



Wataynikaneyap Power & Opiikapawiin Services



Indigenous Participation Update

Message from Opiikapawiin Services CEO

Wacheeyeh, Booshoo, Welcome!

We are excited to deliver this important update about the services that Opiikapawiin has been providing for the 24 First Nations that are participating in the Wataynikaneyap Power transmission project. Opiikapawiin is owned by the 24 First Nations and our purpose is to assist our communities to participate in the transmission line project and maximize the benefits that come with an infrastructure project this large.

Our dedicated staff and community support team of 13 people - some of whom are from the communities we serve - have been working tirelessly throughout these challenging times. We have implemented COVID-19 protocols at our office, which have enabled us to continue working at full capacity during the pandemic. Time is moving very quickly in this fast-paced, construction environment. We hope the information provided in this newsletter will help you learn more about the numerous training, employment and business opportunities that are available to members of the 24 Participating First Nations.

Miigwetch!

Lucie Edwards, CEO Opiikapawiin Services.

Opiikapawiin and Wataynikaneyap

Opiikapawiin Services LP provides the following services to Wataynikaneyap Power PM through a service agreement: employment and training, community readiness, business readiness, community engagement and communication. Opiikapawiin is owned 100% by 24 First Nations.

LOOK INSIDE FOR:

- Updates on Opiikapawiin activities including the current status of Indigenous participation and engagement
- Upcoming opportunities including training and employment

Table of Contents	Page
Construction Update	2
Indigenous Participation	2
Education, Training and Capacity Building	3
Employment	4
Business Readiness and Procurement of Goods and Services	8
Challenges and Opportunities	10
Indigenous Engagement and Communication	10
Complaint Resolution	10
Other Sources of Information	11
Project Map	12



* Schedule is subject to change

Construction has Begun!

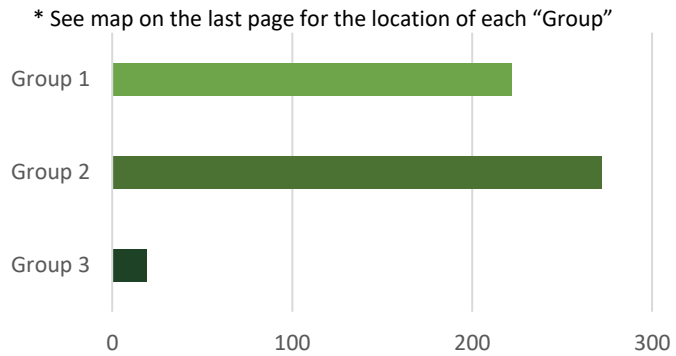
Valard LP ("Valard"), the Engineering, Procurement and Construction (EPC) Contractor began work on the Project in October of 2019. Some of the areas that have been progressing include:

- Design and Procurement of Materials
- Surveying and Clearing of the Right of Way
- Camp Setup and Services
- Foundation Construction
- Tower Assembly
- Substation preparation

COVID-19 and the Project

- During these unprecedented times of an outbreak of COVID-19, Wataynikaneyap Power LP ("Wataynikaneyap Power") is entering into the construction phase to build critical infrastructure to connect remote First Nation communities to the electricity grid (the "Project").
- The objective of Wataynikaneyap Power is to continue with aspects of the Project that limit the risk to health and safety, to keep the Project on time and on budget, and to protect shareholder equity.
- Wataynikaneyap Power is focused on the health and safety of its employees, partners, contractors, member First Nation communities and the general public.
- Wataynikaneyap Power follows the most up-to-date medical advice provided by the federal and provincial government in its own measures to help limit the spread of COVID-19.

Kilometres of Right of Way Cleared up to the end of June 2020



"Mr. Man" checking out the cleared right of way. (Photo credit: David Jeremiah, Community Liaison)

What is Indigenous Participation?

Participating First Nations will be actively involved, control, and will own development in their homelands to create meaningful, long-term benefits for their citizenship. Meaningful involvement in the Project includes long-term benefits like employment, career development, business opportunities, economic independence, and wealth creation.

