



Wîtaskêwin

'Sharing Success' Shareholder Update | Summer 2025

President's Message



(A commemorative ceremony was held on July 11, 2025, for new SIGA Board Chair Chief Tammy Cook-Searson. Former Muskowekwan Chief Reginald Bellerose was SIGA Board Chair for more than 10 years.)

Chief Tammy-Cook Searson is SIGA's new Board Chair

It is my pleasure to announce the appointment of Chief Tammy Cook-Searson as Chair of SIGA's Board of Directors. Chief Cook-Searson brings over 20 years of experience as Chief of the Lac La Ronge Indian Band (LLRIB) and has served on SIGA's Board since 2018, including on the Audit & Finance Committee.

I would also like to extend our sincere appreciation to Chief Reginald Bellerose for his decade of service as Board Chair.

Record-Breaking Financial Performance

The 2024–25 fiscal year marked SIGA's third consecutive year of record-breaking results, including:

- \$378 million in gross revenue
- \$146 million in final distribution of income

This financial strength enables us to continue fulfilling our mandate—supporting First Nation communities and reinvesting in Saskatchewan. To date, SIGA has contributed over \$1.7 billion back into the province.

Advancing Our Digital Future

SIGA's digital transformation continues to drive growth and broaden our reach. The success of PlayNow.com, with more than 45,000 registered users—nearly half from rural communities—demonstrates the power of digital engagement in delivering accessible and responsible gaming options.

Additionally, the launch of SIGA Rewards, our enhanced loyalty program, is improving the guest experience across all properties and platforms.

I am proud of what we have achieved together, and I thank our Board, our leadership, and our more than 1,600 dedicated employees for making it all possible.

Regards,

Zane Hansen
President & CEO



2024-25 is the 3rd consecutive year of record revenue

The Saskatchewan Indian Gaming Authority (SIGA) is reporting record-breaking revenue for the third consecutive year.

SIGA is reporting gross revenues of \$378 million and a final distribution of income of \$146 million for the 2024-25 fiscal year (April 1, 2024 – March 31, 2025).

“SIGA has successfully built itself back to strength post-pandemic and is making investments into its future with the strong growth of its PlayNow.com platform and enhancements to our land-based casinos, ensuring we remain top entertainment destinations in the province,” said SIGA President & Chief Executive Officer Zane Hansen.

SIGA, as a non-profit corporation, reinvests all net income back into Saskatchewan.

Since SIGA's inception, the non-profit organization has paid out more than \$1.7 billion to First Nations communities, Community Development Corporations (CDCs), and the Province of Saskatchewan's General Revenue Fund (GRF).

PlayNow, Saskatchewan's only legal and regulated online gaming site, delivered exceptional results in its second full year of operations, demonstrating continued growth in Saskatchewan's digital gaming market.

The 2024-2025 fiscal year concluded with total wagers of \$638 million, a 27% year-over-year increase.

Revenue reached \$26.6 million, surpassing budgeted projections and reflecting the platform's strong market adoption.

Since launching in November 2022, PlayNow has acquired over 45,000 registered users, with 49% of customers originating from rural Saskatchewan communities. This broad geographic reach underscores the platform's accessibility across the province.

The platform maintains exceptional player engagement with retention rates consistently exceeding 70%, demonstrating strong customer loyalty and satisfaction with the regulated gaming environment.

Orange T-Shirt Design Contest

Earlier this summer, SIGA held an Orange T-Shirt Design Art Contest, with a theme of “Every Child Matters.”

Staff from all SIGA Casinos and Central Office were invited to create original artwork honoring residential school survivors and their families.

Eighteen creative submissions were received, with 349 total votes cast, demonstrating strong engagement in this Truth and Reconciliation initiative.

Congratulations to all contest participants and winners!

These contributions serve as a reminder of our collective responsibility to remember, honor, and learn from this significant chapter in our history.

The 1st place winning design will be printed on SIGA's new orange shirts and distributed to all SIGA employees for Orange Shirt Day on September 30.

Each winner also received Awardco SIGA Bucks and SIGA swag for their contributions.



1st: Mercedes Lacerte, Northern Lights Casino.

Her design features footprints, a handprint, and a young girl in regalia. Mercedes says she couldn't imagine not watching over her children and guiding them in life.



2nd: Erica-Marie Braun, Dakota Dunes Casino.

Her artwork depicts silhouettes of a woman and child surrounded by traditional elements, representing intergenerational healing within Indigenous communities.



