation targets exceeded. Volunteer partnerships have been developed with local charitable organizations in all communities where we operate. (At least 2 per community).

At SIGA, business risk is defined as the degree of exposure associated with the achievement of key strategic, financial, and organizational and process objectives. Principal risks and uncertainties that could affect SIGA's future business results going forward are of primary concern.

## **RISK MANAGEMENT**

### **RISK MANAGEMENT GOVERNANCE STRUCTURE**

Although the SIGA Board is ultimately accountable for overseeing risk management within the Authority as a whole, it has assigned responsibility to the Audit & Finance Committee to oversee SIGA's risk assessment and risk management processes. SIGA senior executives are responsible for ensuring key business risks are identified, defined and prioritized. Executive risk owners are engaged and charged with risk mitigation within limits established by the SIGA Board of Directors. This data is compiled in a corporate risk profile that is reported to the Audit & Finance Committee on a quarterly basis. Results of the quarterly risk and control assessment are incorporated into the strategic planning process.

There are a range of factors that may impact SIGA's results. Principal risks that could negatively affect our results and performance include:

#### **STRATEGIC RISKS**

**Risk Reputation** – We recognize damage to reputation as the most severe risk SIGA faces. Our efforts to mitigate reputation risks include continual building of goodwill by effective communication with stakeholders, commitment to sustainability, transparency, leading-edge corporate governance and best practices.

**Economic Slowdown** – Changes in the economy impact the amount of disposable income people have to spend on entertainment, resulting in reduced gaming revenues. SIGA monitors the external environment and the individual performance of each property.

#### **FINANCIAL RISKS**

**Liquidity Risk** – The risk that SIGA is unable to meet its financial commitments as they become due or can only do so at excessive costs. SIGA manages its cash resources based on financial forecast and anticipates cash flows.

**Theft of Assets** – We recognize the extreme importance of maintaining strong controls over the safeguarding of cash and cash equivalents, as specific to the gaming industry. SIGA manages these risks through the design of internal controls to mitigate such occurrences.

#### **ORGANIZATIONAL AND PROCESS RISKS**

**Risk with Loss of Key Personnel** – SIGA recognizes the impact to the organization if there was a loss of key personnel. In order to mitigate the impact of such a loss, executive and senior management succession plans are in place.

**Information Risks** – SIGA recognizes information for decision making requires accurate, complete, and timely reporting of financial and operational performance. SIGA manages these risks through continual evaluation of the internal controls over financial reporting for new and existing systems.

# FINANCIALS

## **INDEPENDENT AUDITOR'S REPORT**

### **TO THE MEMBERS OF THE SASKATCHEWAN INDIAN GAMING AUTHORITY INC.**

We have audited the accompanying financial statements of the Saskatchewan Indian Gaming Authority Inc., which comprise the statement of financial position as at March 31, 2014, and the statements of comprehensive income, changes in deficit, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibility**

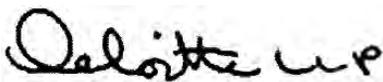
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audit is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Saskatchewan Indian Gaming Authority Inc. as at March 31, 2014, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.



Chartered Accountants  
June 4, 2014  
Saskatoon, Saskatchewan

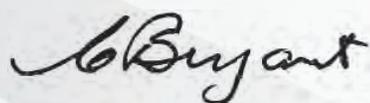
# STATEMENT OF FINANCIAL POSITION

AS AT  
MARCH 31, 2014

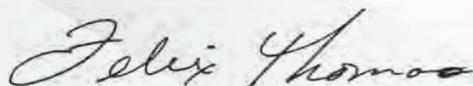
	2014	2013
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$ 71,637,278	\$ 62,768,500
Short-term investments (Note 4)	5,282,500	252,500
Accounts receivable (Note 5)	2,400,251	4,944,394
Inventories (Note 6)	513,672	574,296
Prepays	2,010,372	2,242,922
	81,844,073	70,782,612
<b>INTANGIBLE ASSETS</b> (Note 7)	31,049	275,670
<b>PROPERTY AND EQUIPMENT</b> (Note 8)	95,218,522	101,728,218
	\$ 177,093,644	\$ 172,786,500
<b>CURRENT LIABILITIES</b>		
Due to Saskatchewan Liquor and Gaming Authority (Note 9)	\$ 66,230,413	\$ 54,860,290
Accounts payable and accrued liabilities (Note 10)	15,128,538	15,623,514
Current portion of long-term debt (Note 11)	5,455,333	58,282,720
Current portion of finance lease obligation (Note 12)	1,397,799	1,238,360
	88,212,083	130,004,884
<b>LONG-TERM DEBT</b> (Note 11)	47,497,742	–
<b>FINANCE LEASE OBLIGATION</b> (Note 12)	41,383,819	42,781,616
<b>INTEREST RATE SWAP LIABILITY</b> (Note 11)	5,203,754	7,319,250
	182,297,398	180,105,750
<b>DEFICIT RESULTING FROM UNREALIZED LOSSES ON INTEREST RATE SWAPS</b>	(5,203,754)	(7,319,250)
	\$ 177,093,644	\$ 172,786,500

See accompanying notes to the financial statements

APPROVED BY THE BOARD



Director



Director

# STATEMENT OF COMPREHENSIVE INCOME

YEAR ENDED  
MARCH 31, 2014

	2014	2013
Revenue (Note 14)	\$ 250,772,732	\$ 268,567,067
Salaries and benefits	76,754,232	77,382,994
Materials, consumables, and services (Note 15)	20,717,830	21,697,817
Advertising	16,078,774	21,575,733
Slot machine reimbursement	14,870,821	15,065,790
Depreciation and amortization	11,029,916	13,600,580
Building rent and occupancy	10,740,976	10,660,343
Finance costs (Note 17)	8,456,725	9,332,547
Other expenses (Note 16)	6,408,117	6,962,536
Payment to Indigenous Gaming Regulators Inc. (Note 23)	2,900,000	3,232,128
Payment to Saskatoon Prairieland Park Corporation (Note 23)	2,600,004	2,600,004
	170,557,395	182,110,472
<b>INCOME DUE TO SASKATCHEWAN LIQUOR AND GAMING AUTHORITY (Note 1)</b>	80,215,337	86,456,595
Unrealized gain on interest rate swaps (Note 11)	2,115,496	317,744
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR BEFORE DISTRIBUTION TO SASKATCHEWAN LIQUOR AND GAMING AUTHORITY (Note 1)</b>	<b>\$ 82,330,833</b>	<b>\$ 86,774,339</b>

*See accompanying notes to the financial statements*

**STATEMENT  
OF CHANGES  
IN DEFICIT**

YEAR ENDED  
MARCH 31, 2014

	2014	2013
<b>DEFICIT</b>		
Balance, beginning of year	\$ (7,319,250)	\$ (7,636,994)
Total comprehensive income for the year before distribution to Saskatchewan Liquor and Gaming Authority (Note 1)	82,330,833	86,774,339
Distribution payable to Saskatchewan Liquor and Gaming Authority (Note 9)	(80,215,337)	(86,456,595)
Balance, end of year	\$ (5,203,754)	\$ (7,319,250)

*See accompanying notes to the financial statements*

# STATEMENT OF CASH FLOWS

YEAR ENDED  
MARCH 31, 2014

	2014	2013
<b>CASH FLOWS FROM (USED IN) OPERATING ACTIVITIES</b>		
Total comprehensive income for the year before distribution to Saskatchewan Liquor and Gaming Authority	\$ 82,330,833	\$ 86,774,339
Adjustments for:		
Depreciation and amortization	11,029,916	13,600,580
Finance costs	8,456,725	9,332,547
Unrealized gain on interest rate swaps	(2,115,496)	(317,744)
Change in non-cash working capital:		
Accounts receivable	2,544,143	1,324,129
Inventories	60,624	48,814
Prepays	232,550	(537,422)
Accounts payable and accrued liabilities	(494,976)	(2,542,686)
Payments to Saskatchewan Liquor and Gaming Authority (Note 9)	(68,845,214)	(91,874,093)
	33,199,105	15,808,464
<b>CASH FLOWS FROM (USED IN) INVESTING ACTIVITIES</b>		
Purchase of intangible assets	(185,784)	(6,503)
Purchase of property and equipment	(4,089,815)	(5,580,917)
Purchase of short-term investments	(5,282,500)	(252,500)
Proceeds on disposal of short-term investments	252,500	252,500
	(9,305,599)	(5,587,420)
<b>CASH FLOWS USED IN FINANCING ACTIVITIES</b>		
Interest paid	(8,456,725)	(9,332,547)
Repayment of finance lease obligation	(1,238,358)	(1,043,053)
Repayment of long-term debt	(5,329,645)	(5,001,203)
	(15,024,728)	(15,376,803)
<b>INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS</b>	8,868,778	(5,155,759)
<b>CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR</b>	62,768,500	67,924,259
<b>CASH AND CASH EQUIVALENTS, END OF YEAR</b>	\$ 71,637,278	\$ 62,768,500

See accompanying notes to the financial statements

**1. GENERAL INFORMATION**

Saskatchewan Indian Gaming Authority Inc. ("SIGA") is incorporated under the *Non-profit Corporations Act, 1995* of Saskatchewan as a Charitable Corporation. The Federation of Saskatchewan Indians, Inc. ("FSIN") owns a Class A Membership in SIGA. In addition, Class A Memberships were issued to each of ten Tribal Councils in Saskatchewan that are recognized by the Saskatchewan Indian Gaming Commission of the FSIN as well as one independent member. The Government of Saskatchewan and the FSIN completed a Framework Agreement in 2002 that authorizes SIGA to operate casinos. SIGA operates six casinos in accordance with the 2002 Casino Operating Agreement ("Agreement") with Saskatchewan Liquor and Gaming Authority ("SLGA"). SLGA is responsible for the overall conduct and management of the slot machines in those casinos as required under *The Criminal Code of Canada*. Under the Agreement, SIGA is entitled to withhold the casinos' operating expenses, incurred in accordance with the operating policies and directives approved by SLGA, from slot machine revenues. SIGA is required to deposit the remainder into a trust account for SLGA in accordance with the procedures and formulas specified in the Agreement as outlined below. Under the Agreement, SIGA is entitled to recover, in any year, any net loss from the operation of licensed table games and ancillary operations from the net income earned from the operation of slot machines. The Agreement provides for SIGA to use any net income from the operation of licensed table games for charitable or religious objects or purposes. The Agreement expires on June 10, 2027.

The Agreement also provides for SIGA to remit to SLGA the net income from the operation of the slot machines in the SIGA casinos. More specifically, net income from the operation of slot machines is remitted to SLGA in accordance with a formula as defined in the Agreement. This formula provides for SIGA to remit to SLGA, on a weekly basis, one-half of the amount by which actual slot machine gaming revenue exceeds one-fifty-second of SIGA's annual budget. Shortfalls in weekly slot machine gaming revenue as compared to budget are recoverable against future remittances. The remaining one-half of the amount determined above is remitted to SLGA within one-hundred and eighty days of the applicable week. Pursuant to the Agreement, if, at the end of any operating year, SIGA has not been fully reimbursed for amounts to which it is entitled for the operation of casinos, such amounts may be recovered from future operations. SIGA is allowed to retain \$5,000,000 as a capital reserve for the sole purpose of acquiring capital assets.

Also, under the Agreement, SIGA has granted a first charge security interest on all its present and after acquired assets to SLGA to secure contractual obligations of SIGA under the Agreement. However, the Agreement requires that upon joint written request by SIGA and its lenders, SLGA shall postpone such security in favour of the lenders who require a prior charge relating to funds lent to SIGA for the financing of its operations carried out in accordance with the Agreement.

