

# Team Conexus

With over 900 employees across the province, our teams work tirelessly in delivering our values and ensuring the financial well-being of our members and communities. They're more than just individuals who come to work each day. Each employee is a vital part of our organization.

## Our Team

Our employees are authentic, bold, creative, and responsible. Delivering an exceptional member experience requires a dedicated and engaged team, which is why we feel the employee experience is important at Conexus.

We incorporate various measures such as personal growth, employee knowledge defined by our members, and employee retention as part of our balanced scorecard. We continue to improve how we measure the experience of our employees, by focusing on the areas that are critical to our transformation.



## Inclusion and Diversity

We're an organization that incorporates inclusion directly into our core values; it isn't something separate. Inclusion and diversity are key elements of our effort to transform our culture as we take a stand against racism and seek inclusion for all minorities.

In 2020, several political and social movements rose across the world, including the Black Lives Matter Movement. We know it isn't enough to be bystanders. We are and will continue to do the work to aid in the fight for inclusiveness and equality, including:

- Holding authentic conversations with our employees about racism and oppression;
- Identifying and providing tools, resources, and training to our employees to end racism and bias of any form; and
- A single contribution of \$10,000 to the Multicultural Council of Saskatchewan to help foster equity and anti-racism education.

We will continue living our values and doing our part as a co-operative organization to raise consciousness in this area, to provide the inclusion all humans are deserving of.

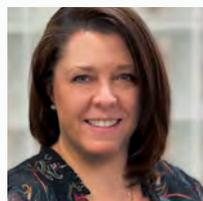
## Learning and Development

The world of banking is changing quickly. We don't want to keep up but instead be the ones to set the pace, and our employees are key in delivering that.

We invest in our employees to ensure their skills and expertise are growing at the same rate that we're redefining banking. We're building leaders that have the skills to not only face today's unique challenges but also tomorrow's challenges and to successfully lead us through our transformation.

By empowering our teams in their learning and development, it increases their ability to deliver an exceptional member experience.

*In 2020, our employees spent over **27,000+** hours advancing their expertise and skillsets.*



We are Conexus...

**Crystal Weal,**

Mentee

"I think it's amazing that Conexus offers this program. Being from a smaller community, I don't get the opportunity to grow my network and seek mentorship as broadly as I'd like. This has opened the doors for me."



We are Conexus...

**Aaron Spelliscy,**

Mentor

"I recommend the program to more people every year. It has helped me to think of things in new ways and I have overcome challenges because of the change in thought pattern inspired by the different mentors and mentees that I've worked with throughout the program."

## Mentorship Program

We believe it's important to share skills and knowledge to support others in their learning. That's why we offer a Mentorship Program that selectively matches mentors with mentees to mutually build professional and interpersonal skills.

Through purposeful conversations and intense curiosity, the mentee works with the mentor to establish goals and a personalized career development plan to enhance the mentee's learning.

*In 2020, **178 employees** took part in our Mentorship Program.*