3rd: Jorge Marques, Living Sky Casino.

His design incorporates a rising sun, sacred fire, and figures of children and elders, symbolizing hope and the ongoing journey of truth and reconciliation.

Chief Tammy Cook-Searson named SIGA Board Chair



(New SIGA Board Chair Chief Tammy Cook-Searson has been a SIGA Board member since 2018.)

SIGA has appointed Chief Tammy Cook-Searson of the Lac La Ronge Indian Band (LLRIB) as its new Board Chair.

Chief Cook-Searson brings extensive leadership experience to the role, currently serving her seventh consecutive term as Chief of LLRIB—a position she has held for 20 years. She joined SIGA's Board of Directors in 2018 and has served as a member of the organization's Audit & Finance Committee.

Her qualifications include an MBA and graduate diploma in management from Athabasca University, along with honorary degrees from the University of Regina, Saskatchewan Indian Institute of Technologies (SIIT), and Saskatchewan Polytechnic. As LLRIB Chief, she oversees the band's diverse economic portfolio as President of Kitsaki Management Limited Partnership.

Chief Cook-Searson succeeds former Muskowekwan First Nation Chief Reginald Bellerose, who served as Board Chair since February 2015.

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. It has established a terms of reference addressing its principle duties and responsibilities as a Board. All of its directors are independent of management and no member of management serves as a director.

2025-26 SIGA Board of Directors



Chief Darcy Bear
Director
Whitecap Dakota
First Nation



Chief
Reginald Bellerose
Director
Touchwood Agency
Tribal Council



Carole Bryant
Director
Independent



Chief George Cote
Director
Cote First Nation



Chief
Marie-Anne Day
Walker-Pelletier
Director
FSIN



Vice Chief
Richard Derocher
Director
Meadow Lake
Tribal Council



Chief
Jonathan Pasap
Director
White Bear First
Nations



Kevin Poock
Director
Battlefords Tribal
Council



Chief
Calvin Sanderson
Director
Chakastaypasin
First Nation



Chief
Michael Starr
Director
Star Blanket
First Nation



Chief
Lorie Whitecalf
Director
Sweetgrass
First Nation



Chief
Joe Quewezance
Elder
Yellow Quill
First Nation

2025 SIGA Marketing & Digital Summit



(All pictures: Thy Prak, left, and Zane Hansen, right. Clockwise: Peggy Slykhuis, Kristle McArthur, Crystal Thibodeau, Alishia Stevens, Denzel Smith, Janice Ermine, Benjamin Whiting.)



SIGA celebrated outstanding achievements across its organization at the annual Marketing & Digital Summit, held May 27-28, 2025, recognizing individuals and teams who have demonstrated exceptional performance in innovation, collaboration, and guest experience.

Bear Claw Casino & Hotel won the Hospitality Award based on superior guest satisfaction metrics. The property achieved significant Net Promoter Score improvements and exceptional ratings for employee friendliness and guest recognition.

Crystal Thibodeau, Director of Loyalty Marketing, received the Marketing Innovation Award for launching the SIGA Rewards Program. Since joining SIGA in 2013, she has led implementation of the four-tier loyalty system and mobile application, transforming player engagement across the organization.

Benjamin Whiting, Manager of Marketing Operations, earned the Collaboration Award for fostering cross-departmental teamwork.

Promoted to management in September 2024, he has established new collaboration standards while leading his team through operational transition.

Northern Lights Casino received the SIGA Rewards Ambassador Award for outstanding member engagement and program growth. Their 17-member Guest Services team achieved consistent monthly increases in both tracked activity and new member acquisitions.

SIGA Rewards app launches

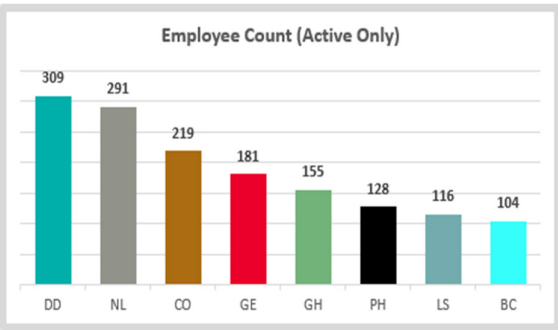


(SIGA Rewards membership requires users to be 19 or older. For more information, visit www.sigarewards.ca)

