

Aboriginal Content



Together
We Grow

Playbook



Nutrien™
Feeding the Future™

UPDATED JANUARY 2023



To our valued current and future suppliers:

Canada is home to the heart of our operations – and to the Aboriginal people who represent the fastest growing part of our population.

We believe that investing in the potential of Aboriginal people and businesses today will lead to a better workforce, more vibrant communities, and stronger suppliers tomorrow.

With this vision in mind, we seek to partner with Canadian suppliers that will not only deliver exceptional value through their products and services, but that will also drive positive impact through Aboriginal communities.

To support this goal, we attribute at least 10 percent of your company's RFP response evaluation to its plans to amplify Local Aboriginal Content (LAC) in the Nutrien supply chain.

How to use this Playbook

This Playbook was designed to help you develop and fulfill a successful Local Aboriginal Content Plan, which articulates your company's commitment to create positive impact on Aboriginal businesses and communities.

The Playbook is a continually evolving guide that describes the step-by-step process of conceiving and executing your plan, provides examples of successful plans and plan deliverables, and includes an index of credible organizations currently working with Nutrien that have within them, or can help elevate in your business, meaningful Local Aboriginal Content.

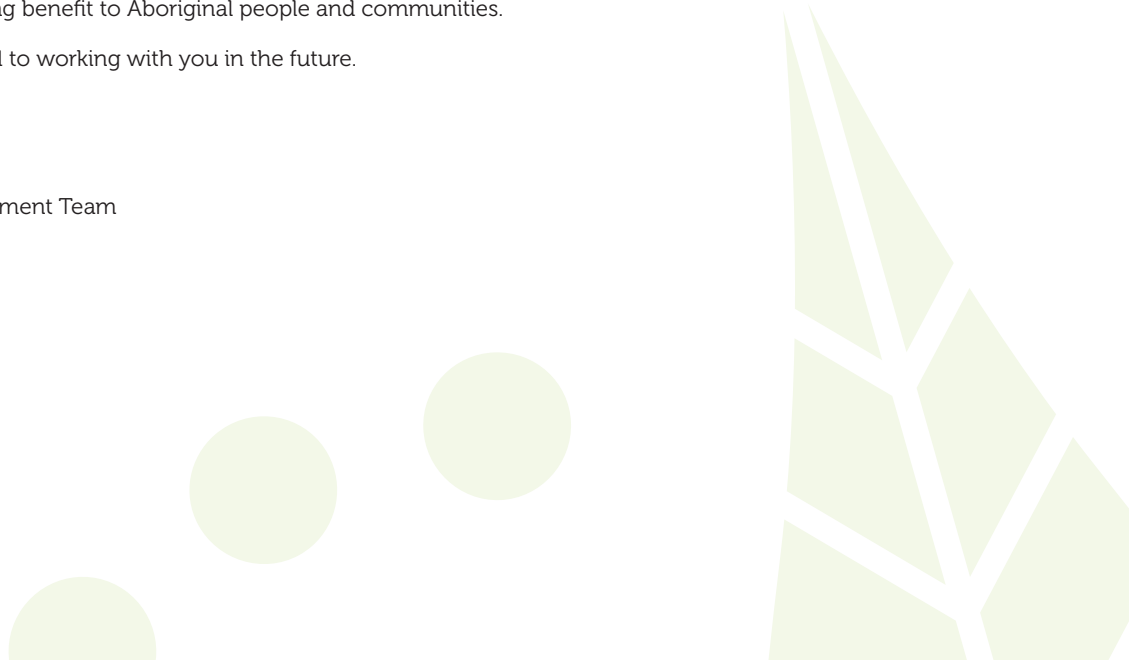
We recommend that you use this Playbook to guide and inspire you as you develop a Local Aboriginal Content Plan that is feasible for and benefits your company. You can also sign up to receive regular email updates about engagement and support opportunities at nutrienplaybook.com.

Nutrien's Procurement and Aboriginal Engagement teams will work with you throughout the Plan's development process to create strategies that best reflect your company's capabilities and values while maximizing benefit to Aboriginal people and communities.

We look forward to working with you in the future.

Sincerely,

Nutrien Procurement Team





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Sign up for regular updates at nutrienplaybook.com

Nutrien's Approach to Diversity and Inclusion

Nutrien recognizes that having a diverse and inclusive workforce enhances our organizational strength and better reflects our stakeholders. We are committed to diversity and inclusion in our hiring practices and in the growth and development of our people.

Nutrien has made building mutually beneficial relationships with Aboriginal communities a priority and strives to build trust, increase awareness of opportunities and help bridge education gaps. We are focused on:

- Increasing representation of Aboriginal people in our Canadian operations
- Supporting programs and services in Aboriginal communities, particularly in the areas of education, employment and health
- Supporting Aboriginal suppliers with local spending in our communities

<https://www.nutrien.com/what-we-do/stories/nutriens-aboriginal-content-playbook-how-guide>

Nutrien believes our business environment should reflect the diversity of our operating communities. We embrace supplier diversity as part of our Commitment to Diversity and Inclusion, and as part of our ongoing commitment to the wellbeing of our communities.

We strive to promote supplier diversity in our operations by:

- Partnering with quality diverse suppliers whose values align with our own;
- Increasing opportunities for diverse suppliers (Aboriginal-, Women- and Minority-owned businesses) in the Nutrien supply chain and amplifying benefit to their communities through the procurement process;
- Enhancing the ability of diverse suppliers to compete for work in Nutrien operating communities;
- Ensuring fair consideration is given to all qualified suppliers as the company procures goods and services; and
- Ensuring all Nutrien personnel and suppliers are accountable for supplier diversity performance.

Engagement Team



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Building a Future – Together

Our company sees vast opportunities in the decades ahead – opportunities that can benefit all people who have an interest in our success. To realize our full potential, we need the support, talent and ideas of people from across our community, specifically the growing number of Aboriginal people who are joining the workforces in our operating areas.

Over the past several years, Nutrien has worked toward creating a workplace that welcomes diversity, to supporting the inclusion and development of Aboriginal people, and to building diversity into our supply chain to create more opportunities for Aboriginal people and companies.

A Commitment to Reconciliation

The work of the Truth and Reconciliation Commission (TRC) created a new and broader understanding of the importance of recognizing the injustices of the past and setting a course for a better future for all people.

Our company takes tremendous pride in having started down this path long before the TRC began

its multi-year process of listening to the experiences and expectations of Aboriginal people and putting forward recommendations for reconciliation. The findings of the TRC confirmed the importance of a commitment to reconciliation and our company will continue to advance our plans to increase Aboriginal participation in our activities.

As more Canadian companies explore their approach to the TRC recommendations, we are pleased to share our stories and ideas – demonstrating the powerful impact that results from meaningful relationships with Aboriginal partners and inspiring our communities, suppliers and employees to design and follow through on their own plans for reconciliation.



**Canadian Aboriginal and Minority
Supplier Council (CAMSC)**
www.camsc.ca

**Canadian Council for Aboriginal
Business (CCAB)**
www.ccab.com

TRC CALL TO ACTION NO. 92: BUSINESS AND RECONCILIATION

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Aboriginal Internship Program (AIP)

Description

The Nutrien Aboriginal Internship Program gives students who are pursuing their dream careers – including engineering, business and information technology – a chance to spend their summer working with mentors, meeting their peers and participating in Nutrien’s community initiatives.

The AIP is an excellent entry point, giving students a chance to learn about the industry and the company, working in roles that range from engineering to corporate support, including information technology, finance and law.

The Aboriginal Applicant Database (AAD) is an important tool that links applicants and suppliers. Supplier job postings are distributed to the AAD to assist them in generating knowledge and directing aboriginal applicants to their positions. This is part of Nutrien’s commitment to suppliers to assist in the development in their Local Aboriginal Content Plans under the Nutrien Procurement Strategy.

Nutrien’s Aboriginal Applicant Database

Description

The Aboriginal Applicant database houses résumés and information on Voluntary Self-Identified Aboriginal applicants who have applied for jobs with Nutrien. Résumés are recent and organized according to qualifications with applicants pre-screened for a minimum Grade 12 or equivalent. Suppliers may share job postings with Nutrien to be distributed to applicants in the database with active emails as well as selected First Nations and Métis referral partners. Applicants are directed to the supplier. Job postings may be forwarded to Lisa Mooney (contact info above).

Introduction to Reserves in Saskatchewan

We are all Treaty People

The lands that today make up the province of Saskatchewan are the ancestral home of numerous First Nations peoples. For thousands of years, they made their living from the endless grasslands of the southern plains to the whispering aspen of the parklands to the cold waters and deep green spruce and pine forests of the north.

First Nations peoples agreed to share these lands, rich in resources, with settlers and others who came to live and work here. These agreements came in the form of Treaties, negotiated between the First Nations and the Crown. Saskatchewan is governed by seven of the 11 Numbered Treaties, signed between 1871 and 1921.

The Treaties set out how the lands and resources are to be shared as well as the rights and responsibilities of the Treaty partners. We who share these lands are all treaty people.

Urban Reserves

Under the Treaties, First Nations are entitled to lands for their exclusive use – reserves – based upon their population at the time of signing. Some First Nations did not receive all of the land to which they were entitled.

In 1992, 25 First Nations in Saskatchewan signed the Treaty Land Entitlement (TLE) Framework Agreement, which committed the federal and provincial governments to pay First Nations for the land they were owed.

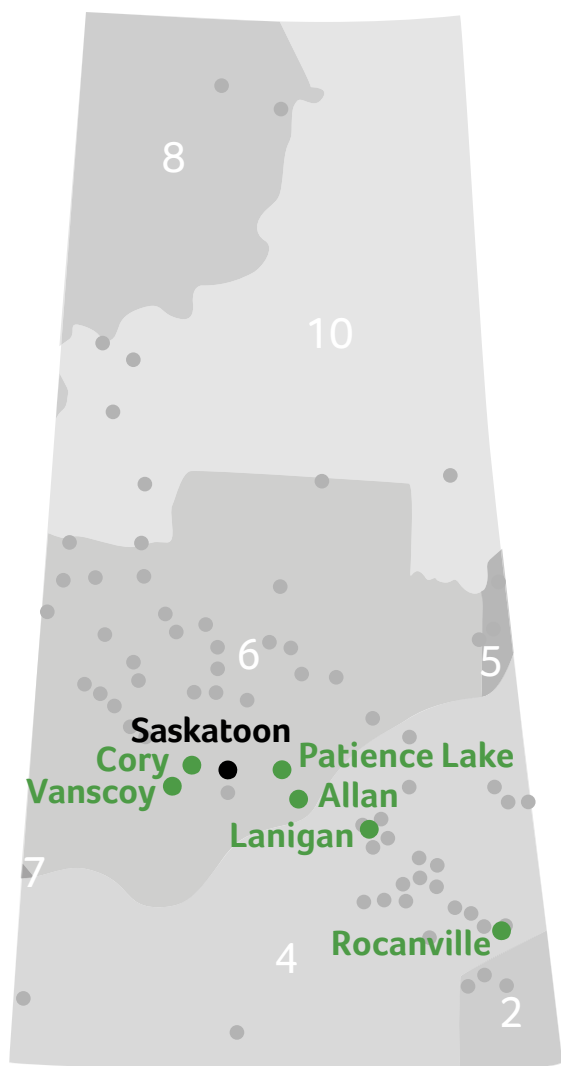
First Nations have used TLE funds strategically to buy land both in rural areas and in cities. These lands have the same status as the original reserves.