Participation benefits include:

- | | | |
|---------------------------------|----------------------------------|--------------------------------|
| • Ability to Connect Renewables | • Entrepreneur Opportunities | • New First Nations Businesses |
| • Business Support Services | • Environmental Monitoring | • Ownership and Profits |
| • Capacity Building | • First Nations Supply Contracts | • Partnerships |
| • Confidence Building | • Industry Expertise | • Pride of Ownership |
| • Control | • Job Readiness | • Promoting Language |
| • Economic Development | • Joint Ventures | • Skills Development |
| • Enhance Existing Businesses | • Meaningful Employment | • Transferable Skills |
| | • Mentorship | • Work Experience |

If you have further questions about Indigenous Participation, contact Lydia Big George, Indigenous Participation Manager: l.bgeorge@oslp.ca Office: (807) 474-3300 ext. 202 Cell: (807) 630-1168. Lydia's job is implementation of the Indigenous Participation Guide to ensure First Nations capture maximum benefits from the project.

Education, Training and Capacity Building

Building capacity through meaningful participation is critical to the Project. Valard is also expected to transition trainees into employment. Valard will be working with communities to address training gaps with job-specific training for the following roles:

* Labourers * Lattice Labourers * Survey Assistants * Environmental Monitors * Engineering Technologists

Opiikapawiin’s Line Crew Ground Support graduates have an opportunity for the First-Year Power Line Apprenticeship on the Wataynikaneyap Transmission Project with the contractor.

Indigenous Environmental Training Program has been designed and delivery of the program is tentatively scheduled for four weeks in September 2020. More details are forthcoming on the logistics of the program.

If you have further questions about training opportunities, please contact Laura Calmwind, Training Coordinator: l.calmwind@oslp.ca Office: (807) 474-3300 ext. 205 Cell: (807) 630.2196. Laura’s job is to lead implementation of the Indigenous training and skills development programs including developing content and curriculum and coordinating delivery of the training programs.

Pre-Employment Support

Opiikapawiin is currently working with the Ministry of Training, Colleges and Universities to secure funding for pre-employment training. The preference will be for delivery in communities. Stay tuned for more details as this initiative unfolds.

Training and COVID-19

Opiikapawiin has developed a COVID-19 Pandemic Preparedness Plan to protect the health and safety of trainees participating in training programs. The plan provides details on how training can safely resume with trainees leaving the communities and returning when they have completed the training. Contact Laura Calmwind for further details.



Remote Camp Cook trainees: Ty McLeod (left), Louis Simard (centre) and Trish McPherson (right).

Opiikapawiin Services Training to Date (up to end of June 2020)

Opiikapawiin Services Training Program	Total # Trained
Introduction to Powerline Construction and Work Readiness	149
Line Crew Ground Support	48
Remote Cook and Camp Services	14
Mechanical Harvesting	10
Cross Cultural Awareness Training *	125

*Two-day training for all employees from Wataynikaneyap Project Manager, Opiikapawiin, Owners Engineer, Advisors, Tribal Councils, Community Liaisons, and Valard participation.



Group 1 Line Crew Ground Support Trainees

Upcoming Training Opportunities

Training Program	Offered by:	Training Dates	Details
Line Crew Ground Support	Opiikapawiin	14 weeks August 10, 2020	12 trainees selected. Training will take place on Fort William First Nation pending approval.
Remote Cook and Camp Operations	Opiikapawiin	8 weeks TBD	14 trainees will be selected. Details to be confirmed by end of July pending approval.
Mechanical Harvesting	Opiikapawiin	5 weeks Tentatively Aug/Sept	10 trainees will be selected. Training will take place at Quetico Centre (Atikokan) pending approval

Future opportunities will include security guard training.

Valard Training to Date (up to end of June 2020)

Participating First Nations members working on the project will complete various training programs at the worksite. The type of training required depends on the work activities. More details are provided during the hiring process. The tables below are accumulated totals of trainees from the Participating First Nations.