Human Resources Highlights

HR Stats at a Glance As of March 31, 2025

# of Employees	Average Age	Average Tenure	Employees Hired in Q4	Diversity Ratio	First Nation Ratio
1600	39	6.1 yrs	103	48.9% Male 50.8% Female 0.3% Other	65% FN 35% non-FN



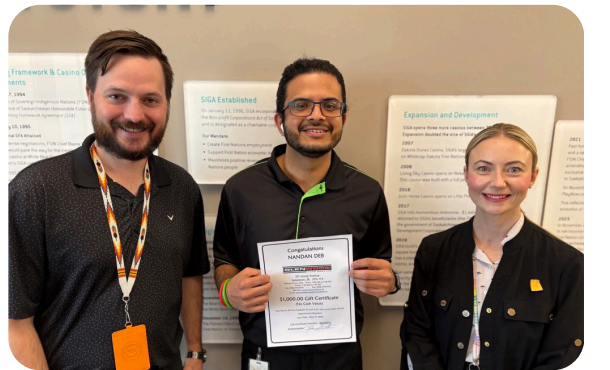
Tribal Council	BC	CO	DD	GE	GH	LS	NL	PH	Total
Non FN Employees	28	95	88	52	98	103	61	36	561
Councils Outside SK	12	15	19	7	12	2	15	26	108
Agency Chiefs Tribal Council	1	5	14	5	2		11	3	41
Battlefords Agency Tribal Chiefs		16	19	55	11	2	20	3	126
Battlefords Tribal Council		7	9	33	9		1		59
File Hills Qu'Appelle Tribal Council	9	8	11	2		4	8	14	56
Independent First Nation	2	17	43	18	24	1	10	13	128
Meadow Lake Tribal Council		14	12	6	5	1	5		43
Prince Albert Grand Council	1	18	44	5	2	2	136	2	210
Saskatoon Tribal Council		19	38	6	4	3	36	1	107
Southeast Treaty #4 Tribal Council	48	1	10		1	1	1	3	65
Touchwood Agency Tribal Council	3	3	13	1		2	3	4	29
Yorkton Tribal Council	6	7	13	1		1	4	35	67
Total	110	225	333	191	168	122	311	140	1600

Health and Safety Week

The Saskatchewan Indian Gaming Authority (SIGA) observed Health and Safety Week, which was May 5 - 10, 2025.

Safety and Health Week, formerly known as North American Occupational Safety and Health Week, began in 1997 and is observed annually in Saskatchewan.

SIGA is committed to maintaining a safe and supportive work environment, both physically and psychologically, for its employees, patrons, and contractors.



(Nandan Deb won a \$1,000 gift certificate.)

Maintenance Repair Worker Program

SIGA would like to congratulate this year's participants on successfully completing the **12-week Maintenance Repair Worker (MRW) Program**, a program built in partnership between SIGA and SIIT to upskill our facilities teams.

The MRW training program takes a hybrid approach to learning and consists of formal theory as well as experiential learning, to include in person, virtual, and a-synchronous learning environments. Topics covered included trade math, communication, regulation and safety, electrical, engine maintenance repair, construction, and HVAC.

- Bear Claw Casino**
Lyndon Ackachuck
Dakota Dunes Casino
Shenika Louison
Eric Sewap
Preston Sinclair
Diana Thomas
Sage Worme

- Gold Eagle Casino**
Leslie Gallivan
Landon Genereaux
Gold Horse Casino
Kelsey Johnstone
Virgil Ragat
Cordell DeCoste
Rory Michener



(There were 13 Maintenance Repair Workers from five SIGA Casinos that took the 12-week program.)

Successful completion of this program may enable SIGA employees future opportunities like apprenticeships in various trades.

Corporate Social Responsibility

The Saskatchewan Indian Gaming Authority (SIGA) is a progressive organization with guiding principles rooted in our First Nations heritage.

Our principle Pimâcihowin refers to making a living, and we understand education and continuous learning are essential ingredients. We know training, upgrading and education programs cost money.

That's why the SIGA Indigenous Scholarship Awards Program was established.

Apply today at [SIGA.CA/SCHOLARSHIPS](https://www.siga.ca/scholarships)! Applications close 11:55 p.m. on August 24, 2025.