In Saskatoon, several First Nations have partnered with the city to create urban reserves. Activities on these reserves deliver a wealth of success and opportunities in economic, social and cultural development for both Aboriginal and non-Aboriginal people.

Learn more at:

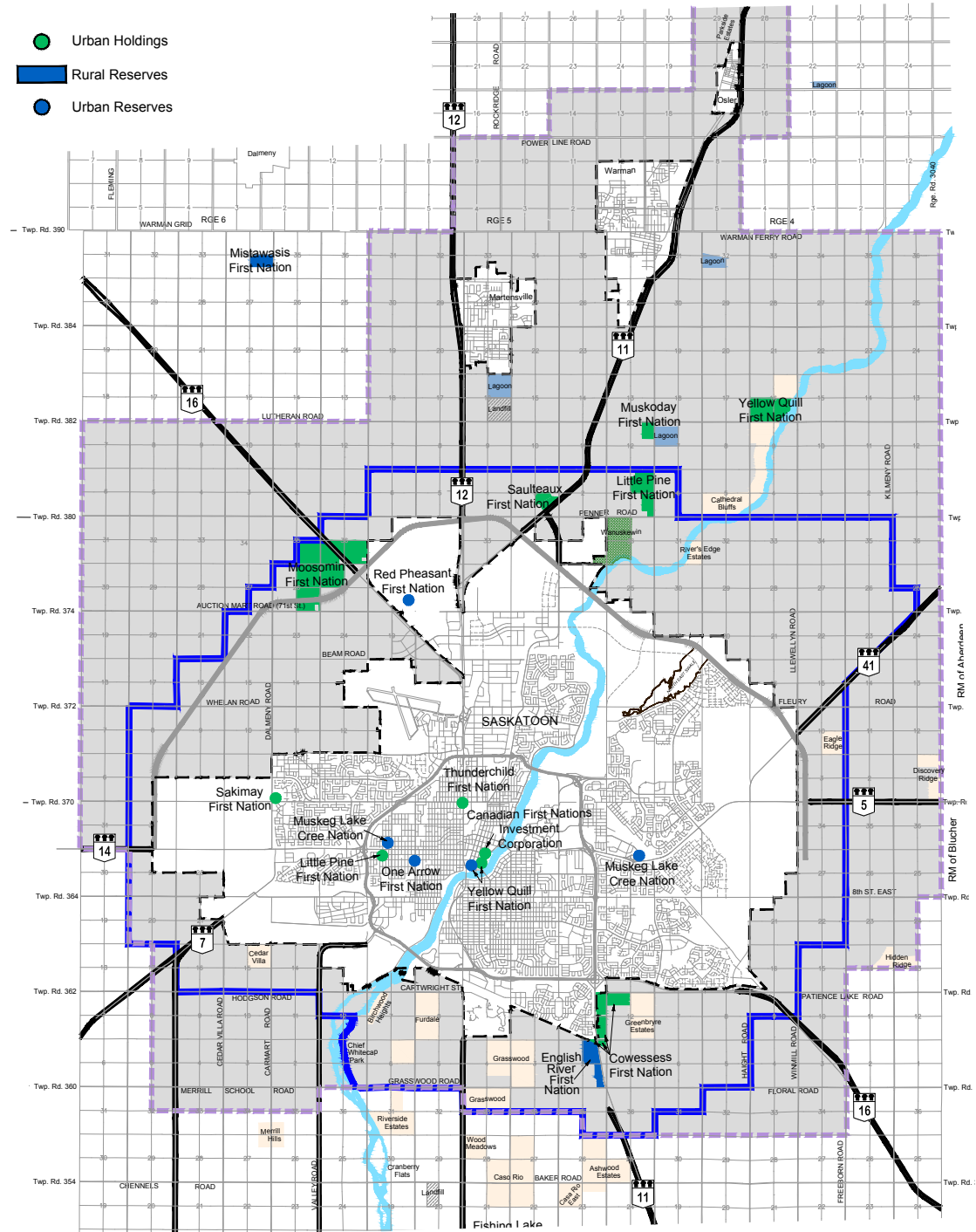
<https://www.saskatoon.ca/business-development/planning/regional-planning/urban-reserves-treaty-land-entitlement>

First Nations Communities and Treaty Boundaries in Saskatchewan



First Nation	Treaty	First Nation	Treaty
Ahtahkakoop First Nation	(6)	Muscowpetung First Nation	(4)
Beardy's and Okemasis First Nation	(6)	Muskeg Lake First Nation	(6)
Big Island Lake Cree Nation	(6)	Muskoday First Nation	(6)
Big River First Nation	(6)	Muskowekwan First Nation	(4)
Birch Narrows First Nation	(10)	Nekaneet First Nation	(4)
Black Lake First Nation	(8)	Ocean Man First Nation	(4)
Buffalo River Dene Nation	(10)	Ochapowace First Nation	(4)
Canoe Lake Cree First Nation	(10)	Okanese First Nation	(4)
Carry The Kettle First Nation	(4)	One Arrow First Nation	(6)
Clearwater River Dene First Nation	(8)	Onion Lake First Nation	(6)
Cote First Nation	(4)	Pasqua First Nation	(4)
Cowessess First Nation	(4)	Peepeekisis First Nation	(4)
Cumberland House Cree Nation	(5)	Pelican Lake First Nation	(6)
Day Star First Nation	(4)	Peter Ballantyne Cree Nation	(6)
English River First Nation	(10)	Pheasant Rump Nakota First Nation	(4)
Fishing Lake First Nation	(4)	Piapot First Nation	(4)
Flying Dust First Nation	(6)	Poundmaker First Nation	(6)
Fond du Lac First Nation	(8)	Red Earth First Nation	(5)
Gordon First Nation	(4)	Red Pheasant First Nation	(6)
Hatchet Lake First Nation	(10)	Sakimay First Nations	(4)
Island Lake First Nation	(6)	Saulteaux First Nation	(6)
James Smith First Nation	(6)	Shoal Lake Cree Nation	(5)
Kahkewistahaw First Nation	(4)	Standing Buffalo First Nation	(non)
Kawacatoose First Nation	(4)	Star Blanket First Nation	(4)
Keeseekoose First Nation	(4)	Sturgeon Lake First Nation	(6)
Kinistin Saulteaux Nation	(4)	Sweetgrass First Nation	(6)
Lac La Ronge First Nation	(6)	The Key First Nation	(4)
Little Black Bear First Nation	(4)	Thunderchild First Nation	(6)
Little Pine First Nation	(6)	Wahpeton Dakota Nation	(non)
Lucky Man First Nation	(6)	Waterhen Lake First Nation	(6)
Makwa Sahgaiehan First Nation	(6)	White Bear First Nation	(4)
Mistawasis First Nation	(6)	Whitecap Dakota First Nation	(non)
Montreal Lake First Nation	(6)	Witchekan Lake First Nation	(6)
Moosomin First Nation	(6)	Wood Mountain First Nation	(non)
Mosquito, Grizzly Bear's Head, Lean Man First Nation	(6)	Yellow Quill First Nation	(4)

Urban Reserves in Saskatoon



Learn more at: <https://www.saskatoon.ca/business-development/planning/regional-planning/urban-reserves-treaty-land-entitlement>

Introduction to Local Aboriginal Content

What Is Local Aboriginal Content?

Local Aboriginal Content includes measures taken to increase participation by Aboriginal suppliers in local and regional business activities, and measures taken to benefit local Aboriginal communities.

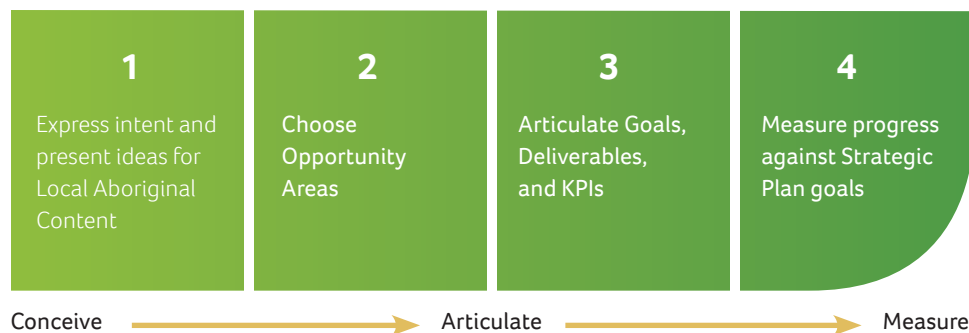
Local Aboriginal Content initiatives can be developed in four **Opportunity Areas**:

- **Direct Aboriginal Employment**
 - hiring Aboriginal employees
- **Aboriginal Subcontracting**
 - hiring Aboriginal subcontractors
- **Support of New Aboriginal Business and Entrepreneurship**
 - providing financial assistance or professional expertise / mentorship for developing Aboriginal businesses
- **Aboriginal Community Investment**
 - support of initiatives that benefit Aboriginal communities in the areas of Community Building, Reconciliation, Environmental Stewardship, Arts and Culture, Education, Food Security, Work Preparedness, Aboriginal Awareness Training, Supervisory Performance Management Training

What is a Local Aboriginal Content Plan?

A Local Aboriginal Content Plan is a written document that articulates your company's plans to amplify Local Aboriginal Content as part of your contractual commitments as a Nutrien supplier.

LOCAL ABORIGINAL CONTENT PLAN STEPS AT-A-GLANCE



Steps in developing a Local Aboriginal Content Plan

If you choose to include Local Aboriginal Content as part of your RFP proposal and contract commitment as a Nutrien supplier, you will follow a four-step process that begins with your RFP submission and ends with your evaluation at the end of the contract period. These **four steps** are detailed below.

1 SUBMIT RESPONSE TO RFP PART 2

The discussion of your ideas begins during the RFP process, when the review committee will assess your interest in developing Local Aboriginal Content as part of the fulfillment of your contract.

In this regard, your RFP submission will be evaluated based on two criteria:

- Your willingness to develop Local Aboriginal Content as a Nutrien supplier; and
- The quality, depth, and feasibility of your Local Aboriginal Content ideas as discussed during the RFP selection process.

While you are not required to include an Aboriginal component in your RFP proposal, please keep in mind that at least 10 percent of your evaluation as a supplier will be based on the substance of your ideas in this area.

