

Together We Grow

ABORIGINAL OPPORTUNITIES AND RELATIONSHIPS

SPRING 2019



Renewing Our Commitments: STC Chief Mark Arcand and Nutrien's Susan Jones see a long and productive future for the partnership. *Page 3*

Also inside:

- Meet the people behind the partnership – *Pages 4-5*
- STC students head into the Dragon's Den – *Page 7*

Nutrien[™]
Feeding the Future[™]

Nutrien CEO Chuck Magro has reaffirmed the company's commitment to creating opportunities for Aboriginal people and companies. Nutrien sees the value of opening doors, supporting training programs and establishing an environment and culture that encourages more Aboriginal people to bring their ideas and skills to agriculture and mining.



A Partnership Built on Trust and Respect

It was an honour to be invited to the Saskatoon Tribal Council Fall Assembly. The warmth and welcome extended by the Muskeg Lake First Nation on behalf of STC was deeply touching. The leadership, elders and members extended great patience in teaching us about their traditions, explaining their customs and showing us their governance processes.

It added to my deep respect for the STC communities and my belief that we share the same values and goals. We have shared interests in food security and sustainability, access to innovation and opportunities, and the health and vitality of our collective futures. We can build on these overlapping priorities to create positive impacts.

Since 2011, our company and STC have worked together under a Collaboration Agreement designed to increase opportunities for First Nations workers and

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suppliers and support STC's commitment to “healthy communities, and healthy individuals”. We have invested more than \$3 million into STC programming to improve lives while doing the important work of feeding the future.

A Win-Win Opportunity

With Aboriginal employees and suppliers becoming a bigger part of our workforce and supply chain, we view our relationship with STC as a win-win opportunity. As each side shares our experiences and knowledge, we can build a network that supports a better future for all of us.

It begins with mutual trust, respect and understanding. Our time together – at the Assembly, on the job and in the community – is helping us build a stronger relationship and deeper partnership.

I strongly believe this partnership is important to our collective success. It's been remarkable to witness where we started and how far we have come together. Most importantly, we are excited about how much further we can go, growing our world from the ground up.

A handwritten signature in black ink, reading 'Chuck Magro'.

Chuck Magro,
President and Chief Executive Officer
Nutrien

Continuing Success

Nutrien, STC renew groundbreaking partnership



“Through trust and open collaboration, we can create education, employment and supplier opportunities that improve lives and positively impact the future of this province.”

– Susan Jones,
Executive Vice President and
CEO of Potash for Nutrien

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The agreement predates the Truth and Reconciliation Commission and its calls to action. However, the agreement has been reconciliation in action. It reflects two partners with a shared interest on growing together – specifically by creating opportunities for STC communities and members through education, employment and business contracts.

STC attributes the success of the partnership to shared values and creating intentional strategies that support a big picture vision of the future. “We are very strategic on how our resources are used and planning for the future,” said Cliff Tawpisin, CEO of STC. “We are preparing for success and Nutrien has provided resources to us that support growth. This is a symbiotic relationship, where we are developing together with Nutrien. This is success.”

Relationships are built on time and trust. And eight years after signing their initial partnership agreement, Nutrien and Saskatchewan Tribal Council have committed to a renewal that will keep the relationship strong and growing.

“Our relationship with STC helps us understand how to make the most of our shared values,” said Susan Jones, Executive Vice President and CEO of Potash for Nutrien. “Through trust and open collaboration, we can create education,



To watch STC and Nutrien leaders talk about the partnership, search “*Nutrien and STC partnership*” on YouTube.

People, Partnerships and Progress

The partnership between STC and Nutrien is an example of how a strategic and meaningful relationship can be a catalyst for growth.

Both organizations have worked hard to provide the space and to bring forward innovative ideas in a collaborative and respectful environment. The success of the partnership is built on an unceasing commitment to equality, diversity and flexibility.

Here's how the STC team behind the partnership sees where we are and where we're going.



Cliff Tawpisin,
CEO STC

"For many years, we have trained our people for careers without having some real opportunities. Today with our partnership

with Nutrien, we have sustainable career opportunities for our young people. There is hope for our young people to be successful in mainstream society.

"Indigenous people are not going anywhere. Proper investments need to be made for our young people to break the many cycles our people face. We cannot let this opportunity slip away without really giving 150 percent in building the right systems to ensure success for our people."