Valard Training Programs	# of Participating First Nations Trainees
Cultural Awareness (Full) **	23
Cultural Awareness (Interim)	26
Alcohol and Drug Awareness for Workers 2018	34
Electrical Safety Awareness	34
Hydraulic Safety Awareness	33
Valard ES Orientation	34
Valard Safety Orientation	34

Valard Training Programs	# of Participating First Nations Trainees
Valard Wataynikaneyap Site Orientation	28
WHMIS 2015 with GHS	25
Worker Health and Safety Awareness (4 steps)	25
Working at Heights	5
Emergency First Aid	1
Standard First Aid	2

** Has not been fully implemented because of the constraints of COVID-19

Employment

Opiikapawiin is working with Valard to identify community-appropriate activities that support maximizing employment opportunities for members of the 24 Participating First Nations. Valard is working to address potential barriers to employment, and to develop transition strategies to move trained individuals into jobs, and advance employed individuals through to positions of increased responsibility.

Valard is hiring members of Participating First Nations in the following areas:

- Clearing / Access
- Community Relations
- Engineering Technologist
- Environmental Monitor
- Equipment Operator
- First Aid Attendant
- Foreperson
- Maintenance
- Labourers: Lattice Tower, Substation, Camps
- Lineperson
- Survey Assistant
- Truck Operator

The Indigenous hires on the Project are performing jobs ranging from Assembler to Utility Person. The Contractor Valard, is in the process of contacting all interested individuals for employment on the project. Resumes can be submitted to either watay-resume@valard.com or projectjobs@oslp.ca. See Pages 6 and 7 for more info about jobs.

If you have further questions about Indigenous Employment, contact Elaine Keesick, Indigenous Recruitment and Retention Advisor: e.keesick@oslp.ca Office: (807) 474-3300 ext. 210 Cell: (807) 633.7446.

The graph below shows the status of some a key performance indicator (KPI) of Indigenous Participation. The blue bars in the graphs highlight employment information for the 24 Participation First Nations.

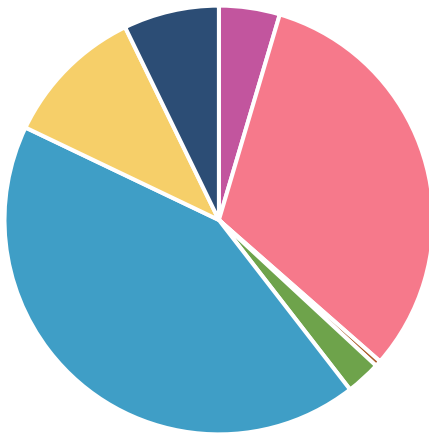
Employee Information – June 2020



The above includes any person that has charged time to the project. Not all sub-contractors have provided information.

The Employment Status of Labour Pool Database Members Interested in Working on the Project

- In School/Training
- Not Working
- Retired
- Self-employed
- Working Full-Time
- Working Part-Time
- Working Seasonally



**Ready to start working?
Go to Page 6 to learn how to add yourself to the Labour Pool.**

Project Employee Spotlight

Johnny Mamakeesic is from Keewaywin First Nation. He completed the Line Crew Ground Support Training program in 2019 and was hired by Valard in January of 2020. Johnny was driven and dedicated to complete the training from the first day and earned over 25 transferable certificates. He is an excellent crew member and mentor and has encouraged new trainees and referred community members to apply to the training program. He has gained valuable experience as a Structure Assembler with Valard and indicates that the work is interesting, the crews are excellent and the camp food is great. He enjoys working outside with his hands and excels at the challenge of improving his skills and technique every day. Johnny has a young family and explains that the rotations can be long but he has his family's support and he is committed to working to support his family. Every day that his crew assembles a tower is one step closer to connecting his community and the First Nations that need reliable and cleaner energy. Johnny has taken his employment to the next level and has begun his career as a Powerline Technician Apprentice Level 1. He encourages everyone to take the opportunity for training and employment with the Wataynikaneyap Power project.



— ” —

The training and certificates I earned set me up for a career. Think about your future and take the opportunity. Join the crew!

— ” —

JOHNNY MAMAKEESIC
KEEWAYWIN FIRST NATION
POWERLINE APPRENTICE




Get Yourself into the Wataynikaneyap Labour Pool Database!

The Labour Pool Database was created to assist members of the 24 First Nation participating communities to secure employment on the Wataynikaneyap Power Transmission Project. The skills, experience, and level of work readiness of each member will be identified to match potential candidates with available jobs, and so that additional training and support programs can be established based on needs.

A list of all Labour Pool profiles is shared with the Contractor Valard, who will contact individuals for potential employment. It is important to ensure that all members in this Database have an updated resume uploaded to their profile.