On June 11, 2002, the Government of Saskatchewan and the FSIN signed a gaming Framework Agreement which expires on June 10, 2027. The Government must distribute, in accordance with the provisions of the Framework Agreement, the income remitted to SLGA. Under the provisions of the 2002 Framework Agreement, the Government of Saskatchewan, as represented by the Minister responsible for SLGA, is entitled to recover its proportion of expenses that SLGA determines are not in accordance with the approved operating policies and directives from the future amounts payable to the First Nations Trust Fund.

Effective for the year ended March 31, 2008 and subsequent years, the Casino Operating Agreement between SLGA and SIGA was amended to exclude unrealized gains and losses on interest rate swaps from the calculation of net casino profits payable to SLGA.

SIGA was incorporated under the *Non-profit Corporations Act, 1995* and is not subject to income tax under the provision of paragraph 149(1)(l) of the Income Tax Act. SIGA pays Goods and Services Tax and Provincial Sales Tax to government agencies and claims input tax credits on its ancillary operations.

SIGA is a corporation domiciled in Canada. SIGA's head office is located at 250 - 103C Packham Avenue in Saskatoon, Saskatchewan, Canada, S7N 4K4.

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 2. BASIS OF PREPARATION AND STATEMENT OF COMPLIANCE

These financial statements have been prepared in accordance with International Financial Reporting Standards (“IFRS”) as issued by the International Accounting Standards Board (“IASB”).

These financial statements for the year ended March 31, 2014, were authorized for issue by the Board of Directors (the “Board”) on June 4, 2014.

SIGA has prepared these financial statements using the historical cost basis unless otherwise noted in the significant accounting policies. These financial statements are presented in Canadian dollars, which is SIGA’s functional currency.

## 3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies used in the preparation of these financial statements are summarized below. These accounting policies have been applied consistently to all years presented in these financial statements.

### Use of Estimates, Key Judgments and Assumptions

The preparation of the financial statements in conformity with IFRS requires management to make judgments, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, and disclosure of contingent assets and contingent liabilities at the date of these financial statements as well as the reported amounts of revenue and expenses during the reporting year.

Accordingly, actual results could differ from those estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the year in which the estimates are revised and in any future years affected.

Significant areas requiring the use of management estimates, judgments and assumptions are further described in the following summary of significant accounting policies and related notes:

- Useful lives and depreciation and amortization of property and equipment and intangible assets (Notes 7 and 8)
- Customer loyalty program
- Impairment of non-financial assets

### Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand and on deposit with an original maturity of less than or equal to three months, and certain short-term investments. The short-term investments included in cash and cash equivalents are highly liquid investments with an original maturity of less than or equal to three months.

### Short-Term Investments

Short-term investments include any investments that have a term of less than one year from the statement of financial position date.

### Accounts Receivable and Allowance for Doubtful Accounts

Management evaluates collectability of receivables depending on the customer and the nature of the balance. Collectability of receivables is reviewed and the allowance for doubtful accounts is adjusted quarterly if required. Account balances are charged to comprehensive income when management determines that it is probable that the receivable will not be collected.

### Inventories

Inventories are valued at the lower of cost and net realizable value. The cost of inventories is determined using the most recent cost. Net realizable value is the estimated selling price in the ordinary course of business less all estimated costs to make the sale.

**3. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Property and Equipment**

Property and equipment are recorded at cost less accumulated depreciation and accumulated impairment losses, if any. Cost includes expenditures that are directly attributable to the acquisition of the asset. When parts of an item of property and equipment have different useful lives, they are accounted for as separate items (major components) of property and equipment. Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the costs of those assets. SIGA ceases to capitalize borrowing costs when substantially all the activities necessary to prepare the qualifying asset for its intended use are complete.

Depreciation is recorded in the accounts on a straight-line basis commencing when they are available for use, at rates expected to depreciate the cost of the assets over their estimated useful lives as follows:

Asset	Rate
Leasehold improvements	lesser of the useful life of the asset and term of the lease
Casino development	40 years
Furniture & equipment	4-5 years

Depreciation methods are reviewed at each financial year end and adjusted prospectively, if appropriate.

During the year, SIGA revised the estimated useful life of Casino Development assets to 40 years from its previous estimate (between 16 and 20 years). Had the original depreciation rate been used, the depreciation expense in the current year would have been \$1,414,500 higher. The impact would be comparable to future years through the end of March 31, 2027.

When property and equipment are disposed of or retired, the related costs less accumulated depreciation are de-recognized. The gain or loss arising on the disposal or retirement of an item of property and equipment is determined as the difference between the sales proceeds less costs of removal and the carrying amount of the asset. The gain or loss on asset disposals and retirements is recognized in other revenue or expenses.

**Intangible Assets**

Intangible assets acquired separately are measured on initial recognition at cost, less any accumulated amortization and accumulated impairment losses, if any. SIGA's only identifiable intangible asset is software. Software costs include the cost of externally purchased software packages and, for internally developed programs, related external and direct labour costs. Maintenance of existing software programs is expensed as incurred.

Amortization is calculated on a straight-line basis over its estimated useful life of between 1 to 5 years. The amortization method and estimated useful life is reviewed annually and any changes are applied prospectively.

**Leases**

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to SIGA. All other leases are classified as operating leases.

Assets held under a finance lease are initially recognized as assets of SIGA and are recorded at their fair value at the inception of the lease, or if lower, at the present value of the future minimum lease payments. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

Lease payments are apportioned between interest expense and a reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liabilities. The interest component is recognized in finance costs in the statement of comprehensive income.

Operating lease payments are recognized as an expense on a straight-line basis over the lease term.

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 3. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

### Impairment of Non-Financial Assets

At the end of each reporting year, SIGA reviews the carrying amount of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). When it is not possible to estimate the recoverable amount of an individual asset, SIGA estimates the recoverable amount of the cash-generating unit to which the asset belongs. When a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units that a reasonable and consistent basis of allocation can be identified.

Recoverable amount is the higher of the fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognized immediately in the statement of comprehensive income.

When an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but this increased carrying amount cannot exceed the carrying amount that would have been determined had no impairment loss been recognized for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognized immediately in the statement of comprehensive income.

### Revenues

Gaming revenue (slot and table revenues) represents the net wins from those gaming activities calculated as the difference between amounts wagered and pay-outs by the casino. Gaming revenues are net of accruals for anticipated payouts of progressive jackpots and promotion allowances from the players club program.

Ancillary revenues include hotel, food, beverage, and concession revenue and such revenues are recognized when the goods and services are provided.

Revenues exclude the retail value of food, beverage and other promotional allowances provided on a complimentary basis to guests. The cost of providing the complimentary items is included in direct operating expenses.

### Commitment of Net Proceeds of Table Operations

Liabilities are recorded when amounts to be distributed are approved by the Board.

### Allocation of Expenses

#### *Table game operations*

Costs allocated to table game operations include actual direct expenses, and an allocation of indirect site expenses based on the percentage of gross table revenue to total revenue on an individual casino site basis.

Central office costs are allocated to table game operations based on a percentage of gross table revenue to total revenue. These central office costs are then allocated to each casino site based on the percentage of each casino site's table net income to all casinos' table net income before the allocation of indirect site expenses.

#### *Slot machine operations*

Costs allocated to slot machine operations include actual direct expenses, and an allocation of indirect site expenses based on the percentage of gross slot revenue to total revenue on an individual casino site basis.

All remaining central office costs net of table games and ancillary allocations are allocated to slot operations. These central office costs are then allocated to each casino site based on its percentage of casino slot net income net of indirect site expenses.

**3. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****Allocation of Expenses (continued)***Ancillary operations*

Costs allocated to ancillary operations include actual direct expenses, and an allocation of indirect site expenses based on the percentage of gross ancillary revenue to total revenue on an individual casino site basis.

Central office costs are allocated to ancillary operations based on a percentage of gross ancillary revenue to total revenue. These central office costs are then allocated to each casino site based on the percentage of each casino site's ancillary net income to all casinos' ancillary net income before the allocation of indirect site expenses.

**Customer Loyalty Program**

As part of its customer loyalty initiative, SIGA offers a players club program to patrons. Under the program, club members accumulate reward points based on amounts wagered on slot machines. Members can redeem their points for cash or vouchers for free or discounted goods or services. SIGA records the points earned as a reduction of gaming revenue. Accounts payable and accrued liabilities are recorded for the estimated cost of the earned points balance at the end of the year under the players club program. If the patron chooses to redeem their points for a voucher for free or discounted goods or services, the revenue is determined by the fair value of the undelivered goods and services related to a customer loyalty program and remains in accounts payable and accrued liabilities until the promotional consideration is provided.

**Employee Benefits**

A defined contribution pension plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. SIGA's matching contributions to the defined contribution pension plan for employees are recorded as salaries and benefits expense in the statement of comprehensive income when services are rendered by employees.

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

**Foreign Currency**

Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to SIGA's functional currency at the exchange rate at that date. Revenues and expenses are translated at rates of exchange prevailing on the transaction dates. Translation gains and losses on foreign currency denominated monetary items are taken into income in the current year.

**Financial Instruments***Classification and measurement*

All financial instruments are initially measured at fair value, plus transaction costs, except in the case of financial assets and liabilities classified as fair value through profit or loss ("FVTPL"). The classification of financial instruments at initial recognition depends on the purpose and management's intention for which the financial instruments were acquired or issued, their characteristics and SIGA's designation of such instruments. Measurement in subsequent years depends on whether the financial instruments have been classified as FVTPL, loans and receivables, and other liabilities. An explanation of the nature of these classifications follows. SIGA's classifications of its financial instruments are disclosed in Note 20.

Financial assets are classified as at FVTPL when the financial asset is either held-for-trading or it is designated as at FVTPL.

A financial asset is classified as held-for-trading if:

- It has been acquired principally for the purpose of selling it in the near term; or
- On initial recognition it is part of a portfolio of identified financial instruments that SIGA manages together and has a recent actual pattern of short-term profit-taking; or
- It is a derivative that is not designated and effective as a hedging instrument.

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 3. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

### Financial Instruments (continued)

#### *Classification and measurement (continued)*

A financial asset other than a financial asset held-for-trading may be designated as FVTPL upon initial recognition if:

- Such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- The financial asset forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with SIGA's documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- It forms part of a contract containing one or more embedded derivatives, and IAS 39, *Financial Instruments: Recognition and Measurement* permits the entire combined contract (asset or liability) to be designated as at FVTPL.

Financial instruments classified as FVTPL are subsequently measured at fair value, with changes in fair value recognized in comprehensive income. The net gain or loss recognized in comprehensive income incorporates any dividend or interest earned on the financial asset. Fair value is determined in the manner described in Note 20.

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market that SIGA does not intend to sell immediately or in the near term. Loans and receivables are subsequently measured at amortized cost using the effective interest method, less any impairment. Interest income, calculated using the effective interest rate method, is recognized in comprehensive income.

Other financial liabilities include financial liabilities that have not been classified as FVTPL. Other financial liabilities are subsequently measured at amortized cost using the effective interest method. Finance costs, calculated using the effective interest rate method, are recognized in comprehensive income.

Financial assets and liabilities are offset and the net amount reported on the statement of financial position when there is a legally enforceable right to offset the recognized amounts and there is an intention to settle on a net basis, or realize the asset and settle the liability simultaneously.

#### *Transaction costs*

Transaction costs are incremental costs that are directly attributable to the acquisition, issue or disposal of a financial asset or financial liability. Transaction costs include fees and commissions paid to advisors, brokers and dealers. Transaction costs do not include debt premiums or discounts or financing costs. Transaction costs are included in the initial carrying amount of financial instruments except for financial instruments classified as FVTPL, in which case they are expensed as incurred. SIGA uses trade date accounting for regular way contracts when recording financial asset transactions.

