

**“THE COOPERATIVE HAS NO BORDERS”**

DECLARED AGROPUR'S FOUNDERS IN 1938



2008 ANNUAL REPORT  
Agropur cooperative





## VICTORIA

BRITISH COLUMBIA | CANADA

The employees soon start their work day.



## LITTLE CHUTE

WISCONSIN | U.S.A.

It's snack time!

## EVERYWHERE... ALL THE TIME

What do a receptionist in Victoria, a deliveryman in Wisconsin, a dairy farmer in the Eastern Townships, and a Chief Operating Officer in Argentina all have in common? They are all on a quest for excellence initiated by Agropur to offer the best possible products and quality service to satisfied customers and consumers.

### 70 YEARS OF HISTORY

The history of Agropur is part of the Canadian economic legacy. Its 70 years of history relay the story of Quebec milk producers who looked beyond borders. Our cooperative is now present in three countries, and its 3,615 members and over 5,000 employees are working very hard. No matter where they work, they are all striving for the same objective: to ensure the continuity and expansion of the organization.

Since the Cooperative was founded in 1938, consumers have recognized the quality and authenticity of the products that bear the name Agropur, the largest dairy cooperative in Canada, with nearly \$3 billion in sales. Our committed and energetic employees produce quality products that meet consumers' needs. This is the result of several decades of knowledge and expertise.



**GRANBY**

QUEBEC | CANADA

Milk collection began several hours ago, and is still going.



**FERREYRA**

CORDOBA | ARGENTINA

Lunch is over: back to work!

# MISSION

**Our mission is to provide a wide range of quality dairy products reflecting current and future consumer demand.**

The Cooperative's expertise and know-how enable it to offer consumers products of impeccable quality. For several decades the organization has been a part of consumers' daily lives by providing them with dairy products that meet their expectations: Agropur listens to their needs so that they can enjoy fresh, healthy and delicious dairy products.

Innovation is one of the Cooperative's priorities and a core element of its growth. Since its creation, the organization continues to break down barriers to excellence by applying high-quality standards to all its products, as well as with its members through its farm quality intervention program, and in its plants.

Efforts in Research and Development (R&D) help consumers lead a healthy and active life, and are a factor in meeting their many needs. This is why the R&D Centre opened its doors in 2008. This new centre, with state-of-the-art technology, will ensure greater innovation and speed up the development of new products.

Moreover, Agropur has distinguished itself and demonstrated its capacity for innovation by receiving several prestigious awards. The Cooperative received the World's Best Aged Cheddar prize three times at the World Championship Cheese Contest in Wisconsin, a *Caseus d'or*, in Quebec, for its Champfleury cheese, the Canadian Grand Prix New Product Awards six times over the last eight years, not to mention the innumerable other awards received at the provincial, national and international levels.

With a flurry of product launches, 2008 was, once again, a prolific year. Agropur was able to maintain its reputation as a leader in innovation, always looking for new ways to adapt a naturally healthy and nutritious product to the needs of consumers now and in the future.



**OUR MISSION, OUR VISION, AND OUR VALUES GUIDE OUR ACTIONS  
AND ARE BENCHMARKS FOR ALL OF US.**

# VISION

**To consolidate our position as a leading Canadian provider of dairy products, to become an influential player across North America, and to grow our global markets.**

Becoming an organization without borders, while maintaining its profitability, is where Agropur is headed. This vision clearly demonstrates the direction that the Cooperative is taking. It is considering the strategies prescribed by management, which enables it to increase its expertise, expand its line of products and ensure continuity, among other things. In fact, there are several reasons driving Agropur to pursue its strategy to expand internationally, including erasing geographical borders with customers, consolidating milk processing and distribution, and global growth in the dairy sector.

Faced with a shifting economy and increasingly fierce competition, Agropur must solidify its presence in Canada and pursue an active development strategy abroad. This vision also enables Agropur to better position itself on the global stage.