DON'T HAVE A RESUME?

Watch for Opiikapawiin's Resume Builder launching in mid-August. Enter the required information into the Resume Builder and it will create a resume for you to save, print and use to apply for any job.

How do I get myself into the database?

- Find the Wataynikaneyap Labour Pool Questionnaire form at www.wataypower.ca. In the top menu bar, go to "Project" then "Employment and Careers". Scroll down to the Labour Pool Database section. The form can either be filled out online and printed, or printed and filled out on paper. Fax/email completed forms to the contacts on the form.

OR

- Sign up to the labour pool online and fill out the online Wataynikaneyap Labour Pool Questionnaire.
 - Head to the labour pool site at: <https://wataypower.knack.com/labour-pool#home/> and click the "Sign Up" button.
 - Enter your email address and choose a password, then click "Submit".
 - Once your account has been approved, login and click "Update My Profile" in the top right to enter your info
 - To print a copy for your records, go to the "View My Profile" page and click the "Print this page" button at the top or bottom of the page.

If you require assistance, please see your local Community Liaison, or you can contact Elaine Keesick, Indigenous Recruitment and Retention Advisor, Opiikapawiin Services LP at e.keesick@oslp.ca or cell (807) 633-7446. Elaine's work includes liaising between communities and the contractor on employment opportunities; identifying skills shortages and implementing training supports to address them.

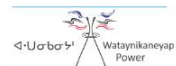
New Addition to the Labour Pool Database – Job Ads!!!

All members who have an ACTIVE profile on the Wataynikaneyap Labour Pool Database have access to the Jobs page. To apply for a position, you must apply directly to the contact information provided on the ads. (Instructions for accessing the Labour Pool Database are in the section above).



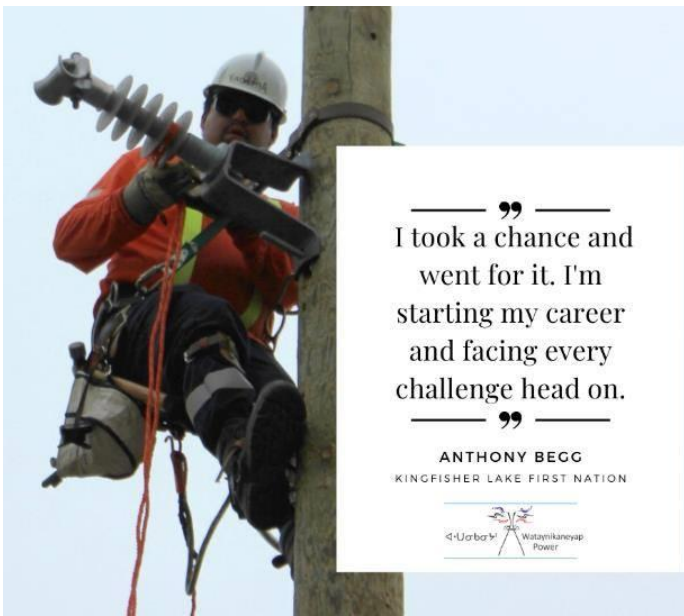
— ” —
It doesn't feel like work when the line is bringing light to the communities.

— ” —
BERENSILY (BEAR) OWEN
POPLAR HILL FIRST NATION




Active/Recent Job Postings

Position	Deadline	Details
VALARD		
Tower Assemblers	Ongoing	See job postings on the Valard-Wataynikaneyap Facebook page (https://www.facebook.com/watayproject) the Valard Wataynikaneyap website (www.valard-watay.com) or the Opiikapawiin website (https://www.oslp.ca/careers). Forward resumes to: watay-resumes@valard.com or projectjobs@oslp.ca . Questions? Call 780-986-6180
Indigenous Construction Liaison/Knowledge Holder	Until filled	
YATAW CAMPS AND CATERING (JV Partner)		
Camp Manager, Camp Administrator, Head Chef, Cooks, Bakers, Kitchen Support, Housekeeper, Maintenance	Ongoing	Ask your Community Liaison for job details. Send resumes and questions to cmilligan@outland.ca
SYNTERRA SECURITY SOLUTIONS (JV Partner)		
Licensed Security Guard and Yard Attendant	Ongoing	Send resumes to: ann@synterra.ca
SIGFUSSON GROUP LP (JV Partner)		
Skilled Labourer	Ongoing	Ask your Community Liaison for job details. Send resume and two references to: HR@sigfusson.ca or gpower@sigfusson.ca
Dozer and Excavator Operators	Ongoing	