#### *Effective interest method*

The effective interest method is a method of calculating the amortized cost of a financial asset or financial liability and of allocating interest income or interest expense over the relevant year. The effective interest rate is the rate that exactly discounts estimated future cash receipts or payments (including all fees paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial instrument, or when appropriate, a shorter period to the net carrying amount of the financial asset or financial liability on initial recognition.

#### *Derecognition*

SIGA derecognizes a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by SIGA is recognized as a separate asset or liability. SIGA derecognizes a financial liability when its contractual obligations are discharged, cancelled or expire.

#### *Derivative financial instruments*

SIGA uses interest rate swap derivatives to manage its exposure to interest rate risk. Derivatives are initially recognized at fair value at the date that the derivative contract is entered into and subsequently measured at fair value with changes in fair value recognized through comprehensive income immediately.

**3. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Financial Instruments (continued)**

*Embedded derivatives*

Derivatives may be embedded in other host instruments and are treated as separate derivatives when their economic characteristics and risks are not clearly and closely related to those of the host instrument, when the embedded derivative has the same terms as those of a stand-alone derivative, and the combined contract is not held-for-trading or designated at fair value. These embedded derivatives are measured at fair value with subsequent changes recognized in the statement of comprehensive income.

As at March 31, 2014, SIGA had no contracts (March 31, 2013 – none) with embedded derivatives that are required to be valued separately.

*Fair value of financial instruments*

Fair values approximate amounts at which financial instruments could be exchanged between willing parties based on current markets for instruments with similar characteristics such as risk and remaining maturities. Fair values are determined, where possible, by reference to quoted bid or asking prices in an active market. In the absence of an active market, SIGA determines fair value based on internal or external valuation models, such as discounted cash flow analysis or using observable market based inputs (bid and ask price) for instruments with similar characteristics and risk profiles. SIGA's own credit risk and the credit risk of the counterparty have been taken into account in determining the fair value of financial assets and liabilities, including derivative instruments. Fair value measurements are subjective in nature, and represent point-in-time estimates which may not reflect fair value in the future.

SIGA classifies fair value measurements recognized in the statement of financial position using a three-tier fair value hierarchy, which prioritizes the inputs used in measuring fair value as follows:

Level 1 – valuation based on quoted prices (unadjusted) in active markets for identical assets or liabilities;

Level 2 – valuation techniques based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices); and

Level 3 – valuation techniques using inputs for the asset or liability that are not based on observable market data (unobservable inputs).

Fair value measurements are classified in the fair value hierarchy based on the lowest level input that is significant to that fair value measurement. This assessment requires judgment, considering factors specific to an asset or a liability and may affect placement within the fair value hierarchy. See Note 20 for further discussion on the classification and fair value of financial instruments.

*Impairment of financial assets (including receivables)*

A financial asset not carried at FVTPL is assessed at each reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event had a negative effect on the estimated future cash flows of that asset that can be estimated reliably.

An impairment loss in respect of a financial asset measured at amortized cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognized in profit or loss in the statement of comprehensive income and reflected in an allowance account against receivables. Interest on the impaired asset continues to be recognized through the unwinding of the discount. When a subsequent event causes the amount of impairment loss to decrease, the decrease in impairment loss is reversed through profit or loss in the statement of comprehensive income. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined if no impairment loss had been recognized.

**Finance Costs**

Finance costs comprise interest expense on borrowings not subject to capitalization, amortization of costs related to borrowings, interest on finance leases, and impairment losses recognized on financial assets.

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 3. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

### Future Accounting Changes

A number of new standards, and amendments to standards and interpretations, are not yet effective for the year ended March 31, 2014, and have not been applied in preparing these financial statements. None of these new standards are expected to have a significant effect on the financial statements of SIGA, but the following future standards are relevant to SIGA:

- IFRS 1, *First-Time Adoption of International Financial Reporting Standards*, will be amended concurrently with the adoption of IFRS 9. This standard is expected to exempt the requirement to restate comparative information for IFRS 9.
- IFRS 9, *Financial Instruments*, will be effective for SIGA's 2018 financial statements and is expected to impact the classification, measurement, impairment and disclosure of financial assets.
- IAS 32, *Financial Instruments: Presentation*, has certain amendments to offsetting financial assets and financial liabilities, and will be effective for SIGA's 2015 financial statements.
- Amendments to IAS 36, *Impairment of Assets*, will be effective for SIGA's 2015 financial statements.
- Amendments to IAS 39, *Financial Instruments: Recognition and Measurement*, will be effective for SIGA's 2015 financial statements.

SIGA does not have any plans to early adopt any of the new or amended standards. The extent of the impact on adoption of these standards is not known at this time, however is not expected to be material.

## 4. SHORT-TERM INVESTMENTS

Short-term investments consist of investments in guaranteed investment certificates and term deposits. The \$30,000 term deposit earns interest at an annual rate of 1.05% and matures on July 5, 2014. The \$52,500 guaranteed investment certificate earns interest at an annual rate of 0.75% and matures on October 3, 2014. The \$200,000 guaranteed investment certificate earns interest at an annual rate of 0.90% and matures on March 26, 2015. The \$5,000,000 term deposit earns interest at an annual rate of 1.45% and matures on July 21, 2014.

## 5. ACCOUNTS RECEIVABLE

	March 31, 2014	March 31, 2013
Trade accounts receivable	\$ 1,525,893	\$ 4,307,031
GST input tax credits receivable	383,236	326,466
Advances to suppliers, contractors and employees	491,122	310,897
	\$ 2,400,251	\$ 4,944,394

SIGA's exposure to credit and currency risks, and impairment losses related to trade and other receivables, is disclosed in Note 20.

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

### 6. INVENTORIES

Inventories totalling \$6,780,983 were recognized as food and beverage cost of goods sold for the year ended March 31, 2014 (2013 – \$6,546,949). No write-downs of inventories were noted for the year ended March 31, 2014 (2013 – \$nil), and there were no reversals of write-downs from previous years.

### 7. INTANGIBLE ASSETS

	Software
<b>Cost</b>	
Balance at March 31, 2013	\$ 3,987,500
Additions	185,784
Balance at March 31, 2014	\$ 4,173,284
<b>Accumulated amortization and impairment</b>	
Balance at March 31, 2013	\$ 3,711,830
Amortization expense	430,405
Balance at March 31, 2014	\$ 4,142,235
<b>Net Book Value</b>	
Balance at March 31, 2013	\$ 275,670
<b>Balance at March 31, 2014</b>	<b>\$ 31,049</b>

The amortization expense for software for the year ended March 31, 2014 was \$430,405 (2013 – \$472,569) and is included in depreciation and amortization expenses in the statement of comprehensive income. There were no write-downs of software due to impairments for the year ended March 31, 2014 (2013 – \$nil).

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 8. PROPERTY AND EQUIPMENT

	Leasehold Improvements	Casino Development	Furniture & Equipment	Construction in Progress	TOTAL
<b>Cost</b>					
Balance at March 31, 2013	\$ 41,651,737	\$ 102,938,222	\$ 39,293,135	\$ 1,895,877	\$ 185,778,971
Additions	1,679,984	1,454	3,527,894	100,516	5,309,848
Disposals	–	–	(105,387)	–	(105,387)
Transfers	–	–	–	(1,191,315)	(1,191,315)
Balance at March 31, 2014	\$ 43,331,721	\$ 102,939,676	\$ 42,715,642	\$ 805,078	\$ 189,792,117
<b>Accumulated depreciation and impairment</b>					
Balance at March 31, 2013	\$ 24,651,954	\$ 27,055,756	\$ 32,343,043	\$ –	\$ 84,050,753
Depreciation expense	3,367,370	3,768,753	3,463,388	–	10,599,511
Disposals	–	–	(76,669)	–	(76,669)
Balance at March 31, 2014	\$ 28,019,324	\$ 30,824,509	\$ 35,729,762	\$ –	\$ 94,573,595
<b>Net Book Value</b>					
Balance at March 31, 2013	\$ 16,999,783	\$ 75,882,466	\$ 6,950,092	\$ 1,895,877	\$ 101,728,218
<b>Balance at March 31, 2014</b>	<b>\$ 15,312,397</b>	<b>\$ 72,115,167</b>	<b>\$ 6,985,880</b>	<b>\$ 805,078</b>	<b>\$ 95,218,522</b>

Construction in progress represents costs incurred for capital projects under construction at existing casinos and central office. Upon completion, these costs are transferred into the appropriate property and equipment category.

Included in casino development above are the following assets under finance lease:

<b>Net carrying amount of leased assets</b>	March 31, 2014	March 31, 2013
– Painted Hand Casino	\$ 8,712,329	\$ 9,369,863
– Living Sky Casino	11,427,633	12,288,620
– Dakota Dunes Casino	13,777,817	14,824,078
	<b>\$ 33,917,779</b>	<b>\$ 36,482,561</b>

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

### 9. DUE TO SASKATCHEWAN LIQUOR AND GAMING AUTHORITY

	March 31, 2014	March 31, 2013
Balance, beginning of year	\$ 54,860,290	\$ 60,277,788
Income due to Saskatchewan Liquor and Gaming Authority	80,215,337	86,456,595
Payments to Saskatchewan Liquor and Gaming Authority	(68,845,214)	(91,874,093)
Balance, end of the year	\$ 66,230,413	\$ 54,860,290

As described in Note 1, SIGA is required to remit to Saskatchewan Liquor and Gaming Authority ("SLGA") the net income from the operation of the slot machines in accordance with a formula as defined in the Agreement. According to the Agreement, unrealized gains and losses on interest rate swaps are excluded from the calculation of net casino profits payable to SLGA.

Included in the above balance of the due to SLGA is the \$5,000,000 that has been retained as a capital reserve as disclosed in Note 1.

### 10. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

SIGA is required to pay SLGA an amount equivalent to the imputed Goods and Services Tax ("GST") that is payable by SLGA on gaming expenses incurred by SIGA related to its slot machine operations. Included in accounts payable and accrued liabilities are amounts owing to SLGA for GST of \$292,887 (2013 – \$358,189). Also, \$1,948,272 (2013 – \$1,580,375) is due to SLGA for slot machine and operating system reimbursement and is included in accounts payable and accrued liabilities.

### 11. LONG-TERM DEBT

#### Casino Projects Financing

In 2007, SIGA entered into a long-term financing agreement with a financial institution ("Bank") for \$79 million to finance all of its casino projects. The Bank syndicated this financing with a secondary lender to provide SIGA with \$20 million. The Bank, as the lead lender, provided SIGA with the remaining \$59 million.

SIGA has drawn on the remaining approved financing to complete the construction of its casinos.

The long-term financing agreement is secured by a general security agreement and mortgage of leasehold interests of SIGA's casinos.

The long-term debt obligations are as follows:

	March 31, 2014	March 31, 2013
Term Loan Tranche D – Part A repayable in monthly instalments of \$116,667 plus interest at bankers acceptance rate plus 1%, maturity April 2018.	\$ 12,716,667	\$ 14,116,666
Term Loan Tranche D – Part B repayable in monthly instalments of \$127,000 including interest at 1.5%, maturity April 2018.	13,830,000	15,226,317
Term Loan Tranche E repayable in monthly instalments of \$117,762 plus interest at bankers acceptance rate plus 1.5%, maturity September 2018.	14,838,104	16,251,248
Term Loan Tranche F repayable in monthly instalments of \$88,889 plus interest at bankers acceptance rate plus 1.5%, maturity September 2018.	11,199,994	12,266,662
Term Loan Tranche F – Fixed Rate repayable in monthly instalments of \$4,460 plus interest at 3%, maturity September 2018.	368,310	421,827
	52,953,075	58,282,720
Less current portion	(5,455,333)	(58,282,720)
	\$ 47,497,742	\$ –

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 11. LONG-TERM DEBT (CONTINUED)

### Casino Projects Financing (continued)

Principal repayments required for the above loans, based on maturity dates, are as follows:

2015	\$ 5,455,333
2016	5,456,333
2017	5,456,333
2018	5,455,332
2019	31,129,744

Due to the uncertainty surrounding the terms that would currently be available for debt of similar terms and maturities, fair value information has not been disclosed as fair value cannot be reliably measured.