It is with this in mind that the Cooperative made new acquisitions in 2008. Agropur made a foray into the South American market, reinforced its presence in the United States and strengthened its position in Canada. These acquisitions, south of the Canadian border, mark the beginning of an expansion movement in North America and enable the organization to make headway in the global dairy sector, and, consequently, to take advantage of the growth that the dairy industry is currently experiencing worldwide.



TOGETHER, WE CAN CARRY OUT AGROPUR'S VISION.

## CHAIRMAN'S MESSAGE



**We are proud of Agropur's achievements. The Cooperative's financial health is a crucial element that enables us to pursue our mission and achieve our vision.**

The year 2008 marked 70 years of existence for Agropur and we are proud of our cooperative's achievements over that period. "The Cooperative has no borders," declared Agropur's founders. They dreamt big and with good reason: they wanted to found an organization without borders and this is precisely what Agropur has become.

Our cooperative has had to adapt itself to its environment several times in order to ensure its continuity. At the start of the 21<sup>st</sup> century, the organization is facing some significant challenges. Changes are occurring at a fast pace and the Cooperative keeps adapting itself to an ever-changing environment.

Today, our mission is to provide a wide range of quality dairy products reflecting current and future consumer demand. This mission confirms our desire to remain focused on what we know best, milk processing. The vision is to consolidate our position as a leading Canadian provider of dairy products, to become an influential player across North America, and to grow our global market.

Agropur's financial health is a crucial element that enables us to pursue our mission and achieve our vision. Our cooperative's expansion and vision for development are bolstered largely by the support received from our members during the last consultation meetings. Both in 2002 and 2007, members stated their support for a strategy based on the development of their organization.

The ties that bind Agropur members are stronger than ever and create a special dynamic. In fact, we regularly consult them in full respect of the basic rules of democracy inherent to our cooperative.

During the 2008 Annual General Meeting, the Board of Directors presented the findings of the 2007 Strategic Reflection, launched during the 68<sup>th</sup> General Meeting, and which led to a change to the Cooperative's by-laws. This review aimed to gather members' points of view about three major subjects of interest pertaining to Agropur's future: recruitment of new members, its democratic structure and community life, and the growth of the organization. The findings from the Strategic Reflection will be used to provide the Board with directional and decision-making guidance in the coming years.



To further clarify, let's have a look at our progress. Since the member consultation in 2002, Agropur has increased sales by more than one billion dollars and its volume of milk processed by half a billion litres. Since 2002, we have also invested nearly \$350 million in our plants and declared close to \$500 million in patronage dividends to our members.

The Board of Directors continues to look out for the best interests of its members and the Cooperative in light of the issues that the dairy industry will face over the next several years.

Last July, talks at the World Trade Organization (WTO), namely on the liberalization of agriculture, broke down, but that does not mean the end of the Doha Round. With the likely renewal of negotiations in 2009 at the WTO, we might see substantial changes, such as the liberalization of international trade. These risks are always present and the Canadian dairy industry is likely benefiting from a short-term respite.

During the year, we expressed our support several times for the supply management system in place in Canada. It enables the Cooperative and its members to take advantage of the stability of the Canadian market, while capitalizing on the dairy industry's international growth through foreign acquisitions. Whatever the future holds in store, the fact remains that one day an agreement will be reached between the various member countries of the WTO, resulting in heavy pressure on our system. Our industry must be able to rely on government support similar to that given in other dairy-producing countries, so that we can compete on equal terms.

In the international sphere, Agropur has been involved with SOCODEVI<sup>1</sup> for many years, in various projects, including one in Paraguay that wrapped up in 2008, and that aimed at promoting the development of eight dairy cooperatives in this country. We are happy to continue our support for this organization by participating in another project in Eastern Europe, specifically in Ukraine. Agropur and *La Coop fédérée* are both committed to hundreds of hours of time and resources to the project, over the next five years. Our main objective is obviously to help this country's dairy producers to be better organized, but this is also an opportunity to learn about and familiarize ourselves with the dairy industry in this specific region.