Dana Soonias,
*Director,
Economic
Development
& Employment
Training Services,
STC*

"I believe (Nutrien and STC) have a

great fit in many areas such as agri-business, procurement, social impact and community development.

"The options are endless of where we can take this, and the community impact is compounded when we work together towards common goals and objectives. The successes are in the outcomes of jobs, new business opportunities and training/educating our membership in long-term planning."

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– Dana Soonias



Brad Darbyshire,
*President,
STC Industrial
Contracting*

"Without the people, nothing would change. The people we see at the table with Nutrien and

the Tribal Council are leaders who care and want to bring the balance to developments and opportunities in our province and country.

"The partnership did not choose the easy path. The people committed to the partnership have chosen to take on the challenge and will champion the needed changes. The people at the table today are providing the leadership to set the stage for the next generation of change."



Denny Hudy,
*Labour Ready /
Navigator with
STC Employment
& Training*

"This partnership is important to Nutrien and STC because together we are

improving the quality of life for First Nations people in Saskatchewan. We are developing as time moves forward and continually improving the partnership, which is shown through positive community feedback and growth in Key Performance Indicators.

"The partnership between STC/Nutrien is known as a leader in the Province of Saskatchewan, we are proud to be partners and will continue the hard work."



Lorri Arcand,
*Legacy Manager
STC*

"It's always so encouraging to see our clients in our Employment and Training Services Unit complete

training and secure employment with one of our partners.

"Another thing that drives me, is when we have events such as the Future Is Yours Expo, White Buffalo Youth Lodge (WBYL) Back Pack Program, and the WBYL Christmas dinner. These events are growing each year and it's great to see the number of partners becoming involved. I see this partnership growing with more industry partners and more success stories for our First Nation members. I also see the partnership being modelled as champions to industry."



Michelle Blackmon,
*Career Education/
Super Saturday
Coordinator,
STC*

"The Nutrien team provides more than

financial support – they have proud Indigenous staff that our students can relate to. Nutrien is so supportive when planning our youth events, they provide presentations and promote a wide range of careers by having employees at our events. They make it known: whatever we require for the success of the program they will always be there to support us. They are a true partner."

The Relationship Builders...

The success of our partnership and diversity programs is driven by people. Nutrien has built a team with the background, skills and commitment to establish long-term plans and programs that support the partnership.



Lisa Mooney *Global Lead, Sustainability and Strategic Inclusion*

Lisa has built a career on helping people advance their personal growth and quality of life. After working in the non-profit sector and federal government, she joined Nutrien in 2015 and has a pivotal role in creating a corporate culture that recognizes the importance of Aboriginal inclusion.

"I never would have imagined that I would be where I am today and that this would become the best job I have ever had."



Milton Greyeyes *Advisor, Supply Chain Diversity and Inclusion*

Milt grew up on reserve at Muskeg Lake Cree Nation and earned a marketing degree from St. Mary's University in Halifax. In 2014, Milt joined STC as a Business Development Manager and transitioned to his current role at Nutrien, bringing an understanding of the value of the partnership for both parties.

"I saw the impact of the programs we have run through the partnership. The amount of youth that these programs affect is amazing. There is life-changing stuff here."



Amber Northcut *Senior Advisor, Diversity Inclusion*

Amber joined Nutrien in 2012 and has facilitated the growth and development of the Women in Nutrien (WIN) initiative. Over the years, Amber has expanded her role to deliver on the broader strategy of building a strong inclusive workplace where individuals are valued for the unique contributions they bring.

"I love the people I work with. They provide new insights and ways of thinking every day. That is the value diversity brings, it opens up the way we look at the world around us."



A Growing Opportunity

“The Future Is Yours” attracts young people, employers



The “The Future Is Yours” career expo reflects the changing role of Aboriginal people in the economy: it’s big and getting bigger.

This year’s event attracted 1,000 young Aboriginal employment seekers and 86 different employers, making it the largest career fair in the province. It demonstrates the powerful impact of the long-term

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work done by STC and Nutrien, which has been the title sponsor of the event for the past five years.

“The key is to remove fear and roadblocks to a career,” said STC Chief Mark Arcand. “Once we get our youth working and into the economy, the quality of life improves for them and their family and we all win. Nutrien has been excellent in encouraging their suppliers and partners to participate. It is about working together.”

This year’s event attracted companies in mining supply, health, education, service, policing and multiple other industries. Young people from around Saskatchewan spent the day visiting booths, and, more importantly, meeting the people doing the hiring.