In order to manage its interest rate risk exposure, SIGA entered into separate interest rate swap arrangements for the Dakota Dunes, Living Sky and Painted Hand construction projects on December 12, 2007. These arrangements fixed the interest rates for the loan for each construction project at 4.94%, 5.09% and 5.09% respectively over the term of the loans. These swap terms are April 2023, August 2024, and August 2024 respectively. The interest rate swap arrangements came into effect for the Dakota Dunes construction project on April 1, 2008 and came into effect for the Living Sky and Painted Hand construction projects on April 1, 2009. An additional swap was subsequently entered in 2013 related to Dakota Dunes. This arrangement fixed the interest rate for the loan at 2.08% over the term of the loan. This swap term is April 2023. A liability of \$5,203,754 has been recorded at March 31, 2014 (2013 – \$7,319,250), representing the fair value of the instruments. Changes to the fair value are recorded as an unrealized gain or loss in the current year. The notional amount of the interest rate swaps at March 31, 2014, were \$12,716,667 for Dakota Dunes, \$14,838,104 for Living Sky, \$11,199,994 for Painted Hand, and \$13,830,000 for Dakota Dunes.

SIGA has established an unsecured \$2,000,000 line of credit with a financial institution. Interest is charged on the line of credit at the financial institution's prime rate plus 1%. At March 31, 2014, no amount is owing on the line of credit (2013 – \$nil).

## 12. FINANCE LEASE OBLIGATION

On December 23, 2004, SIGA entered into an agreement with STC Casino Holdings Limited Partnership, a related party, for lease of Dakota Dunes Casino on Whitecap Dakota First Nation. Beginning in April 2007, SIGA leased the property from that Partnership for approximately 20 years at an annual cost of \$2,248,477. In 2011, there was an addition to this capital lease, for approximately 16 years, at an annual cost of \$380,969. In 2012, there was a further addition to this lease for approximately 15 years, at an annual cost of \$60,571.

On October 26, 2005, SIGA entered into an agreement with PHC Holdings Limited Partnership, a related party for lease of Painted Hand Casino in Yorkton. Beginning in February 2009, SIGA leased the property from that Partnership for approximately 19 years at an annual cost of \$1,646,400.

On January 26, 2006, SIGA entered into an agreement with FHQ Casino Holdings Limited Partnership, a related party, for lease of Living Sky Casino in Swift Current. Beginning in December 2008, SIGA leased the property from the Partnership for approximately 19 years at an annual cost of \$2,195,200.

Interest rates underlying all obligations under finance leases are fixed at respective contract dates ranging from 11.30% to 13.72% (2013 – 11.30% to 13.72%) per annum.

The minimum lease payments under the finance lease obligation are as follows:

	March 31, 2014	March 31, 2013
Total future minimum lease payments	\$ 86,138,870	\$ 94,386,463
Less future finance charges on finance leases	(43,357,252)	(50,366,487)
Present value of finance lease obligation	42,781,618	44,019,976
Less current portion of finance lease obligation	(1,397,799)	(1,238,360)
Finance lease obligation	\$ 41,383,819	\$ 42,781,616

**NOTES TO  
THE FINANCIAL  
STATEMENTS**

YEAR ENDED  
MARCH 31, 2014

**12. FINANCE LEASE OBLIGATION (CONTINUED)**

As at March 31, 2014, scheduled future minimum lease payments of the finance lease obligation are as follows:

	1 year	1-5 years	More than 5 years
Future minimum lease payments	\$ 6,531,617	\$ 26,126,469	\$ 53,480,784
Present value of finance lease obligation	1,397,799	7,638,261	33,745,558

Due to the related party nature of the finance lease obligation, fair value information has not been disclosed as fair value cannot be reliably measured.

**13. UNCOMMITTED NET PROCEEDS OF TABLE OPERATIONS**

The Casino Operating Agreement provides for SIGA to use any net income from the operation of licensed table games for charitable or religious objects or purposes. Distributions of funds were made during the year as follows:

	March 31, 2014	March 31, 2013
Balance, beginning of year	\$ –	\$ –
Net loss from table operations (Note 22)	(3,306,857)	(3,021,380)
Net loss from table operations allocated to slot operations	3,306,857	3,021,380
Amounts disbursed	–	–
Balance, end of year	\$ –	\$ –

**14. REVENUE**

	March 31, 2014	March 31, 2013
Gaming	\$ 229,395,738	\$ 246,984,162
Ancillary	21,376,994	21,582,905
	\$ 250,772,732	\$ 268,567,067

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 15. MATERIALS, CONSUMABLES, AND SERVICES

	March 31, 2014	March 31, 2013
Food and beverage cost of goods sold	\$ 6,780,979	\$ 6,546,950
Imputed goods and services tax	3,751,375	4,302,707
Building repairs and maintenance	2,348,663	2,078,946
Insurance	1,195,903	1,178,694
Staff benefits and recruitment	1,063,287	1,281,352
Consulting	927,598	1,424,885
Software licenses and agreements	894,176	953,688
Accounting and internal audit services	768,786	990,346
Postage and stationary	757,751	845,521
Telephone	538,671	541,044
Board renumeration and travel	533,258	442,067
Miscellaneous	442,752	383,812
Bank charges	333,595	290,252
Legal	272,485	289,934
Dues and subscriptions	108,551	147,619
	\$ 20,717,830	\$ 21,697,817

## 16. OTHER EXPENSES

	March 31, 2014	March 31, 2013
Other	\$ 1,632,126	\$ 1,620,534
Departmental supplies	1,058,236	1,290,262
Travel and sustenance	871,863	1,088,643
Uniforms and laundering	856,562	781,361
Staff training	674,431	659,538
Equipment lease	462,026	541,987
Equipment repairs	503,868	526,220
Printing	349,005	453,991
	\$ 6,408,117	\$ 6,962,536

## 17. FINANCE COSTS

	March 31, 2014	March 31, 2013
Interest on long-term debt	\$ 3,163,466	\$ 3,843,982
Interest on finance lease obligations	5,293,259	5,488,565
	\$ 8,456,725	\$ 9,332,547

The weighted average capitalization rate on funds borrowed generally is 7.87% per annum (2013 – 6.58% per annum).

## **18. EMPLOYEE BENEFITS**

Effective April 1, 1997, SIGA established a pension plan for employees. The plan is a defined contribution plan administered by Great West Life. Substantially all of SIGA's full-time employees participate in the plan. SIGA's financial obligation is limited to matching the required amounts contributed by employees, 6% of salary, which totalled \$3,636,960 in fiscal 2014 (2013 – \$3,622,657).

## **19. CAPITAL DISCLOSURES**

SIGA's objectives when managing capital are to ensure adequate capital to support the operations and growth strategies of the Corporation.

SIGA funds its capital requirements through the \$5,000,000 capital reserve from SLGA, internal operating activities and debt. SIGA also has an available line of credit of \$2,000,000 at a financial institution (Note 11).

SIGA limits the amount of risk in proportion to its capital. The initial financing option of the Dakota Dunes, Living Sky, and Painted Hand casino projects ("casino projects") was limited to variable rate loans. SIGA entered into four interest rate swap agreements to exchange the variable rate debt instruments to fixed rate loans to mitigate fluctuations in interest rates. SIGA also performs environmental scanning to determine if any factors have the potential to change the capital structure of the organization. Risk management reports are presented to the Audit and Finance Committee and Board on a quarterly basis.

SIGA entered into a credit agreement with financial institutions in order to obtain financing for the casino projects. The agreement identified five financial covenants which are reported on a quarterly basis to the financial institutions. SIGA monitors its capital structure using these covenants. The financial covenants are as follows:

- (a) The senior fund debt to earnings before interest, taxes, depreciation and amortization ("EBITDA") ratio shall be less than or equal to 2.0:1.0 for each fiscal quarter;
- (b) The interest coverage ratio shall not be less than 5.0:1.0;
- (c) The total debt service coverage ratio shall not be less than 2.0:1.0;
- (d) The fixed charge coverage ratio shall not be less than 1.0:1.0; and
- (e) The earnings before interest, taxes, depreciation, amortization and rent ("EBITDAR") coverage ratio shall not be less than 2.0:1.0.

Ratios at year-end were 0.64, 9.72, 5.65, 1.2, and 4.45 respectively. In all instances during the year ended March 31, 2014 (and March 31, 2013), SIGA was in compliance with the above covenants.

## **20. FINANCIAL RISK MANAGEMENT**

SIGA, through its financial assets and liabilities, has exposure to a number of risks from its use of financial instruments. The following analysis provides a measurement of these risks as at March 31, 2014:

### **Risk Management**

The Board has overall responsibility for the establishment and oversight of SIGA's risk management framework and is responsible for developing and monitoring SIGA's risk management policies.

SIGA's risk management policies are established to identify and analyze the risks faced by SIGA, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and SIGA's activities.

SIGA's Board oversees how management monitors compliance with SIGA's risk management policies and procedures, and reviews the adequacy of the risk management framework in relation to the risks faced by SIGA. The Board is assisted in its oversight role by Internal Audit. Internal Audit undertakes both regular and ad hoc reviews of risk management controls and procedures, the results of which are reported to the Board.

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 20. FINANCIAL RISK MANAGEMENT (CONTINUED)

### Credit Risk

SIGA's principal financial assets are cash and cash equivalents, short-term investments, and accounts receivable, which are subject to credit risk. The carrying amounts of financial assets on the statement of financial position represent SIGA's maximum credit exposure at the statement of financial position date.

SIGA does not extend credit to its gaming customers. Credit risk is limited to its accounts receivable balance which consists primarily of credit extended to business entities for business functions held at the various casino locations. The credit risk on cash and cash equivalents and short-term investments is limited because the counterparties are chartered banks with high credit-ratings assigned by national credit-rating agencies. Credit risk is not considered significant.

The following reflects an aging summary of SIGA's trade accounts receivable balances:

	March 31, 2014	March 31, 2013
Current	\$ 1,409,129	\$ 4,264,720
30-59 days	80,526	5,153
60-89 days	–	–
90 days and greater	36,238	37,158
	1,525,893	4,307,031
Allowance for doubtful accounts	–	–
	\$ 1,525,893	\$ 4,307,031

The allowance for doubtful accounts is reviewed quarterly based on an estimate of outstanding amounts that are considered uncollectible. Historically, SIGA has not written-off a significant portion of its trade accounts receivable balances.

### Interest Rate Risk

Interest rate risk is the risk of financial loss resulting from changes in market interest rates. In order to manage its interest rate risk exposure, SIGA entered into separate interest rate swap arrangements for the Dakota Dunes, Living Sky and Painted Hand construction projects on December 12, 2007. SIGA entered a separate interest rate swap arrangement for Dakota Dunes on March 22, 2013. These arrangements fixed the interest rates for the loan for each construction project at 4.94%, 5.09%, 5.09% and 2.08% respectively over the term of the loans.

At March 31, 2014, if interest rates at that date had been 100 basis points lower with all other variables held constant, total comprehensive income for the year before distribution to SLGA would have been \$2,661,599 (2013 – \$2,384,661) lower, arising mainly as a result of higher unrealized losses on interest rate swaps, partially offset by lower interest expense on variable borrowings. If interest rates had been 100 basis points higher, with all other variables held constant, total comprehensive income for the year before distribution to SLGA would have been \$2,443,630 (2013 – \$2,384,661) higher, arising mainly as a result of lower unrealized losses on interest rate swaps, partially offset by higher interest expense on variable borrowings.