Regarding the regulatory changes, on December 26, 2007, the federal government published new regulations on compositional standards for cheese, which means that, starting in December 2008, cheeses produced in Canada must respect the new guidelines on the use of milk ingredients. Agropur is the only major processor that favours implementing these standards, since the increase in the importation of low-cost ingredients constitutes a significant threat to our Canadian milk marketing system. As this goes to press, we still do not know how the government intends to apply these regulations.

Also, as part of a process to change Quebec regulations, we have agreed, along with the *Fédération des Producteurs de lait du Québec*, on a new standard that will limit the use of milk ingredients in yogurt production in Quebec. This standard must become a Canadian standard as soon as possible, as it is a question of equality for the country's processors.

At a special General Meeting on June 4, we adopted a draft modifying the general by-law of the Cooperative as well as a new capital structure that will now consist of only three categories of shares. At press time, we were still awaiting confirmation from the federal fiscal authorities.

In conclusion, along with the other Board members, I would like to express my satisfaction with the 2008 results. I would like to thank our Chief Executive Officer, Pierre Claproud, and his team, for their hard work in making Agropur the successful dairy organization that it is today. Finally, I would like to express my gratitude to all the members and employees who support the Cooperative daily in achieving its mission and vision.



**Serge Riendeau**  
Chairman

<sup>1</sup> Société de coopération pour le développement international [a network of cooperatives for international development].

# VALUES

Agropur is built on a tradition that goes back 70 years, passed down by its members and all of its employees, day after day.

Despite its expansion, the Cooperative has remained faithful to its original values, the values that set it apart from other organizations, and the same ones that live on in its employees decades later. Its current values were inherited from its rich past and its experiences acquired through time. Year after year, Agropur evolves and changes, and its family expands, hence the need to reaffirm its values.

## HUMAN VALUES

The Cooperative's success depends on its employees and on the honest and rewarding relationships that it develops with them.

**Respect** for everyone and the appreciation of each person's knowledge are essential components of Agropur's development. The environment in which employees grow allows everyone to reach their potential according to their own needs, and **teamwork** is strongly encouraged.

## SURE VALUES

The organization emphasizes safety through a well-established occupational health and safety program; this program's objective is to create a **safe work environment** and to encourage all employees to adopt **preventive attitudes and behaviours**. Also, Agropur is committed to **protecting the environment** because it represents the heritage we will leave for future generations.

## ADDED VALUES

Agropur and all its partners are driven and committed to **excellence** in what they do. They transform new ideas into products and services that **exceed members' and consumers' expectations**. They view change as a source of new opportunities and think beyond the conventional framework.

## PROFESSIONAL VALUES

Agropur is available to **listen to consumers**; it employs **transparency, openness and honesty** with them; the fulfillment of their needs is its main concern. It holds itself accountable to its customers and is conscious of the important role that it plays. By demonstrating leadership and encouraging social initiatives, Agropur fully assumes its role of **good corporate citizen**.



HUMAN VALUES

SURE VALUES

ADDED VALUES

PROFESSIONAL VALUES

## CHIEF EXECUTIVE OFFICER'S MESSAGE



**Another good year marked by several acquisitions.**

Agropur had another good year marked by acquisitions in Canada, the U.S. and Argentina, which contributed to the growth of our \$2.8 billion sales figure. Net earnings before dividends and taxes neared \$121.3 million, which is lower than in 2007, but comparable once we exclude the 53<sup>rd</sup> week in 2007 and the devaluation difference in commercial papers.

Although the price of whey products on the international market dropped significantly, earnings in our cheese divisions are nonetheless up, thanks among other things, to favourable results from Trega Foods, in the U.S., which benefited from higher prices on the U.S. market in 2008, as well as the continued improvement of results in the Fine Cheese Division.