If you choose to include a Local Aboriginal Content component in your RFP response, you can use this Playbook to begin to develop your ideas in one or more of the following

Opportunity Areas:

- **Direct Aboriginal Employment** (hiring Aboriginal employees)
- **Aboriginal Subcontracting** (hiring Aboriginal subcontractors)
- **Support of New Aboriginal Business and Entrepreneurship** (providing financial assistance or professional expertise / mentorship for developing Aboriginal businesses)
- **Aboriginal Community Investment** (support of initiatives that benefit Aboriginal communities in the areas of Community Building, Environmental Stewardship, Arts and Culture, Education, and Food Security)

In most cases, you can use our resource list and advice to identify organizations that have within them, or can help elevate in your business, meaningful Local Aboriginal Content.

Steps in developing a Local Aboriginal Content Plan

2

DEVELOP A 1-2 PAGE LOCAL ABORIGINAL CONTENT PLAN SUMMARY AND STATEMENT OF COMMITMENT

If you are awarded a contract, you will begin to formalize your Local Aboriginal Content Plan and sign a Statement of Commitment for your idea.

The first step in articulating your plan is to develop a 1-2 page Local Aboriginal Content Plan Summary document in which you:

- Formally choose the priority or areas you want to move forward in;
- Identify organizations, resources, sub-contractors or programs to discuss this with Nutrien's Aboriginal Engagement Team;
- Articulate your plan's goals and measures of success, and the resources needed to execute it.

This is a summary document only; further details will be added in your comprehensive Strategic Plan. Your Plan Summary will also include a signed Statement of Commitment.

3

DRAFT A COMPREHENSIVE LOCAL ABORIGINAL CONTENT PLAN

Working with your identified organization(s) and, as necessary Nutrien's Aboriginal Engagement team, you will then expand on the ideas of your Summary report to develop a comprehensive Local Aboriginal Content Plan. The Plan should include:

- An overall goal for your initiative
- One or more key performance indicators (KPIs) for your goal
- "Bridge Activities" needed to execute your Plan ([see Table 1](#), Relationship of typical Local Aboriginal Content Plan Activities on page 6 for examples)
- A list of Plan Deliverables, ([see Table 1](#))
- Trackable metrics for your initiative ([see Table 1](#)), including method for and frequency of performance reporting.

4

TRACK AND REPORT KPI AND OTHER PERFORMANCE RESULTS

As indicated in your Strategic Plan, your company will periodically report on the Local Aboriginal Content KPI and metric performance. The method for and frequency of reporting should be included in your Strategic Plan and agreed upon by Procurement, by Nutrien's Aboriginal Engagement team.

5

SUPPORTING TOOLS AND RESOURCES**SIMSA**

<https://simsa.ca>

ACS Aboriginal Consulting

<http://aboriginalconsultingservices.com/about.php>



TABLE 1: Relationship of typical Local Aboriginal Content Plan Activities

Opportunity Area	Strategic Goal	KPI	Sample Bridge Activities
Direct Aboriginal Employment	Increase number of Aboriginal direct hires and improve hiring practices to ensure fair access to opportunities for qualified Aboriginal candidates	<ul style="list-style-type: none"> • Number/change in number of Aboriginal direct hires 	<ul style="list-style-type: none"> • Develop internal inclusion / diversity policies and language • Revise HR / recruitment strategies to increase # of Aboriginal candidates for open positions • Set phase targets for increasing Aboriginal direct hires and direct hire prospects • Draft strategic plans to bolster Aboriginal recruitment efforts
			<ul style="list-style-type: none"> • Partner with organizations from Nutrien's resource list (career fairs, higher learning institutions, etc.) to support Aboriginal career development initiatives
			<ul style="list-style-type: none"> • Support GED / HS Graduation / Equivalency training to reach minimum education requirements for skilled labourers
Aboriginal Subcontracting	Direct sourcing practices to increase Aboriginal suppliers in the supply chain and to ensure fair access to opportunities for all qualified Aboriginal candidates	<ul style="list-style-type: none"> • Dollars spent or change in direct spending with local Aboriginal suppliers • Number/change of local Aboriginal suppliers used • Number/change in percentage of overall spend allocated to local Aboriginal suppliers 	<ul style="list-style-type: none"> • Select vetted subcontractors from Nutrien's list of qualified suppliers • Work with identified organizations to improve communications with target communities to ensure awareness of opportunities for suppliers
Support of New Aboriginal Business and Entrepreneurship	Increase number of Aboriginal business startups and provide skills training and capital to improve opportunities for talented Aboriginal entrepreneurs	<ul style="list-style-type: none"> • Dollars spent or change in spending on Aboriginal business development • Number or change of local Aboriginal incubated / accelerated 	<ul style="list-style-type: none"> • Partner with organizations from Nutrien's resource list (Universities, banks, business incubators, etc.) to support Aboriginal Business and Entrepreneurship activities
Community Investment	Amplify social / economic benefits to Aboriginal communities	<ul style="list-style-type: none"> • Dollars spent or change in spending on community investment related to Aboriginal development 	<ul style="list-style-type: none"> • Identify investment opportunities in Aboriginal communities, prioritizing those that align with Nutrien investment priorities (food security, education & training, community building, health & wellness, environmental stewardship, arts & culture.

Sample Deliverables	Sample Metrics to Track
<ul style="list-style-type: none"> • Company Diversity / Inclusion Policy • Strategy and targets for increasing Aboriginal direct hires • Strategy for enhancing Aboriginal recruitment efforts 	<p>KPI, plus:</p> <ul style="list-style-type: none"> • Number/change of applications received from qualified Aboriginal candidates • Number of Aboriginal career fairs attended • Number of volunteer hours donated to Aboriginal recruitment activities • Number of attendees at recruitment events
<ul style="list-style-type: none"> • Engagement Strategy document 	<ul style="list-style-type: none"> • Number of meetings / events attended • Number of volunteer hours donated to education programs • Number of students engaged at events • Dollars spent on scholarships
<ul style="list-style-type: none"> • Community Engagement Strategy document that outlines plans to support GED training 	<ul style="list-style-type: none"> • Grad / GED rate at target high schools • Number of GEDs supported / achieved • Dollars given to support GED training
<ul style="list-style-type: none"> • Partnership Strategy document (outlines strategies to enhance business development opportunities in Aboriginal communities) 	<p>All three KPIs, plus:</p> <ul style="list-style-type: none"> • Number of hours donated to Aboriginal entrepreneurial / business development / skills training • Dollars allocated to Aboriginal business development / skills training
<ul style="list-style-type: none"> • Aboriginal Strategy document (outlines strategies to enhance Business Development opportunities in Aboriginal communities) 	<p>KPIs, plus:</p> <ul style="list-style-type: none"> • In-kind hours given to support Aboriginal business development (skills training / mentorship provided)
<ul style="list-style-type: none"> • Aboriginal Community Investment strategy document 	<p>KPI, plus:</p> <ul style="list-style-type: none"> • Dollars allocated to Aboriginal organizations (sorted by priority area) • Number of volunteer hours donated to Aboriginal organizations • Direct and indirect economic impacts of investments

TABLE 2: Examples of current supplier commitments to Local Aboriginal Content

The examples on this page show actual Aboriginal Content commitments made by three of our suppliers after ongoing discussions with Nutrien Strategic Procurement and several local Aboriginal opportunity partners.

Please note that the specifics of an Aboriginal Content Plan can be tailored to the needs, values, and capacities of your company. Our goal is to develop Plans that benefit all parties involved in receiving and developing Aboriginal Content – including your business.

Criteria	Supplier 1 (5 yr Agreement)	
	Commitment	Est. Direct Impact*/Cost
Direct Aboriginal Employment	<ul style="list-style-type: none"> • 5% increase in First Nation/Métis hires per yr based on historical turnover. 	<ul style="list-style-type: none"> • Value \$125K / yr • Contract value \$1.8M+
Aboriginal Subcontracting	<ul style="list-style-type: none"> • 5% LAC impactable spend increase per yr • SMA Supply Chain Forum booth 	<ul style="list-style-type: none"> • Value \$125K / yr • Contract value \$1.75M • Annual / Contract Value (\$2K x 5 yrs)
New Aboriginal Business and Entrepreneurship	<ul style="list-style-type: none"> • Identify and carve out a suitable product line and develop two (2) start-up SK Aboriginal-owned fabricating shops (identified through First Nation / Métis Economic Development). 	<ul style="list-style-type: none"> • Target by end of year 5. Progress and impact will be measured over course of contract.
Community Investment (Including Education and Training)	<ul style="list-style-type: none"> • Sponsor youth development and growth through RAPA / SAPA • Two (2) youth scholarships • Two (2) career fairs / yr 	<ul style="list-style-type: none"> • Value \$1K / yr • Contract Value \$5K • Annual / Contract Value (\$8K x 5 yrs) • Annual / Contract Value (\$2K x 5 yrs)

* Excludes additional economic multiplier effects in Saskatchewan, which will be periodically measured and reported.

Supplier 2 (4+1 yr Agreement)		Supplier 3 (3+1+1 yr Agreement)	
Commitment	Est. Direct Impact*/Cost	Commitment	Est. Direct Impact*/Cost
<ul style="list-style-type: none"> Yrs 2-5 aligning to National "Growing Leaders" strategy: One (1) First Nation/ Métis addition to branch leadership teams x 30 branches by end of option yr. Target 15% Saskatchewan work force as First Nation / Métis by end of option yr. 	<ul style="list-style-type: none"> Yr 1, N / A Yrs 2-5: ~\$5M 	<ul style="list-style-type: none"> Target 15% SK work force as First Nation / Métis by end of yr 5 Minimum two (2) LAC direct hires / yr 100% first look at all postings 	<ul style="list-style-type: none"> Value \$120K / yr Contract Value \$720K (to first option yr)
<ul style="list-style-type: none"> Not chosen for yr 1 Yrs 2-5: 5% impactable LAC spend increase per yr 	<ul style="list-style-type: none"> Value \$600K / yr Contract value \$8.4M 	<ul style="list-style-type: none"> 5% LAC spend increase per year , +6% in yr 4, +7% in year 5 (total 28% LAC of local purchasing – additional incentive for Nutrien to exercise option(s) 	<ul style="list-style-type: none"> ~\$200K yr 1 Contract value ~\$1.2M (to first option yr)
<ul style="list-style-type: none"> Distribution Ops determined that Saskatchewan LTL transportation (DC to customer) can be outsourced beneficially. Use Nutrien networks to identify potential "new" Aboriginal entrepreneur / business and transfer activity over time. 	<ul style="list-style-type: none"> Will establish process and progress benchmarks and stage gates, measure and report progress and impact over time. 	<ul style="list-style-type: none"> Target five (5) Nutrien-identified new Aboriginal business partners, translate our US MWOB start-up financing program to SK through our Cdn Ops /Financial Institution(s)' partners. 	<ul style="list-style-type: none"> Will establish process and progress benchmarks and stage gates, measure and report progress and impact over time.
<ul style="list-style-type: none"> Yr 1: Donation to Wanuskewin Heritage Fund Yrs 2-5 scholarships to Sask. Indian Institute of Technology. Two (2) career fairs annually 	<ul style="list-style-type: none"> Yr 1: Value \$100K Annual / Contract Value (\$5K x 4 yrs) Annual / Contract Value (\$2K x 4 yrs) 	<ul style="list-style-type: none"> Sponsor PJ and Book Drive Donation to University of Regina and First Nations University Student Association Habitat for Humanity (2 homes) One (1) annual scholarship per contract year Summer internship program (two (2) students x 4 months, annually) Career fair(s) attendance 	<ul style="list-style-type: none"> Annual / Contract Value (\$4K x 5 yrs) Annual / Contract Value (\$5K x 5 yrs) Annual / Contract Value (\$15K x 3 yrs) Annual / Contract Value (\$2.5K x 5 yrs) Contract value ~\$96K (to first option yr) Annual / Contract Value (\$11K x 3 yrs)

Nutrien Local Aboriginal Content Directory



Nutrien's list of local community partners and suppliers is continually evolving. The organizations listed here reflect some of our partnerships. We encourage you to look at these organizations and to explore others that align with your Local Aboriginal Content Plan.