### Foreign Exchange Risk

SIGA faces exposure to the U.S./Canadian dollar exchange rate through the purchase of goods and services payable in U.S. dollars. The risk is not considered significant.

**20. FINANCIAL RISK MANAGEMENT (CONTINUED)**

**Liquidity Risk**

Liquidity risk is the risk that SIGA is unable to meet its financial commitments as they become due or can only do so at excessive cost. SIGA manages its cash resources based on financial forecasts and anticipated cash flows. The following summarizes the contractual maturities of SIGA's financial liabilities based on undiscounted payments:

2014	Contractual cash flows					
	Carrying Amount	0 - 12 months	1 - 2 years	3 - 5 years	More than 5 years	Total
Financial Liabilities						
Due to SLGA	\$ 66,230,413	\$ 66,230,413	\$ -	\$ -	\$ -	\$ 66,230,413
Accounts payable and accrued liabilities	15,128,538	15,128,538	-	-	-	15,128,538
Long-term debt	52,953,075	8,289,842	7,992,584	22,131,650	29,212,818	67,626,894
Finance lease obligation	42,781,618	6,531,617	6,531,617	19,594,851	53,480,785	86,138,870
Interest rate swap liability	5,203,754	-	-	-	5,203,754	5,203,754
	\$ 182,297,398	\$ 96,180,410	\$ 14,524,201	\$ 41,726,501	\$ 87,897,357	\$ 240,328,469

2013	Contractual cash flows					
	Carrying Amount	0 - 12 months	1 - 2 years	3 - 5 years	More than 5 years	Total
Financial Liabilities						
Due to SLGA	\$ 54,860,290	\$ 54,860,290	\$ -	\$ -	\$ -	\$ 54,860,290
Accounts payable and accrued liabilities	15,623,514	15,623,514	-	-	-	15,623,514
Long-term debt	58,282,720	58,623,246	-	-	-	58,623,246
Finance lease obligation	44,019,976	6,531,617	6,531,617	19,594,851	61,728,377	94,386,462
Interest rate swap liability	7,319,250	-	-	-	7,319,250	7,319,250
	\$ 180,105,750	\$ 135,638,667	\$ 6,531,617	\$ 19,594,851	\$ 69,047,627	\$ 230,812,762

Management believes its ability to generate funds will be adequate to support these financial liabilities.

**Classification and Fair Value of Financial Instruments**

	Classification	Fair value level	2014	2013
Cash and cash equivalents	L&R	N/A	\$ 71,637,278	\$ 62,768,500
Short-term investments	L&R	N/A	5,282,500	252,500
Accounts receivable	L&R	N/A	2,400,251	4,944,394
Due to SLGA	OL	N/A	66,230,413	54,860,290
Accounts payable and accrued liabilities	OL	N/A	15,128,538	15,623,514
Long-term debt	OL	N/A	52,953,075	58,282,720
Interest rate swap liability	FVTPL	2	5,203,754	7,319,250

FVTPL – Fair value through profit and loss, L&R – Loans and receivables, OL – Other liabilities.

Derivatives are carried at their fair value. Derivative instrument fair value is calculated using pricing models that incorporate current market prices and the contractual prices of the underlying instruments, the time value of money and yield curves.

The fair value of long-term debt, which is classified as other financial liabilities, is addressed in Note 11.

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 21. RELATED PARTY TRANSACTIONS

Significant related parties to SIGA include the FSIN, holder of a Class A membership in SIGA, and entities related to the FSIN (including Saskatchewan Indian Institute of Technologies, First Nations University of Canada, Indigenous Gaming Regulators Inc., Saskatchewan Indian Cultural Centre, and Saskatchewan Indian Equity Foundation). Related parties also include the Tribal Councils of Saskatchewan (and their related entities) that hold Class A memberships in SIGA. All transactions with related parties were made in the normal course of business and have been recorded at exchange amounts agreed upon between the parties.

The following are balances outstanding with related parties:

Amounts owed by related parties	2014	2013
	\$ 24,370	\$ 26,253
Amounts owed to related parties	2014	2013
	\$ 1,338	\$ 1,100

Significant transactions with related parties throughout the year are as follows:

Purchases of goods and services	March 31, 2014	March 31, 2013
Finance lease payments (principal, interest, and occupancy)	\$ 7,503,951	\$ 7,486,241
Building rent and occupancy	7,317,980	8,022,074
Sponsorship	343,986	230,406
Other	1,142,659	1,356,400
Indigenous Gaming Regulators Inc.	2,930,600	3,312,398

### Key Management Personnel Compensation

Key management personnel are those persons that have the authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly. Key management personnel of the Company include the President/CEO, vice-presidents, and members of the board of directors. Key management personnel compensation is comprised of:

	March 31, 2014	March 31, 2013
Employee compensation and benefits	\$ 1,565,714	\$ 1,563,699
Post-employment benefits	135,904	135,271
	\$ 1,701,618	\$ 1,698,970

Other transactions with related parties and amounts due to/from them are described separately in these financial statements and the notes thereto.

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

### 22. SEGMENTED INFORMATION

SIGA operates in three segments – table operations, slot operations and ancillary operations. The following table shows key amounts by segment.

	Slot Operations	Table Operations	Ancillary Operations	Elimination of Intercompany Transactions	Total	
					2014	2013
Revenues	\$ 222,996,915	\$ 9,723,549	\$ 21,376,994	\$ (3,324,726)	\$ 250,772,732	\$ 268,567,067
Expenses	128,744,442	13,030,406	32,107,273	(3,324,726)	170,557,395	182,110,472
Profit (loss) before the following:	\$ 94,252,473	\$ (3,306,857)	\$ (10,730,279)	\$ –	\$ 80,215,337	\$ 86,456,595
Unrealized gain on interest rate swaps (Note 11)					2,115,496	317,744
Total net income and comprehensive income for the year before distribution to Saskatchewan Liquor and Gaming Authority (Note 1)					\$ 82,330,833	\$ 86,774,339

The accounting policies of the reportable segments are the same as SIGA's accounting policies described in Note 3. Segment profit represents the profit earned by each segment without allocation of unrealized gain (loss) on interest rate swaps and distribution to Saskatchewan Liquor and Gaming Authority. This is the measure reported to the chief operating decision maker for the purposes of resource allocation and assessment of segment performance.

### 23. COMMITMENTS AND CONTINGENCIES

#### Operating Leases

SIGA has obligations under operating leases for buildings, equipment and vehicles. The minimum lease payments required under these operating leases are as follows:

	March 31, 2014	March 31, 2013
Less than one year	\$ 5,399,628	\$ 5,512,325
Between one and five years	13,449,583	17,883,425
More than five years	2,189,781	3,851,072
	\$ 21,038,992	\$ 27,246,822

The above commitments include amounts committed to related parties of \$15,877,766 for years 2015 through 2019 and \$2,189,781 for the years beyond 2019.

During the year ended March 31, 2014, an amount of \$6,157,624 (2013 – \$6,039,887) was recognized as an expense in comprehensive income in respect of operating leases.

#### Capital Commitment – Slot Machines

The Casino Operating Agreement requires SLGA to supply slot machines and the slot management system to SIGA for use in its casinos and for SIGA to reimburse to SLGA the cost of these machines over the estimated useful life of the equipment. Included in expenses is \$8,921,102 (2013 – \$8,969,259) for reimbursement of the purchase of slot machines and the slot machine management system. SIGA estimates total costs over the next five years, based on the machines currently in use, as follows:

2015	\$ 5,582,671
2016	4,795,171
2017	4,086,350
2018	3,438,790
2019	2,797,762

# NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED  
MARCH 31, 2014

## 23. COMMITMENTS AND CONTINGENCIES (CONTINUED)

### Letters of Credit

SIGA has three letters of credit with First Nations Bank of Canada, \$52,500 payable to the City of Swift Current, \$200,000 payable to the City of Yorkton and \$30,000 payable to Saskatchewan Sport Distributors Inc.

### Other

The Casino Operating Agreement requires SIGA, upon receiving direction from SLGA, to pay to Indigenous Gaming Regulators Inc. ("IGR") the amount of IGR's annual operating budget. SLGA has directed SIGA to pay IGR \$3,300,000 for 2014-2015 (2013-2014 – \$2,900,000).

SIGA entered into an agreement with Saskatoon Prairieland Park Corporation ("SPPC") regarding the maintenance of a certain level of income when SPPC closed its casino. Under this agreement, SIGA agreed to pay SPPC \$216,667 monthly, subject to certain conditions, effective August 10, 2007 and continuing for 30 years.

### Contingencies

SIGA enters into contractual arrangements with suppliers of services, products and facilities in the normal course of business. Contracts are subject to legal interpretation from time to time and disputes do arise. Management plans to account for such dispute resolutions in the year such disputes are settled, as they cannot be reasonably estimated prior to this time.

In addition, various other claims and lawsuits are pending against SIGA in the ordinary course of business. While it is not possible to determine the ultimate outcome of such actions at this time, and there exist inherent uncertainties in predicting such outcomes, it is SIGA's belief that the ultimate resolution of such actions is not reasonably likely to have a material adverse effect on its financial position or results of operations.

## 24. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform to the current year's presentation.

# EXECUTIVE STRUCTURE

FEDERATION OF SASKATCHEWAN INDIAN NATIONS & CHIEFS IN ASSEMBLY

## SIGA BOARD

(BOARD SECRETARY – RUBY WILLIAMS)

GOVERNANCE — STRATEGIC AFFAIRS — AUDIT & FINANCE



CORPORATE SOLICITOR  
**BONNIE MISSENS**



PRESIDENT/CEO  
**ZANE HANSEN**



VP CORPORATE AFFAIRS  
**PATRICIA COOK**



SENIOR VP FINANCE AND ADMINISTRATION  
**TIM PROSSER**



VP HUMAN RESOURCES  
**SHAUNA BEAR**



VP I.T. & BUSINESS DEVELOPMENT  
**VERN ACOOSE**



SENIOR VP OPERATIONS  
**LIONEL TOOTOSIS**



VP MARKETING  
**VANCE MCNAB**

GM – BEAR CLAW  
**EDWARD LITTLECHIEF**



GM – DAKOTA DUNES  
**GARY DANIELS**



GM – GOLD EAGLE  
**KELLY ATCHEYNUM**



GM – LIVING SKY  
**TREVOR MARION**



GM – NORTHERN LIGHTS  
**RICHARD AHENAKEW**



GM – PAINTED HAND  
**CHARLES RYDER**

# BOARD OF DIRECTORS

Board Chair, **Tribal Chief Felix Thomas (1)** joined the SIGA Board of Directors in 2008. He was elected Tribal Chief of the Saskatoon Tribal Council in October 2008 and has sat on a variety of boards including IGC, IGR and HSDC. Tribal Chief Thomas has also participated on the committee on Health for the Assembly of First Nations. Previously, as Chief of Kinistin First Nation, Felix participated on the Chief 's Committee for the Assembly of First Nations. Tribal Chief Thomas holds a Bachelor of Arts degree.

**Chief Edward Henderson (2)** of the Montreal Lake Cree Nation joined the Board in December 2005. He is past Chair of Little Red Reserve School Authority and Woodland Cree Board and currently serves on the boards of PAGC Education, Forestry, Women's Commission, Sports Culture and Recreation, Saskatchewan Indian Equity Foundation, First Nations University of Canada and the Saskatchewan Indian Education & Training Commission.

**Chief Reginald Bellerose (3)** (2008) joined the Saskatchewan Indian Gaming Authority Board of Directors. He was re-elected in April of 2011 to his fourth term as Chief of Muskowekan First Nation. Chief Bellerose has a Bachelor of Arts degree from Concordia University College in Edmonton and has completed a Masters program in Project Management at the University of Saskatchewan.

