

STÉPHANE TROTTIER, M.Erg.S., F.I.C.I.A., C.Dir., ASC, IPFM, HE, O.I.E.,
3-304 Cumberland Street
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Stéphane Trottier is an accomplished and **fluently bilingual Safety and Health Specialist** with a strong background in **Occupational Ergonomics** and more than forty years of experience. Stéphane has established himself as a **recognized expert in Management and Finance**, as well as a **leader in the application of human solutions**, environmental risk factors, the development of assistive technologies, and physical and cognitive accommodations for a wide range of clients.

Stéphane Trottier includes among his achievements the **largest financial merger of Desjardins Group** — the amalgamation of eleven Desjardins Credit Unions, over 800 employees, \$20 billion in assets, insurance, and wealth management— into one entity across Ontario, becoming Desjardins' largest Credit Union in the province. Stéphane also completed the **creation of several national ergonomics programs for Stentor** (the Association of Canadian Telephone Companies); and implemented corporate health and safety teams, medical management and surveillance programs across Canada. Stéphane also **wrote many health and safety policies and procedures** for the federal government, including Part II of the Canada Labour Code. Stéphane is a **Certified Board Director** and has become a sought-after professional in the field of governance and public administration.

Stéphane also worked in the cooperative financial industry since 1994 and was elected **President of the Ontario Federation of Caisses Populaires (Credit Unions)** in 2016. His role within the Desjardins Group — Federation des Caisses Populaires de l'Ontario— between 2016 and 2023 included the presidency of the organization. He became leader of the Transitional Committee for Caisse Desjardins Ontario (Credit Union) and its president and founder in 2020. Stéphane was an elected board member of the Desjardins Group (Fédération des Caisses Desjardins du Québec) from 2016 to 2023.

Within the Desjardins Group Stéphane was also a **board member of Caisse Central Desjardins, Desjardins Trust, Desjardins Capital Inc., and Desjardins Financial Corporation Inc.** He was a **full member of multiple committees** including: Finance, the Risk Management Commission, the Investment Commission, the Desjardins Group Investment Commission, and Vice-President of the Desjardins Group Pension Plan commission.

Since 1998, Stéphane has been the owner and **founder of International Human Factors**, providing cost-effective safety, health, and ergonomic solutions. With a specific goal of reducing work-related injuries, improving staff comfort, and increasing productivity and safety in the workplace, Stéphane specializes in environmental risk factors and has expertise in process and project management. With more than 1,500 occupational and industrial ergonomic assessments completed, Stéphane implemented branded business solutions for call centers and developed the psychosocial factors of ergonomics and the Body Part Discomfort Survey.

Between 2008 and 2016, he worked as a **Health Care Management Specialist and Disability Management Advisor**. Stéphane completed medical management assessment and treatment plans for Desjardins Insurance (40,000 employees) and external clients. He helped design and develop an early intervention program, and was part of an interdisciplinary team facilitating a proactive approach to the management

of physical and psychological disabilities. He conducted early care, developed return-to-work protocols, and monitored insured persons' well-being on an ongoing basis.

Founded on March 1, 2000, Stéphane **created the company ErgonomicStuff.com** (no longer active and closed in 2005) providing a comprehensive accommodation website for assistive technologies and worldwide access to a very broad range of products and information, input devices and accessories to meet the needs of today's changing workplace. ErgoCanada.com took over in 2005 and is now the largest online supplier of ergonomic accessories and assistive technologies. It provides the most comprehensive listings on the web and also provides detailed technical specifications on all products.

Working collaboratively with many ergonomic professionals, corporate safety and health teams, artisans, interaction designers, and engineers, Stéphane offered quick concept prototypes and model.

Stéphane began his career in 1988 in sales and **francophone public relations**. He also worked as the **National Director of Business Development Solutions** and as the ergonomist for Stentor from 1995 to 1998. With Bell Canada, Stéphane contributed to the creation of national ergonomic, safety, and health consulting programs for all telephone companies that were Stentor Alliance members in Canada.

Stéphane successfully **implemented the Stentor Videoconferencing product in Canada** and promoted its use through a long-term strategic promotional campaign. He trained over 200 sales consultants nationally. Stéphane also designed the first interactive multimedia training program for videoconferencing services. Along with creating policies and guidelines, he developed and conceptualized new business solutions and managed all phases — from research, financing, planning to conception and full implementation across all provinces.

EDUCATION

His education includes partial law studies; a Master's degree combining Occupational Ergonomics; Business Administration (certificate & diploma); Psychology diplomas (child & adult); and a Finance & Business Accounting diploma with Fellowship from the Guild of Industrial, Commercial, and Institutional Accountants (I.C.I.A.).

His continued studies include certifications in Neuroscience and Transformational Coaching, along with a certification in Diplomacy & Human Rights; Innovation Management studies; and a dual Chartered Director & Administrateur de Sociétés (C.Dir./A.S.C.) certification; he also completed Financial Markets & Risk Management studies at University Laval.

Further studies included certifications in Neuro Linguistic Programming (NLP); the Progressive Goal Attainment Program (PGAP), and Edu-Kinesiology. Stéphane is a Registered Auditor (COPC-2000) and a professional Ergonomist, accredited by both the Association of Ergonomists of Ontario (AEI) and the Human Factors and Ergonomics Society (HFES).

In addition to several Communications and Public Relations courses from the Bell Institute, he has completed a certification in Transformative Coaching.

AWARDS

- Bâtitteur de la francophonie ontarienne, UniqueFm, 2025
- Coopérateur 2024 Conseil québécois de la coopération et de la mutualité (CQCM)
- CMC Co-operator of the year Award (Co-operatives and Mutuals Canada), 2023
- 2023, Achievement award for the development of the Desjardins Group in Canada
- Small Business of the year 2003, Chambre Économique de l'Ontario
- Petite Entreprise de l'année 2001, Regroupement des gens d'affaires de l'Outaouais
- Prix d'Excellence «Nouvelle Entreprise 2000, Chambre Économique de l'Ontario
- International Diploma for global society contributions and outstanding business achievements for ergonomic innovation
- Leadership award for outstanding achievements in the field of ergonomics
- Twentieth Century Achievement Award and selected among ABI's 1000 Leaders of World Influence
- 1996 Reel Award for Best CD-ROM Multimedia Production, (The Salamander Solution)
- Order of International Ambassador (ABI), with honorary title

BOARD MEMBERSHIPS AND LEADERSHIP ROLES

Over the years Stéphane has presided, chaired, or served as a member of numerous boards of directors, including: Desjardins Group; Desjardins Ontario Credit Union Inc; Théâtre du Village, Gloucester Pottery School; La Cité College Foundation Campaign Cabinet; Caisses Populaires Trillium; Outaouais Sports Museum; Pantheon des Sports du Quebec; Hull-Volant Athletic Association Inc.; Regroupement des gens d'affaires de l'Ontario (RGA); International Ergonomists Association; Human Factors and Ergonomics Society (Santa Monica); Ottawa Police Orleans Community Centre; Festival Franco-Ontarien; Montfort Hospital; Montfort Hospital Foundatio; and Co-operatives and Mutuals Canada, among others.