About Wanuskewin Heritage Park

A national Historic Site, archaeological resource, educational facility, nature preserve and sacred site, Wanuskewin Heritage Park is a living reminder of the traditions of Pre-Contact North America.

Perched on the South Saskatchewan River 5 km north of Saskatoon, the park provides a window into Canadian history unlike any other National Historic Site in Canada. For generations, Indigenous people have come to the Wanuskewin area to hunt bison, to gather food and herbs and to seek shelter from harsh winters.

Today people visit Wanuskewin to remember their sacred relationship with the land, to celebrate their First Nations heritage and history, and to share stories and teachings at sweats, pipe ceremonies and Pow Wows.

Support Opportunities

- Donations to Thundering Ahead (see right)
- Donations /volunteer support for Wanuskewin Days Cultural Celebration (see right)
- Additional opportunities possible; contact Wanuskewin Heritage Park for details
- Purchases of traditional and hand-crafted items
- Booking space and catering for corporate meetings and retreats



General Contact

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www.wanuskewin.com

WANUSKEWIN GROWTH

Category:

Community Investment

(Community Building, Environmental Stewardship)

Description:

Thundering Ahead, Wanuskewin's ambitious renewal campaign was launched in 2017 with an aim to expand the land base to accommodate a small herd of Plains Bison, introduce exhibit galleries and improve educational offerings, expand the current facility to accommodate larger conferences and meeting groups, renovate the 25-year-old interpretive centre, and apply for UNESCO World Heritage designation.

The funds raised through the campaign will be used to renovate and expand the building, introduce and maintain exhibits and art galleries, restore the land to its natural state and reintroduce a herd of plains bison, which have a natural history of roaming the area for more than 6,000 years.



NUTRIEN WANUSKEWIN DAYS CULTURAL CELEBRATION

Category:

Community Development

(Community Building, Arts & Culture)

Description:

- An annual one-day event celebrating the history of Wanuskewin as a gathering place. The celebration includes cultural events during this week-long celebration in August.
- Kona Winter Festival
- National Indigenous Peoples Day

Wanuskewin Gift Shop

<http://wanuskewin.com/online-store/>

Gift Shop Locations

- Wanuskewin Heritage Park
- 810 Broadway Avenue (306) 931-9933



About Saskatoon Tribal Council

Saskatoon Tribal Council seeks to improve quality of life for First Nations people living on and off reserve by building mutually beneficial partnerships with community organizations and businesses, by providing health, safety, economic development, and education programs and services, and by making community financial investments. STC directly employs more than 250 people, acting as a representative body for seven First Nations.

Support opportunities

- Donations /volunteer support White Buffalo Youth Lodge events and programs (see right)
- Donations to the Homefires Foundation (see right)
- Additional opportunities possible; contact STC for details

STC Industry Playbook

<http://www.sktc.sk.ca/programs-services/employment-skills-training/stc-industry-playbook/>

WHITE BUFFALO YOUTH LODGE

Category:

Community Development

(Community building)

Description:

Provides youth with the opportunity to play, socialize, and learn in a healthy, safe and nurturing environment. WBYL serves approximately 18,000 young community members each year through regular day / evening programming. WBYL hosts two major events each year – a Christmas dinner, which serves more than 1,000 meals, and a fall carnival.



General Contact

Shanelle Watson,

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swatson@sktc.sk.ca

(306) 956-6116

www.sktc.sk.ca

WHITE BUFFALO CHRISTMAS DINNER

Category:

Community Development
(Community Building)

Description:

An annual event at White Buffalo Youth Lodge that serves more than 1,000 meals to hundreds of people from all walks of life. People visit over a Christmas meal and children enjoy a visit from Santa Claus bearing gifts.

This popular community gathering is supported by dozens of volunteers from Nutrien and other organizations. Volunteers work with staff to put the meal together and serve it to the guests.

BACK TO SCHOOL BACKPACK PROGRAM AND CARNIVAL

Category:

Community Development
(Education)

Description:

Children who attend WBYL's fall carnival receive a backpack full of school supplies. Bringing together community members and corporate sponsors to help local families in need, by reducing the barriers of buying school supplies and backpacks for the new school year. The carnival celebrates the end of summer and the return to school, while also providing much-needed supplies to those who may not otherwise afford them. Over 4,000 backpacks have been provided to school children since the event began 4 years ago.

THE FUTURE IS YOURS CAREER EXPO

Category:

Job Development,
Business Development

Description:

Saskatoon's largest career fair targeting Aboriginal youth, The Future is Yours Career Expo is presented through the Saskatoon Tribal Council. Every year, hundreds of youth attend to hear from role models and speaker panels, attend the trade show and workshops and enjoy a range of entertainment.

Support Opportunities

- Sponsor the event
- Participate with an exhibit in the trade show



Photo credit: Eagle Feather News



General Contact

Shanelle Watson,

Director of STC Employment and Training

swatson@sktc.sk.ca

(306) 659-2578

www.sktc.sk.ca

About Saskatoon Tribal Council Employment & Training

To focus on First Nations employment and training opportunities. Job postings, technological support, workshops, access to computers for internet searching, resumes, job search, and career counselling are the primary services.

STC employment and skills training programming is delivered on reserve to the STC member nations and off reserve for First Nations residents of Saskatoon.

The overall goal of STC employment and skills training is to improve the quality of life for members, which is actively supported by STC Labour Force Development Programs to ensure that STC Employment & Training provides:

- Necessary opportunities for employment success
- Increased employment levels of First Nations
- Decreased social dependence
- Improved economic independence

Support opportunities

- Support for Employment Service activities
(contact STC for details)

Category

Job Development, Business Development



GORDON TOOTOOSIS
NĪKĀNĪWIN THEATRE

General contact

Jennifer Dawn Bishop,
ad@gtnt.ca
(306) 933-2262
www.gtnt.ca

About the Gordon Tootoosis Nikaniwin Theatre



The Gordon Tootoosis Nikaniwin Theatre seeks to produce and present innovative cultural theatre experiences that engage and empower First Nations, Métis and Inuit youth, artists, and the greater Saskatchewan community.

The vision of the GTNT is to create a culturally grounded theatre training program for Indigenous youth in Saskatoon. GTNT produces thematic presentations for diverse local and provincial audiences. GTNT is Saskatchewan's only professional Indigenous theatre company, recognized province-wide as a producer of culturally based Indigenous theatre that educates and promotes racial harmony in Saskatchewan.

GTNT is also committed to forging innovative partnerships with Indigenous and non-Indigenous cultural and arts leaders, businesses, community organizations, and institutions that recognize the power of the arts to develop strong and vibrant individuals and communities.

Support opportunities

- Donations to Circle of Voices
- Additional opportunities possible; contact GTNT for details
- Provide opening night remarks at a professional production
- Volunteer to take tickets and assist with seating patrons
- Donate to GTNT and/or the Circle of Voices Program

CIRCLE OF VOICES PROGRAM

Category:

Community Development
(Arts and Culture)

Description:

Circle of Voices seeks to build self-confidence, cultural awareness, and professional experience in aspiring young artists by providing them with opportunities to work with theater industry professionals. Nutrien provides support to the program.

ABORIGINAL ARTS FUNDRAISER

Category:

Community Development
(Arts and Culture)

Description:

An annual event that features a buffet, a live auction of artwork donated by respected Indigenous artists, and a silent auction of items donated by local artists and organizations. All proceeds from the event support GTNT programs, including Circle of Voices. As the presenting sponsor Nutrien supports the fundraiser. Support opportunities include ticket purchases and auction bids.

2017-2018 Program

<http://www.gtnt.ca/our-season/>



General Contact

Vicki Arcand

(306) 382-0111

windy.acres@sasktel.net

www.johnarcandfiddlefest.com

About the John Arcand Fiddle Fest

A three-day celebration of culture, music and dance to inspire the young and young at heart, the John Arcand Fiddle Fest is a cross-cultural event that enables musicians and the public to meet, to exchange knowledge with the national Métis / Aboriginal community, and to share a love of Aboriginal music, dance and culture.

Seeking to preserve cultural music and to give back to the community, John Arcand – known as the Master of the Métis Fiddle – started the Fiddle Fest to give young people a chance to learn traditional music and dance under the guidance of Elders. Started in 1998, the festival has grown through word of mouth and via John's reputation in the music world into a significant national cultural event.

Support opportunities

- Donations /volunteer support for the Fiddle Fest



Photo credit: Eagle Feather News

What Nutrien supports:

JOHN ARCAND FIDDLE FEST

Category:

Community Development

(Community Building; Arts and Culture)

Description:

See above. Nutrien is the presenting sponsor.



General Contact

Raquel Pasap

(306) 515-2936

raquel.pasap@gmail.com

www.facebook.com/groups/RAPA2011/

About the Regina Aboriginal Professional Association (RAPA)

The Regina Aboriginal Professional Association cultivates opportunities for Aboriginal people through education, employment, and economic initiatives in and around Regina.

RAPA is dedicated to advancing Regina's Aboriginal community by creating opportunities to network, communicate, and foster friendships among Aboriginal and non-Aboriginal people, and by giving back to Regina's Aboriginal community.

Support opportunities

- Donations to "A Proud Generation" calendar
- Additional opportunities possible; contact RAPA for details

What Nutrien supports:

A PROUD GENERATION CALENDAR

Category:

Community Development

(Community Building)

Description:

Nutrien supports the calendar and its highlighted role models.

General Contact

Trina Kaal

Trina-kall@siit.ca

yxeapa@gmail.com

(306) 250-2883

About the Saskatoon Aboriginal Professionals Association (SAPA)

SAPA is a non-profit organization dedicated to advancing the interests of Saskatoon-area Aboriginal professionals in the private, governmental, and educational sectors.