Despite an increase in raw material and energy costs, Division Natrel continues to grow and increase its efforts to protect its market shares in an extremely competitive environment.

Regarding our joint venture, Ultima Foods, we are seeing a market recovery and it is posting a growth rate of approximately 8%, a rate we had become accustomed to over the last decade.

As for La Lacteo, our joint venture in Argentina, several factors make it difficult to achieve profitability; it is posting a loss, which can be attributed in large part to the unstable dairy policies, prevalent in the country, in an effort to cope with inflation. Added to that are the new regulations restricting exports, as well as domestic prices being lower than international prices. However, with the solid management team that is now in place, we expect to invest in these two plants, and to be able to capitalize on the business opportunities that arise and on a possible economic recovery in the country.

Today's organization is the result of numerous mergers and acquisitions. With an enviable financial situation, Agropur made several investments this year, in Canada and abroad. In 2008, several acquisitions were made: La Lacteo, Trega Foods, Laiterie Lamothe and more recently, Schröder Milk<sup>2</sup>. These acquisitions are in line with every aspect of Agropur's growth strategy and we continue to study other possible acquisitions. We have also invested \$58 million in our plants and infrastructures. The Fine Cheese Division's new administrative centre and the R&D Centre opened their doors in 2008. Start of production of cottage cheese and sour cream, in spring 2008, in Amqui, Quebec, is also worth mentioning.

<sup>2</sup>This acquisition is not included in the results of 2008 financial year.

With an historical know-how for product development, Agropur is able to create innovative and quality products proactively in response to market trends. In keeping with its reputation as an innovative organization, the Cooperative once again produced several new products this year, including Oka L'Artisan cheese, Natrel Nature~Pure Filtered Organic milk and Yoplait Minigo immuni+ Jr. fresh cheese.

Members and employees are working to market superior quality products, thanks to cutting-edge processes, HACCP<sup>3</sup>-certified facilities and a controlled environment. This undeniable quality meets all requirements and enables us to set ourselves apart, thereby developing long-term relationships with consumers and customers.

This year also marked 50 years of partnership with Kraft. For a half-century, this association has symbolized Agropur and Kraft's commitment to excellence in order to create healthy products that meet consumers' needs and expectations. In fact, Kraft has always encouraged the Cooperative to expand its horizons and improve. We are proud of this strong relationship that is based on mutual respect.

Today, Agropur is faced with major challenges; business and operations are becoming more complex as the organization grows. As the Cooperative breaks boundaries, new employees join our large Agropur family, and we must effectively communicate our mission, vision and values to them. Despite our growth, we have remained faithful to our original values, the ones that distinguish us from others, in particular the importance of our employees. In fact, our greatest asset is and always will be the professionalism, commitment and dedication of our employees. Agropur can only achieve healthy growth through hard-working and competent people.

During the year, the Cooperative also signed five collective agreements of over five years, which provides stability for all parties involved. The health of our colleagues is near and dear to us and we intend to do everything in our power to protect them. Nothing that we do justifies an accident. Even if our goal of zero accidents in 2009 is not achieved at all of our facilities, we are doubling our efforts and dedication in order to reach this target, as quickly as possible.

Thanks to its healthy, dedicated and motivated employees, Agropur will be able to reach its objectives. The organization is in a healthy financial situation and will be able to take advantage of business opportunities that may arise in the future. In light of this, we recently decided to reorganize the Management Committee. Benoit Gagnon will assume the position of Executive Vice-President, Global Development; as such, he is now in charge, along with the divisions, of the organization's growth, in Canada and outside of the country, and of implementing business plans for new product development. Furthermore, to replace Benoit Gagnon, Jocelyn Lauzière joined the Management Committee as Chief Financial Officer. This reorganization comes on the heels of two other nominations to the Management Committee in early 2008, namely Lorraine Bédard to the position of Corporate Secretary and Vice-President, Member Relations, and Michel St-Louis to the position of Vice-President, Legal Affairs.