2025 SIGA Indigenous Scholarship Awards Program

SIGA Shauna Bear Memorial Scholarship for Aspiring Indigenous Human Resources Professionals

Multiple scholarships at varying amounts

SIGA Justice Paul Favel Indigenous Award for Outstanding Leadership in Community Involvement

One (1) scholarship award of \$5,000

SIGA Scholarships for First Nation Post-Secondary Students

45 scholarship awards valued at \$1,000 each



Applications due August 24, 2025

[SIGA.CA/SCHOLARSHIP](https://www.siga.ca/scholarship) for more details





SIGA Rider Game Day, the kisiskâciwan game

Recently, SIGA was proud to host another “SIGA Rider Game Day,” which for the last few years has officially been named the kisiskâciwan Game Day. For over 25 years, SIGA has maintained this longstanding partnership with the Saskatchewan Roughriders organization.

This year’s kisiskâciwan game was held Saturday, June 28, at Mosaic Stadium in Regina against the BC Lions. The Riders beat the Lions 37-18, improving their record to 4-0 on the season.

During this game, 300 deserving youth from across the province were VIP guests of SIGA’s to join a pre- game pizza party, receive gifts from SIGA, and to watch the kisiskâciwan Game.

Thank you to all our SIGA volunteers who helped this year in serving pizza to the SIGA sponsored youth and handing out SIGA marketing swag that was branded with our new SIGA REWARDS to fans.

(Some of the youths in attendance for the SIGA Rider Game Day.)

Community Investment highlights

(SIGA contributed \$375,000 to the Equip the Vic Campaign for P.A. Victoria Hospital.)

SIGA.CA/SPONSORSHIP

(SIGA sponsored the 2025 Tony Cote First Nation Winter Games for \$125,000.)

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Communications

SIGA Launches Modernized Corporate Website

SIGA officially launched its redesigned corporate SIGA.CA website in March 2025. The modernized platform features a contemporary design while maintaining its authentic First Nations identity and brand heritage.

The new website delivers enhanced mobile optimization and fresh content designed to better serve Saskatchewan residents and stakeholders.

Key improvements include expanded community impact storytelling that showcases SIGA's extensive sponsorship activities and volunteer initiatives as a non-profit organization, demonstrating how the authority reinvests in Saskatchewan communities.

The site continues to provide essential resources including career opportunities, responsible gaming information, casino details, leadership profiles, governance structure, and Board of Directors information.

SIGA Charity Pancake Breakfast



7th ANNUAL CHARITY PANCAKE BREAKFAST

All proceeds go toward White Buffalo Youth Lodge

Date: Thursday, August 21

Time: 8:00 to 10:30AM

Location: White Buffalo Youth Lodge
602 - 20th St. West
Saskatoon, SK

Cost: \$6 per plate
*Cash Only



[SIGA.ca](https://www.siga.ca)

The 7th Annual SIGA Charity Pancake Breakfast in support of the White Buffalo Youth Lodge (WBYL) is taking place August 21, 2025!

All proceeds go toward WBYL. The SIGA Charity Pancake Breakfast has raised over \$120,000 for the WBYL since the first breakfast was held.

Thank you to all of the volunteers and sponsors who make this event a success on an annual basis!

SIGA Employee Engagement Survey shows strong results

Between March 31 and April 21, 2025, SIGA carried out an Employee Engagement Survey to assess overall satisfaction among staff across the organization.

The survey resulted in a 64.7% engagement rate, surpassing the industry benchmark of 62.2%.

To boost participation, SIGA launched a company-wide competition, culminating in one lucky employee winning a Samsung Galaxy S25 smartphone as the grand prize.

Management will now review the survey findings and develop actionable plans aimed at enhancing the workplace environment, as well as strengthening key programs and initiatives.

Entity	Completion Rate
SIGA	78%
DDC	68%
GEC	72%
NLC	73%
GHC	78%
PHC	80%
CO	88%
BCCH	87%
LSC	91%

(SIGA’s 2025 Employee Engagement Survey had an overall response rate of 78% from employees at all SIGA Casinos and Central Office.)

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SIGA in Your Community



(Dakota Dunes Casino volunteers host a community BBQ at Charles Red Hawk Elementary.)



(Northern Lights Casino volunteers at the 2025 Heart of the Youth Community Pow Wow.)



(Painted Hand Casino volunteers during a community cleanup in Yorkton.)



(Volunteers from Living Sky Casino during an Earth Day site cleanup.)



(Volunteers from Gold Horse Casino ride the Big Brothers Big Sisters MegaBike.)



(Bear Claw Casino & Hotel volunteers pose for a cheery photo.)



(Volunteer Appreciation Day at Gold Eagle Casino.)



(Central Office and Dakota Dunes volunteers prepare to ride the MegaBike.)