——— ” ———
 I took a chance and went for it. I'm starting my career and facing every challenge head on.
 ——— ” ———

ANTHONY BEGG
 KINGFISHER LAKE FIRST NATION




——— ” ———
 The training started me on a path to my apprenticeship. I stuck with it and have no regrets.
 ——— ” ———

BRENNAN WASSAYKEESIC
 MISHKEEGOGAMANG FIRST NATION


Business Readiness and Procurement of Goods and Services

Wataynikaneyap Power identified that numerous Indigenous businesses exist that are owned and operated in the 24 First Nations. Opiikapawiin maintains a business registry and helps the contractor to identify new businesses, identify gaps in business, overcome barriers, and engage when required.

The contractor will procure goods and services from Participating First Nations for the following work where capacity and scope can be successfully achieved by the business. These items are sometimes referred to as “set-asides”. Where new set-aside businesses from the Participating First Nations are established, the Contractor is expected to transition the work from the non-Participating First Nations businesses.

- Access road construction and maintenance (e.g. aggregates and matting)
- Camp set up and management
- Catering and food services
- Clearing and grubbing
- Communications (fiber splicing)
- Environmental monitoring
- Equipment rentals
- Local knowledge holders
- Training
- Transportation services, such as helicopters and charters
- Security
- Storage facility rental
- Surveying

Other goods and services that Participating First Nations can provide during the construction phase include:

- waste hauling,
- drill and Blast,
- print shops (signage),
- temporary fencing,
- garbage bins,
- survey,
- fencing,
- substation civil.
- Porta Potties,
- trucking / logistics,
- medics,

Business Registry

Opiikapawiin Services LP maintains a business registry where information about Indigenous businesses is recorded in the Wataynikaneyap Directory. The Directory can be shared with potential contractors/subcontractors to help facilitate First Nation business opportunities. For information on how to register your participating First Nation business or joint venture, please email Ivan Donio at i.donio@oslp.ca.

Indigenous Businesses on the Project to Date

As of June 2020 there have been 18 Indigenous Joint Venture Partnership Businesses providing the following services to the project:

- Right of Way Clearing
- Drilling and Blasting
- Excavation
- Foundation Construction
- Road Construction
- General Construction
- Aggregate Supply/Delivery
- Camp Services
- Rig Mats
- Portable Bridges
- Fuel Transport
- Water delivery
- Aviation
- Helicopter
- Internet

Valard's Selection Process Considerations:

- Ability to meet Health and Safety requirements
- Capacity to perform the required work scope
- Capabilities of the business align with the required skillsets
- Cost relative to budget and market

If you have further questions about business readiness, procurement and contracting opportunities, please contact:

Richard Chukra, Indigenous Business Relationships Advisor - r.chukra@oslp.ca Office: (807) 474-3300 ext. 212, Cell: (807) 630-8684

Ivan Donio, Indigenous Strategic Sourcing Advisor - i.donio@oslp.ca Office: (807) 474-3300 ext. 211 Cell: (807) 633-4856

Subcontractor Profile



Yataw Camps and Logistics is a partnership between Lac des Mille Lacs First Nation, Slate Falls Nation, Lac Seul First Nation, Wabigoon Lake Ojibway Nation, the Ojibway Nation of Saugeen and Outland – A division of Dexterra.

Yataw is proud to provide high-quality, reliable camp and catering services to contractors engaged on the Wataynikaneyap Power Project. Camp and catering services are extremely important on a project like Watay where the location of the work is remote. Making sure workers are well-fed and living in a comfortable and safe camp is key to the productivity and happiness of the work crews!

Camps provide many job opportunities including administration, cooking and kitchen support, housekeeping and janitorial, maintenance, driving and logistics.

The Yataw team is working hard to maximize opportunities for participating community members through employment, training, and engaging local businesses and entrepreneurs. There are currently 21 participating community members working for Yataw on the project.