At a time when the processing industry is becoming more centralized, the WTO is still exerting pressure and the Canadian market is at maturity, Agropur's vision is focused on global growth and hinges on three pillars: geographic expansion through acquisitions, improvement of our operations profitability and, finally, innovation, which opens the door to success in new markets.

I cannot neglect to mention the economic slowdown that is occurring in Canada and internationally. We have the opportunity to work in a sector that is vital to the economy. While this sector is generally less affected than most during a recession, certain effects can be felt. With a debt-free and financially sound organization such as ours, we feel we are well equipped to deal with this difficult economic situation.

In conclusion, I would like to take this opportunity to thank all Agropur employees for their significant contribution to the success of the Cooperative. Indeed, it is your skills, continuous efforts and dedication that have made Agropur what it is today. I would also like to thank Agropur's Chairman, Serge Riendeau, all the members of the Board of Directors and Management Committee, for their collaboration and their support throughout the year.



**Pierre Clapood**  
Chief Executive Officer

<sup>3</sup> Hazard Analysis Critical Control Point.

## BOARD OF DIRECTORS



Standing: from left to right

<b>Gaétan Jodoin</b> <sup>1</sup>	Granby	1996
<b>Daric Gagné</b>	Chaudière	1997
<b>Daniel Gagnon</b>	Est du Québec	2008
<b>Vital Vouligny</b>	Lac Saint-Pierre	2007
<b>Daniel Lamy</b>	Berthier / Maskinongé	2004
<b>Jean-Pierre Lacombe</b> <sup>1</sup>	Yamaska	2007
<b>Lorna Jean Neveu</b>	Laurentides / Lanaudière	1996
<b>Roger Daoust</b>	Salaberry	1993
<b>Luc Chassé</b> <sup>1</sup>	Des Seigneuries	2006
<b>Jean Filiatrault</b>	Acton	1993

Seated: from left to right

<b>Roger Massicotte</b> (E.C.) <sup>1</sup>	Mauricie / Portneuf	2003
<b>René Moreau</b> (E.C.)	Bois-Francs	1998
<b>Serge Riendeau</b> (E.C.) <sup>1</sup>	Chairman Estrie	1991
<b>René Grimard</b> (E.C.)	Vice-Chairman Des Appalaches	1995
<b>Michel Couture</b> (E.C.)	De L'Érable	2001

**Legend:** Director / Administrative region / Year elected to the Board  
 (E.C.) Executive Committee members <sup>1</sup> Directors whose term expires in 2009; however, they can be re-elected

## MANAGEMENT COMMITTEE



Standing: from left to right

<b>Serge Paquette</b>	President, Division Natrel
<b>Michel St-Louis</b>	Vice-President, Legal Affairs
<b>Jean Brodeur</b>	Vice-President, Communications and Public Relations
<b>Robert Gour</b>	President, Fine Cheese Division
<b>Louis Lefebvre</b>	President, Cheese and Functional Products Division
<b>Scott McDonald</b>	Vice-President, Human Resources

Seated: from left to right

<b>Benoit Gagnon</b>	Executive Vice-President, Global Development
<b>Lorraine Bédard</b>	Corporate Secretary and Vice-President, Member Relations
<b>Pierre Claprod</b>	Chief Executive Officer
<b>Jocelyn Lauzière</b>	Chief Financial Officer

In recent years, companies' social responsibility has become an increasing concern. This section describes the types of contributions that Agropur is making, internally and externally for its employees, members and community. The Cooperative tends to consider economic, social and environmental issues in its daily activities, in order to meet the expectations of various stakeholders. Agropur believes that long-lasting relationships, whether they are with partners, customers or consumers, are built on employees' commitment to offering superior quality products, everywhere, all the time, with the same goal in mind: consumer satisfaction.