**Kevin Poock (4)** from the Battleford Tribal Council Management Corp. was appointed to the Board in February 2012 by the Battlefords Tribal Council. Kevin is a Chartered Financial Planner who has 25 years experience in the financial services industry. He was instrumental in the financing and opening of the first four casinos operated by SIGA. In 1998 he joined Battlefords Tribal Council to assist their Economic Development Division. He currently is part of a group that manages several diversified businesses, holding companies and analyzes new opportunities for First Nations.

**Chief Brian Standingready (5)** of White Bear First Nation was first appointed to the Board in 2003, holding the position of Chair until January 2007. In 2008, Chief Standingready rejoined the Board. He has held a variety of positions including Chief, council member, and band manager at the White Bear First Nation. He has also served as the district representative for the Yorkton Tribal Council and has sat on numerous boards, committees and commissions. Chief Standingready was re-elected in 2011.

**Amanda Louison (6)** was appointed to the SIGA Board in March, 2012 and is a member of the Kahkewistahaw First Nation representing the Yorkton Tribal Council. This is the third time she has served on SIGA's Board. Amanda holds a diploma in Associate Administration from the University of Regina. She was elected the first female Chief for Kahkewistahaw First Nation in 1995, and served on her Band Council for five terms. In 2003- 2004 she was appointed Tribal Chief by acclamation. She is currently working as a consultant with experience in specific claims negotiations and elections.

**Bob Gerow (7)** was appointed to the SIGA Board of Directors by the Agency Chiefs Tribal Council (ACTC) in 2008. Bob, has worked in First Nations Education and Administration for the past 37 years. He is V.P. of Askiy Forest Management and he is currently the Executive Director with the Agency Chiefs Tribal Council. Bob holds a B.A., B. ED, P.G.D. and Master of Education (M.Ed).



**Chief Larry Ahenakew (8)**, B.A, Chief of the Ahtahkakoop Cree Nation, was appointed to the SIGA Board of Directors on May 10, 2010. Chief Ahenakew was born and raised on the Ahtahkakoop Cree Nation. He represents the Battlefords Agency Tribal Chiefs (BATC) where he was appointed Tribal Chief in April 2010. Chief Ahenakew graduated from the University of Saskatchewan, obtaining a Native Studies Degree with a Minor in Sociology, Political Studies and Commerce. Chief Ahenakew was formerly a Band Councillor on his reserve which he held for eleven years before he decided to take on the more hectic, responsible role of Chief. Chief Ahenakew was re-elected as Chief by his people in July, 2011.

**Chief Richard Ben (9)** joined the SIGA Board in October 2009. Prior to being elected as Chief of Makwa Sahgaiehcan First Nation, he has served one term as a Band Councillor. Chief Ben's experience includes terms with the FSIN Education and Justice Commissions, as well as a number of boards with the Meadow Lake Tribal Council. Chief Ben's background also includes three years in the army reserve, four years as a Recreation Director on his home reserve, as well as an education in Police Sciences, and Information Technology.

**Dr. Ron Martin (10)** of the Fond-du-Lac First Nation was appointed to the SIGA Board on October 2012. Dr. Martin has completed the Native Law Program; Bachelor of Arts Advanced Degree in Sociology; Bachelor of Science Advanced Degree in Anatomy; and a Doctor of Medical Dentistry Degree. He owns and operates a busy and expanding dental practice (Dene Dent Family Dentistry) on Treaty 4 territory near Fort Qu'Appelle.

**Chief Delbert Wapass (11)** is a fluent speaker of the Cree language, from Thunderchild First Nation. Chief Wapass holds a Bachelor Degree in Native Studies from the University of Regina, and a Master of Education (M.Ed) from the University of Saskatchewan. Chief Wapass has previously served with the Federation of Saskatchewan Indian Nations as both the Second and Third Vice Chief, with portfolio experience in economic development, education and health. A very traditional and cultural person, Chief Wapass was raised by his grandparents on the Thunderchild First Nation.

**Carole Bryant (12)** rejoined the SIGA Board in January 2010. Carole is currently VP of Administration for Ranch Ehrlo Society. She has had a diverse career experience in social work, community development, HR, corporate services, board governance and communication. Carole is the past president of the Saskatchewan Association of Social Workers (SASW) and is President of the Regina Rotary Club. Carole has a master's degree in social work. She completed her MBA from Queen's University in Kingston and has her CMA designation.

**Chief Marie Ann Daywalker-Pelletier (13)** was appointed from the File Hills Qu'Appelle Tribal Council in early January 2013 to the SIGA Board of Directors. Currently she is the Chief of Okanese First Nation, and has filled the position since March 1981 – serving a total of 32 consecutive years to date. Chief Daywalker-Pelletier both past and present sits on many boards and commissions, for example she is currently the Chair of the Saskatchewan Indian Women's Commission, Chair of the TFHQ Safe Shelters and a commission member of the Health and Social Development Commission to name a few.

**Senator Roland Crowe (14)** of the Piapot First Nation joined the SIGA Board in an advisory capacity in 2009. Senator Crowe began a career in public life in the 1960's, serving two years as Councillor and six years as Chief of his home community. In the 1980's, he committed himself to work in the interests of all Saskatchewan First Nations, serving four years as Vice Chief and two terms as Chief of the FSIN. One of his most notable achievements was negotiating the original gaming agreement with the province of Saskatchewan.



**Ruby Williams, Board Secretary**



# CORPORATE GOVERNANCE

## AUTHORITY

Under the First Nations Gaming Act, the Federation of Saskatchewan Indian Nations (FSIN) created the Saskatchewan Indian Gaming Authority (SIGA) on June 10, 1995. The FSIN entered into the Gaming Framework Agreement (GFA) with the Province of Saskatchewan, which established exclusive access to casino markets in Saskatchewan. SIGA was designated as the proponent for casino development and, was then incorporated under The Non-Profit Corporation Act of Saskatchewan on January 11, 1996.

The Province of Saskatchewan, through the Saskatchewan Liquor and Gaming Authority (SLGA) and the Indigenous Gaming Regulators (IGR), regulates SIGA. Accountable to the mandate set out by its shareholders, SIGA operates under the terms set out in the Casino Operating Agreement (COA) and terms set out in the Casino Operating Agreement (COA) and gaming regulatory conditions established by IGR and SLGA.

## SASKATCHEWAN LIQUOR AND GAMING AUTHORITY

The Province of Saskatchewan, through the Saskatchewan Liquor and Gaming Authority (SLGA), regulates SIGA. This authority is responsible for the approval of budgets, operating policies and procedures and expansion of services. Constant dialogue takes place between the management and employees of both organizations.

## OUR STRUCTURE

SIGA's gaming operations are a revenue source for the Saskatchewan's First Nations, the Provincial Treasury and for the Community Development Corporations (CDCs). The CDCs distribute this money to charitable and not-for-profit community organizations. Profits generated from SIGA's operations are administered by the Province of Saskatchewan using the following breakdown: 50% to Saskatchewan First Nations, as distributed through the First Nations Trust; 25% to the CDC's; and 25% to the Provincial Government's General Revenue Fund.

## ROLE OF THE BOARD

On behalf of the Shareholders, the Board of Directors is responsible for the stewardship of the organization and is ultimately accountable for the management

of the affairs and business of SIGA. In meeting this responsibility, the Board works with management to develop and approve the organization's strategic plan and annual budgets, and ensures that a communication policy is in place. It has established terms of reference addressing its principal duties and responsibilities as a Board.

While focusing on the strategic direction of the organization, the Board delegates day-to-day operations to the President and CEO. The Board has resolved to adopt a policy governance model that empowers the President and CEO and holds him accountable for achieving the Board's directives, managing risks, and complying with the Casino Operating Agreement and Board policies. In addition, the organization has a comprehensive Delegation of Authority Policy that governs the approvals and spending authorities for all managers consistent with their responsibilities, accountabilities and budgetary allocations, and specifies those matters that require Board approval: items specific to capital expenses (including renovation projects) planned over \$1,000,000; and unplanned \$500,000, any property management, land and building leases, and all other operating expenses and contracts over \$500,000.

All of its Directors are independent of management and no member of management serves as a Director. The Board held nine meetings in the 2013-2014 fiscal year.

## BOARD CHAIR- TRIBAL CHIEF FELIX THOMAS

The Chair provides leadership by guiding the Board, coordinating its activities and fostering relationships in the best interests of the organization. The Chair, while working closely with the President and CEO, retains an independent perspective to best represent the interests of SIGA, the Board, and the communities they serve. The Chair, on behalf of the Board, reports to the FSIN Gaming Commission and the FSIN Legislative Assembly on the affairs of the corporation, including all business aspects of casinos owned and operated by SIGA. The Chair, in turn, reports to the Board of Directors any recommendations offered by the Gaming Commission and the Assembly. The Board has delegated authority and assigned responsibility to the Board Chair for managing SIGA's relationship with the shareholders as per policy B03-012 Board Chair – Terms of Reference.

## DIRECTORS

The Board of Directors was comprised of 13 Members for the year. The Federation of Saskatchewan Indian Nations and the Tribal Councils nominate these Members (one per Tribal Council). There is one independent director appointed by the SIGA Board with financial expertise. Only individuals registered as gaming employees under The Alcohol and Gaming Regulation Act 1997 may be Members of the Board.

As per the Casino Operating Agreement, the Board structure is comprised of no more than 13 Directors. The 2013-2014 Directors are as follows:

- Tribal Chief Felix Thomas
- Chief Edward Henderson
- Chief Reginald Bellerose
- Chief Brian Standingready
- Robert Gerow
- Chief Richard Ben
- Carole Bryant
- Chief Larry Ahenakew
- Chief Delbert Wapass
- Amanda Louison
- Kevin Poock
- Dr. Ron Martin
- Chief Mary Anne Daywalker-Pelletier

The Board also has an Advisor:

- Senate Advisor, Roland Crowe

## COMMITTEE STRUCTURE

The Board may appoint any committees that it considers necessary for the efficient conduct of the affairs and business of SIGA and may prescribe the duties of any committee it appoints. It is important to note that assignment of responsibility by the Board to a committee does not absolve the full Board from responsibility for a committee's work or decisions. The Chair is ex-officio on all committees and may attend any meeting as deemed appropriate. All committees have established terms of reference governing their conduct and mandate.

The Board has three (3) committees with established terms of reference governing their code and mandate. These three committees are as follows: Audit and Finance, Governance (includes, Human Resource, Compensation & Ethics and Governance mandates) and Strategic Affairs.

### **AUDIT AND FINANCE COMMITTEE – CAROLE BRYANT, CHAIR**

The Audit and Finance Committee monitors the financial performance and internal controls of SIGA, assesses risk management strategies, and acts as a liaison between the internal and external auditors and the Board. This committee is responsible for the internal audit function and has retained an independent internal auditor is accountable to the Board through the Audit and Finance Committee and has unimpeded access to corporate information and reports. SIGA's internal auditor is Price Waterhouse Coopers (PWC). The fee for the internal audit function for the fiscal year is \$491,906.50. The committee monitors internal controls over the financial reporting process, auditing matters and financial reporting issues. The SIGA audit is completed by the audit firm Deloitte LLP. In addition to the statutory audit requirements, Deloitte LLP submits management letters that contain internal control recommendations and identification of management and system control risks. Deloitte LLP has examined the corporation's financial statements and issued an auditor's report included in this annual report. The fee for the audit for the fiscal year is \$263,466.26. Deloitte LLP provided non-audit services of \$13,413.27 this fiscal year. The committee met six times in the 2013-2014 fiscal year.