Gerald Morrison – 2nd Cook Day Shift



Sioux Lookout camp and catering operation run by Yataw Camps and Logistics.



Marilyn Southwind – Housekeeper.

Identified Indigenous Participation Challenges and Opportunities

The COVID 19 Pandemic has been a challenge for Indigenous Participation and Engagement, halting the training programs, slowing the hiring of individuals from communities, slowing the procurement of services from communities, and impacting meaningful engagement with communities. Opiikapawiin has been adapting to the best of our ability and supporting communities through identifying new methods of engaging and meeting.

Indigenous Engagement

If you have any questions or suggestions about project engagement and communications, including how best to engage with your community during the pandemic, contact Karen Saunders, Indigenous Engagement Manager: k.saunders@oslp.ca or Cell: (807) 620-1902. Karen's job is to support communities on all engagement and communication-related activities, including responding to requests for engagement on any topic relevant to the Project. Karen also manages the Indigenous communication record for the project and tracks project issues.

June Engagement Topics

Participating First Nations have been asked to provide updated protocols to Opiikapawiin including:

- Archaeology Protocols
- COVID-19 Pandemic Plans
- Other Community Protocols (e.g. ceremonial protocols, consultation protocols, etc.)

Upcoming Engagement Topics

- Endangered Species Act Indigenous commitments and Monitoring Plans

Wataynikaneyap's Complaints Resolution Process

Opiikapawiin provides support to Wataynikaneyap to manage issues and complaints arising from Project-related activities during all stages of the Project. This includes following Wataynikaneyap's complaints protocol to document formal complaints, identify the most appropriate parties to respond to complaints, and track complaints through to their resolution.

If you have an issue to raise about the Project, you can provide it formally via phone or email to the contacts below.

Phone: 807-633-1499

Email: WatayInquiries@wataypower.ca



Photos by Owner's engineer's field inspectors.

Crew assembling lattice steel tower BC 39.



Top of lattice steel tower foundation (pin joint).

Hard Working Community Liaisons

Opiikapawiin Indigenous Participation Coordinator Nancy Doblej and Wataynikaneyap PM Training Advisor Franz Seibel are working to connect with each Community Liaison to get to know them a little better. Through brief interviews, we will be gathering information (including their best photos!) to produce posters that can be shared with the community including on social media and in future newsletters.

Available Information Flyers

Information flyers are developed to help communicate about project components and activities. They are available in English and Anishininimowin and can be found on the Opiikapawiin and Wataynikaneyap Facebook pages under Timeline Photos.

- Steel Structures – provide a summary of the design and highlights difference from wood poles
- Right of Way (Clearing) – provides a summary of how vegetation is cleared
- Structure Assembly – provides a summary of where and how steel structures are built.

