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**DIRECTOR'S ORDER UNDER SECTION 157**

**OF THE *FAIR TRADING ACT***

**TO**

**DOUGLAS SATHER,**

**WORKING ALBERTA,**

**LMIAFINDER,**

**LMIAJOBS,**

**STEPPINGSTONESTAFF,**

**BOWVALLEY STAFFING,**

**DUICHLAS CORPORATE SERVICES,**

**AND ANY EMPLOYEE, REPRESENTATIVE, OR AGENT  
OF THE ABOVE**

This Director's Order was issued under s. 157 of the *Fair Trading Act* in response to, in the opinion of the Director, contraventions of the Act. As mandated by s. 157.1 of the *Fair Trading Act*, this Director's Order is part of the public record.

For more information on the Fair Trading Act, business licensing in Alberta or to search for a licensed business, please click here:

[Search for a Licensed Business, Charity or Fundraiser](#)

To view a tipsheet on this business licence category, please click here:

[Tipsheets](#)

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**TO**  
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**STEPPINGSTONESTAFF,**  
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**DUICHLAS CORPORATE SERVICES,**  
**AND ANY EMPLOYEE, REPRESENTATIVE, OR AGENT**  
**OF**  
**THE ABOVE**

**ALLEGATION**

Service Alberta has investigated allegations related to breaches of the requirements of the *Fair Trading Act* and Employment Agency Business Licensing Regulation and found evidence that:

1. DOUGLAS SATHER, WORKINGALBERTA, LMIAFINDER, LMIAJOBS, STEPPING STONE STAFF, BOWVALLEY STAFFING, and DUICHLAS CORPORATE SERVICES have represented themselves as engaged in employment agency activities in Alberta without the required Employment Agency Business Licence.
2. DOUGLAS SATHER, WORKINGALBERTA, LMIAFINDER, LMIAJOBS, STEPPING STONE STAFF, BOWVALLEY STAFFING, and DUICHLAS CORPORATE SERVICES have demanded fees for employment agency services in violation of s. 12 (1) of the Employment Agency Business Licensing Regulation.

Based on the available evidence, the Director has reached the opinion that DOUGLAS SATHER, WORKINGALBERTA, LMIAFINDER, LMIAJOBS, STEPPING STONE STAFF, BOWVALLEY STAFFING and DUICHLAS CORPORATE SERVICES have breached the *Fair Trading Act* and Employment Agency Business Licensing Regulation.

**KEY LEGISLATION**

The *Fair Trading Act* RSA 2000 Chapter F-2 states:

- s. 104 No person may engage in a designated business unless the person holds a licence under this Act that authorizes the person to engage in that business.

The Designation of Trades and Businesses Regulation 178/1999 states:

- s. 4 (1) Part 10 of the *Fair Trading Act* applies to the employment agency business.  
(2) In this section, "employment agency business" means any of the following activities:  
(a) securing or attempting to secure individuals in Alberta for employment;  
(b) securing or attempting to secure employment in Alberta for individuals;

The Employment Agency Business Licensing Regulation 45/2012 states:


- s. 12 (1) No employment agency business operator shall directly or indirectly demand or collect a fee, reward or other compensation  
(a) from an individual who is seeking employment or from another person on that individual's behalf.

### **ORDER**

- **DOUGLAS SATHER, WORKINGALBERTA, LMIAFINDER, LMIAJOBS, STEPPING STONE STAFF, BOWVALLEY STAFFING, and DUICHLAS CORPORATE SERVICES, individually or through any employee, representative or agent, must immediately cease engaging representations related to employment agency activities or employment opportunities in Alberta.**
- **DOUGLAS SATHER, WORKINGALBERTA, LMIAFINDER, LMIAJOBS, STEPPING STONE STAFF, BOWVALLEY STAFFING, and DUICHLAS CORPORATE SERVICES, individually or through any employee, representative or agent, must immediately cease demanding or collecting any fee, reward or compensation related to securing or attempting to secure employment in Alberta.**

### **NON COMPLIANCE WITH ORDER**

**ANY PERSON WHO FAILS TO COMPLY WITH AN ORDER OF THE DIRECTOR UNDER SECTION 157 OF THE FAIR TRADING ACT CONTRAVENES THIS ACT AND IS GUILTY OF AN OFFENCE AND MAY BE PROSECUTED PURSUANT TO SECTION 163 OF THE FAIR TRADING ACT.**

  
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Darren Thomas  
Director of Fair Trading (as delegated)  
JUNE 9th , 2015