# SOCIAL RESPONSIBILITY

## COMMUNITY INVOLVEMENT

Agropur has been an organization involved in its community for 70 years. It is actively involved in the economic, community and social development of the communities in which it works. Through its multiple projects, it is involved at both the local and the international level, and demonstrates its role as a good corporate citizen through concrete actions.

Agropur encourages all its employees to be active in their community, by participating in annual fundraising activities for various organizations. Agropur gives \$1 for every dollar raised by employees through its Fundraising campaign.

One noteworthy initiative, commended by Agropur's management consisted in biking across Canada in seven days, around the clock, rain or shine, from Victoria (B.C.) to Saint-Hubert (QC). This was a challenge initiated by the



DONATION PROGRAM TOTALLED

CLOSE TO 1% OF AGROPUR'S NET EARNINGS.



Sales management team at the Fine Cheese Division to, on the one hand, strengthen team unity and, on the other hand, collect funds to help a national cause, the Breakfast Clubs of Canada. On top of Agropur's donation of \$80,000, \$45,000 were also raised.

Through its Donation and Sponsorship Program, Agropur has made a significant contribution to making dairy products available to children, pregnant women and the less fortunate, thanks to its direct involvement with several Canadian food banks, the *Club des petits déjeuners du Québec*, Breakfast Clubs of Canada, Breakfast for Learning as well as the OLO foundation<sup>4</sup>. The Cooperative also gives out several grants to worthy college and university students studying in a field related to agriculture. In 2008, this donation program, along with all of the previously mentioned initiatives, totalled close to 1% of Agropur's net earnings.

Finally, following the completion of the Paraguay project, in which Agropur was involved for three years, the organization has once again partnered with SOCODEVI for a new development project, in Ukraine. The expected results are increased competitiveness in the dairy sector, through the improvement of the marketing conditions for dairy products and increased efficiency of milk production on the farm, the development of entrepreneurship in the dairy sector, and, finally, the implementation of a strategic vision for the dairy sector.

<sup>4</sup>Provides future mothers, in financial difficulties, with nutritious basic food and vitamin supplements.

IN NORTHERN QUEBEC 60,142 JACK PINES WERE PLANTED

OVER MORE THAN 300,000 m<sup>2</sup>.

## THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

Today's society grants much more importance to the environment and sustainable development. Canadians, Americans and Argentineans are more conscious than ever of how important it is to leave future generations a healthier planet. Leaving as small an ecological footprint as possible is one of the challenges the Cooperative must face.

Agropur is aware of its responsibility to the communities in which it works. The environmental issue is constantly scrutinized and managed so as to ensure the legal compliance of our environmental practices. A coordinating committee supervised by the environment committee is in charge of an evaluation system for continually monitoring each entity's situation in order to better follow up on corrective measures. Each year, the Cooperative dedicates a specific budget amount to the environment.

Agropur is backing its words with actions by adopting measures that enable it to limit the amount of waste it produces, thus reducing water and energy consumption. The fluid milk division has installed GPS devices, speed limiters and heaters in its fleet of tractors and trailers.

In December 2007, the organization decided to launch a promotional campaign entitled *Just For You!* to encourage Agropur members and employees to be more conscious of the environment, by giving them a reusable bag for shopping, instead of using non-biodegradable plastic bags.

In May 2008, in the wake of launching Natrel Nature~Pure milk, Agropur implemented the *Replanting nature* program, in cooperation with several large Quebec retailers. For one month, every time a 4L bag of Natrel Nature~Pure milk was sold, one tree was planted in Northern Quebec. By buying milk, consumers enabled the planting of 60,142 jack pines over more than 300,000 m<sup>2</sup>. Their gesture will help to absorb more than 7 million kg of carbon monoxide (CO) over 20 years.

The 4L Natrel milk packaging was also changed: in addition to being recyclable, the outside bags are now oxo-biodegradable, which means that when exposed to oxygen and sunlight, the bags will decompose within three years, leaving only water, carbon dioxide and organic matter.