“Nutrien is proud that our relationship with STC can grow opportunities – like this expo – to engage with Aboriginal youth,” said Susan Jones, Executive Vice President and CEO of Nutrien’s potash operations. “We’re taking our relationship and growing it by encouraging our suppliers and stakeholders to work with each other to create this massive community who share the goal of meaningful engagement with the Aboriginal community.”

It Takes Two

Adaptability helps the partners grow



A global agricultural leader and a growing Aboriginal supplier may be very different, but a shared vision and common values make them a natural fit.

Working together, Nutrien and STC Industrial are redefining the way industry and Aboriginal suppliers help each other grow.

“Nutrien has made procurement an instrument of reconciliation,” says STC Industrial President Brad Darbyshire. “It’s a powerful example of what an intentionally structured, strategically thought-out commitment can create for Indigenous people and communities.”

STC Industrial has responded by building an enterprise with specialized services in mechanical, piping, electrical, instrumentation contracting and steel fabrication. The company creates job opportunities and opens doors to relevant training

through paid employment. The competitive for-profit structure builds wealth for STC to leverage for the future.

Nutrien’s goal is to be a company whose supply chain reflects the diversity of its operating communities. Darbyshire calls it an example of how business can – and should – be done in Saskatchewan and across Canada.

“People need to understand that this happened without legislation to force the shift. Nutrien saw the real need, understood the potential advantages, and worked to create sustainable, relevant project and employment opportunities that equalize the ability for Indigenous-owned companies to participate. They really were the pioneers of Reconciliation before it was a mainstream movement.”



Close to Home

Partnership brings jobs near STC communities

David Greyyeyes wanted to be home. And by keeping his eyes on Nutrien's online job board, he was able to make that dream a reality.

Born and raised on the Muskeg Lake Cree Nation, Greyyeyes was making a good living in the oil industry in northern Alberta, but recognized that camp life a province away was not the path to building a healthy family and life. David saw a job posting on the Nutrien site and landed a job at Lanigan.

After spending eight months at Lanigan, which required an hour commute from his Saskatoon home, Greyyeyes took a new position as a back-up underground operator at the Allan mine. The shorter commute allows him more time with his wife Erika and their seven-month-old daughter, Jolie.

"It took me a few weeks to acclimatize to mining," said Greyyeyes. "New jobs can be stressful, but I had a great trainer. And being close to home is the best thing about my career."



"They're committed to more Aboriginal subcontractors and employees. I have five or six Indigenous guys on my crew alone."

Greyyeyes says Nutrien's approach to engaging Aboriginal employees is having a big impact on the workplace for employees like him. "The strategy is a great thing. They're committed to more Aboriginal subcontractors and employees. I have five or six Indigenous guys on my crew alone."

David also participated in one of the Aboriginal awareness seminars at the mine, which are delivered to all Nutrien employees. "I really enjoyed the course and it got others to realize our history," he added. "I had lots of comments from my fellow employees who appreciated the information. They asked lots of questions."

For the job seekers out there, Greyyeyes points out that there is more to mining than just moving rock.

"Young people have to make sure they get their Grade 12 and any training possible for the labour jobs out here," he said. "But if you have a post secondary education or business school, there are lots of opportunities for a great career. The people here have always been good to me. Makes me feel at home."

And that's what it is all about.

Into the Dragon's Den

Youth business club gets "trial by fire"

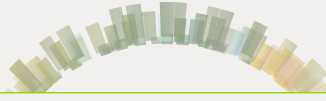


How many young people have the opportunity – or the courage – to enter the world of the Dragon's Den and pitch their business idea?

Students participating in the Aboriginal Youth Entrepreneur Program (AYEP), which is sponsored by Nutrien, were invited to audition for the chance to bring a unique business idea to the high-profile panel.

Members of the Muskoday Business Club created a business called 3R Innovative Imagery, reflecting their interest in the environmentally responsible practices of "recycle, reuse and reinvent." The students create works of art from cabinet doors that would otherwise be shipped to a landfill. The doors are donated by Habitat for Humanity as part of an MOU with STC.

It's an example of how AYEPP is grooming a new generation for business leadership.



Nourishing Our Community

The Nutrien / STC partnership at work making lives better

Relationships are built in the community – in local halls, over holiday dinners and in places where people can meet, mingle and learn more about how we can grow together. The partnership between STC and Nutrien is creating more opportunities to connect at events ranging from the annual Christmas dinner to the community carnival and backpack giveaway.