**STRATEGIC AFFAIRS COMMITTEE –  
BRIAN STANDINGREADY, CHAIR**

The Strategic Affairs Committee is mandated to ensure that there are sufficient processes in place to develop, maintain and monitor the strategic plan, provide direction on shareholder and stakeholder relations and review and provide direction on new business opportunities. The Strategic Affairs Committee is also responsible for reviewing, assessing and monitoring strategic level risk in SIGA's risk management plan and ensuring the appropriate risk mitigation strategies are in place. Further, the Committee will review and provide recommendations on the Casino Operating Agreement and the Framework Agreement. The committee met six times in 2013-2014 fiscal year.

**GOVERNANCE COMMITTEE –  
REGINALD BELLEROSE, CHAIR**

The Governance Committee is responsible for overseeing the Authority's governance processes and the quality of its corporate governance and reporting to the Board concerning same, and assists the Board in delivering exemplary governance and human resource practices. Ensuring that SIGA's overall compensation structure provides appropriate incentives to employees at all levels. Ensure that SIGA is observing the highest standards of ethical business conduct. The Governance Committee monitors the functioning of the Board and committees of the Board, and recommends governance issues to be discussed by the Board and committees of the Board. It is also responsible for ensuring timely and complete information and decision-making at the Board and committee levels. The Governance Committee is responsible to ensure annual review of the terms of reference of the Board and its committees. The committee coordinates the bi-annual evaluations of the Board, the Board Chair, committees and the Director's self-assessments.

The evaluation of the Board / Committees is scheduled to be completed in early 2015. The Governance Committee also oversees the annual evaluation of the CEO which will be completed in July 2014. The Board engaged with Dr. Bob Kayseas an independent third party consultant, to conduct the evaluation of the President and CEO and the Board / Committees. This committee met five times in the 2013-2014 fiscal year.

**GOVERNANCE PRACTICES**

The SIGA Board has formally adopted a governance model with generally-accepted governance practices, and a suite of corporate governance policies. These policies ensure continuity of good governance practices and provide ongoing direction for the Board, its committees, and management. To ensure that SIGA continues to exemplify high standards of corporate governance, it has been mandated by the Board that the corporation's governance practices be monitored annually and an audit of all governance practices be conducted every three years with the most recent audit completed July 2012 by the audit firm of Price Waterhouse Coopers.

SIGA's current governance and disclosure practices are consistent with the guidelines advocated in the Ontario Securities Commission National Policy 58-201. SIGA's current disclosure practices are consistent with the guidelines set out in the Ontario Securities Commission National Policy 58-101.

The Board substantially complies with its corporate governance policies. Unlike a publicly held entity, SIGA is not required to comply with these policies. The corporation, however, has adopted an approach of benchmarking itself to these standards.

SIGA's alignment with the CSA Corporate Governance Guidelines is set out in the following scorecard:

**COMPOSITION OF THE BOARD****NP 58-201, section 3.1**

The Board should have the majority of independent Directors.

The Directors on the SIGA Board are (13 out of 13) independent. Yes  
 \*SIGA's Board composition is 13 Members with 13 of those Directors being confirmed as of this date.

**NP 58-201, sections 1(a) and (d)**

1 (a) Disclose the identity of Directors who are independent;  
 (b) Disclose the identity of Directors who are not independent and the basis for that determination;  
 (c) Disclose whether the majority of Directors are independent; and  
 (d) Disclose whether a Director is a Director of any other issuer that is a reporting issuer.

Felix Thomas, Chair: Independent – Tribal Chief, Saskatoon Tribal Council Yes  
 Edward Henderson, Director: Independent – Chief, Montreal Lake Cree Nation  
 Reginald Bellerose, Director: Independent – Chief, Muskowekwan First Nation  
 Brian Standingready, Director: Independent – Chief, White Bear First Nation  
 Robert Gerow, Director: Independent – Executive Director, Agency Chiefs Tribal Council  
 Richard Ben, Director: Independent – Chief, Makwa Sahgaiehcan First Nation  
 Carole Bryant, Director: Independent – CFO, Ranch Erhlo Society  
 Larry Ahenakew, Director: Independent – Chief, Ahtahkakoop First Nation  
 Delbert Wapass, Director: Independent – Chief, Thunderchild First Nation  
 Kevin Poock, Director: Independent – Chartered Financial Planner, Battlefords Tribal Council  
 Ron Martin, Director: Independent – Dentist, FSIN  
 Amanda Louison, Director: Independent Consultant – Yorkton Tribal Council  
 Mary Anne Daywalker-Pelleitier, Director: Independent – Chief  
 This criterion is met by all current Board Members being external directors (i.e. not managers or employees of SIGA) and by having each Board member complete and sign code of conduct acknowledgement and conflict of interest disclosure forms. All Directors have completed COI forms on file. Section 1(d) does not apply to SIGA, as SIGA does not have share capital, and is not an issuer.

**NP 58-201, section 3.2**

3.2 The Chair of the board should be an independent director who is the effective leader of the board, who ensures that the board's agenda will enable it to successfully carry out its duties.

The Chair of the Board is an independent Director who provides leadership in board organization, processes, effectiveness and renewal and serves as a liaison between the roles of the Board, shareholders and that of President and CEO. Yes

**NI 58 -101FI, section 1(f)**

1 (f) Disclose whether the chair of the board is an independent director; disclose the identity of the chair and describe the role of the chair.

Felix Thomas assumed the Chair responsibilities in June 2012 and is an independent director. Yes  
 The Chair reports to the Board and ultimately to the shareholders and is responsible for presiding over meetings of the Board and ensuring the Board discharges its fiduciary and legal responsibilities. The Board has developed a Terms of Reference for the Chair in policy B03-012 which can be obtained from SIGA upon request.

**MEETINGS OF INDEPENDENT DIRECTORS****NI 58 -101FI, section 3.3**

3.3 The independent directors should hold regularly scheduled meetings at which non-independent directors and Members of management are not present.

1 (e) Disclose whether the independent directors hold regularly scheduled meetings at which Members of management are not present, disclose the number of such meetings held in the previous 12 months; if such meetings are not held, disclose what the board does to facilitate open and candid discussion among independent directors.

This criterion is met by all current Board Members being external directors. The terms of reference for the Board/committee require that the Board/ committees meet regularly without management present. In-camera sessions are a standing agenda item.

There were 9 Board meetings held in 2013-2014 and during each regular meeting, in-camera sessions are a standing agenda item. Board practices that facilitate open and candid discussion allow for open and direct communication on issues that it may not be appropriate to discuss with representatives of management.

The Board is satisfied that its governance practices foster full and open discussion and debate and that it retains the independence of mind to make decisions in the best interest of the corporation and the shareholder.

Yes, SIGA substantially meets this requirement

**NI 58 -101FI, sections 1(g)**

1 (g) Disclose the attendance record of each director for the board meetings held in the most recently completed financial year.

The Board held a minimum of 10 meetings in 2013-2014 which included their regular scheduled Board meetings and a strategic planning session and 3 special meetings.

Yes

	Meetings Attended*	Total Meetings
Felix Thomas, Director	10	(10)
Edward Henderson, Director	7	(10)
Larry Ahenakew, Director	10	(10)
Reginald Bellerose, Director	10	(10)
Brian Standingready, Director	9	(10)
Robert Gerow, Director	8	(10)
Carole Bryant, Director	7	(10)
Richard Ben, Director	10	(10)
Delbert Wapass, Director	4	(10)
Kevin Poock, Director	8	(10)
Ron Martin, Director	10	(10)
Amanda Louison, Director	10	(10)
Mary Anne Daywalker-Pelletier, Director	8	(10)

\*For purposes of this report, Members who attended meetings in part were considered to be present. Figures in brackets represent the maximum number for the period in which the individual was a board member.

**BOARD MANDATE****NP 58-201, section 3.4**

3.4 The board should adopt a written mandate which explicitly acknowledges responsibility for the stewardship of the corporation and responsibility for;

- (a) to the extent possible, satisfying itself as to the integrity of the CEO and executive and that they have created a culture of integrity throughout the organization;
- (b) adopting a strategic planning process and approving at least annually a strategic plan which takes into account, among other things, the opportunities and risks of the business;
- (c) identification of the principal risks of the corporation's business and ensuring the implementation of appropriate systems to manage these risks;
- (d) succession planning, including appointing, training and monitoring senior management;
- (e) adopting a communications policy for the corporation;
- (f) the integrity of the corporation's internal control and management information systems; and
- (g) developing the corporation's approach to corporate governance, including a set of principles and guidelines specific to the corporation.

The Board has adopted a comprehensive written mandate board policy no. B03-001 that complies with the elements required in this policy. Specific policies B03-008 Board Member Responsibilities and B03-012 Board Chair Terms of Reference outline the primary duties and responsibilities of the Board, including the responsibility to function as stewards of the corporation.

Yes

- a) The corporation has a comprehensive Code of Conduct & Ethics policy in place for the Board and senior management.
- b) SIGA has a strategic plan in place for the Authority. SIGA is using a highly regarded model of planning known as the Balanced Scorecard. This performance management tool helps us ensure that operational activities and initiatives are aligned with the objectives of the company in terms of vision and strategy. The Board approved the strategic measures and targets for the company in July 2013. The President reported on those measures on a quarterly basis. The results are also reported on in this annual report.
- c) The corporation has established an integrated risk management function and the corporate "infrastructure" for the identification and management of the risks that could prevent SIGA from achieving its strategic goals and priorities. The Board delegates this responsibility to the Audit and Finance Committee. Refer to page 36 of this report.
- d) The Board approves succession plans for the President and CEO and Senior Executive on an annual basis.
- e) The Board has a Communications policy with processes in place to ensure effective communications with shareholders, stakeholders and the public. The annual general meeting of the Members was held in November 2013.
- f) A principal duty of the Board is to identify principal risks of the business in which the Corporation is engaged, to achieve a proper balance between risks incurred and potential returns, and to oversee the implementation of appropriate systems to manage the risks. SIGA manages information risks through continual evaluation of the internal controls over financial reporting for new and existing systems.
- g) SIGA Board has formally adopted a governance model with generally-accepted governance practices, and a suite of corporate governance policies. The Governance Committee is mandated to oversee corporation's governance practices. An audit of the corporation's governance practices is completed every three years and was completed by Price Waterhouse Coopers in July 2012.

**NP 58-201, section 2**

2. Disclose the Board's written mandate.

The Board's written mandate, Policy B03-001 can be obtained from the SIGA upon request.

Yes

**POSITION DESCRIPTIONS****NP 58-201, section 3.5**

3.5 The Board should: develop clear position descriptions for the Chair of the Board and the Chair of each committee; together with the CEO, develop a position description for the CEO delineating management's responsibilities; develop or approve corporate goals and objectives that the CEO is responsible to meet.

The Board has adopted specific policies which outline the primary duties and responsibilities of the Board Chair, Committee Chairs and Board Members. The Board has adopted mandates for all standing committees, which outline their specific responsibilities. The Delegation of Authority Policy, applicable to monetary and non-monetary matters, sets out those matters that require Board approval and delegates other matters to management.

Yes

The Board annually approves a strategic plan, which includes the Corporate objectives and goals (Balanced Scorecard targets) for the upcoming year. The CEO is ultimately responsible to the Board for meeting these goals and objectives. The Board assesses the CEO against these performance targets.

**NI 58-101FI, sections 3(a) and (b)**

3 (a) Disclose whether the Board has developed written position descriptions for the Chair of the Board and the Chair of each Board committee and, if not, describe how the Board delineates the role and responsibilities of each such position.

3 (a) The Board has policies in place that set out the roles and responsibilities for the Board Chair, Vice Chair and Committee Chairs. In addition to this the committees all have written mandates adopted by the Board that delineate the roles and responsibilities of that committee.

Yes

(b) Disclose whether the Board and CEO have developed a written position description for the CEO.