SAPA offers a supportive community for current and future Aboriginal professionals, providing access to the networks and educational opportunities they need to develop into dynamic leaders. SAPA seeks to foster opportunities for Aboriginal people in the areas of education, employment, and economic development.

SAPA also hosts Saskatoon-area events throughout the year, including the Indigenous Business Innovators Leadership Luncheon, Indigenous Success – A National Perspective, and the popular Breakfast Bites series.

Support opportunities

- Donations /volunteer support for Indigenous Newsmakers
- Additional opportunities possible; contact SAPA for details
- Attendance at SAPA events
- Membership in SAPA
- Gifting SAPA memberships to others

What Nutrien Supports

INDIGENOUS NEWSMAKERS

Category:

Community Development

(Community Building)

Description:

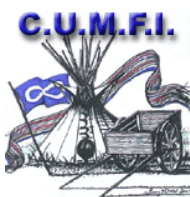
SAPA's signature summer event, which celebrates the advancement of Indigenous people in the Saskatoon area. Nutrien is the presenting sponsor.

 facebook.com/sapanetwork

 [@yxeAPA](https://twitter.com/yxeAPA)

 [Saskatoon Aboriginal Professionals Association](https://www.linkedin.com/company/saskatoon-aboriginal-professionals-association)





General Contact

Shirley Isbister, President

(306) 975-9999

s.isbister@sasktel.net

www.cumfi.org

About Central Urban Métis Federation Incorporated (CUMFI)

A community based, Métis owned and operated non-profit organization located in Saskatoon. CUMFI is a local and national leader in addressing urban Aboriginal issues and challenges.

CUMFI strives to promote the cultural, economic, educational, and social wellbeing of the Métis community in Saskatoon by supporting initiatives in:

- Economic Development and Economic Independence
- Education Opportunities
- Elder Counselling
- Health and wellbeing
- Housing
- Justice and Government
- Sports and Recreation
- Youth and Youth Leadership

Support opportunities

- Donations to the CUMFI Christmas Dinner
- Additional opportunities possible; contact CUMFI for details

What Nutrien Supports

CUMFI CHRISTMAS DINNER

Category:

Community Development

(Community Building)

Description:

CUMFI's annual Christmas dinner for Elders, families and children. Nutrien sponsors the event.

MÉTIS CULTURE DAYS

Category:

Community Development

(Community Building)

Description:

Three day event that showcases Métis culture, past and present. Hosted by Central Urban Métis Federation (CUMFI) in Saskatoon, this event features Elder storytelling, a Métis Market, music, jigging, square dancing, theatre performances, traditional games and food.

In the spirit of reconciliation, it is important to promote the sharing of cultures and cultural practices. It promotes direct interaction between Métis Culture and the non-Métis public to increase understanding and appreciation of Métis Art and Culture.

About St. Mary's Wellness and Education Centre

Founded in 2012, St. Mary's Wellness and Education Centre is not your typical elementary school. Located in Saskatoon's core neighbourhood, St. Mary's is the centrepiece of a neighbourhood rejuvenation project that contributes to the wellbeing of students and the greater community.

The Centre's facilities include a daycare centre, an optometry clinic, an expanded pediatric clinic (the first of its kind in Canada), a fully equipped gym and walking track, and a specially ventilated room for cultural activities. St. Mary's also offers nutritional counselling.

St. Mary's Summer Camp provides activities and camping trips for the children in the Pleasant Hill Community who are at risk due to unfortunate circumstances. It provides opportunities to expand the children's horizons with positive recreational activities. It also empowers the children and families to move beyond fear and isolation from their community and home life. There are nature activities offered at Beaver Creek, Wanuskewin and Meewasin Valley, day camps and weekly overnight camps at Pike Lake Provincial Park, field trips to Western Development Museum, the IMAX Science Center in Regina and various educational programs throughout the city. It also provides creative and cultural activities for the children such as making dream catchers, pottery and storytelling.

Support opportunities

- Donations to the Nutrien Health and Wellness Centre
- Donations to St. Mary's Dance Troupe
- Donations/volunteer support for St. Mary's Annual Pow Wow
- Additional opportunities possible



General Contact

Cecile Smith,

Vice President, Pleasant Hill Community Association

(306) 270-1736

cm.smith@sasktel.net

What Nutrien Supports

THE NUTRIEN HEALTH AND WELLNESS CENTRE

Category:

Community Development
(Community Building, Health and Wellness, Education)

Description:

Available for use by students and community members, the facility includes a 125 metre track. Nutrien's \$500,000 investment supported the founding of the Centre.

Opportunities to Support

ST. MARY'S DANCE TROUPE

Category:

Community Development
(Community Building, Education, Arts and Culture)

Description:

Students learn the Aboriginal values and traditions through Pow Wow singing, dancing and drumming, and through lessons and teachings from Elders, parents, community members and staff. Nutrien provides sponsorship support to the St. Mary's Dance Troupe.

ANNUAL POW WOW

Category:

Community Development
(Community Building, Arts and Culture)

Description:

Performed by St. Mary's dance troupe and other dancers, singers and drum groups, the Annual Pow Wow provides entertainment for family, friends, and the Pleasant Hill community. Nutrien is a sponsor of the Annual Pow Wow.

Contact Cecile Smith to discuss other opportunities for supporting St. Mary's programs.





General Contact

Dr. Victoria Lamb Drover

Director, Strategic Communications

(306) 244-4597

droverv@siit.ca

About the Saskatchewan Indian Institute of Technologies (SIIT)

SIIT is committed to creating careers for work-ready achievers, role models, and lifelong learners through student-focused, market relevant programs and services in a First Nations learning environment.

One of four Saskatchewan educational institutions with credit-granting authority, SIIT offers certificate and diploma programs to more than 2,400 students in the trades and industry, business and technology, health and community studies, and adult basic education.

SIIT programming is delivered through campuses in Regina, Saskatoon and Prince Albert, plus provincial learning centres. SIIT also operates the Saskatchewan Aviation learning centre at the Saskatoon airport.

Governed by First Nations leaders and representatives from across the province, SIIT strives to be the institute of choice for Aboriginal individuals. Build strong relationships and partnerships with a growing range of industry leaders, professional associations, and academic institutions.

Support opportunities

- Donations to support the SIIT Student Success Centre
- Scholarships

What Nutrien Supports

SIIT STUDENT SUCCESS CENTRE

Category:

**Job Development; Leadership Development;
Community Development**
(Education)

Description:

SIIT's renovated Student Success Centre opened in 2013 to serve as a hub for student development. The Centre provides computers, study programs and other resources to help students succeed and graduate. Nutrien also provides career information sessions at SIIT campuses throughout Saskatchewan.

STUDENT SCHOLARSHIPS

Category:

**Job Development; Leadership Development;
Community Development**
(Education)

Description:

Scholarships given to Aboriginal students who are pursuing post secondary accreditation in programs that link to the Potash Industry. Areas of focus include training for Process Operator Technician, Welding, Business, Aircraft Maintenance Engineer, and Information Technology. Nutrien awards \$20,000 in scholarships each year (16 X \$1,250).



General Contact

James Ouellette

Director, Career Centers/JobConnections

(306) 359-2512

ouellettej@siit.ca

About Saskatchewan Indian Institute of Technology Career Centres

SIIT's eight Career Centres provide an opportunity for First Nation /Aboriginal participants and others to establish careers in construction and other industrial sectors. Programming is offered to address skilled labour shortages in local industries.

The Centres provide the following services to participants:

- Links to employment
- Skills and technical training
- Job coaching
- Driver licence training
- Career planning
- Academic upgrading
- Career counselling
- Safety training
- Apprenticeship training

Support opportunities

- Support for Career Centre Activities
(contact local Centre for details)

Category:

Job Development, Business Development

Contact:

Saskatoon Career Centre

Joni Johnson

(306) 477-9306

longj@siit.ca

Regina/Yorkton Career Centres

Susan Delorme

(306) 359-2512

delorme.susan@siit.ca

<https://siit.ca/career-centres/>





About the Gabriel Dumont Institute (GDI)

GDI is a Saskatchewan-based educational, employment, and cultural institute serving Métis communities across the province. GDI offers university-based skills training and basic education programs in partnership with other educational institutions.

GDI promotes the renewal and advancement of Métis culture through research, through the development, collection, and distribution of education materials, and through the development and delivery of Métis-specific educational programs and services.

Support opportunities

- Scholarships
- Additional opportunities possible; contact GDI for details

What Nutrien Supports

SCHOLARSHIPS

Category:

**Job Development; Leadership Development;
Community Development**
(Education, Community Building)

Description:

Annual scholarships given to Métis students enrolled in accredited post-secondary institutions. The scholarship may be given to a student pursuing a degree, diploma, or certificate, or to an apprentice / journeyperson in Trades, Business Administration, Commerce, Computer Science, or any other fields related to the Potash Industry. Nutrien provides 15 scholarship awards per year (\$2,000 each).

**General Contact:****Bill Lehne**

Program Coordinator

(306) 657-2275

Bill.lehne@gdite.gdins.org

Gabriel Dumont Institute Training and Employment

Purpose

To assist Saskatchewan's Métis looking to improve their educational and employment outcomes.

Summary

Gabriel Dumont Institute Training and Employment aims to create a strong link between the training and sustained employment of Métis people. Programs are based on labour market needs and trends, and clients may receive financial support through help with tuition, living allowances, and employer subsidies where eligible.

There are GDI Training and Employment sites in 11 communities across the province. Each service delivery site is staffed by employment counsellors who provide services to our Métis clients in their home communities. GDI Training and Employment also includes staff travel to outlying area communities to make sure that all Métis people have reasonable access.

Category:

Job Development; Leadership Development, Community Development

Contact**Sylvia Moss**

(306) 659-1074

sylvia.moss@gdite.gdins.org

www.gdins.org/career-and-employment



General Contact

Deanna Speidel,

Director, Indigenous Strategy
(306) 659-3751

deanna.speidel@saskpolytech.ca

General Contact

Janet Korpan,

Administrative Assistant, Indigenous Strategy
(306) 659-3748

janet.korpan@saskpolytech.ca

About Saskatchewan Polytechnic

Saskatchewan Polytechnic serves students through applied learning opportunities at campuses in Moose Jaw, Prince Albert, Regina and Saskatoon, and through extensive distance education opportunities. Programs serve every economic and public service sector. As a polytechnic, the institution provides the depth of learning appropriate to employer and student need, including certificate, diploma and degree programs, and apprenticeship training. Saskatchewan Polytechnic engages in applied research, drawing on faculty expertise to support innovation by employers, and providing students the opportunity to develop critical thinking skills.

In 2015 Sask Polytech approved an **Indigenization Declaration** to reinforce our commitment to the Indigenous community and to sustain long-term positive change. Sask Polytech's goal is for Indigenous people to see themselves and their realities reflected in our institutional practices and for non-Indigenous people to work with and live alongside their Indigenous neighbours knowledgeably and respectfully.