Finally, Agropur held its first carbon neutral event, during the annual meeting of senior executives, in October 2008. Agropur offset the greenhouse gas emissions created by participant travel by donating to the organization CarbonZero, which invested these funds in an energy efficiency project in Montreal. The Cooperative also worked closely with all suppliers, including the hotel, to reduce waste and provide recycling bins for paper, Natrel milk bottles and other recyclable items. For meals, local and fair-trade products were used, where possible.





60% OF FACILITIES REACHED THEIR GOAL OF  
“ZERO LOST-TIME ACCIDENTS”.



## OCCUPATIONAL HEALTH AND SAFETY

Over the years, Agropur has made health and safety a priority. The organization believes it is essential to protect the health and safety of its employees. It makes certain that its facilities and the equipment used at all work sites are safe. Action and prevention plans are in place and target the development of responsible safety behaviours, because while there is no such thing as being risk-free, it is certainly possible to reach our objective of zero accidents.

Also, to reach this target, Agropur created a charter on occupational health and safety (OHS); it established safe behaviours throughout the organization. Even though the Cooperative didn't reach the objective of zero accidents, as set in 2005, we should not give up. Great advances have been made, and in 2008, a little over 60% of facilities reached their goal of zero lost-time accidents. It should be recognized that this strategy, which was implemented in 2005, is truly starting to show results.

To reach this goal, an action plan was proposed, in the aim of implementing concrete and uniform actions at all work sites. Employee action is crucial to reaching these objectives, and we will not be able to attain them without everyone's commitment.

Agropur has also contributed to the health and well-being of its employees by providing an annual vaccine clinic for the past several years, to protect against seasonal influenza. The organization also offers an Employee and Family Assistance Program (EFAP), intended for employees and their family members with problems that could affect their work.



Acting on its founding principles, Agropur strives to ensure its employees are fulfilled by offering them safe working conditions, encouraging them to contribute to their community's social development, ensuring that they have access to additional training offering them career opportunities, and fostering and maintaining respect for the environment. Finally, the Cooperative stays in close touch with its members all year long, by inviting them to several training and information activities.

## CONTINUING EDUCATION

Having made the continuity of knowledge and the preparation of its staff its focus, Agropur is prioritizing employee skill development. As such, approximately two million dollars are injected into employee training and development, annually.

Agropur wants to expand the knowledge and skill sets of all employees, by providing them with tailor-made training sessions that enable them to meet their career objectives. As such, employees can take advantage of new tools that can help them tackle the constant changes of an evolving industry, not to mention the strategic issues that are forthcoming.

## ASSOCIATIVE LIFE

Agropur encourages members to grow through a rich associative life, which promotes exchange between members and executives. This commitment is materialized through a calendar of close to 60 meetings, held throughout the year in every region of the province of Quebec. At the same time, members can learn about the Cooperative's growth or the various other aspects of the dairy sector in which we work and evolve. The associative life model, developed in 1949, meets a common need among members for involvement in education, training and the dissemination of information.

The support that the Cooperative offers its members enables them to produce a superior quality raw material. The year 2008 also marked the 20<sup>th</sup> annual contest to select the Grand Champion in the Excellence in Milk Quality Club. Agropur can assume its role as industry leader in consumer product excellence and quality.

The growth of the organization is indeed important, as is member continuity. In this vein, Agropur has created a bursary to incite youth in the industry to take advantage of the training internships offered to them since 1984. On February 12, 2008, the first provincial internship for young farmers began, with the participation of 15 young member interns. The primary goal of the one-year internship is to integrate young farmers into Agropur's democratic and community life, while encouraging them to participate in various activities. Named after Omer Deslauriers, Chairman of the Cooperative from 1941 to 1962, the bursary symbolizes the organization's desire to see the work of its predecessors live on.



#### **AGROPUR COOPERATIVE**

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\* Joint venture

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