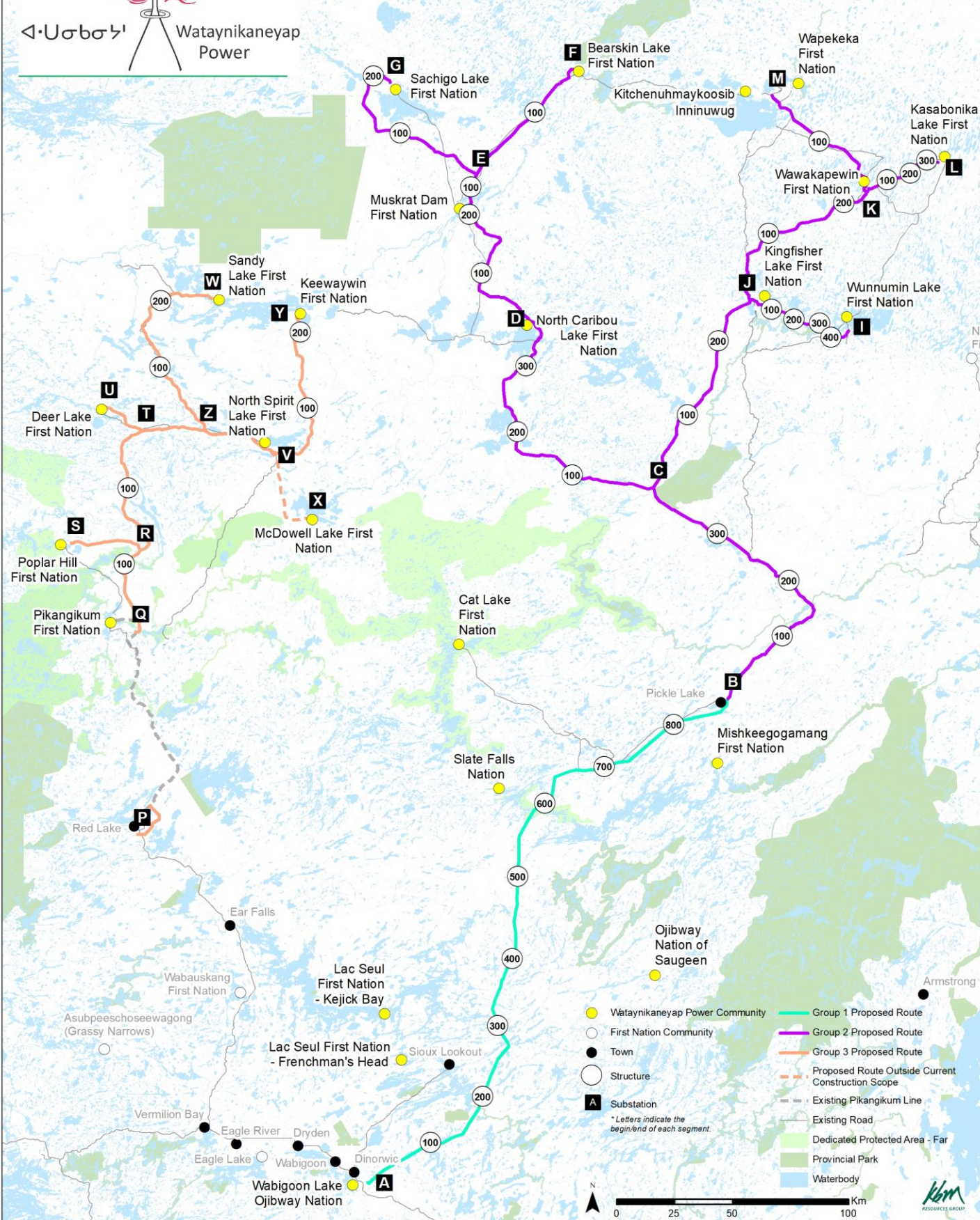
Wataynikaneyap’s Phase 1 Annual Compliance Report bulletin provides a summary of EA commitments completed for Phase 1. It can be found on Wataynikaneyap’s website in the Environmental Management section under the Engagement menu.



Other Sources of Information

Source	Types of Information
Opiikapawiin Services Website www.oslp.ca	<ul style="list-style-type: none"> • Job opportunities with Opiikapawiin, Valard, Wataynikaneyap and subcontractors (when provided)
Opiikapawiin Services Facebook Page https://www.facebook.com/OpiikapawiinServicesLP	<ul style="list-style-type: none"> • Training opportunities with Opiikapawiin and Valard • Job opportunities with Opiikapawiin, Valard, Wataynikaneyap and subcontractors (when provided) • Project updates and announcements • Information Flyers
Wataynikaneyap Website www.wataypower.ca	<ul style="list-style-type: none"> • Training opportunities • Employment opportunities with Wataynikaneyap • Labour Pool Database entry questionnaire • Detailed description of the Project • Fact sheets and Frequently Asked Questions • Project Schedule • Environmental Updates • Contact Information
Wataynikaneyap Facebook Page https://www.facebook.com/Wataynikaneyap-Power-101077908260416	<ul style="list-style-type: none"> • Project announcements and updates • Employment opportunities with Wataynikaneyap • Fact sheets • Contests
Valard Wataynikaneyap Website www.valard-watay.com	<ul style="list-style-type: none"> • Job opportunities with Valard • Project schedule and progress
Valard Facebook Page https://www.facebook.com/watayproject	<ul style="list-style-type: none"> • Training opportunities with Valard • Job opportunities with Valard

WATAYNIKANEYAP POWER



*Note: Final routing of some portions of line is subject to ongoing engagement with communities.