Indigenous students are an important part of Sask Polytech's community, 19 per cent of our students are Indigenous. Sask Polytech has reserved seats in all programs and 200+ student awards for Indigenous students. Advisors and coordinators are available to help Indigenous students settle into student life. During the COVID-19 pandemic Indigenous students can connect with advisors and coordinators by email, phone or scheduled Zoom meetings.

Support opportunities

- Scholarships
- Donations to support Indigenous Student Success Strategy

What Nutrien Supports

SCHOLARSHIPS

Category:

Job Development; Leadership Development

Description:

Multiple \$2,000 scholarships awarded to Indigenous students at any Saskatchewan Polytechnic campus who are registered in programs that are related to potential career opportunities with Nutrien.

ABORIGINAL INTERNSHIP PROGRAM

Category:

Job Development; Leadership Development

Description:

The Nutrien Aboriginal Internship Program gives students who are pursuing their dream careers – including engineering, business and information technology – a chance to spend their summer working with mentors, meeting their peers and participating in Nutrien's community initiatives.



About Edwards School of Business, University of Saskatchewan

The Edwards School of Business strives to be a leader in providing dedicated support and services unique to Aboriginal business students amongst business schools across Canada.

We offer exemplary students an AACSB-accredited education in a welcoming classroom environment. Our classes facilitate learning and interaction with faculty and other students. Situated on Treaty 6 Territory and the Homeland of the Métis, the Edwards School of Business provides social and professional activities business students crave.

Our programming includes a two-year Aboriginal Business Administration Certificate (ABAC) for self-declared Métis, First Nation, and Inuit students. The certificate provides a gradual step towards a successful career in business with an option to transfer into the Bachelor of Commerce degree program upon completion. In this program, students receive an introduction to business, including courses in accounting, marketing, finance and human resource management. ABAC also incorporates significant student success activities to prepare students for a successful future in business.

Support opportunities

- Scholarships
- Math bridging program
- Rawlinson Centre for Aboriginal Business Students
- Indigenous Business Students' Society (IBSS)

What Nutrien Supports

NUTRIEN SCHOLARSHIP IN BUSINESS

Category:

Job Development; Leadership Development

Description:

Annual Scholarships given to Aboriginal students who have completed two years of study towards a Bachelor of Commerce degree in the Edwards School of Business, have completed 24 credit units in previous regular session, and will be specializing in Accounting, Finance or Human Resources. The current value of each annual scholarship supported by Nutrien is \$5,000, which can be renewed once for a total award value of \$10,000.

THE COOPERATIVE EDUCATION PROGRAM

Category:

Job Development; Leadership Development

Description:

Undergraduate and MBA students are available each January for an eight-month full-time paid work experience in the private or public sector. Students are available from six areas of undergraduate study including Accounting, Finance, Management, Marketing, Human Resources, and Operations Management; and our MBA Program.

For more information, see:

www.edwards.usask.ca/careers/Business-Co-operative-Education-Program/Employer-Information/index.aspx

About the University of Saskatchewan College of Engineering

The U of S College of Engineering is committed to innovation in all aspects of engineering education and research. The College delivers accredited professional education that prepares students to become engineering professionals, society leaders, and technical entrepreneurs.

Support opportunities

- Support the Indigenous Peoples Industry Partnership Program
- Scholarships

What Nutrien Supports

INDIGENOUS PEOPLES INDUSTRY PARTNERSHIP PROGRAM (IPIPP)

Category:

**Job Development; Leadership Development;
Community Development** (Education)

Description:

Supports Indigenous engineering students with summer work placements and tuition assistance. Through the program, the college will help facilitate partnerships between students and businesses and will provide Indigenous students with funds, work experience, and industry connections to enhance their engineering careers. Average summer monthly salary for the program is \$5,200. Students also receive a \$5,000 tuition incentive for an annual award total of \$33,000 per student. IPIPP currently supports three students.

NUTRIEN ABORIGINAL SCHOLARSHIP

Category:

**Job Development; Leadership Development;
Community Development** (Education)

Description:

Awarded to one Aboriginal Engineering student annually at \$5,000. Award is renewable once for a potential total of \$10,000. Candidates must be pursuing a Bachelor of Science in Engineering and be entering their third year of study specializing in Chemical, Geological, Electrical, or Mechanical Engineering.

About Indspire

Indspire is an Indigenous-led registered charity that invests in education for Aboriginal individuals to support the long-term benefit of their families, their communities, and Canada.

With the support of funding partners, Indspire disburses financial awards, delivers programs, and shares resources closing the gap in Indigenous education.

Indspire is the second largest funder of Indigenous education in Canada (besides the federal government). Through 2015, Indspire has awarded \$79 million via nearly 25,000 bursaries and scholarships to Indigenous students.

Each year, Indspire presents the Indspire Awards, a nationally broadcast gala celebration of the successes achieved by Indigenous people.

Support opportunities

- Scholarships
- Donations
- Attend annual Indspire Awards
- Support the Soaring Indigenous Youth Career Conference
- Soaring program web link to Support opportunities:
<https://indspire.ca/soaring-indigenous-youth-empowerment-gathering>

What Nutrien Supports

NUTRIEN SCHOLARSHIP

Category:

Job Development; Leadership Development

Description:

Funding for Indigenous Chemical, Geological, Electrical, Mechanical, and Environmental Engineering students in Canada who are attending post-secondary institutions. Awards of \$17,500 are given to six to eight students.

About AFOA Canada

Founded in 1999, AFOA Canada is a nonprofit organization that helps Aboriginal people better manage and govern their communities and organizations by enhancing their financial and management skills and practices.

AFOA Canada believes that the key to Aboriginal self-determination and to creating a better life for Canada's Aboriginal people lies in improving the financial and management skills of people who are responsible for stewarding Aboriginal resources. AFOA is the only organization in Canada that focuses on capacity building and supporting the day-to-day needs of Aboriginal professionals working in finance, management, band administration, leadership, and program management.

AFOA's Saskatchewan chapter is based in Saskatoon. Among its offerings is an annual conference and trade show. The conference typically covers topical issue such as Aboriginal housing, project management, economic development, managing risks, financial audits and good governance.

AFOA publishes the *Journal of Aboriginal Management*, the only journal of its type in Canada.

Support opportunities

- Donations to support the Aboriginal Youth Financial Management Awards
- AFOA membership at local and national levels
- Sponsorship of and participation in the annual conference and trade show
- Advertising in the *Journal of Aboriginal Management*.

What Nutrien Supports

THE NUTRIEN ABORIGINAL YOUTH FINANCIAL MANAGEMENT AWARDS

Category:

Job Development; Leadership Development

Description:

The Award is given annually to three Canadian students in grades 11 or 12 who are pursuing a post secondary education in finance, management, or commerce. Eligible majors include financial management and planning, business administration, commerce, accounting, and economics. Students are awarded \$1,000 annually up to a maximum of 5 years while pursuing their degree. Recipients also receive an all expense paid trip to the AFOA National Conference and awards ceremony where they will be recognized.



**General Contact:****Bettina Schneider**

(306) 790-5950 ext. 3257

bschneider@firstnationsuniversity.ca

www.entrepreneurcamp.ca

About First Nations University of Canada (FNUniv)

First Nations University of Canada (FNUniv) is a unique institution that provides post-secondary education for Indigenous and non-Indigenous students in a culturally supportive environment. FNUniv provides a holistic educational experience, bringing together quality academic studies with traditional Indigenous knowledge, with courses offered in Saskatchewan's five Indigenous languages: Cree, Dakota, Dene, Nakota, and Saulteaux.

Controlled by First Nations, FNUniv selects students from a provincial, national, and international base. With its diverse student body and range of First Nations degree programs, the university occupies a unique role in Canadian higher education, promoting high quality education, research, and publication.

Support opportunities

- Bursaries
- Additional opportunities possible; contact FNUniv for details
- Pow Wow Princess Pageant

What Nutrien Supports

ABORIGINAL YOUTH ENTREPRENEURSHIP CAMP

Category:

Job Development; Leadership Development; Business Development

Description:

Aboriginal Youth Entrepreneurship Camp is open to students in grades 11 and 12. Hosted at FNUniv's Regina campus, the camp is a fun way to learn about First Nations Entrepreneurship, to make friends, and to experience university life. Participants gain a basic understanding of small business management and entrepreneurship, with training in Marketing, Advertising, Cash flow projections, Creating successful business plans, and networking. Participants can also meet and learn from Saskatchewan's leading Aboriginal entrepreneurs, go on field trips, design and shoot their own television commercial, and compete for prizes against fellow entrepreneurs. Nutrien sponsors this camp with a supporting grant.



**General Contact:****Jason Koochicum**

jkoochicum@fhqdev.com

steppingstonescareerfair@gmail.com

www.steppingstonescareerfair.ca

About the Stepping Stones Career Fair

Established more than 10 years ago by volunteers and a local Tribal Council seeking to create a more engaging career fair experience for Aboriginal youth in Regina, the Stepping Stones Career Fair enables First Nation, Métis, and Inuit youth to explore the career paths and education opportunities they need to succeed.

The Stepping Stones Career Fair invites organizations that are committed to hiring First Nations, Métis, and Inuit people, encourages interactive, fun and entertaining displays, markets heavily to ensure Aboriginal participation, and utilizes high-profile role models to inspire and motivate Aboriginal youth.

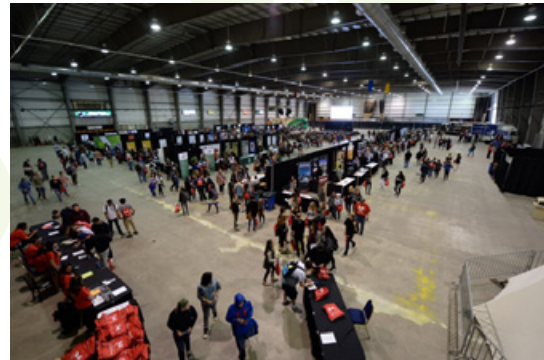
Support opportunities

- Become an exhibitor or workshop / panel participant
- Support annual Career Fair activities (see below)
- Additional opportunities possible; contact Stepping Stone for details

What Nutrien Supports

STEPPING STONES CAREER FAIR

Category:

Job Development, Business Development



General Contact

Shanelle Watson,

Director of Employment and Training Services

swatson@sktc.sk.ca

(306) 956-6116

www.sktc.sk.ca

About the Future Is Yours Career Fair (Saskatoon Tribal Council)

The Future Is Yours Expo is Saskatoon's largest career expo targeting Aboriginal youth. Attendance is free for youth attendees.

The Future is Yours Expo has become a model for employers seeking to make real connections with Aboriginal youth across Saskatchewan. Visitors to the Fair can interact with exhibitors, participate in leadership and career development workshops, and enjoy a luncheon with entertainment.