(b) The Board has developed a comprehensive job description for the CEO.

**ORIENTATION AND CONTINUING EDUCATION**

**NP 58-201, Sections 3.6 and 3.7**

3.6 The board should ensure new directors receive comprehensive orientation and fully understand the role of the board and committees, the contribution individual directors are expected to make and the nature and operation of the business.

3.7 The board should provide continuing education opportunities for all directors to enhance their skills and abilities and ensure their knowledge of the corporation's business is current.

3.6 The Governance Committee is responsible to ensure whether the proper orientation and continuing education training opportunities are made available to the Board. SIGA management has provided comprehensive orientation training for all the Directors about the business and the industry. SIGA also provides all Directors with a comprehensive binder that contains essential reference materials.

3.7 The corporation has made available to the Directors the opportunity to participate in education programs such as: The Directors College – Chartered Directors Program, a comprehensive training program focusing on best governance practices. All the Directors have participated in an orientation program. On a regular basis industry experts provide the Board with relevant information related to the gaming industry. A number of the Directors have participated in other governance or industry related conferences in 2013-2014.

Yes

**CODE OF BUSINESS CONDUCT AND ETHICS**

**NP 58-201, Section 3.8**

3.8 The Board should adopt a written code of business conduct and ethics applicable to Directors, officers and employees of the corporation designed to promote integrity and deter wrongdoing. The code should address:

(a) conflicts of interest, including transactions and agreements where a Director or officer has a material interest.

(b) protection and proper use of corporate assets and opportunities;

(c) confidentiality of corporate information; (d) fair dealing with the corporation's security holders, customers, suppliers, competitors and employees;

(e) compliance with laws, rules and regulations; and

(f) reporting of illegal or unethical behaviour.

3.8 SIGA has developed a written Code of Conduct and Ethics Policy applicable to all Directors, a separate Code of Conduct and Ethics Policy that is applicable to Senior Management and a Code of Conduct and Ethics Policy applicable to the employees.

The Directors Policy: establishes guidelines for conduct required of all Directors of the Saskatchewan Indian Gaming Authority. In addition, each Director must complete a Conflict of Interest Declaration form and a Relationship Declaration form. The declaration forms shall be completed on an annual basis, or more often in the event a potential conflict of interest situation arises. The completed forms are forwarded to and retained on file in the Board Secretary's office. Copies are to be provided to the Governance Committee. Conflict of Interest declarations are completed at every Board and Committee meeting.

The President and CEO and Senior Management Policies require that management observe the highest standards of ethical conduct, consistent with the values of integrity, impartiality and discretion, both within and outside the workplace, and to promote a corporate culture in which ethical conduct is recognized, valued and exemplified by everyone.

The President and CEO and all senior managers sign a declaration form upon commencement of employment with SIGA, and sign a Conflict of Interest and a Relationship Declaration form. The declaration forms shall be completed on an annual basis, or more often in the event a potential conflict of interest situation arises. The completed forms are forwarded to and retained on file in the Corporate Solicitor's office and are reviewed with the Governance Committee.

Yes

**NI 58 -101 FI, Sections 5(a)**

5 (a) Disclose whether the Board has adopted a written code of ethical business conduct for the Directors, officers and employees of the corporation; how to obtain a copy of the code; how the Board monitors compliance with the code; and reference any material change report in the most recent financial year relating to any conduct of a Director or officer that constitutes a departure from the code.

5 (a) A copy of the Directors, President and CEO Code of Conduct Policy can be obtained by contacting SIGA.

The Board Chair and the Governance Committee monitor compliance with the code of conduct policy for the Directors and the President and CEO. The President and CEO monitors compliance with the code of conduct policy for senior management. The Audit and Finance Committee is responsible for: monitoring and reviewing the financial performance and internal controls of the Authority; monitoring, reviewing and ensuring the adequacy of the Authority's risk management policies and procedures; enhancing the credibility and objectivity of the Authority's financial reports; and acting as a communication link between the Board of Directors, the external and provincial auditors and the internal auditor. The mandate of the Audit and Finance Committee shall be tabled at the annual general meeting for review by the Members. The Governance Committee shall review the Authority's overall compensation programs and recommend compensation for the President and CEO and Senior Executive, and ensure that the overall compensation structure provides appropriate incentives to management and employees at all levels.

Yes

**NP 58-201, Section 3.9**

3.9 The Board should monitor compliance with the code and any waivers granted for the benefit of Directors and executive officers should be granted by the Board or committee. Any waivers for a material departure from the code for any Directors or officers should disclose full details of the material change.

3.9 The Governance Committee is responsible to receive and consider Directors and Managers COI and Relationship Declaration Forms. In 2013-2014 there were no COI recommended for review.

Yes

**NI 58-101FI, Section 5(b)**

5 (b) Describe steps the Board takes to ensure Directors exercise independent judgement in considering transactions and agreements where a Director or officer has a material interest

5 (c) Describe other steps the Board takes to encourage and promote a culture of ethical business conduct.

SIGA has a written code of conduct policy applicable to all Directors. The corporation has a Director's Conflict of Interest Policy meant to protect the Authority's interest by outlining guidelines for the Authority's Board which ensures that a conflict of interest does not exist or appear to exist. The corporation has a Disclosure of Wrongdoing Policy in place and, to further support that, the Board has implemented an employee hotline that is independently operated. The hotline provides a means for employees to report allegations of serious wrongdoing and identify situations where wrongdoing is or has occurred so it can be eliminated.

Yes

**NOMINATION OF DIRECTORS****NP 58-201, Section 3.10**

3.10 The Board should appoint a nominating committee composed of entirely independent Directors.

As identified in the by-laws of the corporation, the Board structure will be comprised of no more than 13 Directors. The Federation of Saskatchewan Indian Nations and the Tribal Councils appointing twelve of these directors (one per Tribal Council) with the SIGA Board appointing one independent director with financial expertise. All appointments are ratified by the Federation of Saskatchewan Indian Nations Legislative Assembly.

N/A

The SIGA Board has undertaken the responsibility of developing a skills profile for its Board Members. It is distributed to all shareholders for their use as criteria to base their nomination/selection of directors.

**COMPENSATION****NP 58-201, Section 3.15**

3.15 The Board should appoint a compensation committee composed entirely of independent Directors.

The Board has appointed a Governance Committee of entirely independent directors who are responsible for compensation matters.

Yes

**NP 58-201, Section 3.16**

3.16 The compensation committee should have a written charter establishing the committee's purpose, responsibilities, member qualifications, member appointment and removal, structure, operations (including any authority to delegate to individual Directors or subcommittees) and manner of reporting to the Board. In addition, the compensation committee should be given authority to engage and compensate outside advisors necessary to permit it to carry out its work.

The Governance Committee responsibilities include:

Annually reviews and monitors Senior executive contracts, compensation and benefits program and recommend changes where appropriate.

Ensure there are ongoing executive development programs that help promising individuals within the organization develop the critical skills identified in the succession plan.

Annually review the administration of all management and staff benefits and compensation plans to ensure conformity with approved policies.

Review on a regular basis the mechanisms that management has in place for employee recruitment and to monitor the retention of employees with a process for monitoring risk.

Based on the CEO evaluation results, the Governance Committee reviews and makes recommendations to the Board regarding the CEO's compensation.

Yes

**NP 58-201, Section 3.17**

3.17 The compensation committee should be responsible for: reviewing and approving corporate goals and objectives relevant to CEO compensation, evaluating the CEO's performance in light of those corporate goals and objectives, and determining the CEO's compensation level based on the evaluation; making recommendations to the Board respecting non-CEO officer and Director compensation, incentive-compensation plans and equity-based plans; and reviewing executive compensation prior to public disclosure.

The Board evaluates the performance of the President and CEO annually. The Governance Committee oversees the evaluation of the President and CEO. The evaluation results are reported in writing to the Board. The President and CEO is evaluated based performance targets and measures laid out in the strategic plan, and for complying with management limitations policies prescribed by the board. The results of the CEO's performance are approved by the full Board. The President and CEO evaluation is scheduled to be completed in July 2014.

Yes

**BOARD ASSESSMENTS****NP 58-201, Section 3.18**

3.18 and each individual Director should be regularly assessed regarding his, her or its effectiveness and contribution. An assessment should consider:

(a) in the case of the Board or a Board committee, its mandate or charter, and

(b) in the case of an individual Director, the applicable position description(s), as well as the competencies and skills each individual Director is expected to bring to the Board.

The Board, Committees, and the Chairman evaluation occur on a two-year cycle. The evaluations were conducted by Dr. Bob Kayseas, an external consultant, and were completed in January 2013.

Yes

The Board and its Committees review their Terms of Reference annually. The Board have developed skills matrix that will be utilized for future planning.

**NI 58-101F1, Sections 7(a) and (b)**

7 (a) Describe the process by which the Board determines compensation for the Directors and officers of the corporation.

(b) Disclose whether the Board has a compensation committee composed entirely of independent Directors and, if not, describe the steps the Board takes to ensure an objective process for determining such compensation.

7 (a) The corporation has developed a number of policies to assist in determining rates for Director compensation. Directors will be compensated for serving on SIGA's Board through a combination of retainer fees and per diems. Directors will be reimbursed for travel and business expenses in accordance with Corporate Policy No. B03-017 Travel and Business Expenses (Board Members). The monitoring of compensation for Directors is the responsibility of the Governance Committee, who reviews this on a bi-annual basis. The Board determines compensation by retaining the services of an external consultant to complete a market survey utilizing industry standards.

Yes

(b) Board Members receive the following retainer fees on an annual basis to be paid in quarterly installments:

Board Chairperson \$18,000; Committee Chair \$12,000;  
Director \$10,000;

Board/Committee Chairperson meeting fee \$700;

Board/Committee Member meeting fee \$600.

**NI 58-101F1, Sections 7(c)**

(c) If the Board has a compensation committee, describe the responsibilities, powers and operation of the committee.

The Governance Committee serves as SIGA's compensation committee. This is a standing committee and serves as an advisory committee appointed by the Board. The committee's core responsibilities are identified above.

Yes

**NI 58-101F1, Sections 7(d)**

(d) If a compensation consultant has been retained, at any time during the corporation's most recently completed fiscal year, to assist in determining compensation for any of the corporation's Directors and officers, disclose the identity of the consultant and briefly summarize their mandate. If retained to perform any other work, state that fact and briefly describe the nature of the work.

The Board did not retain the services of a compensation consultant in 2013-2014.

Yes

**OTHER BOARD COMMITTEES****NI 58-101F1, Section 8**

8 If the Board has standing committees of the Board, other than audit, compensation and nominating committees, identify the committees and describe their function.

The SIGA Board has appointed the following standing committees to conduct the business of the corporation: Governance Committee, Audit & Finance Committee and the Strategic Affairs Committee. All committees have comprehensive mandates that meet the policy requirements. All committee mandates are available upon request from SIGA.

Yes

# SIGA CASINO LOCATIONS





[SIGA.sk.ca](http://SIGA.sk.ca)

**SIGA CENTRAL OFFICE**  
250-103C Packham Ave  
Saskatoon, SK S7N 4K4  
306.477.7777

**BEAR CLAW CASINO**  
White Bear First Nation  
Near Carlyle  
306.577.4577

**DAKOTA DUNES CASINO**  
Whitecap Dakota First Nation  
Near Saskatoon  
306.667.6400

**GOLD EAGLE CASINO**  
Mosquito First Nation  
North Battleford  
306.446.3833

**LIVING SKY CASINO**  
Nekaneet First Nation  
Swift Current  
306.778.5759

**NORTHERN LIGHTS CASINO**  
Peter Ballantyne Cree Nation  
Prince Albert  
306.764.4777

**PAINTED HAND CASINO**  
Kahkewistahaw First Nation  
Yorkton  
306.786.6777