Support opportunities

- Become an exhibitor or workshop / panel participant
- Support annual Career Fair activities
- Additional opportunities possible; contact The Future Is Yours for details

What Nutrien Supports

Category:

Job Development, Business Development

Description:

Nutrien serves as the presenting sponsor for the annual career fair (\$10,000).

Program Printing

Youth Delegate Backpacks

Volunteer T-Shirts



**General Contact:**

Thomas Benjoe,
President & CEO

(306) 790-2352 | tbenjoe@fhqdev.com
www.fhqdev.com/employment-development

About File Hills Qu'Appelle Labour Market and Employment Services

Regina-based FHQ Developments provides job placement and client assessment services, plus employment readiness training for Aboriginal people with a focus on First Nation on-reserve youth.

FHQ's services focus on supplying employers with work-ready First Nation candidates. These services include:

- Providing transition and settlement services (helping clients and employers to address persistent barriers to employment such as transportation, shelter, and workplace readiness)
- Brokering the relationship between job seeking clients and employers by matching workplace-ready clients to the labour needs defined by employers
- Improving access to services such as counselling, addictions treatment, and mental health programs through our affiliated partners
- Providing enhanced access to skills training
- Providing employment support services such as job-site mentors, retention services, and Aboriginal cultural awareness and inclusiveness services to workplaces

Support opportunities

- Support for Employment Service activities (contact FHQ for details)

Category:

Job Development, Business Development

Contact

Jason Koochicum,
Manager, Labour Market Services
(306) 541-5739
jkoochicum@fhqdev.com

Qualified Local Aboriginal Suppliers

Aboriginal Suppliers to Nutrien	Services
■ Majority owned (51%+)	
■ Aboriginal Consulting Services John Lagimodiere john@eaglefeathernews.com (306) 978-8118 www.aboriginalconsultingservices.com	Aboriginal Consulting Services provides training, facilitation and communication services to people and organizations looking to engage First Nations and Métis people. Located in Saskatoon, SK. <ul style="list-style-type: none"> • Aboriginal awareness training • Facilitation • Media services • Communication strategy, planning and execution
■ Athabasca Basin Security Ron Hyggen ronhyggen@basinsecurity.com (306) 382-1030 www.basinsecurity.com	Athabasca Basin Security is wholly owned by Athabasca Basin Developments. Provides professional security services. Located in Saskatoon, SK. Trained Industrial Security Officers <ul style="list-style-type: none"> • Static security • Mobile foot patrols • Mobile vehicle patrols • Radio/electronic communications
■ Artisan Consulting Services Ltd. Mr. Sandy Debusshere admin@artisanltd.com (306) 453-6405	Located in Carlyle Sask, Artisan specializes in project management in the of drilling of wells vertical, horizontal, or multi-leg wells in the oil, gas and potash industries. <ul style="list-style-type: none"> • Supervision of drilling, completions and workovers • Construction & restoration of roads and locations • Assisting with procurement, cost control, safety programs and monitoring of operations
■ Blouin Welding & Metal Roofing John Blouin (204) 683-2359 blouin@mymts.net	Provides welding services.
■ Country Boys Welding and Fabrication Inc. Trent Schmalz trent@countryweldfab.com (306) 202-8109 www.countryweldfab.com	Provides a range of mobile and shop welding services. Located in Aberdeen SK. <ul style="list-style-type: none"> • On-site maintenance • On-site fabrication and installation • Pressure welding
■ Creative Fire Jordan Baptiste jbaptiste@creative-fire.com (306) 649.6127 www.creative-fire.com	Creative Fire is the only 100% Indigenous-owned company exclusively committed to providing expert strategic communications, research and creative services, with a specialty in Indigenous engagement and relationship building. With 20 years of experience operating in Canada's resource sector and within Indigenous communities from coast to coast to coast, Creative Fire can provide the insights and services you need to build vital, sustainable relationships with the Indigenous communities that matter to you.

Qualified Local Aboriginal Suppliers

Aboriginal Suppliers to Nutrien	Services
■ Majority owned (51%+)	
■ DK Securities Dwayne Hounsell dwayne@dkss.ca (306) 978-9740 www.dkss.ca	Designs and supplies commercial and industrial grade closed circuit TV, Card Access and Mobile Audio/Video Systems.
■ Engcomp Engineering & Computing Professionals Inc Jason Mewis jmewis@engcomp.ca (306) 978-7730 www.engcomp.ca	<p>Serving Western Canada's heavy industrial sector, Engcomp provides engineering and decision analysis services for full project delivery. With a focus on client partnerships, we are valued as trusted advisors from conceptual engineering to detailed design.</p> <p>Our team of professional engineers and technologists have had a great deal of exposure, practice and success in a variety of sectors, including mining (potash, gold, uranium and diamonds), chemical processing, pulp and paper, and food processing.</p> <p>Interacting closely with our clients and each other, we provide mining, process, mechanical, structural and electrical/instrumentation engineering services.</p>
■ FastPrint Mark Wilson mwilson@fastprint.ca (306) 244-3988 www.fastprint.ca	<p>Majority owned by the Birch Narrows Dene Development Corporation – a wholly owned entity of the Birch Narrows Dene Nation. Fastprint offers services & printing</p> <ul style="list-style-type: none"> • Project consultation • Design • Digital & Offset Printing • Finishing • Mailing Services • Wide Format Printing (Safety stickers, floor graphics, window graphics, banners, etc.) • Promotional items
■ Flyer Electric Terry Tessier terry@flyerelectric.com (888) 749-3306 www.flyerelectric.com	Partially-owned by Athabasca Basin Development, Flyer Electric provides a wide range of industrial and commercial electrical services.
■ Fusion Maintenance Group Ryan Kinequon ryan@fusiongroups.ca (306) 381-6730 www.fusiongroups.ca	Services include: on-site surface and underground construction, CWB fabrication, design engineering, construction/project management, safety training and secondments.

Qualified Local Aboriginal Suppliers

Aboriginal Suppliers to Nutrien	Services
<p>■ Majority owned (51%+)</p>	
<p>■ IWL Steel Fabricators LP</p> <p>Shelley Cropper shelley.cropper@iwlsteel.com (306) 242-4077 www.iwlsteel.com</p>	<p>IWL is a custom, heavy industrial steel fabrication shop; 100% First Nation-owned by Clearwater River Dene Nation.</p> <p>Focusing on industrial, commercial and institutional projects of all sizes; IWL specializes in the potash, uranium and gold mining sectors.</p> <p>With a third-party audited Quality Management system, leading edge technology and the latest in fabrication equipment; we are committed to providing our customers with a quality product, delivered on time and in a safe and efficient manner.</p>
<p>■ JNE Welding</p> <p>Graham Corsar gcorsar@jnewelding.com (306) 242-0884 x246 www.jnewelding.com</p>	<p>A partnership between Des Nedhe Development, Peter Ballantyne Cree Nation and JNE Welding. A full service engineer-to-order fabricator located in Saskatoon, SK.</p>
<p>■ Kitsaki Procon Potash</p> <p>Larry Fisher lfisher@procongroup.net (306)986-3517 http://www.procongroup.net/about/aboriginal-relations/</p>	<p>Full-service mining provider, presenting a comprehensive range of expertise to meet the needs of the mining and civil industries</p> <ul style="list-style-type: none"> • Contract mining • Mine development • Construction mining
<p>■ Great Plains Contracting</p> <p>John Desjarlais john.desjarlais@greatplainscontracting.ca (306) 807-3298 www.greatplainscontracting.ca</p>	<p>Great Plains Contracting is an industrial mining and energy contractor providing safe, quality services across Western Canada. Through partnerships with like-minded clients and organizations, GPC focuses on the growth and development of people and communities. It is our vision to be leaders in the contracting industry where partners, communities, and individuals prosper from economic inclusion and meaningful career opportunities. .</p> <ul style="list-style-type: none"> • Site general maintenance, mill maintenance & upkeep, specialty concrete repairs, new concrete installations, painting, labourers, earthworks and civil construction, sump repair & maintenance and demolition - civil and structural and materials handling and management.
<p>■ RobWel Constructors</p> <p>Ron Jesse ron.robwel@sasktel.net (306) 236-3099 www.robwel.ca</p>	<p>Construction, maintenance, manufacturing & fabrication services provider-owned by Clearwater River Dene Nation.</p> <ul style="list-style-type: none"> • Project management, equipment, planning and estimating, cost control, site supervision and site safety services • Onstream maintenance; shutdowns and turnarounds; structural steel; piping fabrication and installation, including stainless steel; equipment setting and assembly; engineered lifts and vac services • Machining services, hydro-testing services and building erection services • Equipment: cranes, picker trucks, backhoes and service trucks

Qualified Local Aboriginal Suppliers

Aboriginal Suppliers to Nutrien	Services
■ Majority owned (51%+)	
■ Sabtronic Systems Inc Bernard Sabiston bsabiston@sabtronics.ca (306) 241-1197 www.sabtronics.ca	Provides complete network and computer support services. Specializing in network design and support services. <ul style="list-style-type: none"> • Structured cabling systems - building and maintaining industrial fiber optic and structured cabling networks to industrial & telecommunications sector • Installation services - Licensed electrical contractor (including conduit & cable installations) • Consultation and design - planning, present and future needs assessments and prepare CAD floorplans • Wireless solutions • Security - Closed circuit television security cameras
■ Sky Touch Mark Burkhardt mark.burkhardt@skycan.ca (306) 221-4572 www.skycan.ca	Scaffolding and scaffolding maintenance services
■ Sharp Industries Brodie Mitchell brodie@sharpindustries.ca (306) 382-7187 www.sharpindustries.ca	Custom design, fabrication, welding and equipment installation. In addition, can arrange painting, galvanizing, and machine shop services
■ STC Industrial Contracting Shaun Howdle showdle@stcindustrial.ca (306) 664-0818 www.stcindustrial.ca	STC Industrial Contracting is owned by Saskatoon Tribal Council and provides services in the following areas: <ul style="list-style-type: none"> • Industrial construction - Earthworks & reclamation, civil construction, mechanical construction & maintenance, electrical construction & maintenance • Fabrication services - Pipe spooling, modularization packages, structural steel • Maintenance & site services - Shutdown/turn around support, skilled workforce supply, general labour • Oil & gas - Pipeline construction, well maintenance/crew truck services, site preparation & reclamation
■ Team Drilling Robert Flemming/ George Presseault gpresseault@teamdrilling.com robertflemming@teamdrilling.com (306) 955-8326 www.teamdrilling.com	Surface, underground and specialty drilling

Qualified Local Aboriginal Suppliers

Aboriginal Suppliers to Nutrien	Services
<p>■ Majority owned (51%+)</p>	
<p>■ Tron Construction and Mining LP</p> <p>Anthony Clark anthony.clark@troncm.com (306) 652-4989 www.troncm.com</p>	<p>Tron Construction & Mining Limited Partnership (Tron) is an industry leading, 100% First Nations owned, Canadian General Contractor. Over the last 23 years, Tron has grown from a Saskatchewan based general contractor to a national, all-purpose organization that can deliver a wide array of projects across multiple industries and market sectors. Some of our services include:</p> <ul style="list-style-type: none"> • Preconstruction • Construction & General Contracting • Post Construction • Construction Management and Consulting • Design Build <p>Tron's four pillars of execution success are safety, quality, schedule and cost. Our client-centric approach allows us to build true partnerships by focusing on developing strategic long-term relationships with clients, suppliers and contractors. Our First Nations roots provide us with an unparalleled understanding of how to effectively build and sustain Indigenous relationships in impacted areas as well as build capacity.</p> <p>We offer specialize work in the areas of:</p> <ul style="list-style-type: none"> • Mechanical & Piping Installation • Electrical & Instrumentation Installation • Infrastructure & Utilities Support • Civil, Structural, Architectural and Building Services
<p>■ Universe Satellite Sales LTD</p> <p>Stan Langley universesat@sasktel.net (306) 645-2669</p>	<ul style="list-style-type: none"> • Mahindra Roxor surface or underground units available • Arctic Cat snowmobiles, ATVs, UTVs • Kioti tractor line up • Ezgo golf carts • Kawasaki ATVs and UTVs
<p>■ Xtended Hydraulics</p> <p>Rob Tebb robt@xtended.ca (306) 775-3136 www.xtended.ca</p>	<ul style="list-style-type: none"> • Hydraulic cylinders - rebuilding and manufacturing, hydraulic testing, cylinder tube honing and hard chrome plating • Machine shop - custom and manual machining, portable machining, line boring, portable mill renting and design and engineering services • Fabrication shop - welding services, bore welding, fabrication and repairs • Employee safety training • Sales and installation - automotive lifts, portable machining services for on site work • Lift inspection - automotive lift inspections, industrial mechanics and portable services • We are building internal position sensors for hydraulic cylinders also known as LVDT readers. Currently there is only 2 manufactures in Germany and the quality of the electronics are very poorly made. Our design has addressed all the trouble areas and we expect it to be available early 2012. • The next item is RFID tags and software designed for asset management and warehousing I have attached a presentation about how they work and the benefits of our system

Qualified Local Aboriginal Suppliers

Aboriginal Suppliers to Nutrien	Services
<p>○ Less than 51% Aboriginal Owned</p>	
<p>○ Commercial Sandblasting and Paint</p> <p>Donald Berry berry@csbp.com (306) 931-2820 www.csbp.ca</p>	<p>Offers a complete and diverse list of corrosion protection services, including abrasive blasting; industrial coating and lining services.</p>
<p>○ HCC Mining and Demolition Inc.</p> <p>Brennan Miller (306) 652-4168 bmiller@hcc.ca www.hcc.ca</p>	<ul style="list-style-type: none"> • Civil & Mechanical • Mining & Demolition • Specialty – Bin Construction & Rehabilitation • Blasting supplies, services and training
<p>○ March Consulting</p> <p>Kyle Krushelniski kkrushelniski@marchconsulting.com (306) 651-6414 www.marchconsulting.com</p>	<p>Engineering and design firm partially-owned by the Kitsaki Management Limited Partnership</p> <ul style="list-style-type: none"> • Civil, structural & finite element analysis, mechanical, process electrical, instrumentation and controls • EPCM/EPC Services • Mining studies/projects • Asset Integrity

Qualified Local Aboriginal Suppliers

Known Aboriginal Service Providers	Services
<p>■ Majority owned (51%+)</p>	
<p>■ A2Z Safety & Training Trevor Montgomery info@a2zsafetyandtraining.ca (306) 960-2881 www.a2zsafety.ca</p>	Specializing in safety training across all industries. Full listing on Website.
<p>■ Athabasca Catering aclp@athabascacatering.com (306) 242-8008 www.athabascacatering.com</p>	Full service camp catering owned by the Kitsaki Management Limited Partnership <ul style="list-style-type: none"> • Food service, housekeeping, janitorial camp rentals, mobilization and camp management services
<p>■ Canadian Plains Mechanical Wes McDougall wmcdougall@cpmechanical.ca (306) 227-0057 www.cpmmechanical.ca</p>	Canadian Plains Mechanical offers construction services to the energy & mining sector in Saskatchewan.
<p>■ MistyChemco Contractors Ltd. Robert Daniels ceo@mistyventures.ca (306) 370-8198 www.mistychemco.com</p>	A partnership with Misty Ventures on behalf of Mistawasis Nehiyawak. Provides electrical, process solutions, civil earthworks, engineering, fiber optics, high-voltage equipment, CSA-approved panelshop and CrossLam Access Mats.
<p>■ Points Athabasca Contracting Limited Partnership John Scarfe jscarfe@pointsathabasca.ca (306) 242-4965 www.pointsathabasca.ca</p>	General contracting company owned by Athabasca Basin Developments provides: <ul style="list-style-type: none"> • Industrial construction & maintenance - surface infrastructure development, construction and commissioning, utilities install or upgrades, concrete batching supply and finishing, skilled labour supply, site services and maintenance • Underground mine construction & maintenance - underground infrastructure projects, mine maintenance projects, mine salvage, term labour services, shotcrete and grouting services • Earthworks & infrastructure construction & maintenance - earth moving and excavation, road reconstruction and maintenance, drainage structure installations

Qualified Local Aboriginal Suppliers

Known Aboriginal Service Providers	Services
■ Majority owned (51%+)	
■ TGD Training & Consulting Toby Desnomie tgd.ss@live.ca (306) 570-4478 http://tgdtraining.ca/	Safety Training & Consulting services <ul style="list-style-type: none"> • Development of Health & Safety Manuals and plans for First Nations, onsite OH&S training; programs for various industries, advocacy for the rights of workers regarding the OH&S Act.
■ Victory Safety and Training Dale Ledoux dledoux.vst@gmail.com (306) 649-0030 www.victorysafety.ca	Victory Safety offers a variety of courses for the oil & gas, mining and construction industries

Qualified Local Aboriginal Suppliers

Economic Development Corporations	
Saskatoon Tribal Council Shanelle Watson Director of Employment and Training Services swatson@sktc.sk.ca (306) 956-6116	
Misty Ventures Robert Daniels, CEO ceo@mistyventures.ca (306) 370-8198 www.mistyventures.ca	
Misty Ventures Property Management Robert Daniels, CEO ceo@mistyventures.ca (306) 370-8198 www.mistyventures.ca	
Misty Ventures Storage and Containers Robert Daniels, CEO ceo@mistyventures.ca (306) 370-8198 www.mistyventures.ca	
Misty Burton Concrete services Waylyn Burton waylynburton@gmail.com (306) 441-4006 www.mistyventures.ca	
Misty Chemco Contractors Ltd. Brennan Pasitney bpasitney@chemco.com (780) 233-0124 www.mistyventures.ca	
Misty Clifton Engineering Geoff Haanen geoff_haanen@clifton.ca (306) 281-8353 www.mistyventures.ca	
HCC Group Brennan Miller (306) 717-7738 bmillier@hcc.ca www.hcc.ca	

Qualified Local Aboriginal Suppliers

Economic Development Corporations	
Muskeg Lake Cree Nation Investment Management Corporation Mike Icton, CEO mike@mlcninvestment.ca (306) 955-8835 www.mlcniinvestment.ca	
CreeWay Gas	
McKnight Commercial Centre	
Industrial Maintenance Canada Partnership	
Muskeg Media	
National Brand Communications	
CreeWay Bulk Fuel Services	
File Hills Qu'appelle Developments Thomas Benjoe tbenjoe@fhqdev.com (306) 790-2353 http://fhqtc.com/entities/fhq-developments/	
FHQ-RCS Resource Services Ltd. Quentin Goetz quentin@rcs-group.ca (403) 514-8091 fhq-rcs.ca	
FHQ Labour Market and Employment Services Jason Koochicum jkoochicum@fhqdev.com (306) 541-5739 www.fhqdev.com/employment-development/descriptions-of-services.htm	
Great Plains Contracting John Desjarlais john.desjarlais@greatplainscontracting.ca (306) 242 4929 www.greatplainscontracting.ca	

Qualified Local Aboriginal Suppliers

Economic Development Corporations	
Pathway Michael Orosz (306) 782 7233 info@pathwaysupply.ca	
Topa Contracting Michael Orosz (306) 745 6984 michael@nobleconstruction.ca	
Whitecap Development Corporation Darrell Balkwill, CEO (306) 477-0908 www.whitecapdevcorp.ca	
Whitecap/NCSG Crane	
Whitecap Black Diamond LP	
Whitecap PTW Energy LP	
Whitecap Haztech LP	
Whitecap All North Engineering	
Whitecap RCS Energy Partnership	
Athabasca Basin Development Limited Partnership Geoff Gay, CEO (306) 384-0377 ggay@athabascabasin.ca www.athabascabasin.ca	
Arctic Beverages Sean Post spost@arcticbev.com (204) 633-8686 www.arcticbev.com	
Athabasca Labour Services Rod Genest rgenest@basinsecurity.com (306) 382-2232 www.athabascalabourservices.ca	

Qualified Local Aboriginal Suppliers

Economic Development Corporations	
Athabasca Basin Security Ron Hyggen ronhyggen@basinsecurity.com (306) 382-1030 www.basinsecurity.com	
Flyer Electric Terry Tessier terry@flyerelectric.com (306) 749-3306 www.flyerelectric.com	
Lonona Contracting Geoff Gay ggay@athabascabasin.ca (306) 384-0377 www.athabascabasin.ca	
Mudjatik Thyssen Mining JV Rene Scheepers rscheepers@thyssenmining.com (306) 949-6606 www.thyssenmining.com	
Points Athabasca Contracting Limited Partnership John Scarfe jscarfe@pointsathabasca.ca (306) 242-4965 www.pointsathabasca.ca	
Team Drilling Robert Fleming rfleming@teamdrilling.com (306) 955-8326 www.teamdrilling.com	
West Wind Aviation (306) 652-9121 www.westwindaviation.ca	

Qualified Local Aboriginal Suppliers

Economic Development Corporations	
Kitsaki Management Limited Partnership Russel Roberts, CEO (306) 477-4599 www.kitsaki.com	
Athabasca Catering	
Canada North Environmental Services	
Kitsaki Projects Limited Partnership	
March Consulting	
Northern Resource Trucking	
Asiny Gravel Crushing	
Des Nedhe Developments Sean Willy, CEO (306) 652-4989 info@desnedhe.com www.desnedhe.com	
Creative Fire Jordan Baptiste jbaptiste@creative-fire.com (306) 649-6127	
JNE Welding Graham Corsar gcorsar@jnewelding.com (306) 242-0884 x246 www.jnewelding.com	
Mudjatik Thyssen Mining Rene Scheepers rscheepers@thyssenmining.com (306) 949-6606 www.thyssenmining.com	
Tron Construction and Mining Anthony Clarke anthony.clark@troncm.com (306) 652-4989	



**Together
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